

Internships in VVOB programmes 2023 - 2024

Study of gender barriers for young female BTJET agriculture students in northern Uganda

Summary of the internship

In Uganda, agriculture contributes to 24% of GDP, while 65% of the working population engaged in agriculture (and related sectors such as forestry and fishing), many of whom are women. Nevertheless, among agriculture students in either O-level (general secondary) or National Certificate-level (secondary BTJET), female learners remain a minority.

In secondary BTJET (Business, Technical and Vocational Education and Training) learners first obtain the Uganda Community Polytechnic Certificate (which corresponds to lower secondary). The subsequent level is called National Certificate (NC) BTJET-level. Agriculture is one of the options for NC-learners and entrepreneurship is a general course.

VVOB's LEAP (Learning Entrepreneurship and Agriculture Practically) programme aims at rendering entrepreneurship and agriculture education more practical, both at general secondary (O-level) and at BTJET (NC-level). Improving the quality of the NC-learners' internship is one way to contribute to this objective.

To obtain the National Certificate, learners do an internship of several weeks in an agricultural company or farm. During the NC-internship learners encounter many implicit and explicit (gender) barriers, ranging from bias towards girls' competences to lack of separate accommodation for male and female learners.

This internship focuses on identifying and listing the most common gender barriers encountered by female secondary TVET learners (and male learners, if relevant) during their yearly internship. Concretely, a NC-school in Gulu will serve as a case study. Furthermore, recommendations will be formulated to address these barriers, resulting in a draft charter. The internship is a small research composed of interviews with instructors of a NC-school (agriculture and entrepreneurship instructors) the internship coordinator of the school as well as the school leaders (principal and deputy principal). Focus group discussions with learners will also be set up. Finally, host companies where learners do their internship will be visited and their managers interviewed (some travel might be required).

1. Location

Country	Uganda
Town	Gulu
Partner / Institute	VVOB
Department	VVOB programme team

2. Period

February/March – April/May 2024

3. Terms of Reference

Objectives of the internship	The objective of this internship is to identify and list gender barriers encountered by agriculture learners during NC-internship and formulate feasible recommendations to address them.
Expected Results	- Main gender barriers during NC-internship are listed.

	<ul style="list-style-type: none"> -Recommendations to address gender barriers are formulated. -Charter to address gender barriers is drafted in consultation with the school leadership and selected IT-hosts 			
Planned activities and time frame	Activity	M1	M2	M3
	Getting acquainted with school team (principal, deputy principal, internship coordinator, instructors, learners)	X		
	Interviews with school staff, focus group discussions with learners, visits to internship-host companies	X	X	
	List of recommendations is drafted.		X	
	Charter is drafted			X
Equity component of internship	By addressing gender barriers equity is promoted.			

4. Support

Working environment	Gulu, in the north of Uganda
Position in the program/institution	Assistant education advisor
Name Supervisor	Bram Thibaut, strategic education advisor

5. Minimum requirements

Expertise	Close to completion of bachelor's in business management or teaching. Familiar with gender barriers in working context.
Profile	The candidate has an interest in agriculture education in a development context. The candidate is gender sensitive. Willing to travel considerable distances to visit internship-host companies. Fluency in English, both orally and written.
Required / Preferred preparation	No.
Duo-attachment possible?	No.
Preferential or reserved attachment in the context of a Structural Partnership?	No

6. Working conditions

Workload	Normal.
Leave days / days off	Weekend, public holidays and an additional 2 days per month
Required language skills	English
Transport	Motorbike taxis ("boda boda") for short distances → highly recommended to bring motorbike helmet. Public transport for longer distances (> 20 km).
Possibilities accommodation	In consultation with VVOB supervisor
Estimated general costs	€250 p/m rent, food and drinks about €10 per day.

7. Comments

Gulu is a town in the north of Uganda offering a variety of services (accommodation, banks, healthcare, hotels, restaurants, etc.) with a strong representation of international organisations and NGO's. Another internship is offered in Gulu, focusing on mapping out the agricultural business environment of a school. Although the content of both internships is unrelated, both students would be based in Gulu and could support one another with practical matters such as sharing accommodation. It is possible (but not guaranteed) that they will be working with the same school. It is possible (but not guaranteed) that they will be working with the same school.