

End of Program (EoP) Evaluation Terms of Reference

INCLUSION

Increasing the leverage of inclusive markets across Indonesia

Project Number: I219659

**Wahana Visi Indonesia and
World Vision Australia**

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1 Project overview

1.1 Basic information

Project name	INCLUSION Increasing the leverage of inclusive markets across Indonesia
Project number	I219659
Location(s)	Indonesia (East Nusa Tenggara, Central Sulawesi, and North Maluku)
Project dates (start and end)	1 July 2022 – 30 June 2027
Total budget (USD)	

Direct Participants	Without disability				With disability				TOTAL
	Men	Women	Boys (u18)	Girls (u18)	Men	Women	Boys (u18)	Girls (u18)	
Overall cumulative (to date)	17,206	12,426	-	-	1,686	1,525	-	-	32,843
Overall life of project	6,364	6,364	-	-	787	787	-	-	14,300

1.2 Description of project

Wahana Visi Indonesia (WVI)'s INCLUSION Project supported by the Australian Government through the Australian NGO Cooperation Program (ANCP) aims to increase the economic empowerment of smallholder farmers and vulnerable households (HH) in Eastern Indonesia through iMSD which enables the poor, women, and people with disabilities to gain benefits from an inclusive market system. The project target areas are NTT, Central Sulawesi, and North Maluku provinces. INCLUSION project focus on facilitating changes in market systems to make them more inclusive to poor farmers, recognizing the different ways that men and women experience the market system.

Building on the lessons learnt encountered in the More Income Generated for Poor Families in Indonesia (MORINGA) Project supported by ANCP from 2017-2022, INCLUSION addresses the gender gap issue through the implementation of Women's Economic Empowerment (WEE). The project contributes to addressing three of the WEE domains: *economic advancement*, *access*, and *agency* while addressing attitudes towards social and gender norms by working in two pathways, market system level, and HH level.

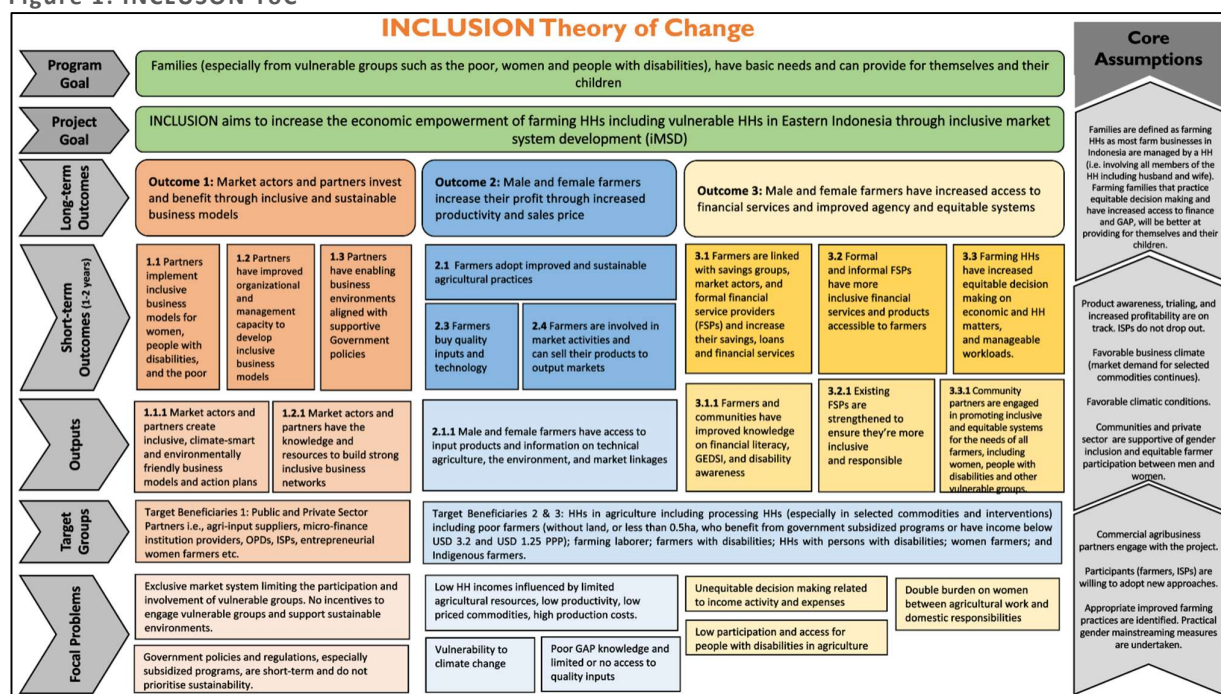
Furthermore, the project encourages equitable systems, including working with faith and community leaders to enable these groups to participate and benefit from more inclusive markets. By developing solutions through commercially viable business models, benefits promoted by the project can be sustained beyond the project and expand to reach more poor and vulnerable farmers. INCLUSION promotes its interventions to have a positive environmental impact such as biofertilizers, good agriculture practices (proper chemical input application, terracing, replanting trees, etc. to contribute to green growth. Promoting environmental

protection through its business models to encourage the private sector to participate in the implementation. The project also encourages using organic fertilizers in the new targeted areas. This organic fertilizer can be applied to various kinds of plants, both short-lived (vegetables or annual crops) and long-lived (trees), to contribute to the growth of the green economy.

