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PLANNING YOUR CAREER
IN
PEACEMAKING

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I have tried to participate in this effort, as a member of the Career Services Center, by attempting to assist students in their search for a postgraduate career in the peacemaking field. I am grateful to IGCC for making this pamphlet possible.

The opinions expressed here do not necessarily reflect those of any particular member of IGCC, nor of the Career Services Center at the University of California, Santa Cruz. The responsibility is solely my own.

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Santa Cruz, June 18, 1987

INTRODUCTION

Recently, writing in one of the major daily newspapers, a columnist responded to a letter sent by a student. The student had said, "I would like to know what I can do to further the cause of peace." The columnist suggested that world peace begins with inner peace, and that it is rooted in wisdom, moral sense and a need for action. He advised the student to "study peace itself - what it is, what it does, how to get it."

In his concluding remarks, the columnist says, "I realize I haven't told you what specific steps to take - what courses of study, what jobs to apply for, what career to seek." That statement speaks directly to my concern.

For over ten years now, I have been working in the Career Services Center of the University of California, Santa Cruz. My duties include attempting to give advice and practical help to a growing number of students who come to me with this problem: "Just how do I apply my own commitment to peace, my classroom knowledge, my desire to contribute to peacemaking, to the realities of the working world? In a word, "How can I work for peace, and make a living at it?"

Gradually I have taken upon myself the task of trying to answer this most challenging question. I began by gathering information on a number of organizations which are working to create conditions and mechanisms, at the international level, for reducing conflicts, solving problems, and developing understanding. I was encouraged by the fact that there already exists a number of helpful publications in this area.

Following this, in this pamphlet, I have made an attempt to define specific fields of a peacemaking career, and to recognize a group of people who are dedicated practitioners. I have tried to assemble information which might be useful to students who, already realizing the need for a world of peace, want to put their dreams into action, and become practical peacemakers.

I have heard people say that you can't change the world in a day. In the present world, this is only partly true. To change the world in a positive direction, to the time when the institution of war is no longer acceptable as a means of settling conflicts, cannot, of course, be done in a day. But modern war most certainly can, in much less than a day, change the world in a way we realize only too well.

The need for a growing number of students to elect for a career in peacemaking, in one of its various manifestations, is no longer the dream of impractical idealists, but a grim necessity. This world we live in must, however slowly and painfully, move forward toward peace, or of a certainty it will eventually stop moving, permanently.

PART ONE

Exploring Your Peacemaking Career

If you were to consider a career in medicine, it would be quite natural to be concerned about human ill health, and to prepare yourself for a life devoted to the prevention and cure of disease. In similar fashion, the career of peacemaking demands a serious study of a world which is in ill health, and such diseases as militarism, the military-industrial complex and war must be understood.

This pamphlet is neither a course in Peace Studies nor a paper prepared for a War College - of which there are several in this country - but a brief statement does seem in order. The planet Earth is inhabited by almost 5 billion human beings, and various other assorted creatures. When viewed from on high, the Earth does not seem to be partitioned off in any particular way, but we know there are about 170 separate areas, with arbitrary boundaries, called countries. They are the players in the dynamics of world affairs and in the maintenance of global Earth.

In 1945, events occurred which brought a whole new dimension into the world scene: the first atomic weapons test took place at Alamogordo, New Mexico, and the first atomic bomb was used as a weapon of war in Hiroshima.

Four years later the Soviet Union successfully tested its first nuclear weapon, soon to be followed by the United Kingdom, France and China. Now, some forty years later, about fifty thousand nuclear weapons exist, with a power of sixteen million kilotons of TNT (as compared with the 15 kilotons of the Hiroshima bomb).

These dismal and appalling statistics blunt the mind, and make it necessary to focus on some item we can more easily comprehend. For example: in the United States alone, according to the National Resources Defense Council, over 80,000 people are employed in the business of building nuclear warheads. They work in 13 states, with an \$8 billion annual budget. They do their daily job, go home to their family, pet the dog, watch TV, and return next day to turn out more nuclear warheads. They consider themselves as perfectly normal people, I am sure. They think of themselves as preparing for "defense," not for war, but war is most certainly preparing for them.

This is why: With thirteen years still to go before the end of this century, it has already recorded 237 wars--that is, "hostilities which resulted in deaths estimated at 1,000 or more per year." The same source (Sivard, World Military and Social Expenditures, 1986) reports that "Wars in the 20th century have so far killed 99 million people." Except for the victims of Hiroshima and Nagasaki, these deaths were non-nuclear. How much longer can we expect such "conventional" conditions to continue?

One last approach to the problem: Countries now allocate a

substantial portion of their central budget for military spending, in order to maintain the existing system. The military share of each country's budget averages 21.7%, according to the U.S. Arms Control and Disarmament Agency. In 1986, global military expenditures reached \$900 billion annually.

Such symptoms are obvious. This is a sick world, and it's the only one we have. In this world we find ourselves living, loving, studying, playing, working and planning for our careers. And waiting. Deep in the hidden recesses of our minds, waiting for something very, very bad to happen. We now live in a world where the life-span of every human, from the newborn to the non-agenarian, is potentially the same - due to the possibility of instant and simultaneous extinction in a nuclear holocaust.

What does it mean, then, to be living in this world, and planning for a career in peacemaking? First, it is obvious that a career in peacemaking is very much a goal-oriented career. One primary goal is to help to establish a world system, in which a war or an act of organized violence by a sovereign nation is not accepted as a legitimate means of settling problems. Nor is the threat of such action acceptable.

The peacemaking career becomes a process of attempting to achieve and maintain these goals, and other attributes of a peaceful world. This means, obviously, that you have a large project at hand. The determination to help, to the limit of your abilities, to move this project forward is the central hub of your career planning wheel, from which you begin to explore spokes of possibilities.

The word career normally means that you earn your livelihood by performing a task - a job. The word also means not just a job but the totality of a series of jobs, which reflect your wishes and desires, and which express a sense of direction in the course of your life. The peacemaking career is by no means an exception to this definition. What makes career planning in peacemaking distinctive from the usual variety, however, results from a different ordering and emphasis in one's priorities.

In conventional career planning, for example, you are encouraged to focus on yourself, and to evaluate such career-related values as monetary award, status, power, authority, job security and recognition, in terms of deciding your career field and employment. This self-focused approach does not comfortably apply to career planning in peacemaking. To be sure, it is important to focus on yourself in terms of knowing your interests and skills, as will be discussed later in Part Two. But in general a peacemaking career requires an approach which relates to others and is global-focused; this pushes conventional career values into the background. The dominant concern now becomes how effective your work is in achieving the goals of peacemaking.

The others/global-focused approach, instead of the self-focused approach, also means that you plan your peacemaking

career within the framework of being connected to the other possible career spokes. You have to maintain the perspective that your work is one of many other spokes to create the wheel which carries onward toward the goals of peacemaking. You must constantly cultivate the mind-set which will enable you to rejoice in others' successes in peacemaking, and learn from them, and which will allow you to be supportive of others, and compassionate toward their failures.

When you contemplate a career in peacemaking, try at first not to identify yourself with any one particular occupational area. In fact, it is theoretically possible that almost all of the 12,000 known occupations found in the U.S. economy alone, as defined in the Dictionary of Occupational Titles, could become peacemaking occupations. It would depend on how you regard your occupation and what use you put it to. Suppose you are an interpreter in a foreign language. You could participate as an interpreter in a summit meeting devoted to a peace treaty. On the other hand, you might be an interpreter in a business deal relating to the sale of armaments.

Of course, you will have to choose your occupational area at some point, taking into consideration your interests and skills, but a career in peacemaking ought to be understood in a broader sense. The first step of this process, then, is to identify some tentative career fields which we might call the leverage regions. Three criteria are used to identify the leverage regions of peacemaking careers. They are: first, activities creating an environment leading to a world without war; second, activities to remove the current status and practice of militarism; and third, activities to promote and sustain a world at peace.

Based on these criteria, the following ten broad categories are suggested as the possible leverage regions of peacemaking careers:

- No. 1 Peace Groups with multi-issue orientation.
- No. 2 Conversion to Peace Economy.
- No. 3 Peace Research.
- No. 4 Conflict Management and Resolution.
- No. 5 International Relations and Understanding.
- No. 6 Education.
- No. 7 Media.
- No. 8 The United Nations and related International Organizations.
- No. 9 The U.S. Government.
- No. 10 Creative Entrepreneurial Actions for Peace.

A note on the use of the word "leverage": I use it in the sense of putting yourself in a position where you can exert pressure, move things, get something useful done. I find it a helpful concept, and hope you will also.

In the section following, each region will be briefly described. Later, in Part Three, you will find more information on each region, augmented by names of specific organizations, and names of key publications which will be helpful in identifying other peacemaking organizations.

Region 1. Peace Groups with multi-issue orientation

The groups which belong to this region focus on such issues as arms control, disarmament, militarism, nonviolence and pacifism. Most of them tend to define peace as more than the absence of overt violence or war. Peace is defined also as a state of social justice and harmony (cooperation); consequently, these groups also work on issues of human rights, racism, equality of opportunity, hunger, and environmental ecology. They consider these issues as associated with the root causes of war. In addition to their on-going activities, such groups may pick up other issues from time to time, in terms of their immediacy.

There are a number of long-existing peace groups which have national headquarters and branch offices; but the larger number are local peace groups formed around one issue or another. They appear, disappear and re-appear, in response to public interest.

Groups in this category usually rely on membership fees, contributions and foundation money as their financial sources. Their primary function is to raise public consciousness on the various issues of peace and war, and to move public opinion in the direction of peace values. They also try to put issues on national and local agenda, thus legitimating their proposals.

Region 2. Conversion to Peace Economy

The groups and people in this region work on issues related to the economy of the military-industrial complex, and attempt to strengthen the idea of an economy based on non-military industries and services. The region can be broken down into three categories: groups which focus on reducing the military-laden economy and promoting a smooth transition to the civilian economy; groups which focus on the development of the third world economy; and groups which advocate socially responsible investments.

The scope of their work includes educating the public, through publications, conferences and public presentations, about the economic impacts of military spending and the viable alternatives which exist.

They also provide consultation and offer technical assistance to such organizations and defense-related plants as may be considering alternative non-military production.

Region 3. Peace Research

There are a number of peace research institutes, often associated with universities, throughout the world. They conduct scholarly research into the conditions necessary for peaceful relations, and are concerned with problems of conflict or potential conflict, between nations and other groups. Peace research institutes and researchers characteristically hope that their research topics and results will affect the policy makers and legislative bodies of the nations, and be useful for the advancement of the peace movement.

The range of research covers a wide variety of topics. Over the past six years, since 1981, the Research Network of the group known as COPRED (Consortium on Peace Research, Education and Development) has analyzed the peace research agenda for the decade and identified 277 research topics. They have been sorted into fifteen categories: Aggression, Attitude Change, Attitudes, Conflict Resolution, Cooperation, Culture, Development, Economics, History, Inventory, Nonviolence, Peace Methods, Peace Research, Politics and Sexism.

Peace research is not limited to working within one of the established research organizations, but includes other types of involvement. For example, you might, in graduate school or as a college faculty member, carry on peace research in conjunction with your teaching. You might also seek funding for your independent research project. Some of the work done by groups in Region One is also often research-related.

Region 4. Conflict Management and Resolution

Currently, opportunities and organizations in the private sector which deal directly with international conflict are somewhat limited. This region of peacemaking includes activities which attempt to solve conflicts at the inter-personal and smaller group levels, using alternative methods other than legal procedures. The areas of dispute may include marital problems, tenant and landlord, community/neighborhood, labor-management, consumer (commerce/trade), and environmental issues.

Although such issues are not international in nature, the idea of solving such problems with methods of mediation, negotiation and reconciliation seem to have implications and application far beyond levels presently practiced. As organizations in this region increase, it is projected that familiarity with the concept of peaceful conflict resolution will become wide-spread. This may in turn increase the level of general acceptance by the public of alternative means of solving global problems other than resorting to war and violence.

Region 5. International Relations and Understanding

The groups and activities in this region focus on promoting a sense of global community, through a better understanding between differing cultures and political systems. They work on lessening the fears about unknown factors in other cultures, while helping to appreciate the differences. Activities often include international exchange programs involving cultural, artistic and athletic events, and individuals themselves, such as student exchange programs. Information is disseminated through conferences, workshops, publications and media coverage.

Region 6. Education

Education in this region refers specifically to working within the established educational institutions. Working within the system, not only as a teacher but as a member of the administrative staff, various opportunities exist for a potential peace-making leverage. The challenge is to create opportunities where aspirations for a peaceful world can be generated through the academic process. One such opportunity is to focus on peace-related topics where possible, at all school levels. At the university level, a course in Peace Studies can be taught.

Region 7. Media

This region refers not only to the alternative peace media outlets, but to the main-stream mass media, including newspapers, magazines, TV/radio, film making, theatre and other means. The opportunity for freelancing is present. Just as in working in the educational system, working in the media industry provides a wide range of opportunities for influencing public opinion, by accurately furnishing information on the dangers of nuclear war, the arms race, disarmament, and peace values which work toward creating a world without war.

Region 8. The United Nations and related International Organizations

The United Nations and its affiliates form the only organization to which the vast majority of nation states belong. The system is large and complex, and with the constraints laid upon it, cannot be expected to move rapidly and efficiently toward the creation of a warless world. However, within its limitations, it does contribute incremental progress toward peaceful goals.

Obtaining a position with the United Nations relies on a number of qualifications, including educational status, your language abilities, your country's contribution, and the proportion of membership representation.

