



Request for Proposal
No. RFQ-IDN/VI/2026/1058
Final Evaluation Project PANTAI (Pengelolaan Adaptasi untuk Tata Kelola Integratif)

Project Title	Empowering Youth-led EbA Practices for Coastal Resilience Building Muro Conservation Traditions in Climate-prone Lembata Island in Indonesia
Location	PIA Lembata, Ile Ape District
Application Deadline	July 2026
Type of Contract	Final Evaluation consultancy
Working Language	English and Bahasa Indonesia
Expected Starting Date	July 2026
Contract Period	July -August 2026

I. About Plan Indonesia

Plan International has been operating in Indonesia since 1969, according to the Memorandum of Understanding with the Government of Indonesia. We strive to advance children's rights and equality for girls worldwide. As an independent development and humanitarian organization, we work alongside children, young people, our supporters, and partners to tackle the root causes of the challenges facing girls and all vulnerable children. We support children's rights from birth until adulthood and enable them to prepare for and respond to crises and adversity. We drive changes in practice and Policy at local, national, and global levels using our reach, experience, and knowledge. For over 80 years, we have been building powerful partnerships for children, and we are active in over 75 countries. In 2017, Plan International Indonesia transformed into Yayasan Plan International Indonesia (YPPI/Plan Indonesia), registered by the Ministry of Law and Human Rights.

II. Background of the project and description of the problem

Over the course of 1.5 years, the coastal conservation community-based initiative has been implemented with the reactive the tradition called MURO to protect marine ecosystems while simultaneously strengthening community-based coastal. The project was designed as a participatory intervention, engaging Indigenous communities, women's groups, youth, and other local stakeholders to ensure inclusivity and sustainability in both process and outcomes. The core component of the intervention has been the MURO conservation as a traditional management that contributes to the restoration and preservation of marine biodiversity. This activity has yielded ecological benefits by enhancing habitat resilience and has reinforced local capacities for sustainable resource governance.

The integration of Indigenous knowledge systems has been critical in aligning conservation strategies with cultural values and traditional practices. Women's groups have played a pivot role in resource management and household economic resilience, while youth engagement has lead the innovation, environmental awareness, and active participation in conservation actions. Collectively, these contributions have cultivated a sense of ownership and strengthened social cohesion, thereby embedding conservation within the broader fabric of community life.

The final evaluation seeks to systematically evaluate the project's achievements, document lessons learned, and analyse its ecological, economically and social impacts. This evaluation will provide evidence-based insights to inform future programming and policy development in coastal conservation, ensuring that the gains achieved are consolidated and scaled for broader application. Muro and other similar practices of Badu are potential to become locally-led climate adaptation strategy. In partnership with Yayasan Bina Sejahtera Baru (YBS Baru) has successfully advocated for Muro recognition by Provincial Government and Minister of Marine Affairs and Fisheries. However, the effectiveness of Muro to provide fish while protecting local environment has been perceived as an outdated approach by community, particularly youth who their interest and engagement in the proven system is low, and Muro risks being forgotten and abandoned in the future.

III. Focus of evaluation

This final evaluation aims to systematically assess the achievements, processes, and impacts of Project PANTAI over its implementation period, and to generate evidence-based learning to inform future programming, scaling, and policy advocacy related to Muro as a locally-led climate adaptation strategy.

The evaluation will be guided by the following OECD/DAC evaluation criteria:

- **Relevance** – To what extent were the project's objectives, design, and approach (revitalizing Muro through youth- and women-led participation) aligned with the needs, priorities, and context of the targeted communities, as well as with national and sub-national climate adaptation policies?
- **Effectiveness** – To what extent has the project pantai achieved its intended outcomes and outputs, particularly in increasing social cohesion, empowerment, and well-being of youth and women, as well as recognition and support for Muro as a valuable cultural heritage and best practice for community-based conservation?
- **Efficiency** – Were the project's resources (time, budget, human resources) used efficiently to deliver the planned activities and results?
- **Impact** – What ecological, economic, social, and cultural changes have occurred as a result of the project, both intended and unintended, at the individual, household, community, and policy levels?
- **Sustainability** – To what extent are the Muro committees, Muro network, and youth-led initiatives likely to continue and be self-sustaining beyond the project period, including the risk that Muro may be perceived as outdated or abandoned by youth in the future?