1.2.1 Theory of Change (ToC)

The Project goal is translated into outcomes and outputs at farmer and partner level. Figure 1 provides an explanation on how the Program through its interventions induce changes in the capacity (partner outputs) and behaviour (partner outcome) of the partners. The behaviour changes of the partners, in turn, induce capacity improvements of the farmers (farmer outputs), leading to a changed behaviour, i.e. the adoption of improved agriculture practices (farmer outcome), that increases farmers productivity (competitiveness) and, finally, farmers income (goal).

Figure 1: INCLUSON ToC



Goal

INCLUSION aims to increase the economic empowerment of smallholder farmers and vulnerable HHs in Eastern Indonesia through iMSD which enables the poor, women, and people with disability to gain benefits from an inclusive market system. The project will work in two pathways which are at the market system level and at the HH level or push and pull activities.

Outcome 1: Market actors and partners invest and benefit through inclusive and sustainable business models.

The project aims to scale its private sector partnerships and engagement with new market actors to pilot climate-smart agriculture initiatives with vulnerable farming HHs, especially focusing on women farmers and

people with disabilities. The initiatives aim to demonstrate the business case for the new partners in taking a pro-poor/inclusive approach in their business lines. The project also assist market system actors which include private sector partners to improve their profitable, inclusive, climate-smart and environmentally friendly business plans (i.e., making the business case for inclusion of the poor as well as gender equality and the inclusion of women and people with disabilities; increased partners' organizational and management capacities; expanded partners' investments to develop their inclusive business; local government support to enable inclusive business environments through local regulations).

Outcome 2: Male and female farmers increase their profit through increased productivity and sales price

In collaboration with private sectors, the project conducts training to improve farmers' access to new skills and knowledge in Good Agricultural Practices (GAP) and Good Handling Practices (GHP). This is achieved through farmer-to-farmer training and extension workers. Consequently, more farmers have better access to both input and output markets and information on disaster risk reduction (DRR) and climate change adaptation (CCA). This allows farmers to adopt improved technologies and practices including using quality agriculture inputs and tools, processing practices, new market channels, and re-planting activities. The project seeks to identify specific on and off farm activities where there are low entry barriers and opportunities for women and persons with disability. The project also attracts co-investment from private sector partners to implement inclusive business models. For access to inputs and technology, demonstration plots are established to build an evidence base of the agricultural practices introduced by private sector partners to farmers (both Primary Service Providers/PSPs and Intermediary Service Providers/ISPs). Green-growth practices like combining biofertilizer to avoid the excessive use of chemical inputs across value chains, re-planting of kenari nut trees, advocacy to preserve kenari nut in Alor, and waste management for animal feed is promoted for greener and more circular economies. During the several planting cycles, knowledge sharing occurs between farmers. As for access to market interventions, local collectors will be linked to private sector partners. Local collectors supply private sectors according to their standards with better prices for both local collectors and farmers.

Outcome 3: Male and female farmers have increased access to financial services and improved agency and equitable systems.

The project conducted Gender-Inclusive Financial Literacy Training (GIFT) for increased knowledge on gender inclusive financial management among farmers. Formal/non-formal financial services such as savings and credit provided by Credit Unions (CUs). Savings groups and other potential partners are also strengthened to ensure they are pro-poor and disability and gender inclusive. These Financial Service Provider (FSP) are linked to the farmers and savings groups so they can increase their savings, productive loans and other financial services. In addition, the project involves faith and cultural leaders as well as government bodies to support gender aspects on financial decision making to improve practices on savings and loans to achieve family goals. Further activities to support women's agency and equitable systems are refined through the piloting and scale up process, especially in relation to the business model. Specific attention will be given to promoting women's manageable workloads, particularly in agriculture activities.

1.2.2 Project participants and beneficiaries

Participants of INCLUSION's activities include smallholder and vulnerable farm HHs, such as farmers with disabilities, female farmers, and poor farmers in selected commodities in targeted areas. Farmers with

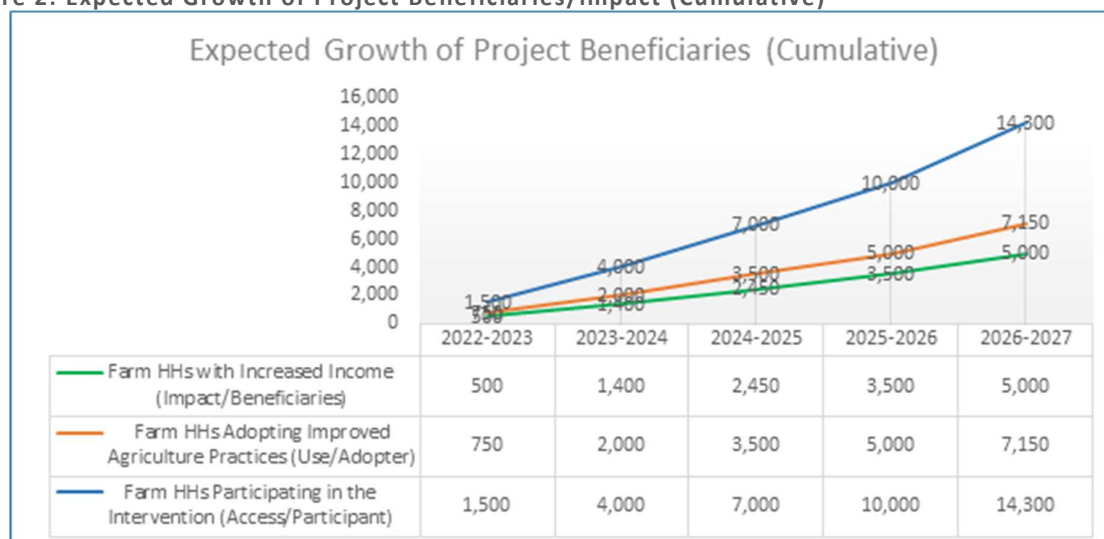
disabilities are defined as farmers who have disabilities identified through Washington Group Questions (WGQ) and based on secondary data released by local governments.

