



PLAN INTERNATIONAL AUSTRALIA

ANNUAL REPORT 2018





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OUR PURPOSE

We strive for a just world that advances children's rights and equality for girls.

We engage people and partners to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability
- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face

- Work with children and communities to prepare for and respond to crises and to overcome adversity
- Support the safe and successful progression of children from birth to adulthood

Find out more:

Child protection:
planau.me/policy-child-protection

Feedback and complaints:
planau.me/feedback-complaints

About this report

This report sets out Plan International Australia's progress and achievements between 1 July 2017 and 30 June 2018. We have referred to this period as '2018'. For more information about the topics covered in this report, visit plan.org.au

Front cover: Madi is a participant of our partner's Equal Playing Fields program in Port Moresby, Papua New Guinea.

This page: Joycelyne and her daughter Anne Marie are attending a community health assessment in rural Bougainville, Papua New Guinea. Plan International's health team is providing much needed support to young mothers in rural communities in PNG.

OUR GOALS

LETTER FROM THE CEO



This year has been one of transition. We've shifted our focus from a product-based organisation specialising in Child Sponsorship to a for-purpose organisation focussed on justice for vulnerable children and equality for girls. We've shifted from a fundraising only organisation to becoming more actively involved in social change and campaigning, in solidarity with our Plan International partners in-country and here in Australia. We've moved from just working overseas to working in Australia too, to help meet the challenges of the Sustainable Development Goals.

We saw a change in the guard as we said goodbye to our CEO of 17 years, Ian Wishart, who has helped to make the organisation what it is and I have stepped into his role to lead an organisation whose mission and vision mean so much to me.

We saw a lot of wins this year. Globally, we reached over a million children through our work. We were quick to respond to crises in Bangladesh and South Sudan. We led the way with research on girls' safety and saw our interactive maps launch in five cities. We commenced work in Arnhem Land. We launched a new regular giving product. We saw movements for change in Tanzania and Nepal as we stood with young women in solidarity. We led research on the impact on girls in emergencies, we worked towards more gender transformative programming, we started to see the fruits of our labour in the Pacific and we reached 33,975 children and their communities through child sponsorship.

I want to be honest: it was a difficult year financially. We didn't hit all our targets, and as a result we have now encountered back to back deficits. We recognise that this is not a sustainable position financially but we're well aware of the drivers for these deficits and where we need to change. These changes have been embedded into our business model for FY19 where we are targeting a modest surplus.

We understand that our relationship with you, our donors and partners, is predicated on high levels of trust and transparency. We share this immediate challenge to recalibrate our business model with you from a place of optimism about our future and an unwavering belief in the importance of our mission.

Finally, thank you. I've been overwhelmed by the generosity of the Plan International 'family' and I look forward to meeting more of you. Please do reach out with your ideas, feedback and suggestions. We have so much we can do together to make the world better for children and to ensure children everywhere are free, safe and equal.

Susanne Legena
CEO, Plan International Australia

LETTER FROM THE CHAIR



It is a strange thing to write on the back of a challenging year with such optimism for Plan International's future.

The world is going through ever accelerating change and Plan International is determined to not only keep up with the changes occurring but to try and get ahead of them. We will always honour our proud history but recognise that to remain relevant and sustainable in the future we must change. You will have seen the changes we have already made to our purpose, to focus more on a just world for children and equality for girls. We will always focus on the most disadvantaged and marginalised communities but by bridging our advocacy and programmatic work, Plan International is committing to sustainable change for children for generations. We are combining a grassroots approach with an understanding that there are laws and societal norms and pressures that hold children, and girls in particular, back.

The growth we have enjoyed over recent years has not continued in the last year for a variety of reasons, including intense competition in the fundraising market and the government reductions in overseas aid. Australian government aid is now at the lowest level as a percentage of national income it has ever been and well below many of our less affluent peers around the world.

Despite this, we remain optimistic that we will continue to develop new ways of funding and become more and more efficient and effective in maximising the impact of the money we raise.

I also want to take this opportunity to recognise the incredible contribution Ian Wishart made over his 17 years as CEO and wish him well in his new role outside Plan International. I also wish to warmly welcome our new CEO, Susanne Legena, who has already given Plan International so much and brings with her a vision where justice and equality are at the heart of our work.

Finally, to you who support us in our mission for children and girls, thank you. This work simply wouldn't be possible without you.

The times ahead look exciting indeed.

