

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES_FIRM)**

**SOUTH AFRICA
STRENGTHENING PAFA AND PUBLIC FINANCIAL MANAGEMENT RESILIENCE IN
AFRICA (SPRA) PROJECT**

**TO IMPLEMENT THE ENHANCE GENDER PARITY IN THE ACCOUNTANCY
PROFESSION IN AFRICA COMPONENT UNDER THE SPRA PROJECT**

Public Financial Management (PFM)

Financing Agreement reference: 5900155019332

Project ID No.: P-Z1-KF0-085

The Pan African Federation of Accountants (PAFA) has received financing from the African Development Bank toward the cost of the Strengthening PAFA And Public Financial Management Resilience in Africa (SPRA) Project and intends to apply part of the agreed amount for this grant to payments under the contract for Consulting Services (Firm).

The services included under this project are to support the implementation of the Enhance Gender Parity in the Accountancy Profession in Africa component of the SPRA Project. The Consulting Firm is expected to undertake the following four components (3.1 – 3.4) in a coordinated manner. For each component, detailed tasks are outlined. The Consulting Firm should adopt a participatory approach, engaging closely with PAFA, the WiAiA working groups, and stakeholders (PAOs, women accountants, etc.) to ensure relevance and buy-in. All work should reflect a gender-sensitive perspective, knowledge of the African accountancy context, and adherence to AfDB and PAFA guidelines.

3.1 Baseline Study on Women's Representation in the Accountancy Profession in Africa

Scope: Conduct a comprehensive baseline study to determine the current status of women's participation and representation in the accountancy profession across Africa. This study will provide a factual and analytical foundation for this SPRA Project component, identifying gaps and informing the other components.

3.2 Development and Rollout of the WiAiA Index

Scope: Based on the baseline data and additional research, develop a WiAiA Index – a composite index that will track the status and progress of gender mainstreaming in the accountancy profession

over time. Rollout of the index involves establishing its methodology, computing the initial index values (baseline year), and preparing for its publication/ launch and future updating.

3.3 Development and Rollout of a Gender Mainstreaming Toolkit for PAOs

Scope: Develop a practical Gender Mainstreaming Toolkit for PAOs in Africa, aimed at increasing the number of women in PAO leadership and creating more gender-inclusive PAO structures. This toolkit will comprise guidelines, templates, model policies, and best-practice procedures that PAOs can adopt or adapt to advance gender parity within their organisations. The toolkit must be produced in English, French, and Portuguese and be suitable for use across diverse contexts in Africa.

3.4 Development of a Women in Accountancy in Africa Mentorship, Coaching, and Sponsorship Programme

Scope: Design a Women in Accountancy in Africa Mentorship, Coaching, and Sponsorship Programme to support the professional growth and leadership development of women accountants across Africa. The Programme shall include the development of all necessary frameworks, guidelines, and training content (manuals) and shall be made available in English, French, and Portuguese.

The duration of the assignment is seven (7) months. The report produced at the end of the assignment will include recommendations and a detailed implementation plan outlining the implementation activities and timeline. All four components form part of a single contract, and funding for the full duration of the assignment has been allocated under the AfDB grant.

PAFA now invites eligible Consulting Firms to indicate their interest in providing these services. Interested firms must provide a statement of capability and relevant experience indicating that they are qualified to perform the services: (i) information detailing the company's existence and areas of expertise (ii) list of similar assignments and experience in similar conditions, (iii) list of overall permanent and temporary staff in fields related to the assignment (iv) evidence of past performance (v) any other relevant information to support the application. Consultants may constitute joint-ventures to enhance their chances of qualification.

Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the African Development Bank's ***"Procurement Framework for Bank Group Funded Operations"*** dated 2015, which is available on the Bank's website at: <https://www.afdb.org/en/projects-and-operations/procurement/new-procurement-policy>.

A Consultant will be selected under the Consultant's Qualification-based Selection (CQS) method as set out in the Bank Procurement Framework.

Interested consultants may obtain further information and detailed Terms of Reference at the website/ address below.

Expressions of Interest must be submitted electronically through this link [Application link](#) by **23rd June 2026 at 17:00 hours SAST** and mention **“Expression of Interest to Implement the Enhance Gender Parity in the Accountancy Profession in Africa Component under the SPRA Project”**

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