Region 9. The U. S. Government

Since global issues, especially in areas of peace and war, are in the government domain, this is the prime employer of people who potentially could exert leverage for peace. The problem is that government bureaucracies carry out policies in a way that leaves little room for you to exert your own influence. In spite of this, given the right time and the right people, civil servants in a powerful country such as the United States could be a positive force for peace.

Elected representatives to government office, of course, have much wider latitude to influence public opinion, but they too operate within various constraints. This will be considered in the next section.

Region 10. Creative Entrepreneurial Actions for Peace

The meaning of entrepreneurship as used here has an emphasis on generating innovative ideas for achieving a peaceful world. The purpose is to capture and focus people's attention on issues of peacemaking. We must face the fact that organizing for peace is a poor candidate for financial success. In fact, unless you are independently able to finance your activities, you need to find other sources, such as writing for grants to foundations or organizing fund-raising events. Sometimes an individual action is so unusual, or even bizarre, that it becomes newsworthy in itself, and generates capital.

This peacemaking leverage region could be explored by any of those who are in other regions, but is particularly feasible for those who are not directly involved full-time in peacemaking career fields. For instance, recently there has been a movement by professional people concerned about war/peace issues, such as Physicians for Social Responsibility, Lawyers for Social Responsibility, Computer Professionals for Social Responsibility, and a number of others.

Among these professional people in various occupations, an effort is being made to obtain peacemaking leverage where they are at the moment, using their basic expertise and training.

Being an entrepreneur in peacemaking can also mean being in a business which serves primarily people who themselves are in the peace movement. Such businesses have included the designing of T-shirts, the composing of peace messages to be used on buttons, bumper stickers, cards, and the like, for sale in specialty stores such as Green Peace. Such slogans as "Split Wood, Not Atoms," or "Test Peace, not Nuclear Weapons," serve the purpose both of attracting the public and keeping the movement going, financially and motivationally.

There are many other examples, such as the individual publishing of books and pamphlets, staging performances and musical attractions, creating peace directories, organizing computer links, and the like, limited only by one's imagination.

Finally, to return to politics, representatives at every level have the opportunity - and many are using it - to employ their position as a leverage point for peacemaking. Such effort, particularly during periods when an administration is militant, is not only courageous but valuable. There is even value to be found in running for office on a "Peace Ticket," even though a defeat may occur, because of the newsworthy value of the effort, and the education of the public.

"Between right and wrong and between righteousness and iniquity, one ought not make the least compromise, otherwise one will be at a loss to effect a fit acceptance or a proper rejection. Between an advantage and a disadvantage and between a gain and a loss, one ought not to make too precise a differentiation, otherwise one will be prone to egotistic pursuit or selfish avoidance."

From Discourses on Vegetable Roots
a collection of epigrams from the
Ming Dynasty, 16th Century

PART TWO

Understanding the Reality of Your Peacemaking Career

Before you launch your campaign for getting a job in the peacemaking world of work, give some thoughts to the reality of the world you are about to enter. The reality is that just as the regions of peacemaking offer a wide range of possibilities, so does the spectrum of job possibilities. Professional positions, for instance in the United Nations, the U.S. government, peace research institutes, education and the media industry, pay fairly well, but require some advanced degree beyond an undergraduate education and/or a few years' experience in the field.

There are, of course, other available jobs in such administrative capacities as secretarial work, office coordinator, research assistant, fund raiser or media coordinator, which don't require a professional background. You have to know, however, that it will be quite rare for one to advance from the administrative and para-professional type of work to the area of professional work.

It is not necessary to make a value judgment on different occupations within a peacemaking career, in terms of which categories of occupation are more central and effective toward achieving the goals of peacemaking. It is very important to remember that your career goal is peacemaking, and that you are carrying on a small part of this big project. Nevertheless, you should have no misunderstanding about the fact that professional occupations usually get paid more than administrative functions, and that people in general give more credence to the professional. People tend to judge one's worth by occupation (usually associated with money earned), as the chart on the next page, showing social status ranking of 25 occupations, indicates.

What about the reality of working with peace groups having a focus on such areas as conversion to peace economy, conflict management and resolution, international relations and understanding, or multi-issue orientation? With these organizations, it is most likely that the undergraduate degree is sufficient to enter and advance as you learn more on the job.

In 1984 I sent out a survey form to 254 peacemaking organizations, asking for the following information: Funding sources of the organization; numbers of paid staff members, and their titles and functions; number of hours a week staff members work; average salary range per month; benefits; policy on accepting volunteers and interns; how job openings are made known; names

Social Status Rankings of 25 Occupations

Occupation	Rank Order			
	1925	1946	1967	1982
Banker	1	2.5	4	3
Physician	2	1	1	1
Lawyer	3	2.5	2	2
Superintendent of Schools	4	4	3	4.5
Civil Engineer	5	5	5	4.5
Army Captain	6	6	8	6
Foreign Missionary	7	7	7	9.5
Elementary School Teacher	8	8	6	7
Farmer	9	12	19	9.5
Machinist	10	9	12	11.5
Traveling Salesman	11	16	13	17
Grocer	12	13	17	13
Electrician	13	11	9	8
Insurance Agent	14	10	10	11.5
Mail Carrier	15	14	18	16
Carpenter	16	15	11	14.5
Soldier	17	19	15	20.5
Plumber	18	17	16	14.5
Bus Driver (Motorman)	19	18	20	20.5
Barber	20	20	14	18
Truck Driver	21	21.5	21	20.5
Coal Miner	22	21.5	23	20.5
Janitor	23	23	22	23
Hod Carrier	24	24	24	24.5
Ditch Digger	25	25	25	24.5

From: Thomas and O'Brien, Occupational Status and Prestige.

of publications in which a job is posted; how a candidate could apply for the opening; and comments concerning the relation of peacemaking to career.

Eighty organizations responded to the survey questions, and out of this information I have taken some comments. As you will see, these comments by peacemakers are a reflection of reality:

1. Ground Zero Center for Nonviolent Action

I think peacemaking and "career" as most people in the US use that term - well, it's a conflict. One of the reasons for the arms race and Central American interventionism is U. S. economic system which must keep expanding and consuming to survive. Careers are usually viewed as a way to make it in the consumer society and to finance consumption. To really make peace the system of consumerism must be dismantled and replaced by a responsible and nonviolent lifestyle. It doesn't fit! We'd prefer to view peacemaking as a vocation, or an adventure, or an experiment in truth, with lots of rewards but without the connotation of making money. This is probably not very helpful, but it seems important to recognize that you can't be serious about peacemaking and expect to have a career in the American sense of the word.

2. Abaloni Alliance

It's hard to imagine a person setting out for a "career" in peacemaking. Although my job is in the peace movement, I don't think of that as a career. I earn money to continue organizing around these issues. Besides, there's no money in political organizing. In our organization, dedication to a non-nuclear future, feminism and to living our democratic ideals is far more of a motivator than a career; most people volunteer in our organization.

3. National Resistance Committee

I may be wrong, but I doubt there are career opportunities in peacemaking. I've worked in the peace movement for over 20 years and except for 6 months as an office manager for A Quaker Action Group I never was paid an income comparable to what working in an outside job would pay. I think the honest thing to tell students is that if they want to be peacemakers, not only will they be poor, but will be sent to prison from time to time (from civil disobedience actions, refusing conscription, not paying war taxes, etc), and as for income work, some service-oriented work or work with their hands is best.

4. Interhelp

As someone who has worked as a peace activist for the last eight years, I can say that the hours are very long, the pay is low and satisfaction depends in large part on the organization with which one is working. A powerful sense of optimism is helpful, a willingness to learn, and a record of volunteering with an organization is your best bet.

5. Agape Foundation

I've worked 10 1/2 years as an organizer (paid). No job security (tendency of having to fundraise for your position). Few benefits except agape, very low salaries (\$300-700 per month), poor definitions of job expectation plus high rate of "burnout" because of the above reasons. (Note: agape: "Christian love")

6. Mobilization for Survival

Getting involved on a local level is the most likely way to eventually get a full time job of this sort. Most local groups have their most active member who is willing to work for little money. College graduates are rarely hired unless they have a great deal of organizing experience.

7. Lawyers Committee on Nuclear Policy

Peacemaking & career: within the disarmament movement invariably pay little and demand a great deal. (time, energy, etc) Most disarmament groups are understaffed (as this one is) because of the difficulty in obtaining sufficient funds. For recent graduates: familiarize yourselves with fund-raising methods (door-to-door if you want a canvassing job with a large organization & foundation proposals for organizations such as this one). For most staff positions I've heard of, typing and administrative skills are necessary. It is my belief that much of the latter can be learned on the job.

8. World Federalist Association

Paid positions with adequate salary are few and far between.

9. The Council for a Livable World

Unless one has great contacts and name recognition in the field - to get a job in D.C. I would suggest moving here. Experience and knowledge of issues is crucial.

10. United Campuses to Prevent Nuclear War

For those trying to break in, substantial concrete volunteer experience is almost a necessity. The number of research jobs in the field is small. Most are organizing jobs. For anyone wishing a Washington job, presence in the city is highly recommended since there are so many qualified applicants for each

position. An internship with one of the national peace organizations, perhaps during the summer while still in college, is a very good way to start.

11. The Peace Museum

Many people seem to work from project to project in this area, since full-time paying jobs in peacemaking are hard to find. Best way to get involved is to start making yourself available and known to leaders in area peace community, so that when an actual paid position does become open, they'll remember you, know your work.

12. Citizen Action for Lasting Security

There is much work to be done but unfortunately the money is poor. It is difficult to support oneself or a family but it can be done. Some of our staff members are excellent examples of people dedicated to the ideas of peace and living in voluntary simplicity.

13. Esalen Institute Soviet-American Exchange Program

Peacemaking is a most important field; career opportunities are however very much dependent on self-initiative.

14. Greenpeace Northwest

Having worked on Greenpeace's International Disarmament campaign for 3 1/2 years, I have to warn people considering a career that they must guard against burnout and despair. One of the hardest things to do is confront the arms race in its ugly manifestations day after day. It helps to work with a supportive community; to make short term, winnable goals; to maintain hope while moving towards long-term, more substantial goals. And to take time off to reflect on where you've been and where you are going. I know too many people who burned out within a year or two of starting because of many reasons - most prominently that of wanting to do everything to stop the arms race, and not being able to find a focus or direction for their energy

I think the most important thing to maintain is commitment and hope. Look for inspiration, creativity, and sustained team support from as many people as possible. And again - setting winnable goals and focussing on them using a variety of tactics is the best way to confront these issues

It makes sense to focus on a winnable issue, rather than

constantly battering away at individual weapons systems that are already deployed. People who are considering working on peace for a "career" should be thinking about how they want to utilize their skills, what leadership capability they have, and begin to think strategically about how to apply their commitment and energy.

15. Physicians for Social Responsibility, Inc.

Peace-making organizations need "a few good people." We look for people who have experience organizing (perhaps gained by volunteer work in a political campaign), business office experience (often from the "private sector"), and who are indeed experts at the work they do. Inexperienced but dedicated people are not as effective as good, experienced, dedicated people. . .

Many peacemaking jobs are not in the peacemaking organizations. The organizations need very few employees. The greatest need is for people to do all their jobs with an eye to international responsibility. Equally important are the staff-members to congressmen, the local politician whose concerns are wider than his/her community, the banker who influences his bank not to invest in arms manufacture or international finances which make poor countries poorer; the businessman, doctor or lawyer who makes time to also be a community leader on issues of arms control, education, local government, etc. . .

[We must]turn the tide of our society away from blind self interest and toward global cooperation, from the senior citizen who needs support in daily living, to the grammar school child who needs a wider vision of himself and his community, or just encouragement with a math problem. Almost every career can be peacemaking if the individual makes that a goal and keeps an eye to the greater good, the broader opportunity.

Although each peacemaking region presents a different working condition, it is clear that the realities of a peacemaking career are not easy. We see such phrases as "few and far apart," "difficulty of finding a good-paying fulltime job, "subsistence wage and long hours," "burn-outd," "lack of jobsecurity," and "lack of career paths and progression."

In order to face these challenging realities, you have to be honest with yourself; first, with your economic needs in relation to your life style; second, with choosing and planning the career pattern you prefer; and third, with coming to grips with deciding your peacemaking region and preferred job areas.

First, what is the price tag of your life style?

Using a pencil and paper, make a list of things which you need to live and function. Such a list might include such categories as food, housing, utilities, transportation, telephone,

clothing, medical insurance, life insurance, loan repayment, payment on debts, and so on. Be sure to include recreational costs - this is the lubricating oil to keep you running. For each category you come up with, put down two sets of prices: one is for absolutely bare-bone survival, and the other is for more comfortable living conditions. During this process, use your imagination and stretch your mind as to how much you really need to have. You will be amazed at how many excessive things you take for granted as absolute necessities. You now have a ballpark figure of your estimated cost of living.

Second, which career pattern do you choose at this time? Depending on your economic needs, the degree of your commitment, and your obligations to your loved ones, you have to decide on the peacemaking career pattern most appropriate at this time. Broadly speaking, there are three general patterns: Full time career pattern; Double career pattern; Delayed career pattern.

You have to ask yourself which option or any other variation will be realistic for you where you are now. The pattern you may choose now may not necessarily be what you think realistic five years from now.

Full time career pattern: Working full time in peacemaking careers, earning the cost of living.

Double career pattern: Combining part time working peacemaking with other part time work. There are many possibilities in this combination, and certainly this pattern is nothing new. It is well known that writers and artists usually can't make a living just by doing what their hearts desire. Some people have said - with what authority I do not know - that there are only 200 writers in the United States who make a living exclusively from their writing.

