

Board); Matthew Kehoe of Kings County Ancient Order of Hibernians and Parade Chairperson: Kathleen McDonagh; Dance Chairperson: Peggy Lynaugh; Journal Chairperson: James McDonagh; Parade Officers and Members and all the citizens of Brooklyn, participating in this important and memorable cultural and civic event; and be it further

Resolved, That copies of this Resolution, suitable engrossed, be transmitted to Patrick D. Brennan, his Aides and the Brooklyn Irish-American Parade Committee in Brooklyn.

LESSONS FROM JAPAN: EMPLOYMENT FIRST

HON. FORTNEY PETE STARK

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mr. STARK. Mr. Speaker, they say Japan learned about quality and modern manufacturing from the United States, but we clearly have things we should learn from Japan about how to create a sense of society and community.

The following column by Thomas Friedman from the New York Times of February 25 explains how Japan avoids the job massacres that mar American businesses so often and so casually.

[From the New York Times, Feb. 25, 1996]

JAPAN INC. REVISITED

(By Thomas L. Friedman)

TOKYO.—I found the source of our trade problems with Japan.

I went shopping at the Mitsukoshi Department Store, the Bloomingdale's of Tokyo, and when I walked in the front door I counted 14 sales clerks in the jewelry department alone. They bowed politely and offered to help with any purchases. The American in me immediately said: "What a waste of labor! Who needs 14 sales clerks? This store needs downsizing immediately!" But that is not the Japanese instinct. And that's one reason why we have a structural trade deficit with Japan.

Let me explain: Unlike the U.S. or Western Europe, Japan long ago decided that its top priority was not to have the lowest prices for its consumers, not to have the highest dividends for its corporate shareholders, but to keep as many of its people (particularly the men) employed in decent paying jobs—preferably for a lifetime with the same firm. The Japanese understand that a job gives dignity and stability to people's lives and pays off in much greater social harmony. Just walk the streets of Tokyo: few homeless sleeping on grates, no muggers lurking in the shadows.

But to maintain such high levels of employment, to keep 14 clerks behind one store counter, Japan basically had to fix the game. Japan had to regulate its economy in a way that would protect its domestic companies from foreign competition, by controlling access to its markets. That way Japanese companies could maintain a duel price system. They could charge high prices at home, in a protected market, in order to maintain full employment, while charging lower prices abroad in order to get into everyone else's market and export like crazy. That is why those who think that Japan's trade barriers will easily give way, or that its economy will be "deregulated" as its Prime Minister keeps promising, are fooling themselves.

Many economists argue that in an integrated global economy, Japan will have to

become more like America. Its corporations will have to cut costs and downsize to remain globally competitive. Maybe. But for now, the Japanese are resisting that. Despite five years of zero growth, Japan still has only 3.2 percent unemployment. The sort of job massacres that have become the norm in America—like 40,000 workers at AT&T in one chop—have been unheard of here. "I am sure that eventually we will be somewhat forced to think American, but we are moving very slowly in that direction," says Yotaro Kobayashi, the chairman of Fuji Xerox. "For social and moral reasons, we will try to avoid going all the way to a U.S. model. We will look for a middle ground."

How? In part it will be by trying to maintain hidden trade barriers. But in part it will be by trying to maintain Japan's unique corporate values. For Japanese executives, says Glen Fukushima, vice president of the American Chamber of Commerce in Japan, "laying off employees is the last option they look for, not the first." And far from being rewarded for layoffs, corporate executives here are censured for them, by both peers and the press. The first priority of a Japanese company is its employees, then come its customers and last its shareholders—just the opposite of the U.S. corporate mentality.

Instead of ordering massive layoffs, Japanese companies cut overtime, they freeze the hiring of college grads, they freeze dividends, they offer early retirement packages, they shift workers to subsidiary companies, they shift low-skilled jobs to cheaper labor markets in Asia and keep the best jobs here, they inhibit mergers and acquisitions that lead to layoffs, they buy up U.S. high-tech companies to maintain the competitive edge that their own regulated economy sometimes stifles and the even (are you ready?) order pay cuts for top executives—anything but lay off people.

That's why Pat Buchanan is only partly right. Yes, American workers are being hurt by unfair trade barriers erected by some foreign countries, including Japan, and the U.S. should fight hard to bring those barriers down. But U.S. workers are being hurt just as much, if not more, by the skewed sense of priorities that now dominates the U.S. business community, where executives get bonuses for massacring their employees. Maybe the economists are right. The Japanese will have to become like us. But they are sure trying not to, and its' worth watching to see if the they can pull it off. This is one economic war I'm rotting for Japan to win.

AMERICA'S YOUNG LEADERS

HON. ROBERT S. WALKER

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, March 12, 1996

Mr. WALKER. Mr. Speaker, "Why can't Johnny * * *" This question is one of the most often posed to parents, educators and policymakers. It strikes at the heart of the performance of the American education system. Sometimes the answers aren't what Americans want to hear.

The Westinghouse Foundation, the philanthropic arm of Westinghouse Electric Corp., however, is the bearer of good news about our Nation's schools. Not only is Johnny learning, he/she is excelling in math and science.

For the 55th year, the Westinghouse Foundation, in partnership with Science Service Inc., is recognizing America's best and brightest young scholars by awarding the most prestigious and coveted high school scholar-

ships the Nation has to offer in math and science.

This year, the Westinghouse Science Talent Search has selected 15 young women and 25 young men from across the Nation as finalists in the national competition. These outstanding young Americans are in Washington this week and as finalists join the ranks of the Nation's most eminent scientists.

For thousands of students who dream of careers in science, the Westinghouse competition has helped make those dreams come true. Since 1942, this nationwide competition has identified and encouraged high school seniors to pursue careers in science, mathematics, or engineering. This year's competition included almost 2,000 high school seniors from 735 high schools located throughout the 50 States, the District of Columbia, and Puerto Rico. Their independent science research project entries covered the full spectrum of scientific inquiry, from biology to solid state luminescence.

Since the scholarship search program was founded 55 years ago, 113,000 young men and women have entered the competition.

Half of the winners from previous years are today teaching or conducting scientific research programs. They hold five Nobel Prizes, two Field Medals in mathematics, three National Medals of Science, and nine MacArthur Foundation Fellowships. The alumni include 56 Sloan Research Fellows and 30 members of the National Academy of Sciences. In all, Westinghouse Science Talent Search alumni hold more than 100 of the world's most coveted science and math awards and honors.

There's much going on in Washington these days, but the presence here of these young Americans who represent the finest scholars our secondary schools have produced, should not go unnoticed or unheralded. They are here with their research projects which are on display in the Great Hall of the National Academy of Sciences, so that we can see first hand the kind of work being done at the high school level.

Often times those of us in Congress can contribute more to quality education by simply calling public attention to outstanding work achievements beyond the walls of the Federal Government, than by casting our votes on the floor.

The Westinghouse Science Talent Search is just one example of the private sector taking a lead role in initiating programs to meet the many serious challenges facing the next generation of American leaders. These most prestigious science awards have been around for more than half a century, but their luster and impact on young students has not diminished. The opposite is true. They have motivated students, encouraged scholarship, and inspired scientific excellence. That is what we want American education to be.

The time I have served on the House Science Committee has impressed upon me the tremendous challenges we, as a nation, face in the fields of science and mathematics. These years also have taught me the futility of too much dependence upon Government alone to meet those challenges. Government can be a motivator, a facilitator and an inspiration, but it can never do all we need to do.

So I salute the young high school students in Washington this week and I hope this city, with a plate full of legislation, politics, controversy, and consternation, will take a moment to join in that salute and urge them on