



WEST AFRICAN HEALTH ORGANIZATION
ORGANISATION OUEST AFRICAINE DE LA SANTE
ORGANIZAÇÃO OESTE AFRICANA DA SAÚDE



West African Health Organization (WAHO)

Project for the Development of the Pharmaceutical Industry in the ECOWAS Region

CALL FOR EXPRESSION OF INTEREST (Individual Consultant)

Service: support the implementation of gender mainstreaming component in the ECOWAS Pharmaceutical Project.

Grant No: 2100155041318

Project ID No: P-Z1-BZ0-012

1- Introduction

The outbreak of the Ebola virus disease in 2014 and COVID-19 pandemic in 2020 reinforced the urgency for ECOWAS member states to strengthen their pharmaceutical industry, improve the business environment to boost local production of essential medicines as well as reduce its dependency on global value-chains for medical supplies and build resilience in the sector. The Project titled Development of the Pharmaceutical Industry (DPI) in the ECOWAS is a regional undertaking conceived to support ECOWAS pharmaceutical institutions, including the National Medicines Regulatory Authorities (NMRAs), National Quality Control Laboratories, and regional pharmaceutical training institutions. This project is supported by the African Development Bank and aim to strengthen the pharmaceutical sector to boost local production of safe, quality, and affordable medicines and vaccines in the ECOWAS region to meet the healthcare services and needs of the population.

Gender disparities is a cross-cutting issue that is particularly critical in the pharmaceutical sector where the influence of sex and gender on a wide range of health interventions, including pharmaceutical safety and efficacy profile of medical products are undeniable. Nevertheless, practice in pharmaceutical research and regulation remain insensitive, requiring initiatives to tackle gaps in regulation and enforcement, and incentives that encourage gender mainstreaming.

Therefore, as part of Component 3: Capacity Building and Systems Strengthening, the project includes targeted actions to promote gender mainstreaming and supports increased participation of women, including policy development, capacity strengthening, and targeted support initiatives. Accordingly, WAHO is seeking for the services of an Individual Consultant to support the implementation of gender mainstreaming component in the ECOWAS Pharmaceutical Project.



2- Objective

The Individual consultant will be responsible for supporting the implementation of gender mainstreaming in the ECOWAS Pharmaceutical Project.

The consultant will work under the general supervision of the Project Coordinator, Director of the Department of Public Health, and Research (DSPR) and the Director of the Department of Planning and Health Information (DPHI).

The consultant will perform the following tasks:

- Conduct a PPP dialogue to advocate for increased women's participation in trade and manufacturing of pharmaceutical.
- Conduct stakeholder mapping to support inclusive participation of Women in trade and manufacturing of pharmaceutical.
- Capacity building on gender mainstreaming of the pharma industry for ECOWAS/WAHO and stakeholders within the community.
- Pilot a virtual Mentorship of Women in Pharmaceutical Research (and/or) Design, Trade and Development Program with a cohort of 60 women across regional training institutions to increase the number of qualified and experienced women pharmaceutical professions in research and development.

3- Duration of Contract

The assignment will require approximately **50 working days**.

4- Qualifications

The consultant must have the following qualifications and experience:

- Have at least twelve (12) years of experience in conducting gender mainstreaming initiatives in private and/or government institutions.
- Master's Degree in a relevant field such gender studies, Public Health, International Development, Health Economics, or Social Sciences (with a gender focus) and related field.
- Strong analytic skills.
- Demonstrated ability to produce quality technical documents.
- Good problem-solving skills.
- Familiarity with the pharmaceutical sector is an asset.
- Good computer skills (MS Office applications, project procurement management tools, logistics management tools) and ability to use information technology as a tool and resource.
- Good organizational skills, high sense of integrity, and good interpersonal skills.



- Proficiency in at least 2 ECOWAS official languages.

5- Documents to provide

The expressions of interest or applications must include the following documents:

- A Cover Letter of not more than one page.
- A signed up-to-date Curriculum Vitae.
- A copy of supporting documents proving the qualification and experiences.

6- Method and Selection Criteria

The Consultant will be selected based on the Individual Contract (IC) in accordance with the Bank Group Procurement Framework for Operations, October 2015 edition, available on the Bank's website at: <http://www.afdb.org>.

7- Other information on submission

- Interested and qualified individual consultant may also obtain further information on the reference documents from the email addresses below, during working hours from Monday to Friday from 09:00 to 17:00 at the following addresses:
- This notice will be published on the ECOWAS website, the WAHO website <https://data.wahooas.org/tenders/tenders/list>, and by the WAHO focal points in each of the 12 countries (websites of the ministries in charge of health).
- Interested consultants may access and download the terms of reference and the notice of expression of interest from the ECOWAS and WAHO websites at the following address: <https://data.wahooas.org/tenders/tenders/list>
- Interested consultants may obtain further information by contacting procurement@diffusion.wahooas.org, copying avodonou@prj.wahooas.org.
- Interested and qualified individual consultant are invited to express their interest by submitting their files electronically to the following addresses: <https://data.wahooas.org/tenders/tenders/list>
- The deadline for receipt of expressions of interest is **September 18, 2026**, at 12:00 GMT.
- The client will not be responsible for any costs or expenses incurred by the consultant in connection with the preparation or submission of the EOI.