INCLUSION encourages the participation of:

1. People with disabilities through a combination of direct project interventions and targeting farming families that have members with disabilities (including girls and boys), so they benefit from increased HH income;
2. Female farmers include those from female-headed HHs, spouses of male farmers, and other females who work in selected commodity value chains;
3. Poor farming HHs (landless farmers or farmers with income below USD 3.86 PPP/day with extremely poor HHs defined as landless farmers or farmers with income below USD 2.15 PPP/day).

The direct participants are the number of people who participate in project activities (socialization, demonstration plots, training, etc.) segregated by men, women, and persons with disability. The project beneficiaries are the participants who benefit from increased HH income.

Figure 2: Expected Growth of Project Beneficiaries/impact (Cumulative)



1.2.3 Project Intervention Target Area and Intervention Sectors

The project completed a **commodity selection and market assessment** in January 2023 and is implementing 6 intervention sectors or commodities that are maize and shallot in Central Sulawesi; coconut in North Maluku; kenari nut, rice in East Nusa Tenggara, and horticulture (biofertilizer) in North Maluku and East Nusa Tenggara. INCLUSION works in 3 provinces in Eastern Indonesia: East Nusa Tenggara, Central Sulawesi and North Maluku provinces as shown in the table below.

Table 1: Intervention implementation period and stages

Intervention	Maize	Shallot	Kenari	Rice	Biofertilizer	Coconut
Implementation Period	2022 - now	2023 – now	2022 -now	2022 - now	2022 - now	2023 – June 2026
Stages	Adopt Adapt Expand Respond	Adopt Adapt	Adopt Adapt Expand Respond	Adopt Adapt Respond	Adopt Adapt Respond	Adopt Adapt
Location	Central Sulawesi	Central Sulawesi	East Nusa Tenggara	East Nusa Tenggara	Nort Maluku, East Nusa Tenggara, and Central Sulawesi	North Maluku

Table 2: Number of farmers accessing project activities (Annual Report 2025-26, June 2026)

Intervention	Province	# District	# Sub district	# Village	No Disability			With Disability			Total		
					Male	Female	Total	Male	Female	Total	Male	Female	Total
Biofertilizer	Central Sulawesi	7	29	60	498	237	735	58	64	122	556	301	857
Biofertilizer	East Nusa Tenggara	11	55	161	1.084	649	1.733	27	66	93	1.111	715	1.826
Biofertilizer	North Maluku	10	76	298	2.247	1.387	3.634	315	266	581	2.562	1.653	4.215
Coconut	North Maluku	3	17	55	622	535	1.157	194	189	383	816	724	1.540
Kenari	East Nusa Tenggara	1	5	18	217	580	797	2	6	8	219	586	805
Maize	Central Sulawesi	7	43	177	4.329	3.297	7.626	595	545	1.140	4.924	3.842	8.766
Rice	East Nusa Tenggara	14	87	247	6.073	4.025	10.098	252	149	401	6.325	4.174	10.499
Shallot	Central Sulawesi	2	3	10	382	234	616	45	20	65	427	254	681
		55	315	1.026	15.452	10.944	26.396	1.488	1.305	2.793	16.940	12.249	29.189

Table 3: Number of farmers adopter by project monitoring

Intervention	Province	# District	# Sub district	# Village	No Disability			With Disability			Total		
					Male	Female	Total	Male	Female	Total	Male	Female	Total
Biofertilizer	Central Sulawesi	5	11	21	33	13	46	-	-	-	33	13	46
Biofertilizer	East Nusa Tenggara	8	37	85	356	103	459	-	-	-	356	103	459
Biofertilizer	North Maluku	10	74	254	763	335	1.098	112	98	210	875	433	1.308
Coconut	North Maluku	3	10	20	106	95	201	11	20	31	117	115	232
Kenari	East Nusa Tenggara	1	5	19	135	530	665	-	-	-	135	530	665
Maize	Central Sulawesi	5	36	144	1.659	1.073	2.732	76	66	142	1.735	1.139	2.874
Rice	East Nusa Tenggara	14	80	231	890	187	1.077	-	-	-	890	187	1.077
Shallot	Central Sulawesi	2	2	4	373	12	385	-	-	-	373	12	385
		48	255	778	4.315	2.348	6.663	199	184	383	4.514	2.532	7.046

Table 4: Number of farmers Gender Inclusive Financial Literacy Training (GIFT) Participants

Intervention	Province	# District	# Sub district	# Village	No Disability			With Disability			Total		
					Male	Female	Total	Male	Female	Total	Male	Female	Total
Biofertilizer	Central Sulawesi	-	-	-	-	-	-	-	-	-	-	-	-
Biofertilizer	East Nusa Tenggara	1	1	1	16	24	40	-	-	-	16	24	40
Biofertilizer	North Maluku	4	13	26	94	107	201	69	83	152	163	190	353
Coconut	North Maluku	1	3	3	28	20	48	11	22	33	39	42	81
Kenari	East Nusa Tenggara	1	3	7	74	49	123	-	-	-	74	49	123
Maize	Central Sulawesi	3	11	18	198	216	414	52	58	110	250	274	524

