

Terms of Reference (ToR)

Baseline and Gender Equality and Inclusion (GE&I) Study

Name of activity	Consultancy for a Baseline and Gender Equality (GE) Study for the “Youth Networks for a Sustainable Gender Movement and Climate Action (Jenggala)” project
Program	Jenggala Project
Location	NTT: Kabupaten Kupang, Timor Tengah Selatan (TTS), Timor Tengah Utara (TTU), Nagekeo South Sulawesi: Takalar
Duration of the activity	6 months
Starting date	September 2026
End date	April 2027
Language	English and Bahasa
Contract type	Professional Service Agreement (PSA)
Staff in charge	Stevie Ardianto Nappoe – MER Specialist Jenggala Project
Reporting to	Chandra Nurhasanudin – Program Manager Jenggala Project
Submission deadline	No later than August 31 st , 2026 at 17:00 WIB

1. 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 (Plan Indonesia), registered by the Ministry of Law and Human Rights.

2. Context of the Jenggala Project

Jenggala (Youth Networks for a Sustainable Gender Movement and Climate Action) is a four-year project funded by Global Affairs Canada (GAC). The project aims to address the interconnected challenges by enhancing the resilience of marginalized rural youth, particularly young women, in Indonesia. The project is anchored in a gender-transformative and climate-responsive approach that integrates economic empowerment, youth leadership, and institutional strengthening to support inclusive and sustainable development outcomes.

The project will be implemented in five districts—Timor Tengah Selatan, Timor Tengah Utara, Kupang, and Nagekeo in NTT province, and Takalar in South Sulawesi—and is expected to reach a total of 39,320 individuals. This includes 4,000 direct participants, primarily youth aged 18–30 (60% young women and 4% persons with disabilities), 420 intermediaries such as community facilitators, government actors, and local stakeholders, and approximately 34,900 indirect participants through household, community, and systems-level impacts. These estimates are based on conservative assumptions to ensure accuracy and avoid double counting.

Jenggala focuses on three interrelated areas of change. First, it seeks to strengthen youth leadership and gender equality by equipping rural youth, especially young women with the skills, knowledge, and confidence to lead gender-transformative climate action, supported by approaches such as Gender Action Learning Systems (GALS). Second, it aims to improve sustainable livelihoods by promoting climate-smart agriculture, green skills, and entrepreneurship, enabling youth to build diversified and resilient sources of income. Third, it works to strengthen

institutional responsiveness and governance systems by supporting youth participation in planning and decision-making processes, generating evidence for advocacy using Feminist Participatory Action Research (FPAR) principles, and enhancing the capacity of local institutions to adopt inclusive and climate-responsive approaches.

The key outcomes of the project are as follows:

Ultimate Outcome
1000 Enhanced resilience of marginalized rural youth, especially young women, in climate-vulnerable East Nusa Tenggara and South Sulawesi provinces, Indonesia
Intermediate outcomes
1100 Increased agency of marginalized rural youth, especially young women, to lead gender transformative climate adaptation
1200 Improved engagement of young farmers, especially young women, in sustainable and climate-smart agricultural production and alternative economic opportunities
1300 Strengthened institutional responsiveness to rural youth, especially young women's leadership and equitable participation in gender transformative, evidence informed, climate adaptation, disaster risk management, advocacy and community engagement
Immediate Outcomes
1110 Increased knowledge, skills and capacity of rural youth, especially young women, on gender equitable environmental rights and gender-transformative climate adaptation
1120 Increased knowledge, skills and capacity of community members, particularly men, to provide support for young women's participation and leadership in gender- transformative climate adaptation
1210 Increased knowledge, skills and capacity of young farmers, especially young women, to engage in sustainable and climate-smart agricultural production
1220 Increased knowledge, skills and capacity of young farmers, especially young women, to engage in climate smart agriculture production entrepreneurship
1310 Increased knowledge, skills and capacity of rural youth-led groups and local women-led CSOs to support female leadership, evidence-based advocacy in support of gender equality, environmental rights and inclusive climate adaptation and climate responsive development planning
1320 Increased knowledge, skills and capacity of local duty bearers, to support active engagement of rural youth, especially women in gender and climate responsive development planning

3. Objectives of the Jenggala Baseline and Gender Equality and Inclusion Study

Overall Objective:

This Baseline study is aimed to provide the Jenggala project team with quantitative and qualitative analysis for selected outcome indicators relevant to project Performance Management Framework (PMF) and the gender equality and inclusion study and situational analysis that can help project team to develop key strategies for the implementation.

