occupation of the worker and the industry in which he or she seeks new employment.

Third: Employers have a high regard for the older worker who is still in their employ. But, this high regard disappears and it is replaced by discrimination once the older worker loses his job and tries to find a new one.

Fourth: Employers have a number of reasons, most of which are only myths or half truths on which they justify their preferences for younger workers. Among these myths or half truths are the idea that pensions, insurance and Workmen's Compensation costs are going to be very much greater in the case of the older worker, allegations with regard to lower productivity, greater absenteeism, inability to keep pace with younger workers, inability to adjust to changes, to accept training, supervision, discipline, etc.

Fifth: Unions also tend to reflect some of these attitudes, particularly in response to the pressure caused by layoffs and unemployment and particularly in regard to their long-term unemployed membership. The union which has a long-time layoff of many of its workers begins frequently to assume a very defensive kind of attitude - to develop certain attitudes which in a sense excuse them from meeting the very unpleasant reality of their relative inability to do anything about it on their own. Perhaps, they would like to think that they have it within their power, and they certainly like their members to think they have it within their power, to help them in any contingency. The fact is that this is one of the problems labor unions alone have been unable to deal with.

On the other hand, alongside of the sometimes negative or resistance attitude on the part of unions there have been some positive activities to protect the rights of the older worker. Seniority systems of course are a prime example of this. In some plants there is the reservation of jobs either by contract or through informal arrangements between union and management whereby jobs which are especially suitable for the older worker are more or less set aside and identified as such and saved for the older worker who can no longer operate on his previous job. Other unions, particularly in the building phase have worked out a system of hiring ratios whereby a certain proportion of the workers employed during a given time on a given project must be in the upper-age bracket.

Sixth: The U. S. Department of Labor shows that older workers themselves tend to create some of their own problems by an unwillingness to accept a change in occupation, change in industries, rate of pay, or in location of employment, and finally, it was found that private and public employment agencies and personnel and employment managers are themselves contributing to the problems by their failure to deal with applicants and employees as individuals with interests, ability, experience and capacity which are individual and certainly do not conform to all these myths.