Rice	East Nusa Tenggara	9	35	65	522	929	1.451	11	7	18	533	936	1.469
Shallot	Central Sulawesi	2	3	6	35	37	72	15	13	28	50	50	100
		21	69	126	967	1.382	2.349	158	183	341	1.125	1.565	2.690

2 Evaluation purpose

2.1 Objective:

1. Provide an independent, credible and evidence-based performance assessment of the program for accountability to the donor
2. Assess the program's effectiveness, efficiency, impact and sustainability
3. Identify lessons and provide recommendations for Wahana Visi, World Vision Australian and their partners for future investments

A substantial body of monitoring data exists on reach, delivery and training, and the project team has conducted six-monthly intervention portfolio reviews throughout implementation. The evaluation is expected to analyse and validate this material through the desk review, and to concentrate primary data collection on outcome and behaviour-change questions that existing monitoring cannot answer.

2.2 Key evaluation questions (KEQs)

The following table describes the evaluation criteria and related sub-topics (preliminary). The consultant team is welcome to provide responses and suggestions.

Notes: [E]= Evaluation; [D] = Desk review

KEQ 1: To what extent did women, people with disabilities, poor and Indigenous farmers gain equitable access to, and control over, the benefits of the market systems the project worked in?

1. Who accessed inputs, finance, buyers and information and who remained excluded, or dropped out, and why? [E+D]
2. Do women and people with disabilities control the income and assets they generate, and how have workload and mobility changed? [E]
3. Have market actors, FSPs, government and OPDs embedded inclusive practice that runs without project support? [E]

KEQ 2: Market system change and sustainability

To what extent have market actors changed their own business behaviour, and how likely is that change to persist without project support?

1. Which partners and ISPs have adopted, adapted or expanded the inclusive business models on their own investment — and where they haven't, why not? [E]
2. Is the practice message travelling through the ISP channel, or only the product? [E]
3. What evidence is there of crowding-in — other firms copying, farmers copying farmers, new actors entering? [E]

KEQ 3: Adoption and benefit

To what extent did farmers move from access to adoption to sustained practice, and how far did that convert into income and reduced vulnerability?

1. What proportion of farmers reached each stage — access, adoption, practice — per value chain? [E+D]
2. Where adoption did not produce the expected benefit, what blocked it? [E]
3. How did household income and economic vulnerability change, and how was additional income used include for the wellbeing of the children ?[E]

KEQ 4: Green growth

To what extent did the project shift farmer practice and private sector investment towards environmental and human health outcomes?

1. Among maize and rice participants, who is practising CSA techniques, and how does practice vary across the participant base? [E]
2. How much private sector investment went to ESCA and green growth, and did partners change practice where the project did not subsidise it? [E+D]
3. What proportion of producers are trained in pesticide safety, and what proportion are practising it? [E+D]

KEQ 5: Efficiency and the delivery model

To what extent did the project convert its own and its partners' resources into development benefit?

1. Which interventions produced the strongest results relative to their cost, and why? [E+D]
2. What did partners, ISPs and farmers contribute in real terms? [E+D]
3. Did the push component broaden inclusion, or accelerate it for those already included? [E]

KEQ 6: Lessons and adaptive management

To what extent did the project's systems, partnerships and governance enable it to learn and adapt during implementation?

1. How did monitoring evidence change decisions at Semester Review, and on what rationale? [E+D]
2. What was done about the MTR recommendations accepted in the management response? [E+D]
3. What promoted or inhibited successful partnerships with different types of private and public partners? [E]

Note for evaluators:

- **Disaggregation.** All findings are to be reported by sex, disability, poverty status, Indigenous status, location and value chain.
- **Definitions:** Access, adoption and practice are to be reported as three separate measures; Adoption is to be reported by type: productivity and price related, climate related (consistent with CEDRIG), and GEDSI related.

- **Adoption at partner level, relevant to Outcome 1**, is defined separately from adoption at farmer level. All definitions will be provided in the desk review package and are fixed for the duration of the evaluation
- Private sector investment is to be disaggregated thematically for ESCA and green growth, consistent with the Inclusive Markets and Communities Indicators Toolkit.
- **Meaningful participation.** Participation is to be assessed for quality rather than counted.
- **Pesticide safety.** KEQ 4.3 is to be answered separately for the two trainings involved: regulated paraquat safety training, which may only be delivered by ALISHTER-certified trainers, and basic safety and correct use training for other pesticides. The regulatory requirement covering all producers applies only to the first, and combining the two produces a figure that cannot be interpreted.
- **Indirect reach.** KEQ 2.3 is to draw on commercial sales data, including biofertiliser sales through farmer shops which the project team does not currently hold, and on evidence of GIFT being taken up by credit unions, churches, faith-based organisations and financial service providers on their own account.
- **Known data limitations.** Bidders should price the work in light of the following. Disability figures carry a known over-count arising from amended Washington Group response categories and will require re-measurement. Investment figures reported by the partner company have been disowned by that company. Training records are held but are not compiled centrally.
- **Desk review.** The desk review of project monitoring data is intermediate deliverable, not a preliminary step. All questions marked [D] or [E+D] in the evaluation questions table fall within its scope. The inception report is to set out which monitoring findings and survey findings will be reconciled where they diverge, agreed in advance of data collection.
- **Causal claims.** The evaluation is to make contribution claims rather than attribution claims, assessed against the adopt–adapt–expand–respond progression. A counterfactual or experimental design is neither required nor funded, and proposals are not expected to include one.
- **Reporting.** The report is to include a consolidated GEDSI chapter drawing on findings across KEQs 1, 3 and 5, so that inclusion findings are presented together rather than distributed across the report.

