

## Internship

### Gender Analysis of WeForest's projects

- WeForest asbl/vzw (non-profit)
- Internship agreement (tripartite convention)
- Location: position based in Brussels, open to remote work (Europe)
- Schedule: to be agreed upon availability of the candidate, ideally min. 3 days per week
- Duration: a minimum commitment of 40 days over 4 months
- Starting date: ideally September 2025

#### CONTEXT

WeForest is an international non-profit association headquartered in Belgium with the mission to conserve and restore the ecological integrity of forests and landscapes, engaging communities to implement and deliver lasting solutions for climate, nature and people. We promote science and best practices in a culture of sharing and inclusion, so that others can replicate and augment what we do.

Gender Analysis is a critical part of any gender responsive forest and landscape restoration (FLR) project. While all WeForest projects have collected gender disaggregated data over the years, we are looking to strengthen our gender analysis more consistently across our projects.

This assignment will allow us to have standardised gender analysis across our projects based on available secondary information including academic literature, relevant project documentation, and semi-processed gender disaggregated datasets. While these reports are expected to primarily inform our project's gender strategies, they are also expected to serve as a basis for content for communication and fundraising purposes.

#### OBJECTIVE

The objective of this assignment is two-fold:

- Objective 1: To develop a standard, adaptable framework to conduct gender analysis in FLR projects, adapted from existing tools.
- Objective 2: Based on the framework, to conduct gender analysis using available secondary data for each project.

#### DELIVERABLES

- Framework for conducting gender analysis in FLR projects.
- One report per country and per project and one session with each project team to present and validate key findings. Priority countries, projects and time allocation (number of days for each project) to be agreed upon.
- One summary report covering all projects, and one general session to share framework and summary of findings.

#### SCOPE OF GENDER ANALYSIS

The gender analysis will provide data and information on economic, social and institutional (legal and customary) gender inequalities in each landscape, including (non-exhaustively):

- **Forest and land management rules and policies:**  
International, national and local laws, policies, traditions, etc that affect people and forests  
Are there strategies or policies in place to enhance people's livelihoods, trees and forests? Do these affect men and women differently? How?
- **Access to/control over land & resources:** Is access to/control over land and different natural resources gendered? How?
- **Participation in decision-making:**  
What patterns are identifiable in intra-household power dynamics? Within the community?  
Do men and women's interests conflict or converge? In what way?
- **Behaviour:**

Are there gendered norms of behaviour that affect people's interactions with trees and forests?

What essential/valued roles do men and women play respectively (cooking, hygiene, child and elder care, health, fuelwood collection) that affect their respective involvement in forests?

- **Education:** Are there gendered differences in access to education? How do they affect men and women in forest management?
- **Economy and livelihoods:** How do men and women's economic roles differ - in terms of agriculture, forest and livestock activities?
- **Demography:** Are there gendered demographic issues that affect forests and people (eg migration, population changes, access to birth control)?
- **Other relevant factors** such as policies, war or internal conflict affect men and women and their participation in FLR?

### REQUIRED SKILLS & QUALIFICATIONS

- Ongoing (preferably) postgraduate degree in relevant field eg sociology, women's studies, gender studies, anthropology, development studies.
- Experience/interest in forest and landscape restoration or other environmental issues.
- Experience with basic descriptive & inferential statistic methodologies.
- Ability to structure and organise information, excellent analytical skills.
- Excellent report writing and presentation skills, ability to structure and summarise information for diverse audiences.
- Fluent in English; knowledge of languages spoken in the countries where we operate is a plus, but not essential.

### HOW TO APPLY

Please send applications in English to [recruitment@weforest.org](mailto:recruitment@weforest.org) with your CV, and a motivation letter by July 31, 2025. Due to the anticipated high number of applicants, only shortlisted candidates will be contacted for an interview. We thank you in advance for your interest.