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equal share in the prosperity they have helped to create.

The typical woman who works full-time year-round earns approximately 75 cents for every dollar the typical man earns. An African American woman earns just 65 cents and a Hispanic woman earns 55 cents for each dollar that a white man earns. In the course of a week, this pay gap can mean one less bag of groceries, skipping a trip to the doctor, missing a rent payment, or not being able to pay for day care. Over the course of a working lifetime, it can mean thousands of dollars, a smaller pension, and fewer savings to provide for a comfortable retirement. And when a working woman is denied equal pay, it doesn't just hurt her; it also hurts her family. In more than 10 million American households today, the mother is the only breadwinner.

Americans have always believed in justice and equality. We have always believed that those who work hard should be able to provide a decent living for themselves and their children. If we are to live up to those ideals, we must ensure that women do not suffer wage discrimination. We must continue vigorous enforcement of existing laws, such as the Equal Pay Act and Title VII of the Civil Rights Act, so that no employer under-values or underpays the work performed by women. To strengthen Department of Labor and Equal Employment Opportunity Commission efforts to end wage discrimination and expand opportunities in the workplace for women, my Administration has included a $14 million Equal Pay Initiative in my proposed balanced budget for fiscal year 2000. This initiative will provide more resources to identify wage discrimination, to educate workers and employers about their rights and responsibilities, and to bring more women into better-paying jobs. We will also work with the Congress to pass the proposed Paycheck Fairness Act—legislation designed to strengthen laws that prohibit wage discrimination.

As we observe National Equal Pay Day, let us reaffirm our commitment to justice and equality in the workplace, and let us build a Nation for the 21st century where the talents, efforts, and hard work of American women will be rightly appreciated and fairly rewarded.

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 of America, do hereby proclaim April 8, 1999, as National Equal Pay Day. I call upon Government officials, law enforcement agencies, business leaders, educators, and the American people to recognize the full value of the skills and contributions of women in the labor force. I urge all employers to review their wage practices and to ensure that all their employees are paid equitably for their work.

In Witness Whereof, I have hereunto set my hand this seventh day of April, in the year of our Lord nineteen hundred and ninety-nine, and of the Independence of the United States of America the two hundred and twenty-third.

William J. Clinton

[Filed with the Office of the Federal Register, 8:45 a.m., April 8, 1999]

NOTE: This proclamation was published in the *Federal Register* on April 9.

Letter to Congressional Leaders Reporting on Airstrikes Against Serbian Targets in the Federal Republic of Yugoslavia (Serbia and Montenegro)

April 7, 1999

Dear Mr. Speaker: (Dear Mr. President:)

I reported to the Congress on March 26, 1999, on the participation of U.S. military forces in the series of air strikes conducted by NATO in the Federal Republic of Yugoslavia (FRY) in response to the FRY government's campaign of violence and repression against the ethnic Albanian population in Kosovo. Since my report on March 26, there have been dramatic and very serious developments in the FRY. Belgrade's sustained and accelerating repression is creating a humanitarian disaster of staggering dimensions. Estimates now are that well over one million Kosovars have been displaced from their homes and villages. At this time, more than

400,000 Kosovars are in Albania, Macedonia, and Montenegro.

The worsening instability in Kosovo directly threatens peace in the region. We will continue to intensify our actions to achieve the objectives I described in my report to the Congress of March 26 and to support the international relief efforts being conducted in the region. I have directed U.S. military forces to deploy to Albania and Macedonia in order to support humanitarian disaster relief operations for the Kosovar refugees. These relief efforts will include delivering food and supplies, constructing shelters, providing coordination and assisting in logistics movement of displaced persons and relief supplies, and when necessary, providing protection for displaced persons and relief supplies. As a force protection measure, the U.S. military forces will be equipped for combat.

Separate from this effort, I have also ordered additional U.S. forces to Albania. These forces consist of rotary wing aircraft, artillery, and tactical missile systems and will be stationed in Albania to provide a deep strike task force to enhance NATO's ability to conduct effective air operations in the FRY. Approximately 2,500 soldiers and aviators will deploy as part of this task force. The mission of the force does not include deploying into the FRY.

It is not possible to predict how long either of these operations will continue. The duration of the deployments depend upon the course of events in Kosovo, and in particular, on Belgrade's conduct with respect to its campaign of ethnic cleansing and the duration of the threat posed to peace and security in the region. It is our objective to transfer responsibilities for the relief effort to other organizations over time, and to redeploy those U.S. forces, in all circumstances, as soon as the situation permits.

I have taken these actions pursuant to my constitutional authority to conduct U.S. foreign relations and as Commander in Chief and Chief Executive. In doing so, I have taken into account the views and support expressed by the Congress in S. Con. Res. 21 and H. Con. Res. 42.

I am providing this report as part of my efforts to keep the Congress fully informed, consistent with the War Powers Resolution. I appreciate the continued support of the Congress in this action.

Sincerely,

William J. Clinton

NOTE: Identical letters were sent to J. Dennis Hastert, Speaker of the House of Representatives, and Strom Thurmond, President pro tempore of the Senate.

Remarks at a Welcoming Ceremony for Premier Zhu Rongji of China

April 8, 1999

Premier Zhu, Madam Lao, members of the Chinese delegation, distinguished guests. Premier Zhu, welcome to the White House and welcome to the United States. Your visit is an important event in the long relations between our people, a relationship that spans nearly the entire history of the United States. Before this city even existed, even before our Constitution was signed, China granted our newly independent Nation equal standing with the powers of Europe.

In the late 18th century, it took a ship sailing out of Boston over a year to make the voyage to China and back. Today, our people can communicate back and forth in less than the time needed to speak this sentence. But better communication has not always brought better comprehension.

We have done great things together, and we have disagreed on many occasions. For over two decades in this century, we had no conversations at all. That was not healthy for either China or the United States.

At the dawn of a new century, we now recognize that our interests coincide on many issues and diverge on some others but that we have a fundamental responsibility to speak with candor and listen with an open mind. And certainly, we can agree that China and the United States can best achieve our hopes in the next century if we continue to build a constructive strategic partnership, a relationship that allows us to make progress on the issues that matter to our people.

Those issues include stopping the spread of deadly weapons, building a secure and stable Asia-Pacific region, ensuring free and fair trade under international rules, promoting