2.3 Intended audience and end use

Intended Audience	Communication Method	Expected End Use
Project Staff	Presentation, evaluation report, and summary Document	Project implementation learning; New project development

National Office	Presentation, evaluation report, and summary Document	Project implementation learning; New project development
Department of Foreign Affairs and Trades of Australian Government (DFAT)	Evaluation report	Project accountability & learning
World Vision Australia	Presentation, evaluation report, and summary Document	Project accountability Project implementation learning
Private sector Intervention partners	Presentation and summary Document	Project accountability Project implementation learning
Local Government	Presentation, Evaluation report, and summary Document	Project accountability Project implementation learning
Project beneficiary representatives	Presentation and summary Document	Project accountability Project implementation learning
University-Research Institution	Presentation and summary Document	Project accountability Project implementation learning

3 Evaluation design overview

3.1 Scope and methodology

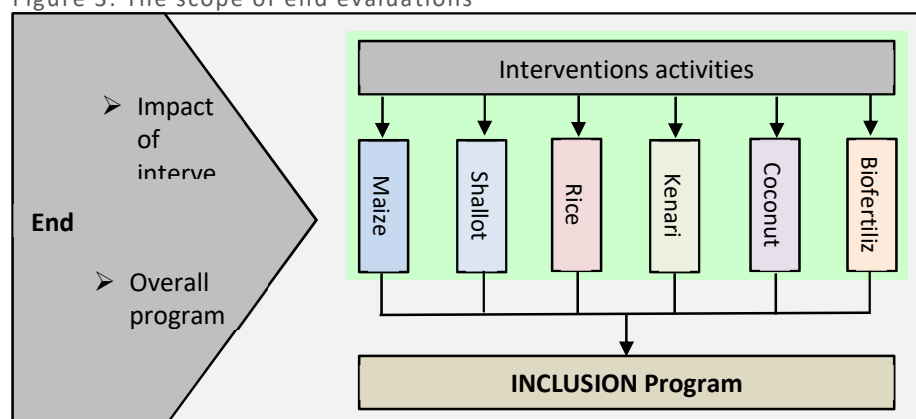
The consultant team shall build the evaluation on existing project documentation and collect primary data to verify reported results and fill any information gaps.

The consultant shall propose or adapt the methodology and sample framework.

3.1.1 Scope:

The scope of End Evaluations is the overall program level (e.g. aggregated results, overall performance), not individual interventions or sectors (see figure below). The Evidence or examples drawn from interventions sectors, but the assessment pertains to the overall program.

Figure 3: The scope of end evaluations



3.1.3 Methodology:

The End Evaluation will primarily use a **mixed methods approach** (with at least three methods) to answer the evaluation questions.

3.2 Indicator measurement

Key Indicators (OIOS indicator codes where relevant)	Measured in Baseline? (Y/N)	Survey exists? (Y/N) (MidTerm)	If Yes, are amend- ments needed? (Y/N)
Goal INCLUSION aims to increase the economic empowerment of farming HHs including vulnerable HHs in Eastern Indonesia through inclusive market system development (iMSD)			
Number of people with increased incomes (L.02)	N	N	
% households with increased income (O.EE.1 / C2C.25149)	N	Y	Y
Proportion of household in multidimensional poverty-G3 /C4B.25456	Y	N	
% HH in poverty (national line Poverty Probability Index/PPI) (G16 / C4B.25047)	N	N	
Outcome 1 Market actors and partners invest and benefit through inclusive and sustainable business models			
Number of jobs supported (O.EE.10)	N	N	
% partners reporting an increase in their profit as a result of intervention-IO.EE.2	N	N	
Intermediary Outcome 1.1 Partners implement inclusive business models for women, people with disability, and the poor			
Value of private sector investment leveraged (AUD) (P.01)	N	N	
Amount of private sector investment generated (O.EE.28)	N	N	
Intermediary Outcome 1.2 Partners have improved organizational and management capacity to develop inclusive business models			
Number of joint initiatives implemented (O.EE.32)	N	N	
Intermediary Outcome 1.3 Partners have enabling business environments aligned with supportive Government policies			
Number of policies provided by Government as a result of project implementation	N	N	
Outcome 2 Male and female farmers increase their profit through increased productivity and sales price			
Average value of product sold in last 12 month (O.EE.13 / C4B.15737)	N	N	
Average yield of target crops (C4B.14001)	N	N	

Key Indicators (OIOS indicator codes where relevant)	Measured in Baseline? (Y/N)	Survey exists? (Y/N) (MidTerm)	If Yes, are amend- ments needed? (Y/N)
Intermediary Outcome 2.1 Farmers adopt improved and sustainable agricultural practices			
Number of people adopt improved agricultural practices (L01)	N	N	
% women and men adopting recommended business management practices (e.g., engaging in farming as a business) (O.EE.29)	N	N	
Intermediary Outcome 2.2 Farmers buy quality inputs and technology			
Number of farmers who buy inputs	N	N	
Intermediary Outcome 2.3 Farmers involve in market activity/able to sell their product to output market.			
Number of farmers who sell to ISPs or PSPs	N	N	
Outcome 3 Male and female farmers have increased access to financial services and improved agency and equitable systems			
% women and men with supportive attitudes toward women's economic participation (O.EE.18)	Y	N	
Number of and % of households who report having access to sufficient credit. (O.EE.41 / C4B.0068)	Y	Y	Y
% Household with the means to save money (O.EE.36)	Y	Y	Y
Intermediary Outcome 3.1 Farmers are linked with savings groups, market actors, and formal FSPs and increase their savings, loans and financial services.			
% of men and women who report feeling confident in their financial literacy (IO.EE.8)	Y	Y	Y
% target Household using loans and savings or share-out to invest into productive assets/ inputs/ services (O.EE.40 / C4B.25452)	Y	Y	Y
Number of people provided with financial services (L.03)	Y	N	
Intermediary Outcome 3.2 Formal and informal FSPs have more inclusive financial services and products accessible			
% of women and men with ownership of household productive resources. (O.EE.19)	Y	Y	Y
Intermediary Outcome 3.3 Farming HHs have increased equitable decision making on economic and HH matters.and manageable workloads			
% households with equitable decision making in the productive sphere (O.EE.21)	Y	Y	Y
% of households using technologies that improve productivity and save time in tasks that women traditionally perform (IO.EE.4)	N	N	
% households with equitable decision making in domestic sphere (O.EE.22)	Y	Y	Y

