

training. We can no longer assume that the women arriving in the job market have fewer skills and less training than men.

In spite of numerous international conventions and laws guaranteeing the quality of opportunity and treatment, discrimination between the sexes persists. Women still assume the double burden of family and employment obligations. Women's pay remains lower than that of men; and women remain in the minority in decision-making and managerial posts.

The dramatic increase of women in the labor market has driven public opinion and the governments of many countries to acknowledge that they need to fight against these inequalities.

The United States Congress needs to be doing more to ensure that our government and those across the globe adopt legislation which represents the real political will that exists to eliminate inequality of opportunity on the basis of gender.

We need to pass legislation like the Paycheck Fairness Act, which I introduced in the 107th Congress, to ensure that protections against gender discrimination are enforced. It is a matter of human rights, of social justice, and sustainable economic development to make sure that women are paid in the same way that men in our society are paid.

#### HONORING REV. LEON SULLIVAN

The SPEAKER pro tempore. Under a previous order of the House, the gentlewoman from California (Ms. LEE) is recognized for 5 minutes.

Ms. LEE of California. Mr. Speaker, today one of the greatest civil rights and human rights leaders of our time, a great orator, a humble minister who lived his faith, Reverend Leon Sullivan, was laid to rest in Phoenix, Arizona.

Rev. Leon Sullivan was an advocate for the "least of these." His deep and abiding commitment to human rights, to economic development, to education, to the elimination of racism and apartheid transcended the North American continent all of the way to the continent of Africa and the entire world. His love for all of God's children was the driving force for many of his magnificent endeavors here in America and in Africa.

Mr. Speaker, I include for the RECORD Reverend Sullivan's obituary which sets forth his life's work.

[From the International Herald Tribune, Apr. 27, 2000]

LEON SULLIVAN, 78, KEY PLAYER IN ENDING APARTHEID, IS DEAD  
(By Paul Lewis)

The Reverend Leon Sullivan, 78, the clergyman and civil rights leader who drew up guidelines for American businesses operating in South Africa under apartheid, died Wednesday of leukemia in Scottsdale, Arizona.

In 1977, Mr. Sullivan drafted the Sullivan Principles to help persuade American compa-

nies with investments in South Africa to treat their workers there in the same manner that they treated their U.S. workers.

He later worked with the United Nations on a code of ethical conduct for multinational corporations.

As originally stated, the Sullivan Principles called for racial nonsegregation on the factory floor and in company eating and washing facilities; fair employment practices; equal pay for equal work; training for blacks and other nonwhites so they could advance to better jobs; promotion of more blacks and other nonwhites to supervisory positions, and improved housing, schooling, recreation and health facilities for workers. On Wednesday, the UN secretary-general, Kofi Annan, praised Mr. Sullivan, saying that he had played a bold and innovative role in ending apartheid. And the Reverend Jesse Jackson called Mr. Sullivan "a tremendous source of hope and vitality and moral authority."

In 1971, Mr. Sullivan joined the board of General Motors as the company's first black director. He was instrumental in expanding black employment and creating more black dealerships.

By 1984, Mr. Sullivan had used his position on the General Motors board to persuade most American companies doing business in South Africa to abide by his principles. He then added several more guidelines.

He said that American companies should campaign actively against apartheid, allow black workers full job mobility and provide housing accommodations close to work.

In 1987, with apartheid still in place and such African leaders as Nelson Mandela still in prison, Mr. Sullivan toughened his approach, urging American corporations to withdraw altogether from South Africa and calling for the United States to impose trade and investment sanctions on that country.

This harsher stance, however, won little support from either the Reagan administration or American business leaders.

When apartheid was dismantled in the 1990s, many credited Mr. Sullivan's work as a major force in the change. But he said only, "If you take a hammer and chisel and pound a rock 100 times, it's going to crack. I pounded and pounded and it cracked."

In 1988, Mr. Sullivan retired as the head of Zio Baptist Church in Philadelphia, moved to Phoenix and began building bridges between African and black America, organizing a series of African and African-American summit meetings, with the first held in Abidjan, Ivory Coast, in 1991.

In 1999, he promulgated his own Global Sullivan Principles, ethical guidelines for multinational corporations. About a hundreds U.S. corporations have accepted them.

He was awarded honorary degrees by Dartmouth, Princeton and Swarthmore, among dozens of other colleges.

#### A FIGHTER AGAINST RACISM

A Baptist minister from humble beginnings in Charleston, W. Va., Leon Sullivan became a force for racial justice from the streets of Philadelphia to Soweto. The Rev. Mr. Sullivan died last week of leukemia at the age of 78. He will be buried today in Phoenix.

The Rev. Mr. Sullivan wrote an international code of business conduct that helped fight apartheid. For more than 20 years, he crusaded against institutionalized racial oppression, backed by the white South African government. His "Sullivan Principles," written in 1977, called on U.S. firms conducting business in South Africa to establish fair-employment practices, train non-whites and promote them to management jobs, and to improve employees' lives

outside of the work environment. He used his position as the first African-American to sit on the board of directors of General Motors Corp. to focus attention on racial segregation and deplorable living conditions of black workers in South Africa.

Before he moved into the international arena, the Rev. Mr. Sullivan fought for racial equality in Philadelphia, where he organized a boycott of local firms that would not hire African-Americans. Not one to accept the common corporate excuse that no qualified African-Americans could be found for available jobs, he established the Opportunities Industrialization Centers that since 1965 have trained hundreds of thousands of people in the United States and Africa. There are 56 affiliate centers in 36 states (none in Missouri or Illinois) providing education, training, employment and housing services to poor people of all races.

As the United States continues to push for global trade, the Rev. Mr. Sullivan's principles promoting equal economic opportunity for all races are every bit as relevant as they were in 1977.

Mr. Speaker, I will miss Reverend Sullivan tremendously. I will miss his words of wisdom and counsel. My last conversation with Reverend Sullivan was on the front steps of the Cannon Building last year. We talked about the HIV/AIDS pandemic which is ravaging Africa.

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He told me that he intended for the African American Summit, which had been scheduled to take place in Abuja, Nigeria this month, to highlight the devastation brought on by this disease. He said that we must stay faithful to our mission to eradicate this disease from the face of the earth. Reverend Sullivan's untimely death prevents, for the moment only, this summit from proceeding, but his message of hope must be heard.

Tonight we can all honor his legacy. Tonight we can and we must recommit ourselves to increasing the level of funding to address the global HIV/AIDS pandemic, specifically in sub-Saharan Africa which has over 70 percent of the world's HIV/AIDS infections.

Finally, in honor of Reverend Sullivan, let us remember his magnificent life; and let us remember that it was he who helped mobilize us, making us take note that Africa does matter. It was he who helped remind us that America is home to tens of millions of African descendants. We cannot forget that Africa matters.

It is with a heavy heart, yet a sense of gratitude, that I remember Reverend Sullivan tonight. My prayers go out to Reverend Sullivan's family. May this great warrior rest in peace.

The SPEAKER pro tempore (Mr. ISAKSON). Under a previous order of the House, the gentlewoman from New York (Mrs. KELLY) is recognized for 5 minutes.

(Mrs. KELLY addressed the House. Her remarks will appear hereafter in the Extensions of Remarks.)

The SPEAKER pro tempore. Under a previous order of the House, the gentlewoman from the District of Columbia