are to be administered by a three-man Accident Compensation Commission. The Commission, in the Department of Labor under the Minister of Social Security, will have control over the collection of contributions, the payment of cash benefits and awards, the assessment of incapacity, the investigation of injuries, and the development, coordination, and supervision of accident prevention and rehabilitation programs. The Commission can delegate much of its authority for administering the two programs; it can, for example, appoint "agents" to collect contributions and handle claims.

It is not known at present what role the insurance industry will play. The Woodhouse Report emphasized the importance of a centralized administration and advised against private insurance companies participating in any aspect of the two accident compensation programs. The Accident Compensation Act is unclear as to their role. No private group may underwrite the Government-established funds, but there does appear to be a role for private companies in the handling of claims. The Act states that the Commission "may" from time to time appoint as one of its agents any insurance company or association. Such agents will be paid for services rendered either by fees or by commissions.

Research Grants Studies

Section 1110 of the Social Security Act provides for a cooperative research grants program. The grants given by the Social Security Administration under this program are to nonprofit organizations for research in the broad area of social security. Reports on two recently completed grants projects are summarized below. Similar summaries will be published in the BULLETIN as the projects are concluded.

WORK AFTER RETIREMENT

What psychological factors influence men to continue working after mandatory retirement and what effect do different retirement systems have on retirement-related attitudes? Social Security Research Grants Project 56047 produced two reports in this area—"Work After Retirement: Some Psychological Factors" and "A Comparison of the Effects of Two Retirement Systems." The exploratory research was carried out at the Center for the Study of Aging and Human Development of Duke University and involved men on university faculties who were in good health and financially secure.

The authors, Gerda G. Fillenbaum and George L. Maddox (Director of the Center), found that the retirement decision is based on a set of mutually reinforcing preretirement factors—such as the importance of the work being done, personal involvement in work-related matters, a distaste for retirement, and an attempt to circumvent retirement. Although environmental matters (assurance of continued access to work facilities and local availability of paid work, for example) seemed to have little relevance to continued working, certain specific matters (such as the possession of particular skills) did appear to be important.

The reports indicate that those under a "flexible" retirement system (that is, they lost tenure at age 65 and were forcefully reminded about retirement for the next 5 years) were more likely to favor retirement, to have made plans for both work and leisure, and to be better adjusted after retirement than were those under a more "abrupt" retirement system—mandatory retirement at age 70.

* * *

DETERMINANTS OF INTERSTATE MIGRATION OF THE ELDERLY

The literature dealing with patterns and determinants of population mobility is massive. Most of the published research concentrates on population movements as a whole, or on movements of the labor force.

Interstate migration rates of persons aged 65 and over are the focus of a research project directed by Steve L. Barsby and Dennis R. Cox at the College of Business and Public Administration, University of Arizona, 1970–72. They found that research directed primarily at migration patterns of the elderly is extremely scarce.

Goals

This research project was designed to: indicate the most important factors affecting interstate migration of the elderly, measure the relative importance of such factors, and develop a model that explains the pattern for the 5 years studied (1955–60) and that can be tested for the 1965–70 period when data are available.

The focus is on migration patterns resulting from decisions other than those presumed to be associated with a high degree of attachment to the labor force. The research also examines migration patterns of those under age 65 so that decisions of older and younger persons confronted with similar variables can be compared.

Using a system of multiple regression equations, four well-defined groups and one miscellaneous group of variables are considered in relation to their effect on migration patterns: past migration, public sector characteristics, income, labor-force behavior, and a group of various items. The five groups contain 64 separate, independent variables.

Findings

Past migration.—The data indicate that past migration patterns are a powerful determinant of current (1955–60) patterns. Whether this is the result of flows of information, "pull" of friends and relatives, or merely a continuation of past attractions has not been determined.

Public sector.—Few public sector variables seem related to migration patterns of the elderly. The only variable that acted in the predicted manner is per capita property tax revenues. High per capita property tax encouraged more rapid out-migration, but did not inhibit in-migration. Lack of information about public sector variables may explain why these characteristics are not strongly related to in-migration. A known high tax rate is more compelling in a location decision than some unknown low tax rate. States may influence migration rates by broader dissemination of information about such things as taxes, living expenses, and availability of public services.

Income levels.—Income levels were found to be positively related to migration rates of the elderly. This population moves into and out of States at a more rapid rate when median incomes are high than when they are low. This group is less likely to leave low-income States. The net effect is to increase the proportion of low-income elderly persons in low-income States. Thus, States that can least afford to help support their elderly populations (those with low per capita incomes) are the ones most likely to be asked to provide that support. The results of the analysis indicate that if transfer incomes, such as social security benefits, continue to increase over time, migration rates of older persons will increase, but the increases probably will not reduce the tendency for migration to widen income differentials among the States.

Elderly persons discriminate between industry wage rates. They are attracted to States with high wages in services but are repelled from States with high wages in manufacturing. This differentiation may stem from older persons' views and experiences concerning relative job opportunities. High wages in service industries might mean higher income expectation, because these industries have relatively more jobs for which the elderly are likely to be employed.

Labor-force behavior.—The multiple regression analysis suggests that elderly persons with loose attachment to the labor force are more mobile than those with a tighter attachment. Accordingly, States in which elderly persons have low participation rates, high labor-force turnover rates, and work only a small proportion of the year should have high in- and out-migration rates. Much of the evidence is consistent with the hypotheses. It is not clear, however, whether these are independent variables influencing migration or dependent ones influenced by migration.

The review of labor-force characteristics of older persons suggests that the manner in which labor-force participation rates are calculated systematically understates actual participation rates of the elderly and makes them seem a less important part of the labor force than they actually are. The discouraged-worker effect and the restriction on earned income (the amount that retirees can earn without any loss in monthly social security benefits) may also lower the observed participation rates of older persons.

Miscellaneous.—The data show that older persons—particularly those aged 65–69—are attracted to Southern States and are attracted more strongly than younger persons.

Rent levels were used in the study as an index of relative living costs in different areas. The data indicate that elderly persons leave States with relatively high costs of living. Yet, these high costs do not seem to deter in-migration as much as high occupancy rates. Areas experiencing rapid growth with accompanying low vacancy rates and rapidly rising housing costs are likely to be unattractive to the elderly.

States with small populations relative to populations in contiguous States experience relatively high out-migration rates. It is not known why this occurs.

Overall results of this study suggest that in their migration decisions persons aged 65 and over react in substantially different ways to economic variables than do younger persons. For this reason, the elderly appear to be an appropriate subgroup of the population for more intensive study.

The final reports of these two research grants projects are in the Social Security Administration Library, 571 Altmeyer Building, 6401 Security Blvd., Baltimore, Md., 21235, and in the Library of the Office of Research and Statistics, Room 320-0, Universal North Building, 1875 Connecticut Ave., N.W., Washington, D.C., 20009. Copies of the reports may be obtained through interlibrary loans. (Also in these libraries are copies of more than 50 other research grants projects that have been completed since 1963. A list of these projects will appear in a future issue of the BULLETIN *having a Research Grants Studies section.)*