In any event, if you opt for this career pattern, you need to give serious thought to what kind of other job you should be looking for. For instance: Any kind of job as long as it can bring in supplementary wages? Sign up with a temporary agency and get sent to work in an office? Will any company do? What happens if you are told to go to work for a company which has a contract with the military? How do you find out if a company is free from military contracts? Do you wish to develop another career job which may or may not be complementary to your peacemaking career?

Delayed career pattern: This pattern is for someone who feels a strong call to other career fields such as medicine, the law, the ministry, and so on. If such areas demand full time commitment and attention at this time, you should feel at peace about wherever your enthusiasm has taken you. You should go for this career in full force and put a hold on the peacemaking option.

However, if you choose this pattern, you must make sure to keep in touch with the peace movement by volunteering some of your time, and taking part in peace marches and rallies, whenever possible. You will be somewhat in the position described

previously by the Physicians for Social Responsibility. When you have reached a certain level of your career goal, you may start planning how best to involve yourself more in a peacemaking career.

The third item to be considered is concerned with the region of a peacemaking career in which you feel the most interest. What kind of jobs do you want to do?

The choice of the region and the job areas should be based on your own understanding about yourself in terms of your predispositions, personality, interests, knowledge and skills. The element of being at the right place at the right time operates in finding a job in peacemaking just as much as in any other sphere of life. Even if this mysterious factor is working for you, you still need to clarify to yourself the region to which you are most drawn, and the type of job you are looking for.

By attaining your self-knowledge as fully as possible, and by focussing on the area of your preference, your chance of eventually getting the job you want will increase. Besides, the process of self-clarification will become very helpful later at the time of job search and job interview, when you would explain yourself to your prospective employer, concerning your aspirations, skills and interests.

There are a number of exercises to help you achieve this clarity; the key approach is to formulate a set of questions to ask yourself. There are three major areas to consider: skills clarification, occupational clarification, and clarification on a peacemaking career in general.

A. Skills clarification. Can you name the skills you have? There are so many skills we use in the course of a normal day. It may be helpful to look at them in terms of three categories, which have been developed by Richard Bolles in his most helpful book "What Color is Your Parachute?"

In the Bolles system, there are 14 skills with people, also involving information and things: 1. Taking Instructions; 2. Serving; 3. Sensing, Feeling; 4. Communicating; 5. Persuading; 6. Performing, Amusing; 7. Managing, Supervising; 8. Negotiating, Deciding; 9. Founding, Leading; 10. Treating; 11. Advising, Consulting; 12. Counseling (holistic); 13. Training; 14. Working with Animals.

There are 15 skills with Information or Data primarily, though they also involve things: 15. Observing; 16. Comparing; 17. Copying, Storing & Retrieving; 18. Computing; 19. Researching; 20. Analyzing; 21. Organizing; 22. Evaluating; 23. Visualizing; 24. Improving, Adapting; 25. Creating, Synthesizing; 26. Designing; 27. Planning, Developing; 28. Expediting; 29. Achieving.

There are 11 skills with Things primarily, though they may also involve information: 30. Handling (objects); 31. Being Athletic; 32, Working With the Earth or Nature; 33. Feeding,

Emptying; 34. Minding; 35. Using (tools); 36. Operating (equipment); 37. Operating (vehicles); 38. Precision Working; 39. Setting Up; 40. Repairing.

You are also encouraged to take a good look at "The New Quick Job-Hunting Map" section, in the same Bolles' book.

Another helpful concept in taking a look at skills is to classify them into three categories: Functional/transferrable skills, adaptive skills, and specific content skills. In a research brief, "Getting a Job--What Skills are Needed?", November 1982, by Far West Laboratory for Educational Research and Development, each clustering of the skills is defined as follows:

Functional skills are task-related competences that are not limited to any particular setting. They include informational and interpersonal skills that transfer across specific job classifications. Sample functional skills are questioning, organizing, analyzing, listening, forecasting, and decision-making.

Adaptive skills describe the manner in which the employees interact with their environment, including relations to people, to organizations, to time and space, and to physical conditions. Sample adaptive skills are tactfulness, flexibility, creativity, and assertiveness.

Specific Content skills are technical or non-technical specialized knowledge.

Specific content skills in the peacemaking field may cover the following areas of special knowledge:

- . Arms control/disarmament
- . Causes and nature of war
- . Third world nations and development theory
- . Ethics and war
- . Nonviolent social change
- . U. S. foreign policy
- . Peace and international relations research
- . Democratic political thought
- . Military strategy/weapons systems
- . Global economic problems
- . Soviet foreign policy, communist ideologies, and political movements
- . International organizations
- . World law
- . Human rights
- . Global resources and environmental problems
- . American political processes

Compiled by:
World Without War Council--Midwest

EXERCISE

A Closer Look at a Class You Took and Enjoyed Most

In order to find out what skills you are good at and enjoy using, pick out one of the courses you took or are taking now, and analyze it closely. Ideal courses would be "War and Peace," taught by Professor Bruce Larkin, or one of the courses given through the Peace and Strategic Studies section of the Politics Board. Both are from U.C., Santa Cruz. Another good example would be a course offered by the Peace and Conflict Studies Program at U.C. Berkeley. However, the choice is yours.

The point of this exercise is to dissect the class, not only from the contents which you learn, but also through the tasks and skills that you use in order to successfully complete the class. Pay close attention to the whole process of the class, and break it down into the skills clusters. For instance: reading, analyzing, investigating, writing, doing research in the library, manipulating information, giving an oral report, participating in the discussions, identifying problems, questioning speakers or professor, working in a small group project, taking a lead in the project, thinking up new ideas, deciding on a topic for your mid-term and final paper, relating the class to your senior thesis.

Also, don't forget the knowledge component, in this class analysis exercise, and the technical aspects, such as how you wrote your paper. Typed it? Used a word processor? Which type of function do you enjoy doing the most? I am sure that this type of analysis of your academic work from the skills identification viewpoint will give you good clues in your process of self-clarification.

B. Occupational Clarification. Are you familiar with the kinds of jobs available in a peacemaking career? Following is a list of career opportunities, identified as possible positions in peacemaking by William Keeney, in the Spring, 1986, issue of International Peace Studies Newsletter:

1. Government

- A. Local: Mediation, arbitration, community organization.
- B. National/International: Negotiation, mediation, arbitration; Diplomacy; Overseas Development/UN; Agency personnel work; Peacekeeping-force work.

11. Nongovernment Organizations

- A. Cause Organization: Administration; Fund raising; Program direction; Media; Research; Public Education; Organization; Consumer advocacy; Secretarial work; Clerical work; Other support work.

- B. Education: Faculty for peace studies or ancillary disciplines; Elementary/secondary teaching; Curriculum development; Media preparation; Training; Consulting.
 - C. Research: Opinion research; Attitude research; World-tension indication; Macroanalysis; Microanalysis; Game theory; Operation research; Disarmament.
 - D. Professionals as Peacemakers: Lawyers; Teachers; Social workers; Ministers; Business personnel; Overseas development workers; Artists, writers, playwrights, musicians, composers; Political scientists, international law, world order, policy formulation; International/intercultural practice; Politics/legislature.
111. Self-employment.
 Consultants; Trainers; Entrepreneurs; Writers; Media specialists; Mediators; Arbitrators; Organizers; Nonviolent social change agents; Military/draft counselors; Public relations consultants.

C. Clarification on a Peacemaking Career in General. Here are two sets of exercises. The first one, "Peace Career Expressionnaire," was designed by Dr. Theodore Lentz, who was the founding father of the Peace Research Laboratory in St. Louis, Missouri. The second set of exercises, "Questions to Ask Yourself", is from the book, Creating the Future, A Guide to Living and Working for Social Change, by Charles Beitz and Michael Washburn.

PEACE CAREER EXPRESSIONNAIRE

Read each of the items below carefully, and place a +, -, or O at the left of each item, indicating your agreement, disagreement or no opinion.

-1. I had never previously thought about making peace my career.
-2. War is a greater curse than cancer.
-3. The prospect of world peace is mostly an ideal existing in the minds of impractical and unrealistic people.
-4. I wish there were a place where I could participate in the search for an implementable plan for world peace.
-5. For my life work, I prefer to enter a highly developed area rather than a new and poorly developed area.

-6 I as an individual can have no influence on international relations.
-7 If there were a peace college, I would surely try to enroll.
-8 To properly consider peace as my career I need a lot of time and I don't have it.
-9 I would prefer to be a secretary at the UN than in the U.S. State Department.
-10 If World War III comes, I cannot be held responsible.
-11 I would be willing to decrease my living standard by 10% to increase the probability of peace.
-12 The United Nations should be greatly and rapidly strengthened.
-13 Research on how to achieve peace deserves more money and manpower than research on how to fight a war.
-14 Finding the cure for war requires full-time experts.
-15 The main reason I have neglected peace as a career is because I had never previously heard of it.
-16 If the deeply concerned peace person doesn't know what else to do for peace, he should use his time and intelligence studying the problem.
-17 I would rather work for the armaments industry for \$25,000 than work for a peace organization for \$5,000.
-18 I would be likely to choose peace as a career if assured of a comfortable salary.
-19 I would admire the idealism of a young couple resolved to give full energy to peace even to foregoing the rearing of a family.
-20 Since much less than 1% of the U.S. tax dollar goes to the UN, I would favor increasing this by 5 or 10 times or more.
-21 If one of my offspring wanted to marry across the color line, I would not discourage it.
-22 How to achieve peace is probably the most important and difficult problem ever to confront the human mind.
-23 Until some creative social scientist comparable to Faraday or Einstein in natural sciences comes along, there is nothing the concerned citizen can do about war but protest.
-24 I think money should be spent to pay bright men and women to study peace problems.
-25 Wars of liberation are desirable in the absence of a nonviolent alternative.

-26 For myself, I prefer to consider peace as a life-style and not a career.
-27 Peace is the result of, rather than the preliminary to, the solution of some other social problems, i.e. racism.
-28 I feel that man is basically aggressive. and that wars have always been, so they will always be.
-29 I would be willing to live in a World Federation of Nations, to which the sovereignty of my country would be secondary.
-30 If I were to make peace my career, I would probably prefer (a) politics, (b) education, (c) peace research. (UNDERLINE ONE)

QUESTIONS TO ASK YOURSELF

1. What do I think are the three most important threats facing the world today?
2. What must change about America and the world if these threats are to be dealt with adequately?
3. What single area would I say it is most important to change?
4. How realistic is it to pattern my life on these ultimate goals at this point in time?
5. If I could tell a hundred thousand people how they could each best spend their lives promoting my set of social values, what would I tell them?
6. How do I feel about the question of working inside or outside the system?
7. How important do I think it is for people to start from the ground up--to develop new life-styles?
8. Do I think that change in the U.S. economic and social structure must occur before our foreign policy will change drastically?
9. What do I think are the key levers available for those who wish to change things? How effectively are they being used today?
10. When did I make a specific decision to work on social problems as opposed to private interests? Why?

Self clarification and self examination should not be limited to the pencil and paper exercises provided above. Talk to your friends, roommates, classmates, family members. You might even make a telephone call to old acquaintances and ask their impressions of what your stronger skills might be. Ask them how

they prioritize their position on peace issues, and compare them with your own position.

You might also visit a local peace group and talk with their staff members about their work. You might offer to volunteer on a regular basis, or might even be able to set up a more formal arrangement, such as an internship.

By understanding yourself better and learning the reality of the working world of peacemaking, you can become more closely tuned to the goals you seek.

YOUR DECISIONS AT THIS MOMENT

The ten possible leverage regions of peacemaking careers, listed earlier, are repeated below, with space for you to write your own priorities;

Your Priority List

- 1. Peace Groups with multi-issue orientation.
- 2. Conversion to Peace Economy.
- 3. Peace Research.
- 4. Conflict Management and Resolution.
- 5. International Relations and Understanding.
- 6. Education.
- 7. Media
- 8. The UN and related International Organizations.
- 9. The U. S. Government.
- 10. Creative Entrepreneurial Actions for Peace.

My preferred occupations are: 1.....
2..... 3.....
4..... 5.....

"When the mind is possessed of Reality, it feels tranquil and joyous even without music or song, and it produces a pure fragrance even without incense or tea."

From Discourses on Vegetable Roots
a collection of epigrams from the
Ming Dynasty, 16th Century

PART THREE

Looking Up Your Peacemaking Employers

You now have a pretty good idea as to which peacemaking region and what types of job you want to look into first. As was mentioned earlier, however, your first choice and the priority list should be considered within the framework of our image of spokes and a wheel. Your goal is to work toward creating a peaceful world for yourself, for others, and for future generations to come. Toward this end you have to recognize that there are many spokes, and you are one of them. The immediate goal is to be the spoke which keeps that wheel moving.

Your next step then is to start identifying the groups and activities in your peacemaking region, where you can take your dedication, enthusiasm, knowledge and abilities. There are a number of ways to begin this preparation. Here are some of the ways you can begin.

. There are directories of all kinds. Check them out. Use the yellow pages of telephone directories. The San Francisco directory, for instance, actually has a subject topic "Peace Organizations." See also "Political Organizations and Social Services." Public and university libraries have collections of directories, even those of foreign cities and countries, if needed.

. There is a monthly publication, "Community Jobs," which has a caption, "Our jobs are special. In a job market full of square holes, we specialize in round pegs." They list currently available jobs and internships. About 13% of their listings, on the average, are in the peacemaking fields, and much of the rest is in social justice and human service areas. The Career Services Center at U.C. Santa Cruz subscribes to it.

. Periodicals such as "Nuclear Times," "Fellowship," "COPRED Peace Chronicle" and other newsletters published by some peace groups, usually carry opening positions available, not only for themselves, but also for other groups.