Gerry Hueston
Chair, Plan International Australia

OUR STRATEGY

TWO YEARS INTO OUR THREE-YEAR STRATEGY, WE'RE SEEING THE IMPACT OF OUR SHIFT IN FOCUS AS WE WORK TOWARDS OUR GLOBAL SUPER GOAL:

1 BILLION PEOPLE TAKE ACTION SO THAT 100 MILLION GIRLS LEARN, LEAD, DECIDE AND THRIVE



HOW WE MEASURE UP

IMPACT

Australia, the Pacific and globally

- In five of the most fragile countries in the world we provided over **630,000 children** and their parents with food, cash transfers and livelihood resources to ensure families were able to provide sufficient food and nutrition for their children.
- We provided global leadership within Plan International to extend and improve early childhood programs to **over 40 countries** that engage and support parents, and provide stimulating and nourishing environments for young children.

- We successfully concluded a seven-year early childhood program in Gia Lai Province, Vietnam, that achieved the inclusion of a parenting curriculum into women's group agendas in **1,605 villages** reaching **96,000 women** and **32,000 children**. Three models for preschool were replicated across the Province, benefitting **5,006 preschool teachers** and **86,848 children**, while early primary models benefitted **9,658 teachers** and **161,950 children**.

Above: Tasmina (12), Khurshida (14), Nur Kayeda (13) and Rahina (17), play together in Bangladesh, in one of the largest refugee camps in the world, as monsoon clouds loom in the background.

- We worked with more than **80,000 people** across six countries to increase awareness of disaster risks and the impacts of climate change, and to increase capacity to plan and develop local solutions to mitigate the risks. We conducted risk assessments and strengthened Disaster Risk Reduction and Climate Change Adaptation action plans in more than **100 communities** and schools, and implemented more than 70 small-scale risk mitigation activities.
- Across five countries our inclusive education and early childhood programs benefitted **more than 51,000 children and parents** through improved safe learning environments.
- Our Water, Sanitation and Hygiene programs enabled over 4,500 people to gain access to an improved water supply, over 32,000 to gain access to new latrines across four countries, and saw over 18,600 people increase their knowledge around safe hygiene practices such as hand washing with soap and safe water storage.
- We successfully concluded a four-year civil society WASH program in Indonesia, Vietnam, Pakistan and Malawi funded by Australian Aid which supported **more than 1.3 million people** with access to toilets and/or improved sanitation.
- Our Economic Security and Youth Empowerment program in Sri Lanka, Vietnam, Myanmar and the Autonomous Region of Bougainville has benefitted **7,014 young people** with training in gender awareness and life skills services. That includes **6,437 young women** (91%) focussing upon women's economic empowerment. The program enabled **1,291 people** to acquire relevant market driven employment skills and life skills through vocational training or small enterprise training.
- In North East Arnhem Land, we worked with young people in homeland communities to access licences and identity documents, training opportunities and schooling.

Combining advocacy and programming

- We launched our *Half a Billion Reasons* report to put adolescent girls on Australia's aid and foreign policy agenda for the first time ever.
- We worked with our Plan International colleagues and girls in Nepal on a solidarity campaign to end child trafficking in the border regions of Nepal. Our petition gained almost **50,000 signatures globally** and was handed to the local Mayor who committed to running a major public awareness campaign.
- Our Programs and Advocacy teams worked together on new research about *Adolescent Girls in Crisis*, including a report on Rohingya girls in Bangladesh. The combined efforts of this, our campaigning efforts and others across the sector saw the Australian Government commit an **additional \$15 million to the crisis**, with a particular focus on providing support for girls who have survived gender-based violence.
- We made a submission to the Australian Government on Australia's progress towards the Sustainable Development Goals. As a result, our digital mapping tool *Free to Be* and the *Safer Cities for Girls* program were noted in Australia's Voluntary National Review as an example of positive progress towards Goal 11 on Sustainable Cities and Communities.
- We worked closely with the Sexual Reproductive Health and Rights Consortium on joint advocacy in the lead up to the Family Planning Summit in the UK in July 2017. On the eve of the Summit it was announced the government would commit **\$30 million over four years** to the UN Population Fund (UNFPA) to expand sexual and reproductive health services for women and girls in the Pacific and **\$3.5 million** to ensuring ongoing access to commodities and supplies.
- We have engaged throughout the year with the Campaign for Australian Aid. One notable achievement was that the Australian Government pledged an additional **\$30 million** in aid for Yemen, Somalia and South Sudan, following the 'Stop the Famine' effort that we promoted as part of this campaign.

