

partments of Labor and Health, Education and Welfare. Miss Fait said, in part:

*Policy.* In 1964, we abolished from our California State Employment Service operating policy and concept that there are *any* "bona fide occupational qualifications" in a job; in other words, that age and ability to perform a task are necessarily related.

This phrase, "bona fide occupational qualifications," means that an employer can say, in placing an order: "A woman of 50 can't stand all day". "A man in his 40's is too old to train for this job." "A secretary of 35 can't get along with the younger women in the office." "No one over age 27 can do this work." Any law or policy containing "BFOQ" gives the employer exactly what he needs to perpetuate this overt discrimination on a legal base.

We know that chronological age is a poor index of capability. For example, consider *physical fitness*. Evidence has been presented to *prove* that physical fitness is determined much more by training than by age. The capacity of the body to effect physiological adjustments to training is retained almost to the limit of the span of life. Energy reserves and sheer muscular power vary greatly among individuals of *any* age.

*Creativity.* There is no uniform pattern of decline in the creative process due to old age. Persistent and new creativity may be observed in some individuals as well as its decline and extinction in others. There are many instances of newly-developed creativity in old age and examples of creative individuals who ventured into new fields of old age.

*Rate of Aging.* Physical changes come about gradually; they do not occur at the same time in any one individual; nor does any group of individuals age at the same rate.

*Personality.* The older employee tends to have a greater sense of responsibility toward his job and his employer, he is more likely to be objective about personal goals and capabilities, he has increased social intelligence including the ability to understand and influence others.

*Speed.* There is no proof yet that older persons cannot increase their speed of performance and learn new skills *under appropriate conditions of motivation and practice*.

Let's take the 100-plus group. Four hundred beneficiaries of the Social Security Administration rolls are 100 years of age or older.

More than 300 are getting benefits based on work they did after they were at least 75 years old. A dozen of these people are still employed or self-employed, and the oldest is 120. One of them retired last year as sling man on a longshore gang in Seattle—at age 105!