Specific objectives:

1. To provide quantitative analysis of PMF outcome indicators of the Jenggala Project;
2. To examine the root causes of gender inequality, exclusion, discrimination, and unequal power relations, affecting rural youth, particularly young women, young women with disabilities, and other marginalized groups in NTT and South Sulawesi;
3. To analyse the barriers, opportunities, and enabling factors across Plan's six domains of gender-transformative programming (gender norms, agency, access to and control over resources, engagement of men and powerholders, diversity and inclusion, and institutional responsiveness);
4. To generate qualitative evidence and recommendations that inform adaptive, gender-transformative and disability-inclusive project implementation; To conduct situational analysis in the district level to help the project team understand the situation related to the thematic interest that will be part of the project implementation.

4. Scope of the Consultancy

4.1 Quantitative Baseline- Youth Survey

A quantitative survey, targeting the youth from the project areas, will be conducted to answer all the outcome indicators in the PMF with details below:

EXPECTED RESULTS (From Logic Model)	Indicators	Methodology	DATA COLLECTION METHODS
ULTIMATE OUTCOME			
1000 Enhanced resilience of marginalized rural youth, especially young women, in climate-vulnerable East Nusa Tenggara and South Sulawesi provinces, Indonesia	% of rural youth who report having resilience to climate shocks	Youth survey	Quantitative Survey Tool
	% of rural youth who report having agency, access and control with regards to their livelihoods and/or economic opportunities	Youth survey	Quantitative Survey Tool
INTERMEDIATE OUTCOMES			
1100 Increased agency of marginalized rural youth, especially young women, to	% of rural youth surveyed who report they are implementing gender transformative climate adaptation practices	Youth survey	Quantitative Survey Tool

lead gender transformative climate adaptation	% of rural youth surveyed who report that they receive equitable support for decision-making, participation and leadership in gender transformative climate adaptation	Youth survey	Quantitative Survey Tool
1200 Improved engagement of young farmers, especially young women, in sustainable and climate-smart agricultural production and alternative economic opportunities	% of young farmers surveyed who report they are applying sustainable and climate-smart agricultural production practices	Youth survey	Quantitative Survey Tool
	# of new businesses formed by young farmers trained in entrepreneurship enterprises in climate smart agricultural production and receiving financial support	Youth survey	Quantitative Survey Tool
IMMEDIATE OUTCOMES			
1110 Increased knowledge, skills and capacity of rural youth, especially young women, on gender equitable environmental rights and gender-transformative climate adaptation	% of rural youth surveyed with adequate practical knowledge, skills and capacity on gender equitable environmental rights and gender-transformative climate adaptation	Youth survey	Quantitative Survey Tool
	% of rural youth surveyed with adequate practical knowledge, skills and capacity on developing and implementing Gender Action Learning Systems (GALS) plans	Youth survey	Quantitative Survey Tool
1210 Increased knowledge, skills and capacity of young farmers, especially young women, to engage in sustainable and climate-smart agricultural production	% of young farmers surveyed with adequate practical knowledge, skills and capacity on sustainable and climate-smart agricultural production	Young farmers surveyed	Quantitative Survey Tool
	% of young farmers surveyed who report access to assets, agricultural inputs, technology and information for climate-smart agricultural production	Young farmers surveyed	Quantitative Survey Tool
1220 Increased knowledge, skills and capacity of young farmers, especially young women, to engage in climate smart agriculture production entrepreneurship	% of young farmers surveyed with adequate knowledge, skills and capacity in financial literacy and entrepreneurship skills	Young farmers surveyed	Quantitative Survey Tool

4.2 Qualitative Gender Equality and Inclusion (GEI) Study

The GEI study will be conducted qualitatively with data collection for understanding further the gender equality status components that can affect the project strategy in the locations. The qualitative data is expected to be collected through KIIs/FGDs with relevant key stakeholders in the district level as detailed below:

Table 1 Targeted respondents for qualitative data collections

No	Targeted stakeholder	# or respondents/ groups	Remarks
Key Informant Interviews (KIIs)			
1	District Women's Empowerment/Child Protection Office (DP3A)	5	1 per district
2	Agriculture/Extension Services	5	1 per district
3	Disaster Risk Reduction / Climate or Environment Office	5	1 per district
Total KIIs		40	
Focus Group Discussions (FGDs)			
1	Youth-Led Organizations (YLO), Women's Rights Organizations (WRO), Organization of Persons with Disabilities (OPD) in district level	5	6-8 people per group, 1 group in each district
2	Village/community leaders including Village Head, Adat/Customary leader, and religious leaders	5	6-8 people per group, 1 group in each district
3	Young women with disabilities and/or mixed youth with disabilities	5	6-8 people per group, 1 group in each district
4	Adult women/caregivers (including mothers and female farmers)	5	6-8 people per group, 1 group in each district
5	Adult men/community influencers (fathers/husbands and male farmers)	5	6-8 people per group, 1 group in each district
Total FGDs		25	

The gender equality study will utilize Plan International gender transformative domains and mainstreaming it to the Jenggala thematic. The consultant should apply an intersectional feminist lens with cross-cutting analysis relevant to power relations, climate vulnerability, disability inclusion, protection from violence, and women's land and environmental rights in NTT and South Sulawesi, with a particular focus on young women, young women with disabilities, and other marginalized youth. Detailed of the guiding questions can be found in Annex 2.