Programs that transform the world for girls

- In Papua New Guinea and the Solomon Islands we worked with young women to improve their leadership and their ability to influence decision makers about their safety, and provided sexual and reproductive health services.
- We worked with girls and young people in **six major cities** in Africa, Asia and the Pacific to improve their safety from abuse and disaster, supporting them to engage with city governments and with the important stakeholders.
- We saw the adoption of Plan International's gender-inclusive civil registration model by the government of Indonesia and replicated this model across **an additional six districts**, and in Uganda we provided a platform for adolescent girls to express their views and recommendations to the Kampala Capital City Authority.

Leading a global movement for girls

- International Day of the Girl put girls into the spotlight and highlighted their recommendations for change. In Australia this included abolishing gender-specific uniforms which saw the ACT government agree to urge public schools to provide non-gendered uniform options. There was also a push to end sexist advertising, which led to positive steps from the Victorian State Government.
- Free to Be has continued to build support and impact. Across **five countries** it has driven public awareness and discussion about the issue of street harassment through significant media and online engagement and has provided data to help girls work with decision makers to drive change. In Australia we have engaged with stakeholders in Melbourne and Sydney, including Metro Trains, who are prototyping a new safety app on the back of our youth activists' recommendations.
- We recruited and trained **10 new youth activists**, putting them front and centre of our work in Australia, leading the process of defining the change we want to create and communicating that to decision makers, media and the Australian community.

ADDING VALUE

New value for our private supporters

- We launched a new regular giving product with a focus on equality for girls.
- We built our campaigning activity to offer more opportunities for the Australian public and our donors to be a part of the movement for girls' rights.
- We tapped into our internal resources and external networks to bring parents and caregivers gender equality parenting resources to raise citizens of the world.
- Based on feedback we've worked to provide more choice to donors about how we interact.

New innovation for institutional supporters

- We led research into the impact on girls in emergencies, paving the way to establish best practice when responding to emergencies.
- Along with Pacific Women we led 'Pacific Girl', a consultancy to bring forward the voices of girls in the Pacific to identify the issues they want to see addressed in their communities and countries.
- Alongside well-known INGOs in the sector, we participated in a joint appeal to raise funds to support those impacted by the Rohingya crisis in Bangladesh.
- We led a consortium that has seen **22 of Australia's aid agencies** join forces to respond to emergencies globally and in the Pacific as part of the *Australian Humanitarian Partnership*.
- Recognising the importance of birth registration in helping to achieve the SDGs, we are leading the development of a standards-based, open source CRVS (civil registration and vital statistic) software platform.

Value from strategic alliances and partnerships

- We refreshed and expanded our partnership with the Asian Development Bank (ADB) by covering new important areas such as gender and climate change, demonstrating solutions to the challenges of youth unemployment in the Asia Pacific, and seconding a staff member into ADB to work on youth and civil society initiatives across the region.
- We've been able to partner with organisations including CrowdSpot, Monash University's XYX Lab, the Committee for Sydney and Arup to put the lived experiences of girls front and centre, which has led to continuing collaboration to make cities safer for girls.
- We've championed working with local organisations and partners and in the Pacific we have seen the benefits of local expertise in our programming.

Exploring new social enterprises

This is an area where we haven't progressed as we had originally set out to; instead we are looking at ways of digitising our child protection and safeguarding process and building in a learning management system to keep individuals on track and continuously improving their knowledge of safe-guarding children and young people. This will also allow the organisation to better trace, monitor and flag child protection issues.

COMMUNICATING OUR EXCITEMENT

- Plan International Australia was mentioned in the media **1,417 times**, reaching a record audience of **33.2 million people** to build support and understanding of the issues affecting children and girls around the world.
- On International Day of the Girl we put the voices of girls front and centre, and achieved **92% of the audience share** of all media generated amongst our sector.
- Our following on Plan International's Facebook, Twitter and Instagram channels grew by 19.2% and our impressions grew by 88.9% with **6.8 million impressions** across the financial year.

LEADING DIGITAL EXPERIENCES

- We redesigned receipting and donation acknowledgements to reduce paper and administration costs, providing instant acknowledgment of individual donations on the website.
- We added PayPal as a secure alternative to credit card payments, which has proven to be a popular option and has improved the donation process.
- We continued to deliver video content and stories that resonated with the Australian public and a global audience on our web and social platforms to highlight our work and impact.
- We reviewed our digital platforms and tools to design a way to establish stronger foundations for the future, enabling staff to deliver content for mobile led experiences along with improvement in speed and use for our supporters and advocates.
- In collaboration with our youth activists in five key cities we expanded our digital mapping tool Free to Be to help girls share their experiences of safety in their cities.