Use the Alternative Press Index to learn about other existing periodicals, and to discover more peace groups. The index has been published since 1970, and covers more than 150 alternative and radical newspapers, magazines and journals.

Alternative progressive local newspapers, such as The Monthly Planet, The Sun, and Matrix found in Santa Cruz, for example, compile a list of local peace groups from time to time.

. Talk to people who are working in a peacemaking group. News of other groups and available jobs travels by word of mouth.

. If you are located in Northern California, participate in an annual Spring Mobilization for Peace assembly, which gathers in San Francisco. You will meet lots of like-minded people and find booths representing many areas of the peace movement.

Once you have completed your list of "to contact" organizations, the next step is to make a contact with them. You may be responding to an actual job opening or to a word of mouth tip. If this is the case, it's most likely that you will be sending your resume, a cover letter and other supplementary materials such as sample writing, an essay and possibly an application form.

Any Career Planning and Placement office on a college campus will have plenty of information on how to write a good resume, and have a staff available to assist you with resume writing.

You may also be contacting some of the groups on your list without any previous knowledge. If this is the case, you have either to write or make a phone call as initial contact point. It is always more helpful to meet them in person, but if you choose to visit them, be sure to call first to make an appointment.

In the following lists, you will find representative organizations and recommended publications for your further examination. In addition, you will find selected examples of job announcements in Appendix C. The information is by no means exhaustive, but I hope this will give you a good starting point. The names of the organizations and the titles of the publications which are listed here are indexed in Appendix A and Appendix B, respectively.

Region 1. Peace Groups with Multi-issue Orientation

Representative Organizations

American Friends Service Committee
Beyond War
Central Committee for Conscientious Objectors
Clergy and Laity Concerned
Committee Against Registration and the Draft
Common Cause
Conscience and Military Tax Campaign
Council for a Livable World
Fellowship of Reconciliation
Friends Committee on National Legislation
Greenpeace
Mid-Peninsula Peace Center
National Campaign for a World Peace Tax Fund
National Nuclear Weapons Freeze Campaign (Freeze Voter)

National War Tax Resistance Coordinating Comm. (Coalition)
Nuclear Free America
Resource Center for Nonviolence
San Jose Peace Center
SANE--The Committee for a Sane Nuclear Policy
Search for Common Ground
Syracuse Peace Council
United Campuses to Prevent Nuclear War
War Resisters League
Washington Peace Center
Women's Action for Nuclear Disarmament
Women's International League for Peace and Freedom

Recommended Publications

Good Works
Grassroots Peace Directory
Nuclear War Prevention Kit: What Can I Do?
Peace and World Order Studies, A Curriculum Guide
The Peace Catalog
Peace Diary
Peace Resource Book
To End War

Region 2. 1 Conversion to Peace Economy

Representative Organizations

The Bay State Center for Economic Conversion
Calvert Social Investment Fund
Center for Economic Conversion
Coalition for a New Foreign and Military Policy
Council on Economic Priorities
Institute for Food and Development Policy
Institute for Positive Action
Interfaith Center on Corporate Responsibility
Jobs with Peace
Overseas Development Council
Overseas Development Network
Oxfam-America
Union for Radical Political Economics
Working Assets Money Fund

Recommended Publications

Good Money
The Good Money Guide to the Social Investment Community
Overseas Development Network Opportunities Catalog
Peace Resources Book
Plowshare Press
The Technology and Society Internship Directory

Region 3. Peace Research

Representative Organizations

Arms Control Association
Carnegie Endowment for International Peace
Center for Defense Information
Center for National Security Studies
Federation of American Scientists
The Institute for Defense and Disarmament Studies
Institute for Policy Studies
International Peace Research Association (IPRA)
International Peace Research Institute
National Action Research on the Military-Industrial
Complex (NARMIC)
National Resources Defense Council
Nuclear Information Resource Service
Peace Research Institute, Canada
Peace Research Laboratory
Peace Science Society (International)
Stockholm International Peace Research Institute (SIPRI)
Union of Concerned Scientists
World Policy Institute
World Priorities, Inc. (Ruth Sivard, Director)
Worldwatch Institute
World Without War Council

Recommended Publications

Consortium on Peace Research, Education and Development
(COPRED) Membership list
International Peace Research Newsletter
Research Center Directory
To End War (See sections on "International Peace and
Related Institutes," and on "Peace Research and
Peace Education Periodicals")

Region 4. Conflict Management and Resolution

Representative Organizations

American Arbitration Association
Children's Creative Response to Conflict
Community Board Program, Inc.
Conflict Clinic
Council of Better Business Bureaus, Inc.
Federal Mediation and Conciliation Service (U.S.)
George Mason University, Center for Conflict Resolution
(offers MS degree in Conflict Management)
International Peace Academy
Martin Luther King, Jr. Center for Social Change
Mediation Services, Marin County

Negotiation Institute, Inc.
Neighborhood Mediation and Conciliation Services, Santa
Clara County
Ombudsman/Advocate, Inc.
War/watch Foundation

Helpful Resources and Contacts

Associations:

National Conference on Peace Making and Conflict
Resolution

% Carl Vinson Institute of Government
321 Academic Building
University of Georgia
Athens, Georgia 30602

Society of Professionals in Dispute Resolution
1730 Rhode Island Avenue, NW, Suite 909
Washington, D C, 20036

National Institute for Dispute Resolution
1901 L Street NW, Suite 600
Washington, D C, 20036

Dispute Resolution Program Directory
Dispute Resolution Newsletter, published by American Bar
Association, the Special Committee on Dispute Resolu-
tion, 1800 M Street NW, Washington D C, 20036

Negotiation, published by Program on Negotiation at
Harvard Law School, 500 Pound Hall, Harvard Law
School, Cambridge, MA 02138

UNESCO Yearbook on Peace and Conflict Studies

Peace Resource Book

Peace and World Order Studies, A Curriculum Guide

Region 5. International Relations and Understanding

Representative Organizations

AFS International/Intercultural Programs

American Committee on Africa

American Committee on East-West Accord

Asia Resource Center

Center for Innovative Diplomacy

Council for Intercultural Studies and Programs

Esalen Institute Us-USSR Exchange Project

Institute of International Education

Legacy International Youth Program

North American Congress on Latin America

Operation Crossroads Africa and Africa Fund

Planetary Citizens
United States Servas Committee
Volunteers in Asia
World Affairs Council
Worlds Citizens International Registry/US Center
World Federalist Association of the United States

Recommended Publications

Encyclopedia of Associations
International Directory for Youth Internships
International Jobs
Organizations involved in Soviet-American Relations
World Without War Calendar, 1984 & 1985 (features
international non-governmental organizations)
Yearbook of International Organizations

Associations

Society for Intercultural Education, Training and Research
1414 22nd Street, NW,
Washington, DC 20037

The International Exchange Association
1625 Eye Street, NW, Suite 427
Washington, DC 20006

Region 6. Education

Peterson's Annual Guide lists the colleges which offer B.A.
in Peace Studies

Peace Resource Book has a comprehensive list on "Peace-Oriented"
Educational Programs.

Peace and World Order Studies, A Curriculum Guide.

COPRED Peace Chronicle.

International Peace Studies Newsletter.

COPRED Peace Chronicle: write to Consortium on Peace Research,
Education and Development
University of Illinois at Urbana-Champaign
911 West High Street, Room 100
Urbana, IL 61801

International Peace Studies Newsletter: write to
The University of Akron,
Center for Peace Studies,
Akron, OH 44305

Hiroshime/Nagasaki Memorial Collection Newsletter: Write to
Wilmington College,
Peace Resource Center,
Pyle Center-Box 1183
Wilmington, OH 45177

Region 7. Media

Representative Organizations

Fenton Communications, Public Relations
Media Network
New Society Publishers
Nuclear Times
Peace Museum
Vanguard Communications

Recommended Publications

Editor and Publisher International Yearbook
International Jobs (see section on "International
Communications")
Literary Market Place
Mass Media Internships
Standard Periodical Directory
Ulrich's International Periodicals Directory

Region 8. The United Nations and Related International Organizations

Recommended Publications

International Jobs (see section on "The United Nations")
Guide to Careers in World Affairs (see section on "Inter-
national Organizations")
Yearbook of the United Nations
United Nations-New York, Telephone Directory
The United States Government Manual (see section on "UN")
Information on selected occupational fields and internship
opportunity in the United Nations is included in Appendix C.
The informational materials are provided by:
Recruitment Program Section
Office of Personnel Services
United Nations
New York, NY 10017

Region 9. The United States Government

Suggested Departments and Agencies

United States Arms Control and Disarmament Agency (ACDA)
320 21st Street NW, Washington DC 20451 Phone (202)
632-0392.

"The Agency formulates and implements arms control and
disarmament policies that will promote the national

security of the United States and its relations with other countries." --From the United States Government Manual, annual publication

United States Institute of Peace (USIP)
730 Jackson Place NW
Washington, D C 20503 Phone: 789-5700

The Institute was established by Public Law 98-525 in late 1984. It is to promote scholarship and education about the peaceful resolution of international conflicts. The USPI provides grants to peace research projects.

Peace Corps
Peace Corps Recruiting Office
211 Main Street, Room 533
San Francisco, CA 94105 Phone: (415) 974-8754

The University of California has a recruiter, located in the Career Services Center.

Department of State
Recruitment Division
P. O. Box 9317--Rosslyn Station
Arlington, Virginia 22209

Read the sections on "United States Mission to the United Nations" and on "Foreign Service," in the United States Government Manual. Also a brochure "Foreign Service Careers," published by the U.S Department of State describes the career field more in detail. You can write for a copy to the above address. If you are a UCSC student, get a free copy from the Career Services Center.

"After the ground has been swept, dust-clouds roll over it. When one begins to act, obstacles arise. After the pool has been dug, the moon shines on it. When one makes one's mind void, illumination is begotten."

From Discourses on Vegetable Roots
A collection of epigrams from the
Ming Dynasty, 16th Century

Appendix A. Peacemaking Organizations

American Arbitration Association
140 W 51st Street, New York NY 10020

American Committee on Africa and the Africa Fund
198 Broadway, New York NY 10038

American Committee on East-West Accord
109 11th Street SE, Washington DC 20003

American Field Service International Intercultural Programs
313 E 43rd Street, New York NY, 10017

American Friends Service Committee (AFSC)
1501 Cherry Street, Philadelphia PA 19102
2160 Lake Street, San Francisco CA 94121

Arms Control Association
11 Dupont Circle, Suite 900, Washington DC 20036

Asia Resource Center
P. O. Box 15275, Washington DC 20003

Bay State Center for Economic Conversion
2161 Mass Avenue, Cambridge MA 02139

Beyond War (Creative Initiative Foundation)
222 High Street, Palo Alto CA 94301

Calvert Social Investment Fund
1700 Pennsylvania Avenue, Washington DC 20006

Carnegie Endowment for International Peace
11 Dupont Circle, Suite 900, Washington DC 20036

Center for Defence Information
1500 Massachusetts Avenue NE, Washington DC 20005

Center for Economic Conversion
222C View Street, Mountain View CA 94041

Center for Innovative Diplomacy
644 Emerson, #30, Palo Alto, CA 94301

Center for National Security Studies
122 Maryland Avenue NE, Washington DC 20002

Central Committee for Conscientious Objectors
2208 South Street, Philadelphia PA 19146

Children's Creative Response to Conflict
P. O. Box 271, Nyack NY 10960

Clergy and Laity Concerned
198 Broadway, Room 302, New York NY 10038

Coalition for a New Foreign and Military Policy
712 G Street SE, Washington DC 20003

Committee Against Registration and the Draft
201 Massachusetts Avenue NE, Room 111, Washington DC

Common Cause
2030 M Street NW, Washington DC 20036

The Community Board Program, Inc.
149 9th Street, San Francisco CA 94103

Conflict Clinic
University of Missouri, Saint Louis
8001 Natural Bridge Road, St. Louis MO 63121

Council for a Livable World
11 Beacon Street, Boston MA 02108

Council for Intercultural Studies and Programs
777 United Nations Plaza, Suite 9A, New York NY 10017

Council of Better Business Bureaus, Inc.
P. O. Box 8110, San Jose CA 95155

Council on Economic Priorities
30 Irving Place, New York NY 10003

Esalen Institute, American-Soviet Exchange Program
3105 Washington Street, San Francisco CA 94115

Federation of American Scientists
307 Massachusetts Avenue NE, Washington DC 20002

Fellowship of Reconciliation
P. O. Box 271, Nyack NY 10960

Fenton Communications
1755 S Street NW, Washington DC 20009

Friends Committee on National Legislation
245 2nd Street NE, Washington DC 20002

Fund for Peace
345 E 46th Street, New York NY 10017

George Mason University, Center for Conflict Resolution
4400 University Drive, Fairfax VA 22030

Good Money Newsletters
P. O. Box 363, Worcester VT 05682

Greenpeace USA
1611 Connecticut Avenue NW, Washington DC 20009

Institute for Defense and Disarmament Studies
2001 Beacon Street, Brookline MA 02146

Institute for Food and Development Policy
1885 Mission Street, San Francisco CA 94103

Institute for Policy Studies
1901 Q Street NW, Washington DC 20009

Institute for Positive Action
6831 Riverdale Road, #E-102 Riverdale MD 20737

Institute of International Education
809 United Nations Plaza, New York NY 10017

Interfaith Center on Corporate Responsibility
475 Riverside Drive, Room 566, New York NY 10115

International Peace Academy
777 United Nations Plaza, New York NY 10017

International Peace Research Association
P. O. Box 483, Institute of Behavioral Science,
University of Colorado, Boulder CO 80309