4.3 Situational Analysis

Situational analysis will focus on the secondary data collection and document review with key informant interviews as necessary focusing on:

- Identification of existing programs in district level related to Jenggala project such as climate resilience, economic empowerment of marginalized rural youth, gender justice and Community Based Child Protection (CBCP), and climate smart agriculture;
- Identification of existing committee/forum/coalition/etc. in district level with focus on issues like climate resilient, economic empowerment, gender equality, and agriculture.
- Identification of existing local organizations of persons with disabilities, Women Rights Organizations (WROs)/Youth-Led Organizations (YLOs) in district level including their role/contribution to the specific Jenggala themes including climate resilience, smart agriculture, and gender and inclusion.

5. Phases of the Consultancy

Whilst the specific methodology and data collection techniques should be presented by the consultancy firm as part of their proposal, it is expected that all proposals should include the following 5 phases (described in the table below). It should be noted that this is a general outline, and it is the role of the consultancy firm to propose the detailed technical specifications and requirements for each of the phases.

The baseline and gender equality study process comprises the following phases:

[OBJ]

5.1 Phase 1: Start-up/ Inception Phase

The start-up/ Inception phase will include the onboarding of the consultancy firm. Selected bidder will need to attend the kick off meeting with the project staff including child safeguarding briefing.

5.1.1 Design of study methodology and tools for data collection

As part of the start-up phase, an Inception Report will be drafted. This will include a detailed outline of the study methodologies, validated and finalized quantitative and qualitative data collection tools, sampling method used, sample sizes for all study groups, data collection protocols and data analysis plan including quality control. Project team will provide a general outline for the quantitative and qualitative tools with the details variables that need to be covered in this Baseline. The consultancy firm will propose which qualitative data collection tools to be used for the gender equality study.

With regards to the PMF outcome indicators methodology specifically, the following steps are to be included:

1. **Validation of the quantitative survey tool**¹. Process for tool validation and finalization to be included which will clearly respond to objective to measure the outcome indicators of the Jenggala project. Tools to be finalized in close collaboration with the Plan International teams².
2. **Outline of a data collection plan**. A detailed fieldwork plan to be drafted, including data collectors training, pilot testing of tools, supervisor coordination, outline of timelines schedules for data collection and coordination with communities and organizations prior to data collection.
3. **Data entry and processing strategy**. An outline of the data entry, cleaning, validation and analysis processes. Scoring and calculation of outcome indicators, to be carried out in accordance with the guidelines established by Plan International, as set out in Frequency Tables.

5.1.2 Sample sizes for the study

Selected bidder needs to clearly outline a sampling methodology for both quantitative and qualitative study groups. As beneficiary recruitment is ongoing at the time of this study, a complete sampling frame (registered participant list) may not yet exist. Where this is the case, the consultancy firm should propose a two-stage cluster sampling approach — random or probability-proportional-to-size selection of villages/sub-districts within each of the five target districts, followed by systematic selection of respondents within each cluster — stratified at minimum by district and sex. The proposed sample size should achieve a minimum precision of 95% confidence level and a 5% margin of error (with finite population correction applied against the target population of 4,000), with the design effect and any non-response adjustment clearly justified in the technical

¹ For planning purposes, it is assumed that each tool would take approximately 1 hour to administer.

² A quantitative data collection tool will be drafted internally by the Plan International team and shared for validation and finalization as part of the Inception Report.

proposal. The Jenggala project team and partners will assist in identifying information needed to fulfil the study samples.

The finalized Inception Report will be submitted to the relevant Ethical Committee for approval prior to data collection.

5.2 Phase 2: Data Collection Phase

Data collection will take place in the five districts in Indonesia: Kupang District, Timor Tengah Selatan (TTS), Timor Tengah Utara (TTU), and Nagekeo in East Nusa Tenggara (NTT) province, and Takalar in South Sulawesi. The data collection plans will include the strategy for data collectors training, piloting of tools, supervisor data quality checks. It is expected the quantitatively survey tool will be facilitated using a mobile platform.