Dr Melchior Athanase J. C. AÏSSI
Directeur Général



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Project of the Development of the Pharmaceutical Industry in the ECO- WAS Region

**Recruitment of Individual Consultant to
support the implementation of gender mainstreaming compo-
nent in the ECOWAS Pharmaceutical Project**

TERMS OF REFERENCE

June 2026



I. BACKGROUND

The Project of Development of the Pharmaceutical Industry (DPI) in the ECOWAS is a regional undertaking conceived to support ECOWAS pharmaceutical institutions, with an overall goal to increase local manufacturing of essential drugs, medicines and vaccines that are of high quality, safe, effective, and meets the challenges of diseases and pandemics. This project is supported by the African Development Bank in response to a request from the Commissioner for Industry and Private Sector Development of the ECOWAS.

The Project of Development of the Pharmaceutical Industry (DPI) Industry is a regional undertaking conceived to support ECOWAS pharmaceutical institutions, including the National Medicines Regulatory Authorities (NMRAs), National Quality Control Laboratories, and regional pharmaceutical training institutions. This project is supported by the African Development Bank and aim to strengthen the pharmaceutical sector to boost local production of safe, quality, and affordable medicines and vaccines in the ECOWAS region to meet the healthcare services and needs of the population.

Gender gaps in the health workforce represent a global concern and are deeply embedded in institutional practices. Although women constitute approximately 67% of the health and social care workforce, they experience both vertical and horizontal segregation. Vertically, only 25% of health leadership roles are held by women. Horizontally, female-dominated occupations—such as nursing and midwifery—are frequently associated with lower status, lower pay, and reduced prestige. This imbalance is further exacerbated by unequal access to education, pervasive gender stereotypes and social norms, discrimination, sexual harassment, and violence.

Gender disparities is a cross-cutting issue that is particularly critical in the pharmaceutical sector where the influence of sex and gender on a wide range of health interventions, including pharmaceutical safety and efficacy profile of medical products are undeniable. Nevertheless, practice in pharmaceutical research and regulation remain are still widely insensitive, requiring initiatives to tackle gaps in the lack of regulation and enforcement, and incentives that encourage gender mainstreaming.

Therefore, as part of Component 3: Capacity Building and Systems Strengthening, the project includes targeted actions to promote gender mainstreaming and support increased participation of women, including policy development, capacity strengthening, and targeted support initiatives. Accordingly, WAHO is seeking for the services of an Individual Consultant to support the implementation of gender mainstreaming in the ECOWAS Pharmaceutical Project.



II. OBJECTIVE

The Individual consultant will be responsible to support the implementation of gender mainstreaming component in the ECOWAS Pharmaceutical Project.

The consultant will work under the general supervision of the Project Coordinator, Director of the Department of Public Health, and Research (DSPR) and the Director of the Department of Planning and Health Information (DPHI) and the WAHO specialist in social protection and gender.

The consultant will perform the following tasks:

- Conduct a PPP dialogue to advocate for increased women's participation in trade and manufacturing of pharmaceutical.
- Conduct stakeholder mapping to support inclusive participation of Women in trade and manufacturing of pharmaceutical.
- Capacity building on gender mainstreaming of the pharma industry for ECOWAS/WAHO and stakeholders within the community.
- Pilot a virtual Mentorship of Women in Pharmaceutical Research (and/or) Design, Trade and Development Program with a cohort of 60 women across regional training institutions to increase the number of qualified and experienced women pharmaceutical professions in research and development.

III. MAIN DUTIES AND RESPONSIBILITIES

The consultant will perform the following tasks:

Task 1: Public–Private Dialogue on Women’s Participation

- Design and facilitate a structured dialogue involving relevant public and private sector stakeholders.
- Conduct stakeholder mapping to support inclusive participation
- Identify key barriers and opportunities affecting women’s participation
- Develop practical recommendations to support increased participation

Task 2: Capacity Bulding on Gender Mainstreaming

- Conduct training session on current gender integration for or ECOWAS/WAHO and stakeholders within the community
- Develop context-appropriate training materials
- Develop practical tools and guidance notes



Task 3: Design and Pilot of a Virtual Mentorship Programme

- Design a virtual mentorship programme
- Define structure, selection criteria, and engagement approach
- Support coordination and initial implementation with approximately 60 participants
- Monitor participation and document lessons learned.

IV. QUALIFICATIONS, EXPERIENCE, AND SKILLS

The consultant must have the following qualification and experience:

- Have at least ten (10) years of experience in conducting gender mainstreaming initiatives in private and/or government institutions.
- Master's Degree in a relevant field such gender studies, Public Health, Health Economics (with a gender focus)
- Strong analytic skills.
- Demonstrated ability to produce quality technical documents.
- Good problem-solving skills.
- Familiarity with the pharmaceutical sector is an asset.
- Good computer skills (MS Office applications, project procurement management tools, logistics management tools) and ability to use information technology as a tool and resource.
- Good organizational skills, high sense of integrity, and good interpersonal skills.
- Proficiency in any ECOWAS working languages.

V. PROJECT DURATION AND LOCATION

The assignment will require approximately **50 working days**.

The consultant will complete the assignment remotely but is expected to organize and/or attend relevant meetings, if required.

VI. DELIVERABLE AND PAYEMENTS METHODS

All final written deliverables and reports must be submitted in English. The expected deliverables are:

Payment tranche	Deliverables	Portion
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1 st tranche	Public–Private Dialogue Report summarizing key findings and presenting actionable recommendations.	30%
2 rd tranche	Capacity strengthening package, including training materials, guidance tools, and report.	30%
3 rd tranche	Mentorship programme design and pilot report, including lessons learned and recommendations	40%
Total Contract Price (Inclusive of all taxes and fees)		100%

VII. PROCUREMENT METHODS TO BE USED

The Consultant will be selected based on the Individual Contract (IC) in accordance with the African Development Bank Regulations.