International Peace Research Institute, Oslo
Radhusgt, 4 Oslo 1, Norway

Legacy (International Youth Program of the Institute for
Practical Idealism)
Rout 4, Box 265, Bedford VA 24523

Martin Luther King, Jr Center for Nonviolent Social Change
449 Auburn Avenue NE, Atlanta, GA 30312

Media Network
121 Fulton Street, 5th Floor, New York NY 10038

Mediation Services, Citizens Service Office, County of Marin
Civic Center, Room 425, San Raphael, CA 94903

Mid-Peninsula Peace Center
555 Waverly, Palo Alto CA 94301

National Action/Research on the Military-Industrial Complex
150 Cherry Street, Philadelphia PA 19102

National Campaign for a World Peace Tax Fund
2121 Decatur Place NW, Washington DC 20008

National Nuclear Weapons Freeze Campaign
202 Eye Street NE, Suite 130, Washington DC 20002

National War Tax Coordinating Committee
P. O. Box 2236, East Patchogue NY 11772

Natural Resources Defense Council
1350 New York Avenue NW, Washington DC 20005

Negotiation Institute, Inc.
230 Park Avenue, Suite 460, New York NY 10169

Neighborhood Mediation and Conciliation Services, County of
Santa Clara
County Government Center, East Wing, 70 West Hedding Street,
San Jose, CA 95110

New Society Publishers
4722 Baltimore Avenue, Philadelphia PA 19143

North American Congress on Latin America
151 W 19th Street, 9th Fl, New York NY 10011

Nuclear Free America
2521 Guilford Avenue, Baltimore MD 21218

Nuclear Information Resource Service
1616 P Street NW, Suite 160, Washington DC 20036

Nuclear Times
1601 Connecticut Avenue NW, Washinton DC 20009

Ombudsman/Advocate, Inc.
265 Water Street, Santa Cruz CA 95600

Overseas Development Council,
1717 Massachusetts Avenue, Washington DC 20036

Overseas Development Network, West Coast
P. O. Box 2306, Stanford CA 94305

Oxfam-America West Coast Regional Office:
513 Valencia Street, #8
San Francisco, CA 94110

Oxfam-America
115 Broadway, Boston MA 02116

Peace Museum
430 W Erie Street, Chicago IL 60610

Peace Research Laboratory
1115 Magnet, St. Louis MO 63132

Peace Research Institute-Dundas
25 Dundana Avenue, Dundas Ontario L9H 4E5, Canada

Peace Science Society
B4 West Sibley Hall, Cornell University, Ithaca NY 14853

Planetary Citizens
P. P. Box 426, Menlo Park CA 94026

Resource Center for Nonviolence
515 Broadway, Santa Cruz CA 95060

San Jose Peace Center (located at 48 South 7th Street)
P.O. Box 1960, San Jose CA 95109

SANE: Committee for a Sane Nuclear Policy
711 G Street SE, Washington, DC 20009

Stockholm International Peace Research Institute
Bergshamra, S-171 73 Solna, Sweden

Syracuse Peace Council
924 Burnett, Syracuse NY 13203
Union for Radical Political Economics
155 W 23rd Street, 12th Fl, New York NY 10003

Union of Concerned Scientists
1616 P Street NW, #3310, Washington DC 20036

United Campuses to Prevent Nuclear War
200 Eye Street NE, Suite 130, Washington DC 20002

United States Servas Committee
100 Beekman Street, #13H, New York NY 10038

Vanguard Communications
1730 K Street NW, Suite 903, Washington DC 20006

Volunteers in Asia (located at Clubhouse Building)
Box 4543, Stanford, CA 94305

War Resisters League
339 Lafayette Street, New York NY 10012

War/Watch Foundation
P. O. Box 487, Eureka Springs AR 72632

Washington Peace Center
2111 Florida Avenue NW, Washington DC 20008

Women's Action for Nuclear Disarmament
691 Massachusetts Avenue, Arlington MA 02174

Women's International League for Peace and Freedom
1213 Race Street, Philadelphia PA 19107

Working Assets Money Fund
230 California Street, San Francisco Ca 94111

World Affairs Council
University of California, Riverside CA 92521

World Citizens International Registry/US Center
312 Sutter Street #506, San Francisco CA 94108

World Federalist Association of the United States
418 7th Street SE, Washington DC 20003

World Policy Institute
777 United Nations Plaza 5th Fl, New York NY 10017

World Priorities, Inc.
P. O. Box 25140, Washington DC 20007

Worldwatch Institute
1776 Massachusetts Ave NW, Washington DC 20036

World Without War Council
1730 Grove Street, Berkeley CA 94709

Appendix B. A Useful Reading List

Alternative Press Index. Covers more than 150 alternative and radical newspapers and magazines such as Nuclear Times, Syracuse Peace Newsletter, Nuclear Free Press, Mobilizer, and Greenpeace Examiner.

Are You Considering a Career in the Defense Industry? Some Questions You Should Ask. High Technology Professionals for Peace, 639 Massachusetts Ave., Rm 316, Cambridge MA 02139. 1984.

Community Jobs, 1319 18th Street NW, Washington DC 20036. Monthly job listings.

A Directory of Small Groups Seeking Peace, Northeast USA Section. Published by World Peacemakers, Washington DC, 1983.

A Directory of Small Groups Seeking Peace, South, Midwest, and West, USA Sections. Published by World Peacemakers, 1984.

Dispute Resolution Program Directory, Special Committee on Alternative Means of Dispute Resolution, American Bar Association, 1800 M Street NW, Washington DC 20036. Annual publication. Lists dispute resolution centers, which deal with interpersonal disputes, landlord/tenant problems, consumer mediation, and environmental mediation.

Encyclopedia of Associations. Gale Research Co.

The Good Money Guide to the Social Investment Community. Center for Economic Revitalization, P. O. Box 363, Worcester VT 05682

Good Works: A Guide to Social Change Careers. Center for Study of Responsive Law, Box 19367, Washington DC 20036, 1982. In addition to the directory of 451 groups, includes profiles of activists working in the field of social change careers and a list of publications that may be helpful for those who seek for social change jobs.

Grassroots Peace Directory. Grassroots Peace Directory, Box 203, Pomfret CT 06258. The Directory is available on ten regions: New England, New York, the Mid-Atlantic, the South, the Upper Midwest, the Lower Midwest, the West, the Southwest, California, and the Northwest and Pacific. All directories are updated biannually.

A Guide to Careers in International Affairs, by Francis M. Jeffries. Jeffries & Associates,, Inc., Poolesville MD 20837. 1982.

A Guide to Careers in World Affairs. Editors of the Foreign Policy Association, 1982.

The Harbinger File: a directory of citizen groups, government agencies and environmental education programs concerned with California environmental issues. Harbinger Communications, 50 Rustic Lane, Santa Cruz CA 95060.

Housemans International Peace Diary, edited by Housemans Diary Group. Housemans, 5 Caleonian Road, London NI 9DX, Great Britain.

Human Rights Organizations & Periodicals Directory. Meiklejohn Civil Liberties Institute, Box 673, Berkeley CA 94701. 1973

International Jobs, Where they are, How to get them. Eric Kocher, Addison-Wesley Publishing Company. 1984

International Peace Directory, edited by Thaddeus C. Trzyna. California Institute of Public Affairs, an affiliate of the Claremont Colleges, P. O. Box 10, Claremont CA 91711. 1984. Describes about one hundred leading organizations around the world that work for peace among nations.

Internships and Careers in International Affairs, edited by Mitchell Plave, Wesleyan University, Middletown CT 06457. 1984. Lists a select group of internships, academic programs, and resource materials in international development.

The Land of Seven Tomorrows, by Richard N. Bolles. National Career Development Project, P.O. Box 379, Walnut Creek CA 94597. An address given to a meeting of the Mid-Atlantic Placement Association, in Allentown, Pennsylvania, June 9, 1982.

The Loss of Values in Career Development, Richard N. Bolles. Training and Development Journal, March 1982.

The Military in Your Backyard. How to Determine the Impact of Military Spending in Your Community. Center for Economic Con-
verson. 222 View Street, Suite C, Mountain View CA 94041

National Directory of Arts Internships. Office of Career Development and Placement, California Institute of the Arts. Includes dance, music, art design, film, video and art management.

Nuclear Times, P. O. Box 39996, Washington DC 20007. Publishes six times per year.

Nuclear War Prevention Kit. Center for Defense Information, 1500 Massachusetts Avenue NW, Washington DC 20005. Lists more than 200 organizations. 1985.

The 100 Best Companies to Work for in America, by Robert Levenson, Milton Moskowitz, and Michael Katz. Addison-Wesley Publishing Company. 1984.

Organizations involved in Soviet-Americans, The Forum Institute, 1225 15th Street NW, Washington DC 20005. 1983.

Overseas Development Network Opportunities Catalog, Overseas Development Network, Box 1430, Cambridge MA 02238. 1985.

Peace and World Order Studies: A Curriculum Guide, edited by Barbara J. Wien. World Policy Institute, 777 United Nations Plaza, New York NY 10017. 1984. Reviews over 40 major and minor academic programs, and features annotated list of 70 sources of seed money for peace and social justice education.

The Peace Catalog, Duane Sweeney. Press for Peace, Inc. 5621 Seaview Avenue NW, Seattle WA 98107. 1984.

Peace Resource Book: A Comprehensive Guide to Issues, Groups and Literature, by the Institute For Defense & Disarmament Studies. Ballinger Publishing Company, 2350 Virginia Avenue, Hagerstown MD 21740. 1986. Includes a comprehensive directory of 5700 organizations which are concerned with peace, disarmament, and nonviolent conflict resolution.

Plowshare Press, The Center for Economic Conversion. 222C View Street, Mountain View CA 94041. Quarterly Publication.

Research Center Directory, Gale Research Company. Annual publication.

The Student Guide to Mass Media Internships: Volume 1 Print and Volume 11 Broadcast. School of Journalism and Mass Communication, University of Colorado. Annual publication.

Taking Charge of our Lives, Living Responsibly in the World, edited by Joan Bodner, American Friends Service Committee, 2160 Lake Street, San Francisco CA 94121. 1984. Section on "Work" provides interesting examples of the organizations where business decisions are made by both a worker-orientation and an ethics-orientation, rather than a profit-orientation.

The Technology and Society Internship Directory: A Comprehensive Guide to Washington DC Internships, compiled and edited by the Student Pugwash Internship Clearinghouse, Student Pugwash, Inc., 505B 2nd Street NE, Washington DC 20002. 1986. Lists internship placement with non-profit organizations, as well as with businesses, government agencies and research groups. Concentrates on science/technology and society internships.

To End War, by Robert Woito. The Pilgrim Press, 132 West 31st Street, New York NY 10001. An extensive bibliographic book. Lists major world affairs organizations. 1982.

UNESCO Yearbook on Peace and Conflict Studies, UNESCO.

The United States Government Manual, The Superintendent of Documents, U.S. Government Printing Office, Washington DC 20402. Annual publication.

Volunteer! The Comprehensive Guide to Voluntary Service in the U.S. and Abroad, 1985-86 edition. Council on International Education Exchange (CIEE), Campus Services, 205 East 42nd St. New York NY 10017. 1984. Lists 175 organizations recruiting volunteers for all types of service projects around the world.

What Color is Your Parachute? Richard N. Bolles, Ten Speed Press. Box 7123, Berkeley CA 94707. Annual publication.

World Military and Social Expenditures, Ruth Leger Sivard, World Priorities, Inc., Box 25140, Washington DC 20007. Annual publication.

World Without War Calendar, 1984 and 1985, World Without War Council of Northern California, 1730 Grove Street, Berkeley, CA 94709. Lists more than 100 international non-governmental organizations and world affairs organizations which have survived at least five years.

Yearbook of International Organizations, Union of International Associations.

Yearbook of the United Nations, Department of Public Information, UN, New York.

Your Career and Nuclear Weapons: A Guide for Young Scientists and Engineers, The Santa Barbara Study Group, Institute for Theoretical Physics, University of California, Santa Barbara CA 93106. 1985.

Appendix C. A Peacemaker's Bulletin Board

"When people are at peace, they ought to be as alert as if they were in trouble; so they can forestall an unforeseen contingency. And when they are in trouble, they ought to be as calm as if they were at peace; thus they can bring to an end their crisis."

From Discourses on Vegetable Roots
a collection of epigrams from the
Ming Dynasty, 16th Century

Many Freeze Positions Washington and Nationwide

Freeze Voter is the political arm of the Nuclear Freeze Movement. Freeze Corps is its domestic Peace Corps program.

Freeze Corps Staff Nationwide

Duties: Work with professional field organizers in targeted states.

Requirements: Adaptable, dedicated person; ability to get along with people.

Salary: \$100/month stipend. Room and board; transportation.

To Apply: Contact Glenn Hoffman, Freeze Voter, 733 15th St., NW, #526, Washington, DC 20005. 202/783-8747.

Freeze Voter Intern Washington

Duties: Work in 1 of 5 areas: field, legislation, media, fundraising, management.

Requirements: Dependable, energetic, detail-oriented person.

Salary: Small stipend may be available.

To Apply: Same as for Freeze Corps Staff.

Organizers San Francisco Bay Area

INFACT is a peoples' organization building international campaigns to stop the life-threatening abuses of transnational corporations. Having won the Nestle Boycott, INFACT is now targetting the abuses of the nuclear weapons industry. INFACT is focusing on General Electric, building pressure through a GE boycott to stop GE's nuclear weapons work.

Duties: Be responsible for helping to get the GE Boycott widely spread throughout the San Francisco Bay Area; conduct personal visits, house meetings, and group presentations to recruit and organize volunteers; coordinate weekly action program; raise funds; do campaign planning and strategizing.