Type of tool	Tool exists from baseline? (Y/N)	Amendments needed? (Y/N)	Whole new tool needed? (Y/N)
Household survey	Y (partly: Outcome 3 only)	Y	Y (mostly)
Key informant interview guide	Y (partly: Outcome 3 only)	Y	Y (mostly)
Focus group discussion guide	Y (partly: Outcome 3 only)	Y	Y (mostly)

3.2.1 Sampling Parameters

This evaluation study should methodological comparability with the baseline (outcome 3), including the sampling approach, to the extent feasible.

Respondent:

Groups to be sampled	Total number of members
Farmer Adopter*	7,046
Farmer Access	29,189
GIFT Participants	2,690

Note: * number of farmer adopter per project monitoring.

Informant

Table 7: Preliminary informant plan for primary data collection

Location	Rationale	Potential respondents-informants
Central Sulawesi	• Maize intervention ○ has the largest outreach contribution, strong indications of buy-in by partners, ISPs and market system changes (AAER). • Shallot intervention ○ Reach the indigenous people of Lauje in Tolitoli and Parigi Moutong districts. • Biofertilizer intervention: ○ Covering the areas of Sigi, Banggai, Poso, and North Morowali	Respondent: • Adopter farmers. • Non-adopter farmer as control. Informants: • Intervention partners: maize seed and biofertilizer producers; and shallot buyers. • ISPs: agriculture shops, off taker • Financial service providers (CU, ISP, off taker) • Other market stakeholders (local government: village, district, local agriculture extension office) • Adopter and non-adopter farmers (inc. women headed HHs, poor farmers, and people with disabilities) • FGD with separated group of male and female farmers. • Intervention team (Project staffs)
NTT	• Kenari intervention (Alor District) • Rice Intervention (Timor, and Sumba Island) • Biofertilizer (Timor and Sumba Island)	Respondent: • Adopter farmers. • Non-adopter farmer as control. Informants: • Intervention partners: kenari nut's buyer, rice seed and biofertilizer producer. • ISPs: agriculture shops, off taker • Financial service providers (CUs).

Location	Rationale	Potential respondents-informants
		- Other market stakeholders (village, district, and provincial governments; local agriculture extension offices; farmer groups and water user associations) - Adopter and non-adopter farmers (inc. women headed HHs, poor farmers, and people with disabilities) - FGD with separated group of male and female farmers. - Intervention team (Project Staffs)
North Maluku	- Biofertilizer (Ternate, Halmahera Utara, Halmahera Barat, Halmahera Timur districts) - Coconut Charcoal (Halmahera Utara District)	Respondent: - Adopter farmers. - Non-adopter farmer as control. Informants: - Intervention partner: Bio-fertiliser producer and Coconut charcoal buyers. - ISPs: agriculture shops, off taker - Financial service providers (CUs, Accumulating Savings and Credit Association (ASCA) group). - Other market stakeholders (input sellers, local agriculture extension offices, village and district governments) - Adopter and non-adopter farmers (inc. women headed HHs, poor farmers, and people with disabilities) - FGD with separated group of male and female farmers. - Intervention team (Project Staffs)

4 Ethical considerations

Low	Greater than low	High
Sensitive data with little to no risk of harm or potential burden/ discomfort: Non-personal data reported by adult regarding their attitudes towards sexual and reproductive health, domestic violence, discipline, etc.	Information involving vulnerable populations Information reported by children below 18 years old, people with ethnic background or with disability Sensitive data: Information reported by adult regarding their actions about sexual and reproductive health, domestic violence, discipline, etc.	Invasive approaches: Involving health data, such as blood sample, weight, height

This study methodology is considered 'Greater than low'.

WVA requirements for meeting minimum ethical standards. The successful consultant will be expected to demonstrate how they will address these requirements as part of the approval of the inception plan.

The lead evaluator will be responsible for ensuring that data collection and analysis approaches are designed to mitigate safeguarding risks and protect privacy and wellbeing by establishing and following credible ethical evaluation principles. The lead evaluator must ensure all members of the evaluation team has been oriented in the ethical considerations employed in the evaluation. Ethical principles will include the following:

Voluntarism, confidentiality and anonymity of: All participation in interviews must be voluntary, will not create harm to during or after the data gathering, and their anonymity and confidentiality will be protected. Voluntary involvement must be assured by a scripted verbal explanation of the survey being conducted. The script must inform respondents that they may choose to not respond to certain questions and may end the survey at any time.

