

World Bank Internship in Bolivia Gender Mainstreaming in Rural Development

Introduction:

The World Bank offers Internship opportunities to highly motivated individuals. The position allows the candidate to be exposed to the mission and the work of the World Bank in the field of international development. The Internship allows individuals to bring new perspectives, innovative ideas, and latest research experience into the World Bank's work and improve their skills while working in a diverse environment. An internship at the World Bank is an opportunity to learn while gaining practical experience.

The Latin America and Caribbean Region (LCR) Inclusive Internship Program 2021 is a key initiative for the LCR Vice-presidential Unit within the World Bank's larger commitment to combat racism and provide career opportunities for people from all backgrounds and ethnicities. The Program is targeted to highly motivated and qualified individuals from the LAC region, with a special focus on Afro descendants, Indigenous People and other minorities.

Eligibility Criteria:

To be eligible for the LCR Inclusive Internship Program 2021, candidates must be Bolivian nationals. They must be a graduate-level student at an accredited university or a recent graduate of a graduate-level program (Master's or PhD; up to 2 years after graduation) and be 28 years old or younger. Candidates should have at least 1-2 years of relevant work experience (may include previous job positions, paid or unpaid internships and volunteer work).

Excellent verbal and written communication skills in Spanish are required. Strong verbal and/or written skills in English and any of the indigenous languages spoken in Bolivia is preferred.

Terms of Reference:

Mainstreaming the gender approach in the Rural Alliances Project II (PAR II)

The PAR II has been working to improve accessibility to markets for small rural producers in selected areas by: (a) promoting productive alliances between small rural producer organizations and buyers; (b) empowering rural producers through the establishment and strengthening of self-managed grassroots organizations; (c) increasing access to productive assets, technology and financial services; (d) promoting more effective, responsive and accountable service organizations at the local level; and (e) enhancing environmental sustainability of productive practices. The Project is a follow-up operation to the successful PAR I, which tested the model for improving market access.

To date, PAR II shows important results regarding women's inclusion and specifically indigenous women. Around 35% of the members of the Alliances are women and about 30% of them assume decision-making roles within the Alliances. However, as a consequence of the COVID-19 pandemic, women's

workload as caregivers is consuming more time and resources, decreasing their investment in the Alliances. Also, issues related to the patriarchal context, such as how to address and treat different types of violence women suffer when becoming leaders and/or being part of decision-making bodies, remain to be determined. Finally, given that EMPODERAR has not produced guidelines to undertake gender mainstreaming work in the operation, the results in the regional offices are subject to the personal competencies of each of the technicians, and consequently the results are quite varied among the regional offices.

Given these considerations, this internship expects to: a) carry out the systematization and qualitative analytic work regarding good practices and lessons learned on the gender mainstreaming undertaken by the regional offices; and b) contrast the results with international good practices but also with the beneficiaries perceptions on this regard. It is expected that this analysis will support the development of guidelines and a good practice note on the mainstreaming of gender approach in agricultural projects. It is expected that this instrument will be useful not only for project implementation, but also for multiple operations under EMPODERAR and the Vice ministry of Land.

Duties and accountabilities:

Qualitative Research and Analysis:

- Undertake research and analysis online, desk review and field work (if feasible) on gender mainstreaming through the EMPODERAR regional offices in the Alliances' cycle.
- Undertake desk review of national and international good practices on gender mainstreaming in agricultural projects. Develop short summaries of key good examples.
- Field work (if feasible) to learn about the beneficiary's perspectives and suggestions.
- The data produced should be analyzed to identify key good practices, possible solutions to problems and potential new opportunities for enhancing strategies to include a greater focus on gender in the sector.
- Prepare succinct Guidelines and a Good Practice Note on the mainstreaming of gender approach in agricultural business projects, mainly emphasizing the project good practices but also introducing new conceptual and methodological instruments that could help attend unsolved problems.

Virtual socialization of the instrument with the EMPODERAR and the Bank:

The consultant will undertake a virtual socialization event of the produced Guidelines with EMPODERAR team, including the regional offices.

For the first cohort of this new internship program, in addition to the substantive work program, one key collective delivery will be to improve the impact and effectiveness of the internship program itself through mutual collaboration among the interns, together with communications, human resources, and the LCR VPU Front Office. The expected outcome will be the comprehensive preparation for the launch of a second cohort, incl. but not limited to, the review and/or creation of our approach to attract, recruit, select, onboard and guide the right talent for this program with a special focus on the inclusion of underrepresented

minorities in our current talent pool. This is an opportunity for our first cohort of interns to make a tangible impact on the World Bank's journey towards further inclusion.

Qualifications

- The successful candidate will have a background in a field of study relevant to policy research and analysis, such as Sociology, Anthropology, Agronomy or other social sciences, with expertise on gender.
- Prior work experience in social research with indigenous populations and/or gender is preferred.
- Strong oral and written skills in Spanish required. Strong verbal and written skills in any of the indigenous language spoken in Bolivia is a plus.
- Location of the post is flexible (remote work possible) for a duration of 3 months.

Application and Selection Process:

The World Bank will accept applications through email until 25 June 2021. Applications will be posted on an internal database accessible by all departments of the World Bank LCR Region. Individual hiring departments will access this internal database to further short-list based on their business needs. Only short-listed candidates will be contacted for interviews. Hiring decisions by the hiring department(s) expect to be concluded between mid-July and August 2021.

Please send a resume and a Cover Letter to lcr_internship@worldbank.org with **“World Bank LCR Inclusive Internship Program 2021 - ToR LCRIP14 and applicant's name”** in the email subject line.