

that cost is commensurate with what they accomplish. H.R. 363 alone would cost \$1.25 billion over 5 years and H.R. 362 represents an expenditure of \$1.5 billion over 5 years.

Oddly, these duplicative bills seek to establish programs that are already in existence and expand others that have yet to show a return on their original investment. As outlined by the Statement of Administrative Policy, "the Academic Competitiveness Council has identified 105 existing STEM education programs spending over \$3 billion annually, including 45 programs that support training of STEM teachers, and found that very few of these programs demonstrated evidence-based effectiveness."

My colleagues on the other side of the aisle would like to pour more money into programs that are simply not working. I have continued to support successful legislation like loan forgiveness for science and math teachers to encourage development in this field. I also encourage individual states to look into programs like that in New Jersey's Core Curriculum Content standards, which I was proud to work on in the New Jersey Assembly. Under this program, students are taught the highest level of math and science while also providing development of pre-engineering and design and equipping students with modern computer literacy.

Out of a sense of responsibility to our Nation's next generation, I could not in good conscience support these expensive, bureaucracy-laden bills. I will continue to support measures that are proven to work while upholding states' Constitutional right to design STEM programs which work well for them and their students.

NINETY-SECOND COMMEMORATION
OF THE ARMENIAN GENOCIDE

SPEECH OF

HON. JOHN CONYERS, JR.

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Monday, April 23, 2007

Mr. CONYERS. Mr. Speaker, tonight I rise to remind the world that the 24th of April marks the 92nd anniversary of the Armenian Genocide, a systematic and deliberate campaign of the Ottoman Empire to exterminate an entire people. I also rise to reaffirm my support for the adoption of the Armenian Genocide Resolution, H. Res. 106. This legislation contains a long list of U.S. and international involvement against the Armenian Genocide of 1915.

Raphael Lemkin, who coined the term 'genocide' in 1944, and who was the earliest proponent of the United Nations Convention on the Prevention and Punishment of Genocide, invoked the Armenian case as a definitive example of genocide in the 20th century. The time is now for the Administration to describe what occurred as a genocide. There is no option for continued denial.

Atrocities which fell upon a nation almost a century ago are still crying out for commemoration. Armenia's people did not get sufficient recognition of their devastation and our government has yet to take an appropriate position in this matter. Considering how well documented the Armenian genocide is in U.S. archives and through an overwhelming body of

firsthand, governmental, and diplomatic evidence, this is nothing less than a disgrace.

Previous Congresses undertook many efforts to pass legislation recognizing the Armenian Genocide. Unfortunately, all those attempts failed. Now, however, the movement to recognize the genocide has generated enough momentum that passage of this resolution is finally possible. Congressman PALLONE, Chair of the Congressional Caucus on Armenian Issues, has been a stalwart champion of this legislation.

The grassroots campaign "End the Cycle of Genocide" focuses on the lessons we can learn from this tragic chapter in history. We understand the horror of past genocides and recognize that mass exterminations underway today need to be stopped. We cannot remain silent as we observe from a distance how perpetrators execute their power over minorities. Now more than ever, as the world is gripped by unrest and terrorism, the memory of the Armenian Genocide underscores our responsibility to help convey our cherished traditions of respect for fundamental human rights and opposition to mass slaughter.

For these reasons, I support H. Res. 106 and call upon the President to ensure that the foreign policy of the United States reflects an appropriate level of understanding and sensitivity concerning issues related to the Armenian Genocide.

THE INTRODUCTION OF THE FAIR
PAY ACT OF 2007

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 24, 2007

Ms. NORTON. Madam Speaker, the 1963 Equal Pay Act (EPA), the first of the great civil rights statutes of the 1960s, was highly successful for close to 20 years, but it is too creaky with age to be useful today. It is long past the time to amend the EPA to meet the changed economy, where women work almost as much as men. Every year, my House colleague ROSA DELAURO and I, and scores of other Members, introduce the Paycheck Fairness Act, a bill to amend the EPA to make its basic procedures equal to those used in other antidiscrimination statutes. However, the Fair Pay Act (FPA), which Senator TOM HARKIN and I have also introduced, not only amends the EPA, but it picks up where the EPA leaves off to bring the EPA into the 21st century by taking on sex segregated jobs where gender influenced wages leaves average women workers without any remedy too long. Congresswoman DELAURO and I have long pressed for the passage of the Paycheck Fairness Act and both of us will testify at its first hearing today before the Committee on Education and Labor about what is at bottom a procedural update that should have occurred 25 years ago. I will be testifying from my own experience as the first woman chair of the Equal Employment Opportunity Commission (EEOC), when President Jimmy Carter moved the EPA and other civil rights statutes to the EEOC as parts of a historic organization when I became chair.

Along with my indispensable Senate partner, TOM HARKIN, I again introduce the Fair Pay Act to reach the average woman worker,

who is often first steered to and then locked into jobs with wages that are deeply influenced by the gender of those who have traditionally held those jobs. Women are greatly underused today because of employer steering, and because of deeply rooted wage stereotypes that result in pay according to gender and not according to the skills, efforts, responsibilities and working conditions necessary to do the job. I introduce the Fair Pay Act because the pay problems of most women today stem mainly from this sex segregation between the jobs that women and men traditionally do. Two-thirds of white women, and three quarters of African American women, work in just three areas: sales and clerical, service, and factory jobs. Only a combination of more aggressive strategies can break through the ancient societal habits present throughout human time the world over, as well as the employer steering of women into women's jobs that is as old as paid employment itself.

The FPA recognizes that if men and women are doing comparable work, they should be paid a comparable wage. If a woman is an emergency services operator, a female-dominated profession, for example, she should be paid no less than a fire dispatcher, a male-dominated profession, simply because each of these jobs has been dominated by one sex. If a woman is a social worker, a traditionally female occupation, she should earn no less than a probation officer, a traditionally male job, simply because of the gender associated with each of these jobs.

The FPA, like the EPA, will not tamper with the market system. As with the EPA, the burden will be on the plaintiff to prove discrimination. She must show that the reason for the disparity is sex discrimination, not legitimate market factors. Corrections to achieve comparable pay for men and women are not radical or unprecedented. State employees in almost half the State governments, in red and blue States alike, have already demonstrated that you can eliminate the part of the pay gap that is due to discrimination. Twenty States have adjusted wages for women State employees, raising pay for teachers, nurses, clerical workers, librarians, and other female-dominated jobs that paid less than men with comparable jobs. Minnesota, for example, implemented a pay equity plan when they found that similarly skilled female jobs paid 20 percent less than male jobs. There often will be some portion of the gap that is traceable to market conditions, but 20 States have shown that you can tackle the discrimination gap without interfering with the free market system. The States generally have closed the discrimination gap over a period of 4 or 5 years at a one-time cost no more than 3 to 4 percent of payroll.

In addition, routinely, many women workers achieve pay equity through collective bargaining, and countless employers on their own, as they see women shifting out of vital female-dominated occupations, the resulting effects of the shortage of workers, and the unfairness to women, and are raising women's wages with pay equity adjustments. Unequal pay has been built into the way women have been treated since Adam and Eve. To dislodge such deep seated and pervasive treatment, we must go to the source, the female occupations where pay now identifies with gender and always has.