Do No Harm: Project and evaluation themes must be screened for topics and questions that may cause distress to some interviewees. Mitigating approaches and referral options must be developed accordingly.

Integrity: Data must be presented honestly and proportionately, such as the authoritativeness, extent-shared and intensity of opinions across the target population and aligning quotes with the evaluative themes intended by the informant. Unexpected or contentious findings should be triangulated with other forms of data to gauge significance.

Participant perspective: To the extent possible, given logistical limitations of each context, preliminary findings should be shared with a plenary of project stakeholders to invite their reactions and interpretations. These will be recorded and added to the final report.

Safeguarding: At WVI, the care and protection of children and vulnerable adult beneficiaries is our top priority. We have extensive Child Protection policies and protocols in place to safeguard children and communities. We condemn all forms of exploitation or abuse of children or adults and have a zero-tolerance policy of incidents of violence, especially against children. Every person who shares the work of WVI - including staff, volunteers, contractors, and supporters - also shares the responsibility to take every precaution to protect the children and families we serve.

4.1 Local participation and data sovereignty

The consultant should show how local community and stakeholders will be engaged throughout the entire evaluation design process, including how:

- community voice will influence what and how key evaluation questions are asked
- community will be engaged in contextually appropriate data collection
- community will be consulted in the data analysis stage; and
- data collected from community and the findings drawn from that will be shared back with community (e.g. validation and sense-making workshop), and how they will have access to their own data.

Refer to *Australasian Evaluation Society Guidelines of Ethical Principles* and *CARE Principles for Indigenous Data Governance Guidelines*.

5 Roles and Responsibilities of Consultant

Deliverables/products which the selected consultant will be responsible for include:

- **Inception Report**, including sampling frameworks, data collection tools (e.g. quantitative household survey, KII guides, FGD guides), detailed data analysis plans including use of indicator calculation matrix, and other information that will guide the data collection, analysis and report-writing process.
- **Desk review report** outlining summary of findings from review of existing program data and documents
- **Data collection**, including any associated enumerator training, field visit planning and data upload using appropriate statistical software (please note if you will provide, or consultant to provide).
- **Online presentation of preliminary (high level) findings and recommendations** to local stakeholders and WV, for validation and further input immediately after fieldwork.
- **Facilitate a results validations meeting with project stakeholders** to share and triangulate initial findings, learning and reflection.
- **Summary of preliminary findings and datasets**, shared with WV prior to report-writing. WV staff and the consultant will meet to review findings and supporting data to better understand analysis, how conclusions were drawn and discuss any points of emphasis to highlight in the final report.

- **High level Summarised report for publication to external audiences.**
- **End Evaluation Report (print version with WV branding)**, approved by WV, which addresses all evaluation questions listed in this ToR. The final report will be prepared using the attached template, and present recommendations by outcome area and stakeholder group. Specific recommendations will need to be clear, actionable and draw on evaluation findings.
- **Impact/Progress Brief**
- Supporting information and documentation, annexed or supplied separately in electronic form, will include (if used):
 - Raw and cleaned datasets in Excel format and (if used) SPSS or STATA format, including variable names and codes
 - Indicator calculation matrix, showing how each indicator was computed from the survey tool.
 - Evidence framework demonstrating use of mixed methods to triangulate findings to derive conclusions as well as evidence gaps.
 - Transcribed KII and FGD notes. *Note: confidentiality of respondents is a requirement (no identifying names in the data)*
 - Qualitative analysis framework (summarised transcripts against key evaluation questions, demonstrating logic and triangulation of qualitative conclusions drawn)
 - Final survey tools –English and local language versions. Household survey in Word and/or Excel versions & PDF, including qualitative tools.
 - This includes the Bond Quality Evidence Principles self-assessment.

6 Assignment Conditions

A team of consultants expects to do project desk review, primary data collection in 3 provinces, and provide analysis report. The WVI will cover the consultancy fee and all the operational costs during the data collection (i.e.: accommodation, meal, transportation, enumerators). Insurance costs will not be covered by the evaluation budget.

7 Deliverables schedule and timeframe

Activity	Responsible	Start	Finish
Phase: Bid and award			
Call for Consultant	Procurement	16-Sep-26	11-Oct-26
Pre bid presentation	Procurement	23-Sep-26	11-Oct-26
Receive proposals	Procurement	23-Sep-26	11-Oct-26
Proposal evaluation & interview	Procurement	12-Oct-26	16-Oct-26
Bidding Approval	Procurement	16-Oct-26	30-Oct-26
Award of Contract	Procurement	30-Oct-26	30-Oct-26
Kick off meeting preparation	NPM, MEAL Manager, NO	16-Oct-26	30-Oct-26
Kick off meeting	NPM, MEAL Manager, NO	30-Oct-26	06-Nov-26
Phase: Inception			
Draft1 Inception Plan include draft tools, data analysis-tabulation plan, and Draft Desk review	Selected consultant	06-Nov-26	30-Nov-26
Inception plan review & ethics approval	WVI - WVA	01-Dec-26	14-Dec-26
Draft2 Inception Plan include draft tools, data analysis-tabulation plan, and Draft Desk review	Selected consultant	14-Dec-26	31-Dec-26