In addition to these criteria, the evaluation seeks to answer the following key research questions:

1. To what extent have the project's outcomes and output indicators, as set out in the Project M&E framework, been achieved?
2. What has changed in the knowledge, skills, leadership, and engagement of youth (including youth with disabilities) and women in Muro implementation and governance, compared to the baseline?
3. How has the project influenced recognition, policy support, and institutionalization of Muro at the village, district, and provincial levels?
4. What lessons learned and best practices have emerged from the project's implementation, particularly regarding youth-led conservation, women's participation, livelihood diversification, and community-based monitoring?

5. What individual, household, or community-level stories of change illustrate the project's contribution to climate adaptation, social cohesion, and the revitalization of Muro as a living cultural practice?

IV. Scope of Work

1. Final evaluation

The project has 2 outcomes and indicators of achievement below. The tools are a combination of qualitative and quantitative tools and will be provided to the consultant by Plan International Indonesia. The consultant will use these tools to collect final data on the indicators set out in the Project M&E framework:

Outcome & Output	#	Indikator	Method of measurement	Tools to be used
Outcome 1: Increased social cohesion, empowerment, and well-being of targeted communities, especially young women and youth with disabilities, through their active involvement and leadership in Muro implementation and governance.	1.1	Number of people/beneficiaries supported by the project (directly and indirectly) who have increased their resilience on climate change adaptation through ecosystem-based approaches (Core Indicator II.4)	Quantitative	Survey
	1.2	Number of monitoring, evaluation and learning (MEL) instruments introduced or improved to monitor the effectiveness of ecosystem-based adaptation measures aimed to improve resilience of ecosystems and communities as a result of project activities (Core Indicator I.3)	Qualitative	Focus Group Discussions
1.1. Enhanced knowledge and skills of youth and communities on EbA-enhanced Muro principles and enforcement, climate change adaptation, leadership and advocacy skills	1.1.1	Percentage of youth and community members who demonstrate increased knowledge and skills on EbA-enhanced Muro principles and enforcement, climate change adaptation, leadership and advocacy skills	Quantitative	Survey
	1.1.2	Number of trainings for young people delivered to improve their knowledge and skill that used to strengthen the resilience of coastal communities to the climate crisis	Quantitative & Qualitative	Survey & Focus Group Discussions
1.2. Strengthened Muro committees at village level, representing different groups and interests within the	1.2.1	Number and diversity of Muro committee members established at village level, representing different groups and interests	Quantitative & Qualitative	Survey & Focus Group Discussions

community and encourage youth groups to be part of the committee member		within the community and including youth groups		
Outcome 2: Increased recognition and support for Muro as a valuable cultural heritage and a best practice for community-based conservation at the sub-national level.	2.1	Number of policies or policy instruments developed or influenced that include ecosystem-based approaches for adaptation as a result of project activities (Core Indicator I.1)	Qualitative	Focus Group Discussions
	2.2	Area of ecosystems under improved practices for conservation, restoration and/or sustainable use as a result of project activities (Core Indicator III.9)	Quantitative & Qualitative	Survey & Focus Group Discussions
2.1. Developed Muro plans and its regular activities at village level, based on participatory mapping, zoning, assessment, prioritization, and action planning	2.1.2	Number of villages with Muro plans and activities implemented	Quantitative	Survey
	2.1.2	Number of villages have been scaling up the project and develop actions plan to improve the coastal environment	Quantitative & Qualitative	Survey & Focus Group Discussions
2.2. Established Muro network at district level, involving representatives from different villages, sectors, and organizations to strengthen policy engagement with the district government.	2.2.2	Number of meetings and joint actions of the Muro network with the district government	Qualitative	Focus Group Discussions
	2.2.3	What the current state of stakeholders in the selected villages (identify key actors, interests, and power dynamics)?	Qualitative	Focus Group Discussions

2. Lesson Learn, best practices and project impact

During the implementation, Project PANTAI has integrated youth and women into Muro conservation committees, established them as agents of change in coastal protection, post-harvest management, and ecosystem monitoring, and actively involved them in the district-level Muro network. The final evaluation should capture not only *what* has changed as a result of the project, but also *how* and *why* these changes occurred, and *what it means* for the people involved — through a combination of analytical findings and concrete human stories.

