



**REPUBLIC OF ZAMBIA**  
**MINISTRY OF WATER DEVELOPMENT AND SANITATION**

**Request for Expressions of Interest**

|                  |                                                                                                                                                                                                   |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Position:</b> | Gender Diagnostic Consultant<br>(Consultancy Services to Conduct a Comprehensive Gender Diagnostic for Four Commercial Water and Sanitation Utilities (ZWSSGC) – Individual Consultant Selection) |
| <b>Project:</b>  | <b>Zambia Water Supply and Sanitation Services in Growth Centers (ZWSSGC) P509550</b>                                                                                                             |

The Government of the Republic of Zambia, through the Ministry of Water Development and Sanitation (MWDS), has received a grant facility from the World Bank to implement the Zambia Water Supply and Sanitation Services in Growth Centers Program (ZWSSGC) Program-for-Results (PforR). The program is supporting four (4) of Zambia's eleven (11) Commercial Water and Sanitation Utilities (CUs): Kafubu Water and Sanitation Company (KWSC) Limited, Luapula Water Supply and Sanitation Company (LpWSC) Limited, North Western Water Supply and Sanitation Company (NWWSC) Limited, and Western Water and Sewerage Company (WWSC) Limited.

The Project Development Objective of the ZWSSGC is improve water sector accountability and strengthen the operational efficiency of selected water supply and sanitation Commercial Utilities. The PforR also aims to reduce the gender gap, meet standards for women's employment and representation, expand services to growth centres and rural areas and make services more climate resilient.

The Ministry of Water Development and Sanitation now invites suitably qualified and experienced individuals ("Consultants") to indicate their interest in providing consultancy services to conduct a comprehensive Gender Diagnostic for Four (4) Commercial Water and Sanitation Utilities under the Zambia Water Supply and Sanitation Services in Growth Centres Program. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the services.

### **Duties and Responsibilities**

- Assess how gender has been integrated and operationalized in CUs' policies, plans, procedures, monitoring and evaluation systems and programs;
- Establish a baseline for disaggregated workforce data by category;
- Conduct a deep dive into the specific gender issues faced by staff at all levels of the organization, from recruitment to promotion to retention, including establishing quantified baselines on each of these aspects;

- Identify barriers and enabling factors to women entering technical and managerial roles;
- Recommend time-bound targets and measures for addressing critical gender gaps.
- Generate evidence to enable CUs set up a baseline of performance for the development of Gender Action Plans and monitoring progress on compliance with PIAP targets on Gender balance and sensitivity.

## Qualifications

- A Bachelor's Degree in Gender Studies, Social Sciences, Development Studies or a related field;
- A Master's Degree in Gender Studies, Social Sciences, Development Studies or a related field;

## Work Experience

- General post-graduation experience of at least seven (7) years;
- Minimum of 5 years' relevant experience in implementing development programmes/projects;
- Experience in the water sector is an added advantage;
- Demonstrated knowledge and expertise in gender research and mainstreaming.
- Experience with development partner funded projects or World Bank-financed projects.

## Submission

Interested candidates are requested to submit an Expression of Interest, accompanied by a detailed Curriculum Vitae, academic and professional certificates and a cover letter, either by physical delivery to the address below or by email to the address provided below, clearly marked **“Consultancy Services to Conduct a Comprehensive Gender Diagnostic for the Four Commercial Water and Sanitation Utilities under the ZWSSGC.”**

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's “Procurement Regulations for IPF Borrowers” February 2025 (“Procurement Regulations”), setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with the ‘Individual Consultant Selection’ method set out in the Procurement Regulations (World Bank's “Procurement Regulations for IPF Borrowers” February 2025).

Further information can be obtained at the address below during office hours between 08:00 hours to 13:00 hours and 14:00 hours to 17:00 hour's local time from Monday to Friday or through email: [Gabby.Mubombola@mwds.gov.zm](mailto:Gabby.Mubombola@mwds.gov.zm) or [Naomie.Kasimbi@mwds.gov.zm](mailto:Naomie.Kasimbi@mwds.gov.zm) or [Anon.Madima@mwds.gov.zm](mailto:Anon.Madima@mwds.gov.zm).

**The Terms of Reference (TOR) can be found at the following website:** [www.mwds.gov.zm](http://www.mwds.gov.zm) or can be obtained at the address given below.

Expressions of interest must be delivered in a written form to the address below (either in person, by mail, or by e-mail) **not later than 20<sup>th</sup> October, 2026.**

**Head - Procurement and Supplies Unit**  
**Ministry of Water Development and Sanitation**  
**Corner of Ituna and Nasser Roads,**

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