Requirements: Commitment to stopping nuclear weapons production and promotion; willingness to work with people; willingness to work hard on effective campaign; organizing and organizational experience preferred.

Salary: Living stipend of \$800/month. Full health insurance; transportation benefits.

To Apply: Send cover letter and resume to Elaine Lamy, Bay Area INFACT, 219 E. 14th St., Oakland, CA 94606, or call 415/272-9522.

Application Deadline: As soon as possible.

Organizer and Printer Syracuse, New York

The Syracuse Peace Council (SPC) is the oldest local autonomous peace and social justice organization in the US. It is committed to social change through nonviolent educating, agitating, and organizing. SPC's projects range from local to international in scope and are based on a vision of a world in which war, violence, and exploitation of all kinds no longer exist. SPC runs a printshop, SPC Press, which offers quality print to local and national groups.

Organizer

Duties: Give major input into programming goals and actions; perform general office responsibilities; do some fundraising; attend meetings with various groups and individuals; participate in production of newsletter; have some contact with media.

Requirements: Flexibility; commitment to collective work process; willingness to learn; frankness; knowledge of consensus decision making; ability to work with volunteers; openness to working with people with various political backgrounds.

Salary: \$150/week Health insurance; 2 weeks paid vacation.

To Apply: Contact Paul Pearce or Andrew Seltser, SPC, 924 Burnet Ave., Syracuse, NY 13203. 315/472-5478.

Printer

Requirements: Experience on AB Dick 360; darkroom and bindery experience helpful (but will train); person not intimidated by machinery; a discerning eye; willingness to work collectively.

Salary: Negotiable. (Job can be full- or part-time.)

To Apply: Same as for Organizer.

Publishing Collective Members (2) Philadelphia

New Society Publishers is a worker-controlled publishing house producing books and other resources that promote fundamental social change through nonviolent action. It is six years old and publishes about 15 titles a year.

Duties: Work in production or shipping/fulfillment; share editorial work and general management responsibilities.

Requirements: Commitment to nonviolence; desire to work collectively; 2-year commitment after 6-month trial period; long but flexible hours.

Salary: \$9,300/year take home pay. Full health insurance; pension; partially paid maternity/paternity leave; dependent benefits; sabbaticals.

To Apply: Contact New Society Publishers, 4722 Baltimore Ave., Philadelphia, PA 19143.

Directors and Intern Boston

The Jobs with Peace Campaign is a national grassroots effort to fund jobs and services by re-directing funds from the military budget. Its primary goal is to bring into the political process those people hardest hit by military spending.

National Field Director

Duties: Travel to local Jobs with Peace Campaigns to assess their needs for training and assistance in community organizing, fundraising, organizational development, research, and planning; coordinate the provision of needed assistance by people within and outside the Campaign.

Requirements: Experience in community organizing and organizational development.

Salary: \$19,000/year and up, depending upon experience.

To Apply: Contact Jill Nelson, Executive Director, Jobs with Peace Campaign, 76 Summer St., Boston, MA 02110. 617/338-5783. Affirmative action employer; people of color and women encouraged to apply.

Program Director

Duties: Research and write the Campaign's popular literature and organizing materials, including analyses of the impact of military spending on local communities and federal programs; coordinate the development of strategy and program.

Requirements: Skills in writing, research, and analysis; media and organizing skills desirable.

Salary and To Apply: Same as for National Field Director.

Intern

Duties: Do typing, word processing, mailing list maintenance, filing, and other office tasks; assist the publications director in editing and research; complete special projects as assigned.

Requirements: Good office skills; some word processing skills preferred; research and writing skills helpful; commitment to peace and social justice issues

Salary: Negotiable

To Apply: Send letter and resume to Jobs with Peace Campaign, National Office, 76 Summer St., Boston, MA 02110. 617/338-5783.

Application Deadline: As soon as possible

**Major Donor Fundraiser
San Francisco**

The Institute for Food and Development Policy, also known as Food First, is a national organization dedicated to bringing about public consensus that hunger can and should be ended. Its educational vehicles include books, video materials, speeches, and radio, television, and newspaper coverage.

Duties: Travel half-time throughout the US visiting major donors, donor prospects, and foundations; coordinate visits with senior analysts; raise an average of \$25,000/month.

Requirements: Strong commitment to economic and social democracy; BA; confidence and comfort in speaking with people of means; well-developed written and personal communication skills; self-direction; an organized person; enthusiasm; flexibility; ability to work well with all types of people; interest in international affairs; experience with personal solicitation of gifts; willingness to learn word processing and computerized data base record keeping.

Salary: \$22,000-26,000/year, depending upon experience. 2 weeks

vacation; medical and dental coverage.

To Apply: Send a letter and resume to Marilyn Borchardt, Development Director, Food First, 1885 Mission St., San Francisco, CA 94103.

Application Deadline: May 15, 1987.

**Public Relations Intern
Washington**

Fenton Communications is a public relations firm which specializes in political issues, international human rights, environmental and nuclear safety, foreign policy, peace, public interest issues, and entertainment.

Duties: Monitor media coverage of client events; provide background research; assist with press conferences; provide back-up assistance with phones; participate in all aspects of the public relations process.

Requirements: Ability to organize and research; good communication and writing skills; interest in political issues; availability of 15-20 hours/week.

Salary: Internship is unpaid but offers excellent experience in many aspects of public relations.

To Apply: Mail resume and writing sample to Suzanne Callahan, Fenton Communications, 1755 S St., NW, Washington, DC 20009. 202/745-0707.

Starting Date: Immediately.

**Outreach Coordinator
Stanford, California**

The Overseas Development Network (ODN) is a network of student groups across the nation. It is concerned with promoting a better understanding of the many issues facing the Third World, the financing of small grassroots indigenous projects, and finding opportunities for students to travel to developing communities in order to gain a better understanding of existing problems and solutions.

Duties: Work with existing ODN campus affiliates and encourage new affiliates on campuses within the region; travel to campuses; do public speaking; conduct organizing meetings; provide support and suggestions by phone; coordinate regional conferences; keep current records of all affiliate activities.

Requirements: Participant or leadership experience with a student organization; familiarity with group organization; experience working with a large networking system; demonstrated interest and background in Third World development issues; overseas experience preferable; willingness to travel and work on a student schedule; ability to initiate and take responsibility for major projects; ability to work with a diverse range of people; public speaking abilities.

Salary: \$1,000/month stipend.

To Apply: Send resume, cover letter, and any other material which helps to demonstrate past activities (writing samples, conference agendas, transcripts, etc.) to Sharla, ODN West Coast, Box 2306, Stanford, CA 94305. 415/725-2869.

**Publishing Intern
Washington**

Community Careers Resource Center (CCRC) publishes *Community Jobs*, a nationwide monthly listing of hundreds of jobs and internship opportunities with nonprofit organizations. It seeks to promote social change work by linking job seekers with progressive nonprofit organizations looking for qualified, committed staff.

Duties: Edit and proofread job listings; write and edit resource listings; assist in inputting data on computer; assist in billing advertisers; assist in soliciting advertisers; help with outreach efforts; contact job listers and subscribers by phone; track advertising responses; help with record keeping; participate in staff and board meetings.

Requirements: Interest in publishing and public interest work; ability to work independently; ability to do detailed work.

Salary: Monthly stipend. College credit can also be arranged.

To Apply: Send resume or call Anne Martin, *Community Jobs*, 1319 18th St., NW, Washington, DC 20036. 202/659-5627.

**Program Director
San Francisco**

The Tides Foundation is a public foundation established in 1976 to promote innovative public interest oriented philanthropy.

Duties: Work directly with president of the foundation in the creation of program policy and planning; carry principle responsibility for expanding the foundation's project

incubator; assist in expanding grant making programs.

Requirements: Nonprofit management experience, knowledge of fund accounting; experience in foundation fundraising or grant making; ability to work with people from diverse backgrounds; understanding of social, political, and economic issues and trends; history of concern and/or work with environmental, economic, or community development projects; demonstrated commitment to philanthropic work.

Salary: \$35,000/year. Good benefits package.

To Apply: Send resume to Drummond Pike, President, Tides Foundation, 873 Sutter St., San Francisco, CA 94109.

Application Deadline: Open until filled.

**Executive Director
Seattle, Washington**

The Pacific Peace Fund (PPF) is a public foundation affiliated with the Peace Development Fund of Amherst, Massachusetts. Both funds solicit contributions in order to make grants to local organizations working to promote global demilitarization, world peace, and nonviolent conflict resolution. PPF specifically makes grants to organizations in states west of the Mississippi River.

Duties: Oversee grant making, fundraising, and organizational operations; carry out fundraising in conjunction with the Peace Development Fund development team and the PPF board of directors; do extensive phone research for grant making, which occurs 3 times/year.

Requirements: Demonstrated commitment to working on issues of peace, social and economic justice, and nuclear disarmament; experience in a nonprofit organization with a board of directors; ability to evaluate and analyze community organizations; demonstrated fundraising abilities; ability to work well with diverse groups of people; excellent verbal and written communication skills; 2 year minimum commitment; ability to travel.

Salary: \$24,000-28,000/year. Excellent benefits package.

To Apply: Send for complete job description or send resume and cover letter to Search Committee, Pacific Peace Fund, 5516 Roosevelt Way, NE, Seattle, WA 98105.

Application Deadline: May 1, 1987.
Starting Date: July 15, 1987.

San Francisco Chronicle

Peace Work Isn't Just Piecework

Full-time activists are pushing for more respect and higher wages

BY SYLVIA RUBIN

Slumped against a lamppost, Judith Gere stares into space. Three hours of canvassing Menlo Park for the no-nukes group she works for has produced next to nothing in donations. It's 8 p.m., and she has buzzed dozens of doorbells; her throat feels like clay, and her neck, already aching from arthritis, is stinging with pain. Her feet hurt. It is one of those moments that makes her wonder why she pounds the streets five nights a week in the name of peace. For less than \$5 an hour.

Gere, a 47-year-old lifelong political activist, does that work because her heart tells her she has to. Like thousands of others around the country, she has made peace work a full-time career. She is what is known as a peace professional.

She pulls herself up from the sidewalk and straightens out her clipboard. She moves on to the next house. "Hi, I'm Judith," she begins, "and I'm with the Committee for a Sane Nuclear Policy, or SANE. We're working through Congress to end the arms race. Is this a concern of yours?"

"How much do you want, and where do I sign?" says the woman of the house. Minutes later, she hands over a check for \$25. Gere is ecstatic. Her luck has turned. The next house produces a check for \$10, the one after that, \$25. "Wow," says Gere.

"Usually I don't do so well after 8 p.m. But tonight, all the contributors seem to be coming out after dark." By the end of her four-hour shift, she has collected \$123 in

donations, well over her quota of \$80 for the night.

Tomorrow, she will canvass again — in Oakland, or San Francisco, or perhaps Lafayette.

"Peace workers are not just demonstrating in the streets anymore," says Michael Peled, 35, who runs the Marin Bilateral Nuclear Freeze Campaign. "We're in this for the long haul."

It is a profession that pays poorly, expects blood in return and turns perfectly normal people into frazzled chain smokers. The Bay Area has some of the most active peace organizations outside of Washington, D.C. It is home to dozens of one-room, grassroots agencies working toward an end to nuclear arms proliferation, the war in Central America and aid to the Contras in Nicaragua. They are financed primarily by donations and grants.

At the Northwest regional office of the Committee in Solidarity with the People of El Salvador in Berkeley, phone canvassers work four nights a week from 6 to 9 p.m. They earn \$6 an hour, make at least 60 phone calls a night, and are lucky if they get 10 donations. "By 9 p.m., on Wednesday, most everybody is drained," says Vicky Doll, 24, phone bank coordinator for CISPES.

At the Mount Diablo Peace Center in Walnut Creek, 67-year-old Andy Balzo works six days a week, seven hours a day, in the same organization he helped to found 18 years ago. "I spend my life on the phone, organizing, recruiting new members, setting up meetings. I've been doing this since

for peace."

Job burnout is a given and usually happens within three years, the result of too much overtime, low wages, skimpy benefits and the inevitable stress. The personal satisfactions are many, but activists can also point to governmental changes.

"Last year, Congress voted to cut underground weapons testing funding, and that was something we worked very hard on," says Keith Schuerholz, office manager at SANE. Founded in 1957, SANE has 11 chapters around the nation and is the oldest lobbying group for peace in the country. "Locally, we canvassed for the nuclear free zone initiative in Marin and it passed. Nationally, we did grass-roots canvassing for 12 major senatorial campaigns around the country this year, and eight of our candidates won."

Even though the triumphs often outweigh the disappointments, some peace workers say it is time to make a change.

Five months ago, Micha Peled of Kensington and about 40 other full-time activists formed the nation's first labor union for peace workers, asking for standardized wages, paid vacations, health benefits and detailed job descriptions.

They called it UPP, the Union of Peace Professionals. "The word 'professional' is a very important part of the name," Peled says. "I see this as legitimizing what we do."

They elected Chris Brown, executive director of Southern Californians for a Bilateral Nuclear Freeze in Los Angeles, their first president. "I feel a lot more appreciated now," says Brown, 30, a community activist since college. "The first few months I was on the books here, I was supposed to make \$1,000 a month. If I got \$600 I was lucky. Who counted hours? If you counted hours, you got depressed. After the first year and a half like that, it got oppressive. What we want is health-care benefits, paid vacations, a living wage."

The average salary for an executive in the peace movement is about \$1,000 a month; canvassers are paid much less. Judith Gere, along with nine other canvassers for SANE, walk the Bay Area five nights a week, and are paid about \$700 to \$750 a month. What they pick up in donations pays their salaries and keeps their two-room office on Market Street open.