It is important to collect, document, and analyse lessons learned, best practices, and impacts based on the following thematic areas:

- Muro as a local conservation practice – How has Muro contributed to enhancing ecosystem health, improving fish quality and quantity, and strengthening marine biodiversity, and what factors have supported or hindered its effectiveness?
- Youth-led coastal conservation – How has youth-led innovation strengthened the sustainability of conservation actions, and what has enabled or constrained meaningful youth leadership in Muro implementation and governance?

- Women's participation and inclusive decision-making – In what ways has the project shifted the role of women in coastal management and decision-making processes, including any changes in gender norms and household dynamics?
- Livelihood diversification – How has the project strengthened community livelihoods through new enterprises, ecotourism, and income growth, and what are the early indications of economic sustainability?
- Community-based monitoring – How has community-based monitoring contributed to improving ecosystem quality, and to what extent has this practice been institutionalized at the village level?
- Case Studies/Stories of Change – Drawing on the thematic areas above, the evaluation will document a set of in-depth case studies or stories of change that illustrate, through the voices and experiences of individuals, households, or communities, how Muro and the project's interventions have influenced their lives, livelihoods, and relationship with the coastal environment. These narratives should highlight turning points, challenges overcome, and the personal or collective meaning of change — particularly for young women, youth with disabilities, and other marginalized groups — and will be developed in a format suitable for advocacy, communication, and dissemination to communities, local government, and the Global EbA Fund.

V. Users of The Research

1. Plan International Indonesia Foundation in general and PIA Lembata and the HRP programme in particular.
2. Secretariat EbA Fund
3. National and local Government at the provincial and district level, respectively in the Project Pantai area.
4. Yayasan Bina Sejahtera Baru
5. Muro Network Lembata
6. Communities (CSOs, media, and academia) to support Muro Festivals and campaigns.

VI. Methodology

This evaluation will use a mixed-method approach combining quantitative and qualitative methods to ensure a comprehensive understanding of the project's results, processes, and impacts.

- Quantitative methods will primarily involve household and individual surveys with beneficiaries — including youth, women, traditional leaders, and local leaders — to measure changes against the baseline indicators set out in the Project M&E framework, using the baseline data as a point of comparison. Secondary data from government sources, village records, and previous research/studies will be reviewed to complement and triangulate primary data.
- Qualitative methods will be used to gain in-depth information and perceptions of the project's implementation, achievements, and challenges. These will include:
 - Focus Group Discussions (FGDs) with Muro committees, youth groups, women's groups, and community members to discuss collective experiences, perceived changes, and recommendations.
 - Key Informant Interviews (KIIs) with traditional leaders, village/district government officials, and other relevant stakeholders to understand the policy and institutional context, as well as the enabling environment for Muro adoption.
 - Document and policy review, including village regulations, district decrees, and other policy instruments related to Muro, to assess the project's contribution to recognition and institutionalization of Muro as a conservation practice.



- **Case Study/Story of Change methods:** In addition to the methods above, this evaluation will employ qualitative storytelling approaches — such as the Most Significant Change (MSC) technique and in-depth interviews (KII) — with a purposively selected number of individuals, households, or groups who have experienced notable change as a result of the project (for example, young Muro champions, women leaders, or households with new livelihood activities). These methods will be complemented by **photo and/or video documentation** to capture visual narratives of change. The resulting case studies/stories of change will be analysed alongside the survey and FGD findings to enrich the evaluation's qualitative evidence based and to produce standalone outputs suitable for advocacy and communication purposes.
- **Location:** This study will focus on Lembata Regency, specifically Ile Ape District, covering the following villages: Muruona, Laranwutun, Riangan, Petuntawa, Dulitukan, Kolipadan, and Palilolon.