5.3 Phase 3: Data Processing and Analysis Phase

Once data has been collected, it will be processed with a focus on data entry, cleaning and validation. Quantitative data need to be presented descriptively with distribution tables, outlining scoring and calculation of the indicators, using the pre-defined scoring tables, graph and narratives. The data by indicator will be disaggregated by gender, age and location (and other as outlined in the Inception Report). Clean raw data need to be submitted along with the frequency tables and preliminary report. Qualitative data need to be transcribed, coded, and analysed with narratives. Bidder need to follow data security policy of Plan International.

5.4 Phase 4: Preliminary report

Selected bidder needs to present preliminary report with clear outline of key findings before the final report. This will give an insight of the baseline findings and allow Jenggala team to response to the analysis and final reporting.

5.5 Phase 5: Report Writing Phase

The validated and finalized findings will be presented in a Final Report of Baseline and GE&I Study Report. A maximum 2 round of review and revision need to put into consideration to ensure the quality of the report. All feedback will be adequately integrated into the report for finalization.

6. Timelines and Key Responsible Parties

The overall consultant will last for 6 months; the approximate timelines and responsible parties are noted below.

Activity	Timelines	PIC	Other participants
Kick-off meeting	1 day (after contract signing)	Plan International (Jenggala Team)	Consultancy firm
Start-up/ Inception Phase			
a) Inception Report (Deliverable 1)	5 weeks	Consultancy firm	Jenggala team
b) Approval of ethics protocol	4-6 weeks	Consultancy firm	
Data Collection Phase			
a) Field work preparation	2 weeks	Consultancy firm	
b) Data collectors training and tool piloting	2 days	Consultancy firm	Jenggala team
c) Data collection (Deliverable 2)	4 weeks	Consultancy firm	
Data processing and Analysis Phase			
a) Data cleaning (Deliverable 3)	2 weeks	Consultancy firm	
b) Data analysis (quantitative and qualitative)	3 weeks	Consultancy firm	Jenggala team

Data Presentation Phase			
a) Preliminary report (Deliverable 4)	2 weeks	Consultancy firm	Jenggala team
Report Writing Phase			
a) Draft Baseline & Gender Equality Report	2 weeks	Consultancy firm	
b) Review of draft report	1 week	Jenggala team	
c) Integration of feedback into report	1 week	Consultancy firm	Jenggala team
d) Review and final comments (Deliverable 5)	1 week	Jenggala team	
e) Finalised Baseline & Gender Equality Report (Deliverable 6)	2 week	Consultancy firm	Jenggala team

7. Key Deliverables of the Consultancy

	Deliverable	Format and length	Description
1	Inception Report	In English, Word document (estimated length: 15-20 pages ³).	Following an agreed template, including methodology, tools, sample, fieldwork schedule, training and piloting plan, analysis strategy and any ethical considerations ⁴ and agreed template for frequency tables and report, informed consent forms. Annexes include validated and finalized tools, field workplan.
2	Data collection report	In English, Word document (estimated length: 4-5 pages).	Following an agreed template including description of data collection process, number of samples reached, and challenges during data collection
3	Cleaned raw data	Documents in Excel/Word format	Audio file, transcripts of qualitative data, Excel files of cleaned quantitative data, secondary data documents (if any)
4	Preliminary report	In English, in PowerPoint format	Outline the key preliminary findings based on the data analysis, including completed frequency tables
5	Draft Baseline & Gender Equality & Inclusion Report	In English, Word document Estimated 40-50 pages ⁵ and folder with attached material	Following an agreed template including executive summary, methodology (including limitations), results and analysis for all indicators, lessons learnt, conclusion and recommendations. Report appendices: final tools, frequency tables, informed consent forms.
6	Final report	In English, Word document, and folder with attached material	

At the end of the process, the final original versions of all data collected through this initiative must be submitted to Plan International. They are the property of Plan International.

³ The exact length will be confirmed during the validation of the report template.

⁴ As part of this deliverable, the online registration for requesting remote consents/assent is confirmed.

⁵ The exact length will be confirmed during the validation of the report template.

8. Qualification of the Consultancy Firm

The following criteria will be considered when selecting the consultancy firm:

- A team consisting of professionals in the social sciences (Economics, Sociology, Political Science, Gender Studies or related field) with a minimum 5 years of experience in coordinating, administering and leading of evaluations and gender equality studies, preferably for national or international non-profit organizations.
- Knowledge of the rights-based, gender and social economy approach to development, specifically focused on agriculture, youth economic empowerment and climate adaptive and gender equality themes in Indonesia.
- Demonstrated experience in facilitation and supervising data collection, data entry.
- Demonstrated experience in data collection using mobile platform (ie. KoboToolbox, CommCare, ODK, SurveyCTO).
- Demonstrated experience in quantitative and qualitative data analysis.
- Proven capacity and experience writing high-quality evaluation reports (in English).
- Ability to produce high-quality work under tight timeframes;
- Ability to work jointly with Plan International staff to integrate feedback as required.
- Ability to travel and work across all geographical areas of the project.
- Fluency in spoken and written English and Bahasa is required.