'Performance Pressure'

"A union is absolutely necessary for canvassers," says Jaem Heath, a former SANE canvasser who left the organization last winter in disgust, along with several other canvassers. They formed their own independent collective, and now contract their services to CISPES. Heath is now an administrator there. "A lot of canvassers start out politically motivated, and end up very bitter and apolitical, because of the performance pressure."

"Sure, I guess I could be doing something else," says SANE canvasser Julie Shaw of San Francisco, "but when I think of what this coun-

Union seeks 'reasonable working conditions'

The Union of Peace Professionals, or UPP, the nation's first labor union for peace workers, was formed last winter to protect the rights of a group that feels overworked, underpaid and unappreciated.

UPP plans to seek affiliation with large, international labor unions such as the AFL-CIO but has not done so yet.

"UPP at this point is four very scattered officers who want to establish norms and guidelines and reasonable working conditions," said Ruth Lindahl, secretary-treasurer. Most peace workers are hired or fired by their board of directors, which in most agencies are made up of volunteers.

"When most people think of unions," says Micha Peled of the Marin Bilateral Nuclear Freeze Campaign, and a union founder, "they think of bargaining and arbitration, but that is not the thrust of this union. We're most interested in improving the status of our profession. I guess we're somewhere between a union and a professional association."

Here are some of the key UPP demands:

■ **Wages:** A living wage, with a demand that employers raise enough money every month through fund-raising to meet their payroll obligations. Pay should be comparable to other service workers, such as social workers. (An entry-level social worker at the Department of Social Services in San Francisco earns \$23,000 annually.)

■ **Hours:** A 40-hour week with compensatory time off for overtime.

■ **Training and career development:** Employers should provide occasional training seminars for employees, paying special attention to "burnout" seminars.

■ **Benefits:** A suitable health plan.

■ **Job performance:** Written job descriptions, specifically stating what is expected of each worker. Performance appraisals every six months. The right to appeal a case before an outside mediator from a professional mediation association.

To become a member of UPP, or for further information, write UPP, c/o Ruth Lindahl, P.O. Box 121072, Nashville, Tenn. 37212.

try is doing with its military budget, it just makes me sick. I have to do this."

At 18, her energy is boundless. She perks up whenever she hits a neighborhood with lots of Volvos—the fine, solid cars of healthy, checkbook-carrying liberals. "I love Volvos. It usually means a good house. Especially a Volvo station wagon. Those are the best."

Unlike Gere, who is unassuming, Shaw is an aggressive saleswoman, persisting until her customer coughs up even \$2 for the cause. She is a heavy smoker. "Stress," she says, biting down on a Marlboro. "This is a high-stress, high-pressure job.

That really upsets me; that's a low point, it almost makes me want to quit. One night I canvassed 60 people and came up with nothing. But then, one night in Berkeley, I got a check for \$200. This woman invited me in, brewed up some tea and gave me some cookies."

If Shaw wants to join the new union, no one would be more delighted than the secretary-treasurer, Ruth Lindahl, of Nashville, Tenn., who says UPP has only 50 members so far. A membership drive is expected soon, she says.

"I've had people call me 'Commie' and yell at me as I walk away.

Lindahl, 23, is the state coordinator for the Tennessee Peace and

Disarmament Campaign in Nashville. "I can't imagine a more exciting and challenging career as this one. I love it. But I make \$12,000 a year, which is a disgrace."

Dave Wylie, 33, co-director of the San Francisco Nuclear Freeze Campaign, earns \$18,000 annually and intends to join the union as soon as he can scrape together the \$25 membership dues. "I make more than most people in the movement do, but when you have children, like I do, it can be hard to make ends meet."

Pros and Cons of Union

He supports the union but has reservations. "It's a mixed bag. On the one hand, we need to formally acknowledge what we're doing, but we could be in danger of getting too much into an attitude of professionalism. We could become so concerned with the issue of professionalism that we lose track of why we are here."

Jean Taylor, 39, who coordinates the volunteers for the San Francisco office of CISPES, is another peace worker who is not necessarily eager to wave the union banner. She earns \$750 a month and is entitled to a two-week paid vacation each year, but that's where her benefits end. Still, she does not intend to join the union. "I don't really feel it's relevant to what we're doing here," she says. "A union assumes a class struggle, a labor-management situation. I'm a peace worker, but I don't see the purpose of a union. This isn't a hot priority for us right now."

Pro-union people say that if nothing else, this is one labor organization unlikely ever to go on strike. "We're usually only one or two people in each office, and you love the cause so much, you'd never do anything to hurt it," Peled says.

He believes a strong union can help lure college kids into the peace movement.

"My vision is that career counselors will visit college campuses and recruit for the movement. They'll say to some kid, 'Have you considered becoming a peace professional? It's right here, under 'P', right after 'paramedic' and right before 'plumber.'"

FEDERAL MEDIATION AND CONCILIATION SERVICE
UNITED STATES GOVERNMENT
WASHINGTON, D.C. 20427

Vacancy Announcement #87-Exc-1
Opening Date: January 12, 1987

Closing Date: OPEN

Area of Consideration: Nationwide

Positions: Mediator, GS-241-11 \$27,172 (approximately 12 positions)

Consideration for promotion to GS-12 after 6 months, \$32,567
Promotion potential to GS-241-13, \$38,727-\$50,346
These are excepted service positions.

Locations: Nationwide at approximately 75 locations.

Applicants must be willing to accept initial employment anywhere in the U. S. and be willing to relocate in the future to meet the needs of the Service. All applicants must pay costs of transporting self, dependents and household goods to the first permanent station. First consideration will be given to applicants from local commuting areas where specific vacancies exist.

Duties: Mediators serve as a neutral party in the collective bargaining process. They do not take sides in disputes nor force decisions upon the parties. The mediator's knowledge of collective bargaining, understanding of labor-management problems and ability to influence bargainers in the adjustment of their differences contributes toward the settlement of labor-management controversies. The mediator must be completely impartial. In addition to entering into specific labor-management dispute situations, the mediator has a continuing responsibility to endeavor to prevent labor disputes from developing through active participation in preventive mediation and public information programs with labor and management organizations.

Qualification Requirements: GS-11 Level

Experience--Minimum of seven years of full-time progressively responsible and successful experience in collective bargaining negotiations or the equivalent in other closely allied fields of labor-management relations. This experience must have been acquired within the past 12 years.

GENERAL TYPES OF QUALIFYING EXPERIENCE

As a management representative or assistant engaged in:

- Negotiation and preparation of collective bargaining agreements.
- Interpretation and application of collective bargaining agreements (grievance procedure and arbitration).
- Personnel administration, with varied functions: wage determination, position classification or job evaluation, or their equivalent.

As a labor representative or assistant engaged in:

- Negotiation and preparation of collective bargaining agreements.
- Interpretation and application of collective bargaining agreements (grievance procedure and arbitration).

GENERAL TYPES OF QUALIFYING EXPERIENCE (Continued)

As a government (Federal, State or local) representative engaged in the administration of laws, executive orders, or regulations relating to:

- Conciliation and mediation.
- Collective bargaining.
- Other labor-management relations work, if closely related to grievance procedures, arbitration, or negotiation.

As a director or assistant director of personnel or labor relations for a government agency or a large unit of a government agency, provided that such work includes the practical equivalent of the above.

As a mediator or arbitrator in the field of labor-management relations.

As an advisor or consultant on labor-management relations and collective bargaining, provided that such work includes the practical equivalent of the above.

As a teacher or instructor in the field of labor-management relations, labor law, labor economics, personnel administration, or directly related subjects. Teaching experience may be credited when coupled with sufficient practical experience in collective bargaining situations.

Other Requirements:

- . Good communications skills, both oral and written.
- . Ability to work with minimal supervision.
- . History of self-development.
- . Ability to analyze problems and develop creative solutions.
- . Ability to chair meetings and lead discussions.
- . Commitment to collective bargaining process.
- . Acceptability as a neutral.
- . Ability to get to meetings at remote locations on short notice including automobile and airline travel.
- . Ability to work irregular and long hours with short notice in high-tension situations.

A PHYSICAL EXAMINATION PRIOR TO ENTRANCE ON DUTY IS REQUIRED. MUST BE CITIZENS OF THE UNITED STATES. MUST SUCCESSFULLY PASS A FULL BACKGROUND INVESTIGATION.

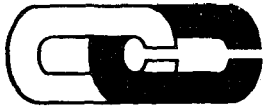
How to Apply: Applicants must submit a completed Standard Form 171 (Personal Qualifications Statement) and a Mediator Supplemental Application Form to:

Federal Mediation and Conciliation Service
Division of Personnel Management, Room 750
2100 K Street, N. W.
Washington, D. C. 20427

These forms can be obtained from FMCS Regional or District Offices or at the above location. Please attach no other supplemental information to your application.

FMCS IS ACTIVELY SEEKING QUALIFIED MINORITY AND FEMALE APPLICANTS.

ALL QUALIFIED CANDIDATES WILL BE CONSIDERED AND SELECTION WILL BE MADE REGARDLESS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, POLITICS, MARITAL STATUS, PHYSICAL OR MENTAL HANDICAP, AGE, OR OTHER NON-MERIT FACTORS



common cause

2030 M STREET, N.W., WASHINGTON, D. C. 20036 (202) 833-1200

Archibald Cox
Chairman

Fred Wertheimer
President

John W. Gardner
Founding Chairman

May 1987

EMPLOYER: Common Cause
2030 M Street; N.W.
Washington; D.C. 20036

DEPARTMENT: Program Operations

POSITION AVAILABLE: LOBBYIST

RESPONSIBILITIES: Plan and develop legislative strategy regarding Common Cause issues; regularly communicate with members of the Senate; the House; their staffs; and groups with which Common Cause is allied; work with Common Cause staff and state volunteer leaders in planning membership action and public strategies on these issues; respond to press inquiries; give public presentations on Common Cause and its issues.

QUALIFICATIONS: Legislative and/or lobbying experience; ability to work under pressure; demonstrated political judgment and advocacy skills; strong writing and oral communication skills; commitment to Common Cause issues.

SEND RESUME TO: Dibby Johnson
Associate Director of Personnel

Common Cause is an equal opportunity employer.

Announcing: International Internship For Women On Disarmament

The Women's International League for Peace and Freedom (WILPF) offers an internship for young women interested in working with an international women's peace organization and in gaining an understanding of the issues involved in the work for disarmament at the international level.

The internship is for women in recognition of the fact that they are notably excluded from positions concerned with questions of foreign policy and international relations. Priority is given to women between the ages of 21 and 35. Fluency in oral and written English is essential.

The Program

The internship runs from mid-January to mid-December. It focuses on the role of international organizations, such as WILPF, in promoting and strengthening the United Nations and its disarmament efforts.

January through August at Geneva, Switzerland:

The intern follows the Conference on Disarmament and other disarmament-related activities at the United Nations and in the NGO community for the International Office of WILPF; contributes ideas and researches information needed for the implementation of WILPF's disarmament program; and prepares articles and other materials for publication by WILPF. In addition, the intern assists in the daily work of the International Office. Typing and office skills are required.

September to mid-December at New York, USA:

In September, the intern travels to New York to follow the United Nations General Assembly, in particular its First Committee, and other disarmament meetings and developments. She compiles information on the disarmament resolutions adopted by the General Assembly for publication in the WILPF handbook series "Focus on Disarmament" and alerts the International Office to developments needing specific actions.

How to Apply

All applications must be submitted in English. Selections will be made on the basis of:

1. A resumé indicating education, relevant past activities and experience.
2. A 1000-1500 word essay giving reasons for wanting to follow the internship program and ideas on how the experience would be used in her future work.
3. Two recommendations. Persons writing recommendations are asked to indicate their relationship to the applicant and to evaluate the candidate according to:
 - the promise she shows for initiating imaginative and realistic programs and projects relating to peace, justice and disarmament issues;
 - her skills in written and oral communication and her fluency in English;
 - her long-term commitment to working for peace and justice;
 - her maturity in dealing with other people.

All recommendations will be kept confidential upon request.

Deadline

The essay, recommendations and resumé must be submitted not later than 30 April of each year for the following year's program.

All applications should be sent to: WILPF Internship Program, C.P. 28, 1 rue de Varembé, 1211 Geneva 20, Switzerland. Applicants will be informed of the results of the selection by 15 August of the year in which they apply.

Financial Award

WILPF pays for the intern's travel from her home country to Geneva, from Geneva to New York, and from New York to her home country; accommodation, and a small stipend to assist with living expenses. Health insurance and all other health related expenses are the intern's own responsibility.

**Women's International League For Peace And Freedom
C.P. 28, 1 rue de Varembé, 1211 Geneva 20, Switzerland**

U.N. OCCUPATIONAL DESCRIPTIONS

ECONOMICS

Description

Work performed within this occupation relates to a wide range of assignments in which theoretical and practical economic services are provided to the Organization. The tasks of the occupation vary considerably depending upon the assignment and include, but are not limited to, the following: planning, designing and conducting research in a variety of economic areas, such as international monetary reform, agricultural and mineral commodities trade, multilateral trade negotiations, insurance, the impact of external financing, balance of payments, tariffs and restricted business practices on development, projections of world trade flows, the impact of transnational corporations on trade; development and modifications of economic models to provide long-range forecasting and the costs and benefits of alternative world development strategies; conducting seminars and meetings for countries on economic problems; planning, developing and monitoring technical assistance projects in economic areas for developing countries.

Minimum qualifications for entry-level assignments

Education. Education equivalent to an advanced university degree in economics or a related discipline.

Experience. Two years of professional experience in economics or related field.

