



REQUEST FOR EXPRESSIONS OF INTEREST

CONSULTANCY TO : UNDERTAKE A STUDY ON THE MIXED-MEMBER PROPORTIONAL REPRESENTATION (MMPR) SYSTEM AND WOMEN'S REPRESENTATION

NAME OF PROJECT : Amplify Her Project

EOI : NGOCC/EOI/06/09/26/ADV

1. Introduction

Non-governmental Gender Organisations' Coordinating Council (NGOCC) is an umbrella body for Non-Governmental, Faith-Based and Community-Based Organisations working to advance women's empowerment and gender equality in Zambia. Established over 40 years ago, NGOCC has grown into the focal point of the women's movement, with 121 member organisations operating across all 10 provinces.

The 13th August 2026 General Elections were the first held under the Mixed-Member Proportional Representation (MMPR) system introduced by the Constitution of Zambia (Amendment) Act, 2025, which combines first-past-the-post constituency seats with proportional representation seats reserved for women, youths and persons with disabilities.

NGOCC invites Expressions of Interest (EOI) from qualified and experienced individual consultants or consulting teams to undertake a one-month study that critically examines the efficacy of the MMPR system and assesses how women fared in constituency-based seats. In particular, the study will establish whether women were placed in winnable seats, or whether party commitments to gender parity amounted to cosmetic adoptions, and whether parties were willing to field women in their own strongholds.

2. Summary of the Assignment

The selected consultant will:

- participate in a pre-study virtual meeting with NGOCC member organisations to refine the research questions;
- prepare an inception report setting out the methodology and tools;
- conduct a desk and legal review and analyse sex-disaggregated candidate and results data from the 2026 elections (with comparison to 2016 and 2021), covering both pre-election and post-election data;
- develop a seat-winnability analysis to assess where parties placed women candidates;
- conduct key informant interviews and group discussions with political parties, women candidates, the ECZ, government, civil society and the media;
- present draft findings at a one-day hybrid validation workshop in Lusaka; and
- deliver a final study report, a cleaned dataset and a 4-page policy brief.

Duration: One month (approximately 20 working days), indicatively 16th October to 12th November 2026.

Location: Lusaka, with virtual engagement of stakeholders in other provinces.

The full Terms of Reference are attached to this call and are available from NGOCC on request.

3. Required Qualifications and Experience

- A postgraduate degree in political science, law, governance, gender studies, development studies or a related field.
- At least 7 years' experience in electoral, governance or political participation research, including at least 3 studies with a gender focus.
- Sound knowledge of Zambia's constitutional and electoral framework, including the 2025 constitutional amendments, and of the political party landscape.
- Proven skills in quantitative analysis of electoral data and in qualitative research.
- Excellent report-writing skills in English and experience facilitating multi-stakeholder workshops.
- Knowledge of comparative electoral systems and gender quotas in the SADC region, and of CEDAW, the Maputo Protocol and the SADC Gender Protocol, is an added advantage.

Applicants must be politically non-partisan and must disclose any current or recent affiliation with a political party.

4. Submission Requirements

Interested consultants should submit:

1. **Cover letter** (maximum 2 pages) stating interest in the assignment, availability for the indicative dates, and a declaration of any conflict of interest or political affiliation.
2. **Technical proposal** (maximum 8 pages) covering understanding of the assignment, proposed methodology (including the approach to classifying seat winnability), a work plan, and any comments on the Terms of Reference.
3. **Financial proposal** in Zambian Kwacha, showing daily professional fees, number of days and any other costs, inclusive of all applicable taxes.
4. **Curriculum vitae** of the lead consultant and any team members (maximum 4 pages each).
5. **At least one sample** of a similar study or report authored by the lead consultant (or a link to it).
6. **Three professional referees** with contact details, at least one of whom has contracted the consultant for similar work.
7. For firms: copies of registration documents and a valid ZRA tax clearance certificate. Individual consultants: a valid TPIN.

5. Evaluation Criteria

Applications will be assessed on a combined technical (70%) and financial (30%) basis. Only proposals scoring at least 50 of the 70 technical points will have their financial proposals opened.

Criterion	Points
Understanding of the assignment and its gender and electoral context	15
Quality and rigour of the proposed methodology, including the winnability analysis	20
Relevant qualifications and experience of the lead consultant and team	25
Quality of the work plan and sample of previous work	10

Technical subtotal	70
Financial proposal (lowest compliant proposal receives full score; others pro rata)	30
Total	100

Shortlisted applicants may be invited to a short virtual interview.

6. How to Apply

Applications should be submitted electronically with the subject line “**EOI - MMPR Study Consultant**”, to:

The Executive Director
Non-governmental Gender Organisations’ Coordinating Council (NGOCC)
Lusaka, Zambia
Email: info@ngooc.org.zm

Deadline for submissions: 17:00 hours (CAT), **Monday, 12th October 2026.**

- Requests for clarification may be sent to the same address no later than Monday, 9th October 2026.
- Late or incomplete submissions will not be considered. Only shortlisted applicants will be contacted.

NGOCC is an equal opportunity organisation. Women, and persons with disabilities, are strongly encouraged to apply.