The consultancy team should include the following team members/ capacities:

- **Team leader:** A professional in the social sciences (Economics, Sociology, Political Science or related fields). Experience in implementing studies and baseline surveys in social areas.
- **Data analyst:** A professional in statistics or economics, with experience in survey sampling, database management, and indicator analysis.
- **Gender specialist:** Specialist in gender equality, with knowledge and experience in the mainstreaming of the gender perspective, feminist analysis and intersectionality.
- **Supervisors and data collectors:** The consultancy firm must provide supervisors and data collectors with experience in data collection in Indonesia, preferably in project locations.

9. Applications – Documents to be Submitted

Bidders must submit the following documents:

1. A **technical** proposal including at least the following:

- Proposed methodology; including the sampling approach and proposed sample sizes; proposed research design; including the proposed type of data collection tools and techniques, and a strategy for ensuring data quality
- Proposed methodology for data analysis.
- A timeline as detailed as possible within the established timeframe;
- Ethical approaches, including an analysis of identified risks and associated mitigation strategies;
- A human rights, feminist, gender and intersectionality approach. An explanation of the plan for integrating these into the process of tool development, data collection and analysis of results.
- Operational capacity to carry out evaluation and gender equality studies in the geographical areas covered by the project, with teams of interviewers, and proficiency in the local language.
- Added value of the proposal (those proposed aspects considered relevant that add value to the methodology which were NOT specified in the TORs)
- The firm's experience, including both general and specific experience in evaluation and gender equality studies.

2. A **financial** proposal, which must include:

- A detailed breakdown of costs (in IDR) by item, including daily rates, expenses, etc. When establishing the total amount offered, you must take into account fees, transport, meals, logistics and other

resources required to deliver the consultancy services offered. Please note that Plan Indonesia does not accept additional costs not included in your bid.

- VAT included.

3. The following documents must accompany the technical and financial bids:

- Curriculum Vitae(s) of all proposed staff outlining relevant experience.
- Names and contact information of two references who can be contacted regarding relevant experience.
- Copies of previous quantitative evaluation study and gender equality study carried out by the consultancy firm (in English).
- A Consulting Firm profile.

We have scheduled the **Session of Clarification Questions** for **August 18th, 2026 at 14:00 – 16:00 WIB**. Interested vendors are invited to join the meeting through the link ; [Clarification Questions - Consultant Baseline and Gender Equality and Inclusion \(GE&I\) Study | Meeting-Join | Microsoft Teams](#)

10. Evaluation of Proposals

The contract will be awarded to the proposal with the highest score in terms of quality and cost, and which meets the requested technical specifications. Proposals will be evaluated as follows:

- Technical evaluation 80%
- Financial evaluation 20%

Bids are evaluated according to the following table:

Criterion	Weighting
General experience of consultancy firm	5%
Experience in similar consultancy projects	20%
Technical quality / methodology to be used	25%
Team to be deployed	15%
Financial proposal	20%
Total	100%

11. Ethics and Child Protection

Plan International is committed to respecting and protecting the rights of participants in the Youth

Leadership Summit, in accordance with our Safeguarding Children and Programme Participants and Preventing Sexual Harassment, Exploitation and Abuse (PSHEA) Policy. Every party involved (staff, speakers, participants, vendors, and others) must uphold the highest standards of ethics and child protection, ensuring that all interactions are safe, respectful, and non-discriminatory. Special attention will be paid to the needs of vulnerable groups to facilitate their full and fair participation. Everyone should also ensure that no participant feels pressured or uncomfortable during the summit, providing a supportive environment where everyone can express themselves freely. Any form of harassment, exploitation, or abuse is strictly prohibited and will be addressed immediately. By adhering to our guidelines, we can ensure that the session will be held with integrity, respect, and a strong commitment to safeguarding the rights of all participants.

12. Contact and Responsibilities

The technical and financial proposals (including additional documents outlined) in digital format (pdf), must be sent before the deadline to the following email address: yayasan.procurement@plan-international.org and CC Juanda.Lizar@plan-international.org, no later than August 26th, 2026 at 17:00 WIB.

