

with crime and drugs. And I think we'd like to look a little more carefully at what might be done in terms of conflict prevention.

Those are just broad headlines of some of the areas we're looking at. We shared them in general outline today. We will come to them in detail at the summit.

**The President.** Thank you very much.

NOTE: The President's 90th news conference began at 2:53 p.m. in the East Room at the White House. In his remarks, he referred to President Saddam Hussein of Iraq; Rolf Ekeus, chairman, United Nations Special Commission (Iraqi Weapons); Gerry Adams, leader of Sinn Fein; and President Hosni Mubarak of Egypt.

### **Statement on the Buyout Program for Federal Employees**

*April 4, 1995*

More than 2 years ago, I promised to fix the Federal Government. I was firmly convinced that we could do more with less, that we could create a Government that was "leaner but not meaner," and that we could make Government our partner rather than a problem.

I established the National Performance Review and put Vice President Gore in charge. He and his team have helped to transform Government, to cut bureaucracy and redtape, and to find ways to give the American people the service they deserve. At the same time, my economic plan is bringing down the deficit by more than \$600 billion, and we are proposing another \$81 billion in deficit reduction in the budget I recently sent to Congress.

A major element of my strategy was my commitment to streamline and cut the Federal work force. For too long in Washington, we have had too many layers of bureaucracy, too many workers whose main job was to check on the work of other workers rather than to perform useful work themselves. As the National Performance Review noted, we had good people trapped in bad systems. I promised to cut the work force, and that's what I'm doing. Through our efforts, we have already cut the work force by 102,000 positions and we are on track to cut it by a total

of 272,900 positions, bringing it to its smallest size since John Kennedy was President.

While committed to cutting the work force, we want to do it in a humane way. We faced the same dilemma that confronted many private companies; they needed to downsize but wanted to avoid firing large numbers of loyal employees. Many of them have given people an incentive to leave by offering "buyouts." We wanted to do the same.

Early last year, Congress approved my request to allow non-Defense agencies to offer buyouts of up to \$25,000 a person. The Defense Department and a few other agencies already could offer buyouts under existing law. Because normal attrition will help us downsize in the future, we offered buyouts only until March 31, 1995, which was last Friday.

Looking back, I can safely say that our buyout program has been a huge success. It achieved what we had hoped—to help us cut the work force in a fiscally responsible and humane way.

To reduce the work force by 102,000 positions by the end of fiscal 1994, we offered about 70,000 buyouts. Several non-DOD agencies have offered deferred buyouts that will take place between now and March 1997. Defense will be using buyouts as it continues to downsize through 1999. Counting those, we expect to buy out another 84,000 workers through 1997 as we reduce the work force by a total of 272,900 positions.

The buyouts were not offered in a random fashion, however. We targeted them to reduce the layers of bureaucracy and micro-management that were tying Government in knots. We made sure that departments and agencies tied their buyout strategies to their overall plans to streamline their bureaucracies. As a result, almost 70 percent of our buyouts in the non-Defense agencies have gone to people at higher grade levels, such as managers.

I'm proud that our buyout program was so successful. It shows that we can, in fact, create a Government that works better and costs less.

**Proclamation 6781—National Child Abuse Prevention Month, 1995**

*April 4, 1995*

*By the President of the United States of America*

**A Proclamation**

Childhood should be a special time. Every child should grow up in an atmosphere of love and respect. Children should have a chance to learn, to explore and develop, to look forward to becoming successful, happy, and loving adults. Yet tragically, for a growing number of children in the United States, childhood is an ordeal of violence, pain, and broken promises—a time to endure, not one to cherish.

Child abuse and neglect in America are on the rise. Nationwide, nearly 3 million children are reported abused and neglected each year, and more than 1,200 die from the effects. Although public concern about violence against our Nation's youth is extremely high, many Americans don't know what role they can play in protecting them. For that reason, each April, communities across the country join together to raise public awareness, to call for an end to child abuse, and to let everyone know what they can do to help.

This year, National Child Abuse Prevention Month focuses on the simple truth, "The more you help, the less they hurt." The goal is to teach all Americans how they can help end the cycle of abuse and neglect that tears at the very fabric of our families, our communities, and our country. Because the effects of child abuse are felt by whole communities, the search for solutions must be a community-wide effort—and every citizen must get involved.

Child abuse prevention efforts succeed because of partnerships among social service agencies, schools, religious organizations, law enforcement agencies, and the business community. I encourage you to get involved. Volunteer on a crisis hotline for parents who are under stress, or help start a parents' support group. Perhaps you could find space in your community to establish a "drop-in center" where parents can get information and support. You could urge your religious or neigh-

borhood group to sponsor a home visitor program for new parents. Or you might help your local school and youth organizations arrange for speakers and events about preventing violence against children.

These are just some of the steps we can take to help protect our children and to strengthen our families. If we don't change things, our children—more of them each day—will lose their chance at life. And our Nation will lose the tremendous potential that every young life holds.

America's children are products of the world we have made for them. Their well-being is a reflection of our commitment, maturity, and wisdom. If we nurture our children and fill their lives with genuine caring and respect, we will see our love realized in a world of enduring hope and promise.

**Now, Therefore, I, William J. Clinton**, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim the month of April 1995 as "National Child Abuse Prevention Month." I call upon all Americans during this month and throughout the year to help keep our children safe from harm.

**In Witness Whereof**, I have hereunto set my hand this fourth day of April, in the year of our Lord nineteen hundred and ninety-five, and of the Independence of the United States of America the two hundred and nineteenth.

**William J. Clinton**

[Filed with the Office of the Federal Register, 4:18 p.m., April 5, 1995]

NOTE: This proclamation was released by the Office of the Press Secretary on April 5, and it was published in the *Federal Register* on April 7.

**Remarks to the National Conference of the Building and Construction Trades Department of the AFL-CIO**  
*April 5, 1995*

Thank you very much. Ladies and gentlemen, thank you for that wonderful welcome. Thank you, Bob Georgine, for that fine introduction, all the distinguished affiliated presidents up here on the platform and all of you