Note. A higher-level degree (Ph.D. or equivalent) may substitute for two years' professional experience. Candidates with a first university degree and four years of experience may also be considered. Some assignments in this field may require a Ph.D. with published research or a particular specialization such as development or trade economics. Some assignments also require programming and electronic data processing (EDP) knowledge.

Examination. Entry-level applicants may be given a written and oral examination. The examination may include, but not be limited to, measuring the following abilities and skills: ability to speak and write effectively in English or French, knowledge of the principles and practical usage of economic techniques, ability to plan, organize and manage research projects, ability to develop administrative procedures and control, ability to compile and analyse a variety of data.

POLITICAL AFFAIRS AND RELATED WORK

Description

Work performed within this occupation relates to a wide range of job assignments that are concerned with providing research, committee service and liaison support to the deliberative bodies, to commissions and to delegates. The tasks of the occupation vary considerably and include, but are not limited to, some of the following: researching and preparing reports on matters such as outer space, apartheid, a particular region or country of the world, or human rights; recommending policy options; summarizing meetings of the various committees of the Organization; participating in special missions to investigate problems; answering requests for information from Member States, non-governmental organizations and the general public; serving as a secretary or assistant secretary to a working group or committee and in this capacity, preparing draft agendas; providing liaison among the various sections of the Organization to assure that operational activities are accomplished.

Minimum qualifications for entry-level assignments

Education. Education equivalent to an advanced university degree in international relations, political science, international law, law, social sciences or international organizations.

Experience. Two years of professional experience in political or social science or in a national foreign service or in a related field.

Note. A higher-level degree (Ph.D. or equivalent) may substitute for two years' professional experience. A first-level university degree with experience may also be considered. Some vacancies in this field may require specialized knowledge in areas such as African affairs, the Caribbean, Human Rights, Disarmament, Outer Space or others.

Examinations. Entry-level applicants may be given a written and oral examination. The examination may include, but not be limited to, measuring the following abilities and skills: ability to speak and write effectively in English or French, ability to conduct political and historical analysis, knowledge of international relations, ability to organize work, ability to grasp and analyse the essential points in written texts, statements or articles, ability to negotiate and persuade, and ability to reconcile varying viewpoints.

UNITED NATIONS  NATIONS UNIES

INFORMATION ON INTERNSHIP PROGRAMMES AT THE UNITED NATIONS ORGANIZATION

PLEASE NOTE: The United Nations Secretariat internship programmes are in no way connected with recruitment for employment at the United Nations and there is no expectancy of such. Interns wishing to be considered for regular employment with the United Nations, even if otherwise fully qualified, cannot apply during their internship nor within the six-month period immediately following the expiration of the internship. Please note also that all entry-level professional posts are now filled through national competitive examinations organized each year in a number of Member States.

I. General information and conditions of internship

1. Types of internships. This information note covers internships administered by the Office of Personnel Services, the Department of Public Information, the United Nations Institute for Training and Research (UNITAR), and the United Nations Development Programme (UNDP). Several specialized agencies of the United Nations also offer internship programmes. Interested applicants should write to them directly for information.

With the exception of the Department of Public Information Internship Programme described below, the Secretariat undertakes no formal obligation to provide internships or training. Assignments are made only as and if there is an expressed interest on the part of a department or office in a particular applicant. Furthermore, note that only the United Nations Development Programme Summer Programme has a specific training element in it.

2. Eligibility and Selection - Participants are selected from among applicants nominated by the Permanent Missions to the United Nations or by colleges and universities. Please refer to the individual internship programmes listed below to determine eligibility criteria.

3. Financial support - Interns are not paid. Travel costs, travel arrangements and living accommodations are also the responsibility of the interns or their sponsoring institutions.

4. Medical and health coverage - The United Nations accepts no responsibility for costs arising from accidents and/or illness incurred during an internship; therefore, candidates for internships must show proof of valid regular as well as major medical insurance coverage.

5. Visas. The intern is responsible for obtaining any necessary visas to the duty station of his or her assignment.

6. Confidentiality. The intern must keep confidential any and all unpublished information made known during the course of internship and not publish any reports or papers based on information obtained during an internship except with the explicit authorization of the United Nations.

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II. Major United Nations internship programmes.

A. Department of Public Information Graduate Student Internship Programme - Every summer the Department of Public Information conducts the Graduate Student Intern Programme in New York and the Graduate Study Programme in Geneva. The New York Programme is held for a four-week period in June and July and the Geneva Programme for two and a half weeks in July and August.

The aim of these programmes is to provide an opportunity for an international group of outstanding young graduate students to deepen their understanding of the principles, purposes and activities of the United Nations and its related agencies through lectures and discussions as well as through first-hand observation and study.

The Programme in New York includes briefings by senior members of the United Nations Secretariat, panel discussions, the provision of selected documents and publications, and attendance at meetings of United Nations bodies in session during the period. In addition, participants are assigned to work individually with United Nations staff members in various departments according to the participants' respective fields of study; alternatively, they may work on relevant individual research projects begun at their universities. The New York Programme is conducted in English.

The Programme in Geneva focuses on briefings and discussions related to the work of the United Nations, with special emphasis on United Nations activities at Geneva. The Geneva Programme is conducted in English and in French.

Candidates should apply in writing to their own college or university, using application forms provided to the Office of the Dean of the relevant Graduate Schools at each participating institution. The closing date for the receipt of nominations from the sponsors is 25 February for the New York Programme and 15 April for the Geneva Programme.

Applications for the New York Programme should be addressed to the Co-ordinator of the DPI Graduate Student Intern Programme, Room S-1037G, Department of Public Information, United Nations, New York, N.Y. 10017, U.S.A; and for the Geneva Programme to the United Nations Office at Geneva, Information Service, Palais des Nations, CH-1211 Geneva 10, SWITZERLAND; or to the nearest United Nations Information Centre.

B. Ad Hoc Internship Programme - The purpose of this programme is to promote among the participants a better understanding of international problems and an insight into the workings of the United Nations; and to provide departments with the able assistance of outstanding young students specializing in a field related to their work, e.g., international relations and law, development economics, population, physical planning, social affairs, translation and terminology and the management and administration of international organizations.

The programme is open to graduate (and, in special cases, to exceptional undergraduate) students who believe in the principles and activities of the United Nations and who are strongly supported by their schools for such internship.

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The minimum duration is of two months, but the United Nations welcomes applications from students interested in staying for one or more academic terms. It should be noted that a number of graduate schools give academic credit to their students for completing successfully such an internship with the United Nations. An intern's primary responsibility is to carry out the assignment specified by the department or office. Although arrangements can be made to allow the intern to pursue part-time his or her own interests in study or research related to the United Nations, an intern is expected to devote a minimum of two and half days a week to the department he or she has been assigned to.

Most assignments are at Headquarters in New York City. There are plans to expand the programme to cover other duty stations, and, if appropriate, applicants should indicate such interest in an assignment outside New York.

Graduate students should write to the Internship Co-ordinator, Recruitment Programmes Section, Room 2475, Office of Personnel Services, United Nations, New York, N.Y. 10017, U.S.A., enclosing, where possible, a duly filled out Ad Hoc Internship application form available from the Ad Hoc Internship Office, the Office of the Dean of the relevant graduate schools or at Permanent Missions to the United Nations, together with transcripts of their grades or lists of the courses taken, and a sample of their research work, if that is available.

C. United Nations Institute for Training and Research (UNITAR) Internship Programme - The United Nations Institute for Training and Research (UNITAR) also accepts a small number of visiting scholars and interns for work in research, training or administration for periods varying between two months and one year.

Applications should be sent through the appropriate Permanent Mission or directly from the sponsoring university or institute and be addressed to the Executive Director of UNITAR, 801 United Nations Plaza, New York, N.Y. 10017, U.S.A.

D. United Nations Development Programme (UNDP) Summer Internship Programme - This internship, which generally lasts eight-to-ten weeks during the summer, is aimed at on-the-job training for a limited number of qualified young students undertaking development-oriented graduate studies. It enables participants to obtain first-hand practical experience in the operations of the world's largest programme of multilateral technical assistance in developing countries. Interns are expected to contribute effectively to the activities of the Field Office or, in the case of a Headquarters assignment, the Division or Bureau to which they are assigned. Every attempt is made to take into consideration the particular interests and specializations of interns when assigning them. The intern is expected to observe normal office working hours and to undertake his or her assignment for the full duration of this period. Interns participate in a three-day induction course on UNDP policies and procedures at the beginning of their assignment.

To qualify for an internship, students must satisfy UNDP's minimum educational and language requirements: studying at the post-graduate level in development-related studies, be proficient in two of UNDP's main working languages (English, French and Spanish) and have demonstrated a keen interest in the field of development.

Applications should be sent to the Chief, Recruitment Section (Summer Internship Programme), Division of Personnel, UNDP, One United Nations Plaza, New York, N.Y. 10017, U.S.A.



Our Starting Point:

While conflict is inevitable, war need not be. War, the resort to mass violence to resolve international conflict, is a human institution; as such, it can be changed. Ending war will happen only when credible alternatives are available and functioning. The development of these alternatives — legal and political institutions to resolve conflict and defend democratic values — is the key to a world without war. ☑

The Alternatives to War:

We believe there are seven requirements for a world without war. They are:

- **Disarmament** universal, general, inspected and enforceable
- **World Law** to protect the peace and resolve international conflict
- **World Community** to sustain law
- **Change and Development** to promote justice, human dignity, and political freedom
- **Agreement Among Nations** the key to achieving the four requirements above
- **Forcing Change Without Violence** getting agreement while defending our core political and moral values
- **Root Values** to provide the moral ground from which all the rest can occur

Our Approach:

History suggests that neither militarism nor utopianism have worked as methods to gain and protect the peace. Consequently, a strategy is needed that is realistic in its assessment of the harsh factors of the modern world, and idealistic in its search for better answers. Our approach is therefore oriented towards the development of a peace strategy that is sober and hopeful in analyzing our world. ☑

Our Strategy:

The development and implementation of alternatives to war requires agreement among nations. Gaining that agreement starts at home. The United States, by virtue of its power and wealth, religious and political traditions, can play a key role in international conflict resolution. Our work is therefore focused on how America can lead in developing alternatives to war. ☑

Our Programs:

We work in two primary ways to develop an American peace strategy with broad support throughout society:

- **Improving American Competence in World Affairs.** We act as a catalyst and consultant to mainstream organizations in American society. Much of the debate about the U.S. role in the world is shaped and formed in a complex and varied network of public and private organizations and institutions. In a democracy, a better educated public can make better choices about foreign policy issues. Therefore, we work with voluntary organizations, educational institutions, business, labor and the religious communities, helping them improve their address to the problem of war in ways appropriate to their role in society. ☑
- **Influencing Policy.** We work with governmental leaders to devise bi-partisan U.S. policies capable of promoting the peaceful resolution of international conflict. This activity combines a commitment to democratic values with the search for realistic alternatives to war. Additionally, we work to develop policy initiatives that the U.S. could take that, by gaining reciprocal responses from adversaries and allies, would help achieve the peaceful resolution of conflict. ☑

Some of My Best Friends Are Rocks

by Earle Reynolds

In Japan, I spent many hours in the country, watching the farmers build stone walls to enlarge their hillside rice fields. The farmers seemed satisfied, the walls seemed content, and I wondered if there were any secrets involved in building a wall. Perhaps there are. My teachers are the rocks at Quaker center.

I have been working on the stone walls which make up the seven-tiered garden behind the house. I began these walls several years ago, and come back to them from time to time. Since my only companions during this work have

Earle Reynolds, a long-time peace activist, lived in Japan for many years. He returned to the United States in 1970 and taught peace studies at the University of California at Santa Cruz.

been stones, I learned a bit about them—the hard way, one might say.

First, I must confess that I like rocks. I talk to them (only when we're alone, of course; outsiders might not understand). In general, we get along rather well, as long as I keep my place, and observe the proper courtesies.

Rocks (unlike, for example, bricks) are individuals. No two are alike—they differ in size, shape, color, degree of hardness, personality. When you work with rocks, you must merge your spirit with them. A rock will do what you want, if you do what the rock wants.

Each rock wants to be used to its fullest capacity, and individual rocks want to feel their abilities have been carefully considered. Some rocks are outstanding—they make a perfect corner, or an ideal surface layer, or have a beautiful texture. Naturally, they should be used accordingly. But what of the "blobs" (never use that word in their presence!) that are shapeless and heavy, with no virtues that one can perceive? Tell them that these qualities *are* virtues. "You are the heart of the wall, the base, the strength. Without you there *is* no wall!" Usually, that will do it.

Getting along with the rocks is not just politeness, it's good sense. If you don't work well with them, they will certainly punish you: they will drop on your toe, pinch your fingers, strain your

back, and under extreme provocation, sacrifice a sliver of themselves to fly into your eye. But if you work *with* rocks, they will reward you with a beautiful wall.

Another thing to remember. Rocks are in no hurry. They hadn't planned to go anywhere, and have to be convinced that moving is in their best interest. Share your dream with them. Appeal to their egos. Remind them that they are, as walls, links to the past, carriers of lost civilizations; that when all else is gone, when the jungles reclaim the temple grounds, the rocks persevere, and future human generations reconstruct the past from them.

So I suggest that (in an unobtrusive way) you talk to your rocks, explain carefully what you have in mind, ask their help, consult with their leaders, have a word of praise for those who seem to need it, and at the end of each day, thank them. If, in spite of all your efforts, some hard-core recalcitrant has had a shot at you, forgive it and ask its friendship. Rocks don't bear grudges long.

When you finish your job and the rocks are all arranged, and your dream has become a solid reality, have a final brief but sincere ceremony. Thank them as a *wall*, and wish them well in their new life. After you are gone, they will still be there, thinking of you. □