Bidders must ensure that their proposal is complete and meets all the requirements set out within these Terms of Reference. Failure to comply with these requirements may result in the bid being excluded from the process. Bid will be reviewed for Artificial Intelligence content and those deemed to have exclusively AI content will be disqualified.

This email address and the contact designated via this channel are the only official channels for any enquiries relating to this process. Plan International reserves the right to disqualify or reject proposals that do not comply with this condition.

Kupang, 10 August 2026,

Annex 1: Operational Definitions of Outcome Indicator Terms

Purpose: to give bidders (once cleared) and project team a single, specific, and consistent definition for each ambiguous term used in the PMF outcome indicators, so that survey tool design at baseline is directly comparable to measurement at endline

Indicator	Key Term(s)	Operational Definition	Measurement Approach
1000a — Ultimate Outcome <i>% of rural youth who report having resilience to climate shocks</i>	"Resilience to climate shocks"	Decomposed into three capacities (BRACED/ODI framework): • Anticipatory — access/use of early warning or seasonal climate info before a shock • Absorptive — household buffer (savings, diversified income, stored inputs) to cope without depleting core assets • Adaptive — has changed farming/livelihood practices in response to observed climate shifts	Youth coded "resilient" if all 3 capacities present, or a defined minimum (e.g. 2 of 3) — cutoff to be set jointly with consultant
1000b — Ultimate Outcome <i>% of rural youth who report having agency, access and control with regards to their livelihoods and/or economic opportunities</i>	"Agency, access and control"	Based on Kabeer's (1999) empowerment framework: • Agency — can make an independent livelihood decision without requiring permission • Access — has use of land, credit, training, or markets (regardless of ownership) • Control — has final say over how a resource or its proceeds are used/sold/reinvested • Access and control should be measured as separate items, not combined — a respondent can have access without control.	Separate survey items for access vs. control per Kishwar & Kazi (1997) approach (as cited in Kabeer, 1999): access = "a say in decisions"; control = "who kept earnings, who decided expenditure".
1100a — Intermediate Outcome <i>% of rural youth surveyed who report they are implementing gender transformative climate adaptation practices</i>	• "Gender transformative" • "practices" (vs. attitudes)	Use Plan's own Gender Transformative Marker. A practice only counts as "transformative" (not merely "aware") if it involves at least one of: • Renegotiating a household division of labor/decision pattern	Ask about specific, named behaviours drawn from the 1112 (Gender Justice for Climate Adaptation) curriculum content once finalized — not a generic attitude question, which would measure belief, not practice.

Indicator	Key Term(s)	Operational Definition	Measurement Approach
		- Taking a public/community leadership action previously restricted to men - Actively challenging a harmful norm (not passive compliance)	

1100b — Intermediate Outcome <i>% of rural youth surveyed who report that they receive equitable support for decision-making, participation and leadership in gender transformative climate adaptation</i>	"Equitable support" (from whom, measured how)	Three sub-dimensions of support received (not youth's own capability — that is 1110): - Household — spouse/family actively enables participation (e.g. covers caregiving during training) - Community — leaders publicly endorse vs. obstruct participation - Institutional — GSC/facilitators/leaders weight youth input equally to male peers "Equitable" = comparative to what a similarly situated young man would receive, not an absolute amount.	Comparative framing in survey items ("compared to young men in your group...") rather than a standalone satisfaction scale.
1200a — Intermediate Outcome <i>% of young farmers surveyed who report they are applying sustainable and climate-smart agricultural production practices</i>	"Sustainable and climate-smart agricultural production practices" (open list)	Defined as a closed checklist of named practices drawn from the project's own design (not an open self-report): - Conservation agriculture/minimum tillage, agroforestry buffers, mulching, crop rotation/intercropping - Water conservation (drip/mist irrigation, rainwater harvesting) - Improved/drought-resistant seed varieties - Composting/soil organic matter management - Integrated poultry-horticulture systems	"Applying" = respondent reports current use of ≥1 (or defined minimum) practice on their own plot — not mere awareness of the practice.
1200b — Intermediate Outcome (excluded from baseline) <i># of new businesses formed by young farmers trained in entrepreneurship, receiving financial support</i>	"New business"	A distinct income-generating activity, separate from the household's pre-existing farming operation; formally or informally organized; keeps a basic input/sales record; receives Jenggala-provided financial support (grant or savings-group-linked capital) to start/expand.	Project-attributable count indicator — no meaningful baseline value. Remains scoped to midline/endline only, per prior agreement.