VII. Sampling

There were two types of sampling in this study: quantitative data and qualitative information gathering. Quantitative sampling is mainly for Muro Committees, Traditional leaders, District and Village governments. The consultant should propose the total sample size and district-based population **Communities coastal adaptation**. The project has targeted 250 families, 20000 People, 100 youth, and involving community leader and member. As for qualitative, respondents will be selected based on purposive sampling method with inclusion criteria as below:

1. Adolescents Youth aged 18-29 years and youth groups *
2. Women group
3. Parents/carers and Family
4. Muro Committee, community leaders (formal, informal), religious leaders, traditional leaders. fisheries
5. Village Government,
6. Sub District,
7. District Government: Environmental and forestry Department, Disaster Agency, Marine and Fisheries department
8. Provincial Department, sub office wilayah II Flores Timur

Participants or respondents of this research will be selected and recruited by the consultant by considering the potential risk of harm. The method of selecting participants is purposive sampling or other means proposed by the consultant and relevant parties for this research.

VIII. Consultant's Responsibilities and Key Deliverables

Below are the consultant's responsibilities and the expected result of this consultancy:

1. Consultant's Responsibilities

The selected consultant will be responsible to:

- Develop Research Design and Work Plan following Plan Indonesia' format, including Research Background, Sample size, Purpose and Questions, Methodology, Analytical

Framework, Sampling and Respondents, Data Quality Assurance, Team Composition, Logistic, Deliverables, and Schedule.

- Develop respondent selection criteria with Plan Indonesia.
- Develop research instruments as well as test the instrument before data collection.
- Recruit and train enumerators in collaboration with Plan Indonesia.
- Collect primary and secondary data using the final instruments to select respondents.
- Conduct data cleaning, quantification, interpretation, and analysis.
- Develop a Draft and final Research Report that refers to Plan Indonesia's format using English and Bahasa language
- Submit Final Consultancy Report based on YPII standards, including result presentation, raw data (raw and clean data), transcript, Analysis result, infographics, and risk mitigation report.
- Ensure that all team members, including enumerators, understand and agree on Plan Indonesia's Safeguarding guidelines
- Develop risk assessment and mitigation on Safe Guarding before conducting data collection
- Develop lesson learn and project best practices

2. Table Deliverables and Level of Effort

No	Activities	Objectives	Deliverables	Estimated level of effort
1.	Develop Research Design and Workplan	Research design and work plan are available	Research Design and Work-plan, in English (Max 20 pages + annexes), including, • an updated timeline; • a research matrix • detailed methodology, including draft sampling methodology and size; • draft data collection tools; • ethical considerations; • consent forms for any primary data collection; • (draft) methods for data analysis; • a brief justification of the methods and techniques used (including relevant underlying values and assumptions/ theories) with a rationale for the selections made (e.g., of persons interviewed)	4 days
2.	Data collection instrument development and review	Data collection instrument available and tested	Instrument Trial report and Final data collection instrument	6 days
3.	Selecting and training Enumerators	Enumerators selected and Trained	Selected and trained enumerators with research design, instruments, and safeguarding	3 days
4.	Data Collection to the selected respondent, and secondary data	Relevant data collected	Information is documented and cleaned • Field data collection results of qualitative (audio record, qualitative excerpt), • and quantitative data output	14 days

5.	Data Analysis	Collected data has been analyzed	Study Result - Desk review summary - Analysis output	14 days
6.	Result Presentation	The finding are validated and confirmed	Findings are validated and confirmed	1 day
7.	Report writing	First draft of Consultancy Report developed	First draft of research report	7 days
8.	Meetings and Workshop on design, findings, and Report.	Feedback on findings and Report is available	Agreement on Design; Confirmation on Findings; and feedback on Report	1 days
9.	Revising and finalising Report	Consultancy Report Finalized	Final consultancy report, Result Presentation, Data Set, and Infographics	7 days
10	Case Study/Story of Change documentation	Case studies/Stories of Change collected and documented	At least 4-5 case studies or stories of change which 2-3 pages that decribed Muro conservation practices, youth leadership, women's participation, and the benefits of livelihoods, economic improvement and ecotourism. The case study should Include photographs, direct quotations, and supporting data, and be finalized for publication and further advocacy.	3 days
			Total	60 days

3. Timeline

This consultancy will be conducted in 60 working days, from July – August 2026. The consultant is expected to submit a detailed execution plan within a reasonable and realistic number of days, which will not be more than 60 working days. The timeline is as below, with the possibility of adjustment based on the actual condition and within the duration of the assignment:

No	Activities/deliverable	Months and Weeks															
		Juni		26-Jul				August 26				26-Sep					
		1-3	4	1	2	3	4	1	2	3	4	1	2	3	4		
1	Develop TOR, Review, and finalize																
2	Consultant selection process and result																
3	Document review and writing the draft inception report (update analysis plan, sampling, work plans, and logistics as necessary)																
4	Submit & Presentation of the Inception report (updated analysis plan, sampling, plans, and logistics) and feedback from YPII																
5	Inception report revision to incorporate input by YPII during the inception report presentation and																

The consultant has to provide all equipment needed, such as laptops, camera/multimedia recording tools, workstations, internet connection, and a line phone. The consultant and all team members must also provide Ethical Clearance, Permission Letter, and Inform Concerns for this consultancy service.

Plan Indonesia Staff and Consultants must adhere to Plan International Child and Youth Safeguarding and Protection. The consultant must follow Ethical Principles for involving human subjects in research and obtain written/verbal consent from human subjects. Permission from elders must be sought if the children under 18 years are involved as subjects. Signed informed consent of each child and their parents need to take after explaining the purpose of the study and its usage. Training on this will be part of the training provided for the team.

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XI. Budget

The total amount paid to the consultant (s) and the daily rate of the consultancy include the entire budget necessary to conduct the research. Specifically, it has:

- Research equipment
- Translation costs
- Internet credit
- Travel costs
- Insurance
- Expenses/per diems
- VAT/taxes

YPH will provide support for logistic arrangements as relevant. This might include critical documents, facilitating contact, and support letters to access key respondents. The consultant is expected to present a budget table outlining how the requested total budget splits into the abovementioned items.

XII. Table of Payment Schedule

Milestone	Detail	Amount to be Paid (%)	Expected Timeframe
Inception Report approved	YPH will provide inputs. Once the inception report is finally approved, the payment will be released.	30%	Approx. 10 days after the start of the assignment
First Draft of Research Report submitted	After first draft of research report submitted, the payment will be released	30%	July 2026
The final Research Report approved	After final approval and submission in English and Bahasa Indonesia, the last tranche will be released.	40%	Week 1 September 2026

XIII. Expected Qualifications

The skills and competences required for the consultant are:

- Minimum 10 years' experience in conducting research/research with (I)NGOs
- Advanced degree in Gender and Child Studies, Social or other relevant degree.
- Specialised knowledge and expertise in Gender Based Violence, climate resilience, Muro implementation
- Proven experience in quantitative and qualitative data methodology and analysis
- Proven experience with portfolios and recommendations
- Excellent communication skills, with the ability to explain complex issues or concepts in simple, easy-to-understand language
- Experience in research involving children, youth, and marginalised or vulnerable communities (preferred)
- Good understanding and commitment to children's rights, gender equality, and development issues
- Good understanding and commitment to children's rights, gender equality, and development issues
- Experience working in various sectors, including with NGOs. Knowledge of Plan International/Plan Indonesia and its work (preferred)
- Fluent in Bahasa Indonesia and proficient in English, both spoken and written

XIV. Application Procedure



Yayasan Plan International Indonesia (Plan Indonesia) will locally coordinate the application and hiring process. Firms/teams of consultants with relevant expertise and portfolio are invited to apply for the assignment by sending the following:

1. A letter of intent expressing the consultant's or firm's capabilities and qualifications, including a response to the ToR
2. Proposal of the assignment with the following content:
 - (a) background; (b) approach and methodology of the assignment outlining key activities and critical deliverables produced and proposed content of the research; (c) Workplan; (d) Ethics and child safeguarding approach, including any identified risks and associated mitigation strategies; (e) personnel involved including their CVs and detail task and responsibilities related to the research;
3. Proposed detailed budget, including daily fee rates, expenses, taxes, etc., for all personnel involved as outlined above
4. Proposed timelines
5. Organization Profile with the information on (a) current and previous relevant works and clients/users; (b) CV of the personnel involved in the assignment and their key responsibilities/roles.
6. Police Certificates of Good Conduct

The above documents should be sent electronically through the email: yayasan.procurement@plan-international.org; before July 8th, 2026 with subject "RfQ 1058_Applicant Name"

Only applicants with complete documents including sample of the previous work will go through the selection process