

zone along the Mexican-U.S. border. You can go to another 100 places like that around the globe. The reality is that too many corporations are treating people without human respect. And the ILO, I have a right, you have a right, to organize and bargain collectively, to refuse forced labor, to reject child labor, to work free from discrimination, is an important message to let people know around the world that we will not tolerate it, and they can stand up and be respected.

We have too many children, 8, 9, 10 years of age, working 12 hours in factories for less than a nickel an hour, a nickel a day in some instances, basically working for nothing. We have too many instances of people being discriminated against in the workplace. We have too many instances of forced labor, and this needs to stop. I only wish U.S. corporations were willing to cooperate with this movement.

It takes some leadership at the national level here in this country, not only from the government but from our corporate leaders. I wish someone would stand out and say we are going to set the pattern and treat workers abroad with respect and dignity. I think once that wave starts, it is pretty hard to stop. What we need to do is continue to press. We need to continue to support the ILO and their efforts to educate workers around the globe that they have these rights. We as a country, as people, as governments, and as corporations ought to stand up for those rights.

#### DECISION TO CHANGE HEADGEAR OF U.S. ARMY FROM FOLDING GREEN CAPS TO BLACK BERETS DISAGREED WITH BY MANY

The SPEAKER pro tempore (Mr. ISAKSON). Under a previous order of the House, the gentleman from North Carolina (Mr. JONES) is recognized for 5 minutes.

Mr. JONES of North Carolina. Mr. Speaker, last week I attended a briefing before the House Committee on Armed Services regarding the decision to change the headgear of the United States Army from the traditional green folding cap to a black beret. There have been many hearings and briefings since this decision was announced, and it seems to me, following each one, another bit of information not previously known has come to light.

The decision to disregard the history and proud tradition of the Rangers was the first bad decision. The decision to bypass the Berry amendment and purchase the berets from China and other foreign countries, rather than buy them from U.S. suppliers, was the second bad decision.

I did not believe that this decision could become any worse, but the longer the situation drags on, the worse it seems to become. The bottom line is that we have troops without adequate ammunition and pilots who cannot fly

because of a lack of funds, so why would the Army spend \$23 million to change the color of a hat on the whim of one general? It just does not add up. Just like a dead fish, this seems to be rotting from the head down.

Mr. Speaker, I have heard from many of our retired and active duty Rangers, among them Sgt. Bill Round from my district and Sgt. David Nielsen, who are both veterans. Believe me when I say, contrary to what has been reported, they are not pleased with the decision to change the beret designation to tan.

Mr. Speaker, tomorrow I will testify before the House Committee on Small Business regarding the matter in which the Berry amendment was arbitrarily dismissed. The gentleman from Illinois (Mr. MANZULLO) and the Committee on Small Business are to be commended for calling the hearing so that the Committee on Small Business can flesh out how the decision to bypass the Berry amendment was reached.

During my testimony, I will be discussing a bill that I have introduced that will prevent an error like this from ever happening again in the future. However, the immediate need needs to be addressed right now. The decision regarding the change from folding green hats to black beret appears to be dying a slow death. Murmurings are circulating about shoddy workmanship, and I am sure that other problems will come to light following the hearing tomorrow.

The time to bring an end to this ill-fated decision has come. It is my hope that the Congress and the administration can stop this outrage once and for all and restore the emblem which for so long has been a symbol of excellence in the United States Army, the Rangers wearing the black beret.

#### INTERNATIONALLY RECOGNIZED WORKERS' RIGHTS

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Connecticut (Ms. DELAURO) is recognized for 5 minutes.

Ms. DELAURO. Mr. Speaker, I thank my colleague, the gentleman from Michigan (Mr. BONIOR), for organizing this evening's discussion on so critical an issue as international workers' rights. The gentleman from Michigan (Mr. BONIOR) has been a champion for workers' rights at home and abroad, and I am proud to join him in this discussion.

Work is fundamental to our existence. It gives our life meaning, and it is necessary so workers can provide for even the most basic human needs, like food, shelter and clothing. We say that women and men share the same fundamental rights when they are at work. We say that the new global economy is creating unprecedented opportunities and new-found rights for workers, especially women, including the right to work free from gender discrimination, yet clearly we are not doing enough to make this a reality.

Gender wage discrimination is a national and international atrocity which continues to hold our global community captive and hinders further progress.

From the United States to Japan, from South Africa to the Netherlands, women are paid less than men. What is worse is that there is no indication that this will soon change for women worldwide. Across the globe, the United States Congress has the ability to protect workers' rights, including the right to work free from gender discrimination. As the most powerful nation in the world, we have the responsibility to influence other governments to defend workers' rights, to ensure that women workers are paid a fair wage so they can support their families. It is time that we live up to these responsibilities.

For decades women have been fighting for their right to enter the labor force, and progress has been made in terms of women in the workforce. With the globalization of the economy, women have assumed extraordinary responsibilities and have adapted to the duties of providing for the security of their families. They have taken on roles in the workplace and in their communities, oftentimes to lessen the harm from local and national crises, for example, the women that enter the agriculture sector in Africa in order to alleviate their families from the burdens of famine that have plagued Africa.

For the past 2 decades, the level of women's participation in the labor force has been increasing. In fact, in 1994, approximately 45 percent of the world's women from the ages of 15 to 64 were economically active. The rate at which women are becoming economically active is almost twice the rate for men. In the United States, Canada and the Scandinavian countries, women now make up nearly half the active population, with activity rates of over 70 percent in core age groups. Unfortunately, this is only half the story.

It is simply unacceptable that not all women have been able to choose to enter the workforce and those that do encounter additional barriers and violations of their rights. Although women have benefited a great deal from the changing global economy and newly created jobs, unequal pay remains a problem and job equality has declined.

I cannot believe that the majority of women worldwide continue to earn on the average only 50 to 80 percent of what men earn. In Japan, the Republic of Korea, women's salaries are roughly half of men's salaries. In developed countries, including the United States, the pay gap varies between 30 percent to slightly less than 10 percent. Worldwide, women earn an average of 75 percent of men's pay in nonagricultural work. These are outright violations of workers' rights, and the injustices persist despite undeniable success which women have achieved in accessing education and vocational and professional

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