1110a — Immediate Outcome <i>% of rural youth surveyed with adequate practical knowledge, skills and capacity on gender equitable environmental rights and gender-transformative climate adaptation</i>	• "Adequate" • "Knowledge, skills and capacity" (bundled)	Split into 3 separately measured components: • Knowledge — correct/informed responses to factual items (e.g. legal protections for women's land rights) • Skills — self-efficacy/demonstrated-ability items (e.g. describing a step to raise a land-rights concern) • Capacity — perceived standing/platform to act on the knowledge, distinct from knowing it	Composite score across the 3 components; "adequate" = a % threshold (e.g. 70%) validated against actual baseline score distribution, not picked arbitrarily
1110b — Immediate Outcome <i>% of rural youth surveyed with adequate practical knowledge, skills and capacity on developing and implementing Gender Action Learning Systems (GALS) plans</i>	"GALS plan" (tool list confirmed per team decision — Activities Details version)	A complete GALS plan reflects engagement with the core GALS toolset (per Activities Details, confirmed as authoritative over the Proposal Narrative's shorter list): • Vision Journey (individual/household goal setting) • Gender Balance Tree (household role/resource distribution analysis) • Social Empowerment and Leadership Mapping • Increasing Income Tree (economic opportunity mapping) • Time Use Analysis (unpaid care/labour mapping) • Conflict Resolution/Negotiation tools	"Adequate" = (a) respondent can explain the purpose of a defined minimum number of these tools, AND (b) has actually completed a plan using them — not just attended training. Do not finalize survey items until GALS curriculum content is locked.
1210a — Immediate Outcome <i>% of young farmers surveyed with adequate practical knowledge, skills and capacity on sustainable and climate-smart agricultural production</i>	Same structure as 1110a, applied to CSA practices	Same knowledge/skills/capacity split and threshold logic as 1110a, applied to the CSA practice checklist defined under 1200a.	"Adequate" = correctly identifying/explaining a defined minimum number of the named CSA practices — not farming generally.

1210b — Immediate Outcome <i>% of young farmers surveyed who report access to assets, agricultural inputs, technology</i>	"Access" (vs. control — see 1000b)	Access defined narrowly as use/availability, separate from ownership/decision rights. Four named categories:	Yes/no or frequency item per category, scored separately then combined.
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and information for climate-smart agricultural production		• Assets — land, tools, storage (airtight bags, cold storage, solar dryers) • Agricultural inputs — seeds, fertilizer, irrigation equipment • Technology — drip/mist irrigation, cloud collectors, moisture meters, digital weather/early-warning registries • Information — extension worker contact, e-extension/mobile climate advisory (BMKG partnership)	
1220a — Immediate Outcome <i>% of young farmers surveyed with adequate knowledge, skills and capacity in financial literacy and entrepreneurship skills</i>	• "Financial literacy" • "entrepreneurship skills"	• Financial literacy: OECD/INFE definition — "a combination of financial awareness, knowledge, skills, attitudes and behaviours necessary to make sound financial decisions and ultimately achieve financial well-being" (OECD, 2022), split into knowledge / behaviour / attitude components mapped to the VSLA curriculum (output 1221). • Entrepreneurship measured separately from financial literacy: ability to describe a basic business/cash-flow concept + awareness of value-chain opportunities named in the Proposal Narrative (post-harvest processing, value addition, local resale).	Composite score across knowledge/behavior/attitude for financial literacy; separate item set for entrepreneurship awareness.

Annex 2: Illustrative questions per domain for the GE&I study Purpose: A single reference for bidders on Plan International's six gender-transformative domains of analysis, what each domain assesses, its link to Jenggala's PMF outcome indicators, guiding questions for KIIs/FGDs at district level, and suggested primary respondents. Bidders are expected to adapt and expand these questions during tool design, in local language, and are not limited to this list.

Domain	What This Domain Assesses	Linked PMF Indicators / Outputs	Key Guiding Questions (KIIs/FGDs)	Suggested Primary Respondents
1. Gender Norms (Power Relations, Unpaid Care & Protection)	How gender norms and power hierarchies shape decision-making, mobility, land rights, care work, and exposure to violence. Includes GBV/IPV, child/early/forced marriage (CEFM) prevalence and drivers, and entry points for norm change and protection.	1100a (gender-transformative practices) 1100b (equitable support for leadership) 1123 (protection systems) - Precedes GJCA training design (1111)	- Who makes decisions on land use, agricultural production, income, and household expenditure — has this changed over time? - How is unpaid care/domestic work divided, and how does this affect participation in livelihoods, training, or leadership? - What are community attitudes toward women owning land, controlling income, or leading farmer groups/governance processes? - What forms of GBV/IPV/CEFM are most common, who is most at risk, and what drives these practices? - What referral pathways or protection mechanisms currently exist, and how trusted/accessible are they?	- Community/traditional leaders - Women's/youth org reps - Protection actors (DP3A)
2. Agency (Leadership, Decision-Making Power & Voice)	Young women's and marginalized youth's ability to exercise agency, confidence, and influence over decisions on livelihoods, land, environmental rights, and climate resilience.	1000b (agency/access/control) 1110a/b (knowledge, skills, GALS) - Context for 1310/1311 (FPAR, advocacy — outside quant baseline scope but qualitatively relevant)	- To what extent do young women and marginalized youth participate in household and community decision-making? - Whose voices are heard and valued in community meetings, producer groups, Green Skills Committees, and Musrenbang? - What factors enable or limit confidence, mobility, leadership, and participation in public life? - What opportunities exist for collective action, youth leadership, and influencing local planning processes? - How do disability, age, marital status, or social status affect a person's ability to exercise agency?	- Youth/women's org reps - Community leaders - Local government

