



The German Marshall Fund of the United States

Women and Work

Objectives	<p>The German Marshall Fund is broadening its area of activities in the field of Employment and Conditions of Work to include support for projects dealing with selected issues of women's employment in Europe and America. <u>Projects with practical implications for policies of governments, employers, and trade unions are preferred.</u></p> <p>The Fund is particularly interested in proposals for projects that: (a) <u>call for research with policy application</u> rather than a purely theoretical orientation; (b) seek to develop empirical evidence of the effectiveness and side-effects of various policies and systems; (c) involve comparative studies or <u>have potential for transmission of experience internationally</u>; (d) include practical experimentation, or any combination thereof.</p>
Issues	<p>Proposals should relate to the issues listed below which, as a result of consultations with experts in the U.S. and Europe, have been identified as of current or emerging importance in European countries and/or the United States and likely to be better understood by sharing of knowledge and experience on both sides of the Atlantic.</p> <ul style="list-style-type: none">● Support Systems for Employed Mothers. Examination of: (a) formal and informal child care systems (especially for children under three) and alternative social welfare benefits; and (b) flexible working time, part-time and shared-work arrangements.● Instruments to Promote Equal Employment Opportunity and Occupational "Desegregation" in Public and Private Sectors. Monitoring of legislation, policies, and practices of public and private employers; investigation of the advantages, disadvantages, and effectiveness of current legislation, programs, and policies; and examination of costs and benefits of economic incentives to employers.● Trade Union Activity. Analysis of: (a) the role of women in union administration; and (b) collective bargaining and women's equal opportunity.● Public Information Regarding Women's Employment. Dissemination of information and utilization of media on issues related to employment opportunity, range of career choices, and productivity of female participants in the labor force.● Impact of Women's Employment on Social Insurance Systems. Analysis of current social insurance policies and programs related to retirement and old-age benefits for employed women, including projected changes and alternative policies.● Women's Career Patterns and Job Training. Analysis of the cost and effectiveness of: (a) policies, programs, and institutions which affect career choices and employment opportunities for young women; and (b) job training and other opportunities for women re-entering the labor force after child-rearing years.● Economic and Social Consequences of Women's Employment. Examination of: (a) the consequences of increasing female participation in the labor force for economic growth and for overall levels of labor force participation; (b) possible conflicts with other social policies relating, for example, to the family, regional development, or income distribution; and (c) policies to mitigate or avert such conflicts.
Eligibility	<p>Project proposals dealing with the issues listed above may be submitted by individuals and institutions in the U.S. or Europe. Applicants must demonstrate professional qualifications and experience in the area in which they propose to work. All Fund-supported projects should involve, directly or indirectly, U.S. and European (Western or Eastern) participants or issues.</p>
Application Procedures	<p>There are no special application forms. Applicants should submit a concise proposal (preferably in English) covering:</p> <ol style="list-style-type: none">(1) background and explanation of the importance of the problem to be addressed;(2) specific objectives and policy relevance of the proposed project;(3) methodology to be used;(4) qualifications of the person(s) or institution applying;(5) time frame for completion (which may vary from a few months up to three years);(6) plans for dissemination of project results in Europe and/or the U.S.; and(7) a proposed budget. <p>The Fund may request additional information before acting formally on the proposal.</p> <p>Applications are accepted throughout the year for action by the Fund's Board, which meets three times annually—January, May, and October.</p> <p style="text-align: center;">* * * * *</p> <p>The German Marshall Fund is a private American foundation established by a gift from the Federal Republic of Germany as a memorial to the Marshall Plan. It is dedicated to improving international understanding and to resolution of "problems common to industrial societies," without special preference for bilateral U.S.-German projects.</p>

The German Marshall Fund of the United States

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*Call for details
Copy to Maria*

The German Marshall Fund is pleased to announce its new grant program in the field of employment and...
The Fund is currently interested in proposals for projects that...
to have potential for expansion of activities... (a) include research...
in any community setting.

Programs should relate to the needs listed below which are a result of consultation with experts...
in the U.S. and Europe have been identified as of special importance in Europe...
and that to be given preference by means of knowledge and...
research conducted over the 5 years.

• Support systems for employed mothers - Examination of (a) formal and informal child care...
systems especially for children under three and alternative family - welfare benefits and...
for flexible working time patterns and shared-work arrangements.

• Instruments to promote equal employment opportunities and occupational "integration" in...
public and private sectors - signatory of legislation, practice and creation of public and...
private employment opportunities in the advantages, disadvantages and effects of current...
legislation, objectives and realization of goals and benefits in economic incentives...
to employers.

• Public information regarding Women's Employment - Examination of education and public...
and a needs - based plan for employment opportunities, range of career choices and...
public information on the labor force.

• Research on Women's Employment on Social Issues - Systematic Analysis of current social insurance...
policies and programs related to retirement and other benefits for employed women including...
provision of child care services.

• Women's Career Patterns and Job Training - Analysis of the role and effectiveness of (a) public...
training and institutions which affect career choices and employment opportunities for young...
women and the job training and other opportunities for women to attain the labor force after...
childbearing years.

• Economic and Social Consequences of Women's Employment - Examination of (a) the economic...
impact of increasing female participation in the labor force for economic growth and...
social and labor force participation (b) possible conflicts with other social policies relating to...
a range of family, regional development, or income redistribution and (c) policies to mitigate...
in short-term conflicts.

Project proposals dealing with the areas listed above may be submitted by individuals and...
institutions in the U.S. or Europe. Applicants must demonstrate professional qualifications and...
in the area in which they propose to work. All funded projects should involve directly or...
indirectly, U.S. and European women in research, teaching or other...
There are no special application forms. Applicants should submit a concise proposal (maximum 10...
English copy.

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