



THE GERMAN MARSHALL FUND OF THE UNITED STATES EQUAL OPPORTUNITY INTERNSHIP PROGRAM

The German Marshall Fund announces an internship program aimed at promoting equal opportunity for women. Through placement of European specialists in American organizations with similar concerns, the Fund hopes to encourage the transfer of experience in developing and implementing legislation, action strategies, and programs aimed at improving the status of working women. European interns will study and participate in the activities of a particular U.S. organization whose objectives correspond with their own interests. This first-hand experience will provide interns with new perspectives and lead to the development of similar strategies and techniques for adaptation in their home institutions and national contexts.

The Fund will cover travel and living expenses for a period of at least six weeks, up to three months, for internships focusing on one of the following topics:

- 1) Implementation of Sex Discrimination Regulations: Governmental activities to ensure enforcement of equal employment opportunity legislation, including hiring and promotion; practical implications for employers and employees; mechanics of affirmative action plans in public and private employment.
- 2) Public Information and Media Coverage: raising public awareness through newsletters, press releases, press conferences and other public gatherings, radio and television interviews, posters and flyers, and other educational materials.
- 3) Occupational Guidance and Counselling: introduction of new career opportunities to young girls through schools or extracurricular activities; job counselling for women entering the labor force for the first time or after a long absence; career counselling for clerical workers seeking job mobility; eradication of sex stereotyping in education and training.
- 4) Training and Access to Non-Traditional Jobs: governmental and private programs to teach non-traditional skills; working with employers, unions, and others on the successful integration of women into non-traditional jobs; strategies to encourage public agencies to support special training programs for women; placement and support systems for women in non-traditional jobs.
- 5) Organizing Women Workers into Unions and Private Women's Groups: improving the status and pay of traditional female occupations; use of equitable performance review systems and other forms of job evaluation; development of personal leadership skills.

Several public and private American organizers with expertise in the foregoing areas have agreed to host European interns. They include Federal, state, and local government agencies; unions; women's organizations; and private groups of office workers. The Fund will seek to match the interests of successful candidates with appropriate host organizations.

ELIGIBILITY

Candidates must be:

- 1) Employed in government or private organizations as practitioners;
- 2) Actively involved in and knowledgeable about women's employment issues in their own country;
- 3) In a position to contribute to the further development of equal opportunity either individually or, preferably, through their own organizations;
- 4) Fluent in English, both written and spoken.

Applicants demonstrating a capability for the subsequent transfer of programs or strategies studied in the U.S. will receive preference.

Initial inquiries should include a curriculum vitae and a statement indicating how an intensive exposure to U.S. experience would enhance the candidate's ability to carry out current or future duties (please refer to the relevant topic area listed above). After a review of the initial request, the Fund may request a formal application, including a statement of support from the home organization or employer.

An outside Selection Committee will meet twice a year to decide on all formal applications. An interview may be required before final confirmation of the internship award.

1980-81 Final Application Deadlines

November 15, 1980

March 1, 1981

Initial requests should be submitted to:

(October-December, 1980)

(After January 1, 1981)

Announcement of Awards

December 15, 1980

April 1, 1981

Christina Graf
Associate Program Officer
The German Marshall Fund
of the U.S.

4, rue de Chevreuse
75006 Paris
France

11 Dupont Circle, N.W.
Suite 900
Washington D.C. 20036
U.S.A.