Domain	What This Domain Assesses	Linked PMF Indicators / Outputs	Key Guiding Questions (KIs/FGDs)	Suggested Primary Respondents
3. Access to, Control over & Benefits from Productive Resources and Climate-Smart Agriculture (Condition & Position)	Gender and inclusion gaps in access to, ownership of, and control over land, CSA technologies, extension services, finance, markets, climate information, and entrepreneurship opportunities.	• 1200a (CSA practices) • 1210a/b (CSA knowledge & access to inputs/tech) • 1220a (financial literacy & entrepreneurship) • 1000b (control dimension)	• Who owns, controls, and inherits land and productive assets within households and communities? • Who decides how agricultural income is spent or reinvested? • How do women, men, youth, and persons with disabilities differ in access to CSA technologies, extension services, climate information, finance, and markets? • What barriers prevent young women from accessing training, credit, productive assets, or business opportunities? • How does access to resources and control over income influence women's bargaining power and resilience to climate shocks?	• Government/agriculture extension workers • Community leaders • Young women/adult women/adult men
4. Engaging Men, Boys, Families & Community Influencers	The role of men, boys, caregivers, and religious/customary leaders in reinforcing or transforming gender norms, women's leadership, care work, and violence prevention.	• 1121 (SBCC strategy) • 1122 (Green Skills Committees) • 1100b (community support for leadership)	• How do men, boys, husbands, and community leaders perceive women's leadership and participation in economic/climate activities? • How supportive are male family members of women's participation in training, livelihoods, advocacy, and leadership roles? • What motivates men and boys to support or resist gender equality initiatives? • What opportunities exist to promote positive masculinities, shared caregiving, and joint decision-making? • Which influential leaders or institutions could champion greater gender equality?	• Community/traditional/religious leaders • Young women/adult women/adult men
5. Diversity (Disability Inclusion & Intersectional Exclusion)	Intersectional (GBA+) view of how gender, age, disability, poverty, remoteness, marital status, and Indigenous/adat identity combine to shape access, protection, and participation. • Aims to identify the most marginalized and non-dominant	• Cross-cutting: informs disability-disaggregated targets across all indicators (160 PWD / 4% of direct reach) • No standalone PMF code	• Which groups face the greatest exclusion or discrimination in this community, and why? • How do disability, poverty, remoteness, marital status, or adat identity affect access to opportunities and decision-making? • What barriers do young women with disabilities specifically face in training, livelihoods, or leadership?	• Organization of Persons with Disabilities (OPD) • Community leaders • Women's/youth org reps

Domain	What This Domain Assesses	Linked PMF Indicators / Outputs	Key Guiding Questions (KII/FGDs)	Suggested Primary Respondents
	groups specifically, not just gender in isolation.		- Which groups are most vulnerable to climate shocks, violence, or exclusion from community processes? - Are there examples of individuals or groups overcoming barriers and exercising leadership despite exclusion?	
6. Enabling Environment (Institutional Accountability & Protection Systems)	How policies, institutions, customary systems, governance structures, and accountability processes support or hinder gender equality, disability inclusion, climate resilience, and protection.	- Qualitative grounding for the 1300 branch (institutional responsiveness — outside quant baseline scope) 1123 (protection referral systems)	- How effectively do local government institutions, extension services, and climate programs respond to the needs of young women and marginalized youth? - Is gender equality, disability inclusion, GBV prevention, and climate resilience integrated into local planning and budgeting? - How accessible and effective are protection referral pathways and complaint mechanisms? - What barriers prevent women, youth, and persons with disabilities from influencing policies, budgets, or community decisions? - What opportunities exist to strengthen institutional responsiveness, gender-responsive budgeting, and advocacy?	- Local government stakeholders - Village officials - Women's/youth-led CSO reps