Activity	Responsible	Start	Finish
Draft2 Inception Plan include draft tools, kobo/ODK, data analysis & tabulation plan: WV review	WVI - WVA	04-Jan-27	18-Jan-27
Final Inception Plan include draft tools, kobo/ODK, data analysis & tabulation plan	Selected consultant	11-Jan-27	25-Jan-27
Final Inception Plan include draft tools, kobo/ODK, data analysis & tabulation plan: WV review		25-Jan-27	29-Jan-27
WVI: Data collection preparation and permits	NPM, MEAL Manager	18-Jan-27	25-Jan-27
Stage 1 Payment - 40%	WVI	25-Jan-27	29-Jan-27
Phase: Data collection and analyses			
Enumerator recruitment & training	Selected consultant	18-Jan-27	28-Feb-28
Quantitative & qualitative data collection	Selected consultant	01-Feb-27	28-Feb-28
Data analysis & validation of participant perspectives	Selected consultant	01-Mar-27	22-Mar-27
Initial findings Presentation: Draft 1 report, presentation, raw data & tabulation	Selected consultant	22-Mar-27	25-Mar-27
Event learning with stakeholders: share, learning and reflection	NPM, MEAL Manager	29-Mar-27	02-Apr-27
Draft 1	Selected consultant	02-Apr-27	16-Apr-27
Draft 1: WV review	WVI - WVA - Project Advisor	16-Apr-27	30-Apr-27
Draft 2	Selected consultant	01-May-27	07-May-27
Stage 2 Payment - 30%	WVI	01-Mar-27	31-Mar-27
Draft 2 Review	MEAL Manager	07-May-26	14-May-26
Final report (ID & EN) + executive summary	Selected consultant	14-May-26	21-May-26
Final report approval	NPM, MEAL Manager	21-May-27	31-May-27
Stage 3 Payment - 30%	WVI	21-May-27	31-May-27

8 Instructions to bidders and evaluation criteria

The interested Consulting firm/Consultant should submit a technical and financial Expression of Interest in providing the services itemised in this Terms of Reference, as per the guidance below.

8.1 Selection criteria

The consultant team should demonstrate the following qualifications, skills, and experience:

1. Proven experience in leading and conducting mid-term reviews, endline studies, and end-of-project evaluations for socio-economic development programs, including the application of mixed-methods evaluation approaches.
2. Strong understanding of and practical experience with Making Markets Work for the Poor (M4P) and Market Systems Development (MSD) approaches, including assessing market system change, sustainability, scalability, and systemic impact.
3. Demonstrated expertise in Gender Equality, Disability, and Social Inclusion (GEDSI) and Women's Economic Empowerment (WEE), including the ability to assess gender-transformative outcomes, women's agency and decision-making, access to and control over resources, disability inclusion, and social inclusion within market systems interventions. And also in sustainable agriculture practices, climate change adaptation and environmental safeguards.

4. Strong experience in program-level evaluation, strategic reviews, and theory of change assessment, with the ability to assess relevance, effectiveness, efficiency, impact, sustainability, and learning outcomes.
5. Advanced quantitative research skills, including survey design, digital data collection, data quality assurance, statistical analysis, and interpretation of findings using appropriate analytical methods.
6. Advanced qualitative research skills, including conducting key informant interviews (KIs), facilitating focus group discussions (FGDs), training field teams in interviewing and facilitation techniques, and undertaking rigorous qualitative data analysis.
7. Demonstrated ability to engage effectively with marginalized and vulnerable populations, including women, people with disabilities, and other socially excluded groups, while applying ethical research and safeguarding principles.
8. Strong facilitation and stakeholder engagement skills, including facilitating workshops, validation sessions, reflection and learning events, and presenting findings to diverse audiences.
9. Excellent written and verbal communication skills in Bahasa Indonesia and English, with the ability to produce clear, concise, evidence-based reports and presentations for both technical and non-technical audiences.
10. A suitably qualified team of at least two to three consultants, with demonstrated capacity to undertake evaluations across multiple locations, including remote and virtual modalities.

8.2 Instructions to interested bidders

- The **deadline** to submit your bid is set on the 11 October 2026
- Bid should be submitted in **English** and include the following:
 - **Technical offer** including the following:
 - Proposed methodology (not exceeding two pages)
 - Confirmation of ability to meet schedule, or propose alternative schedule for consideration
 - CV of the consultant firm (if relevant) (not exceeding 2 pages)
 - Roles and responsibilities of evaluation team member (including level of effort)
 - Summary CV of evaluation team members detailing similar experience (not exceeding a quarter page per team member)
 - Full CVs in annex (not exceeding 3 pages per CV)
 - Samples of previous similar pieces of work (not exceeding 2 pieces of work)
 - Contact of references (2 references minimum to be provided)
 - **Detailed financial offer** in Indonesia Rupiah currency describing consulting fees, international and national travels, costs of facilitators, transport, travel and accommodation
 - Written confirmation of availability during the indicated timeframe
 - Submit your bid by email to Artahsasta Ho. Paha (Zone Procurement Lead): Artahsasta_HP@wvi.org

9 Hiring Conditions and contractual requirements

The selected consultant and their team must have completed and been cleared by a police check within the last two years. The lead consultant, coordinators and enumerators will be required to review, sign, and adhere to the World Vision's Child and Adult Safeguarding Policy.

The consultant must also familiarise themselves with the following good practice, ethical and protection guides (to be supplied to the selected consultant):

- WVI Child and Adult Safeguarding Policy
- DFAT Guidelines for Child Protection
- World Vision Australia Ethical Guidelines in the Conduct of Evaluations

- WVI Guideline of Ethical Principles
- Australasian Evaluation Society Guidelines of Ethical Principles
- Development for All Policy, ACFID Ethical Research Guide
- CARE Principles for Indigenous Data Governance
- WVI GEDSI Standards
- WVA Review Tool for MTR and EoPE Report
- BOND Review Tool