THE CULTURE, CURIOSITY, CAPABILITY AND CREATIVITY OF OUR PEOPLE

- Our Plan International values were at the forefront of all our People and Culture activities this year. These values underpin our culture, performance, accountability, collaboration and engagement, while also creating alignment with our strategy.
- We invested in building the capability of our people through coaching tools and training programs including: safety and security in the field, people leadership, bullying and harassment, family violence and disclosures, child safeguarding, and performance management.
- Stage one of our exploration into creating work spaces, to enable greater collaboration, creative thinking and to support health and wellbeing was completed. Stage two will continue in the new year.

OUR WORK

WHERE WE WORK

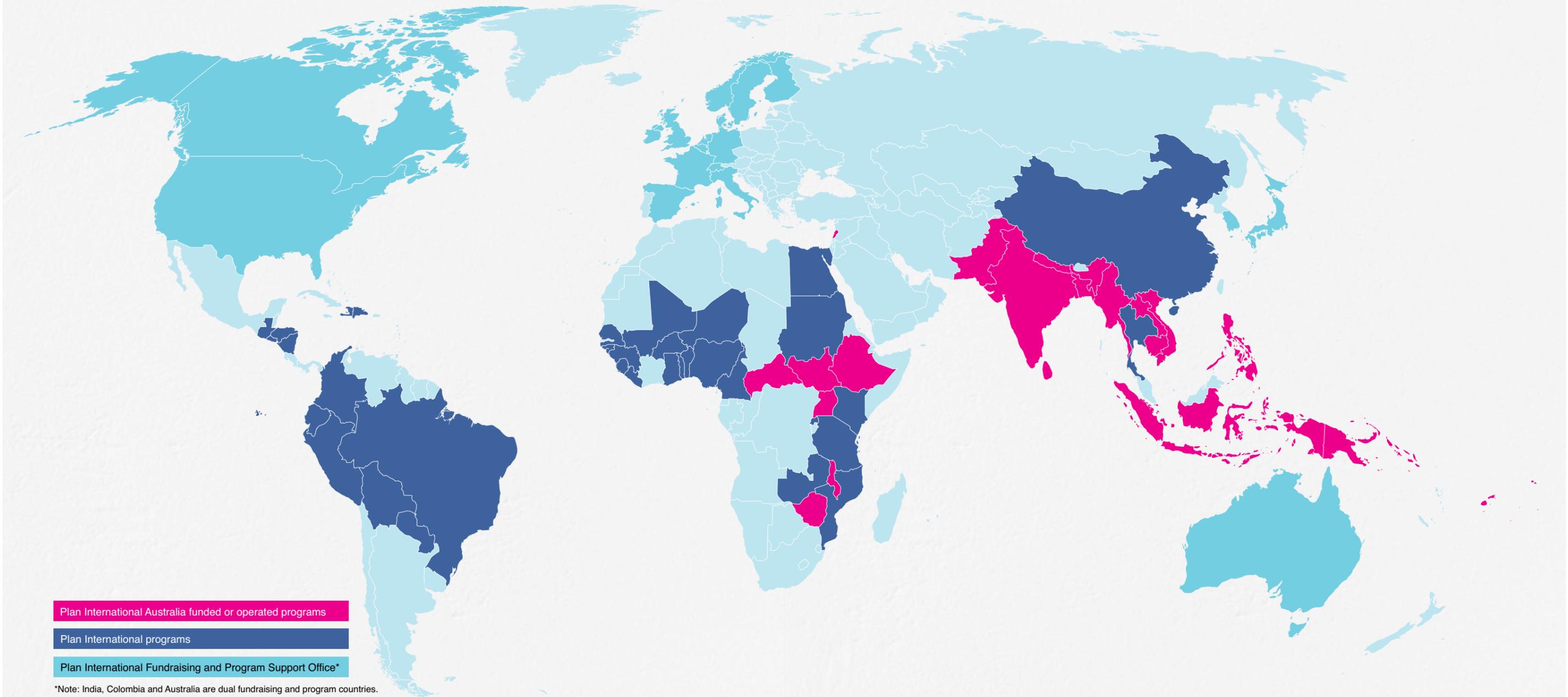
Plan International works in more than 75 countries towards a just world that advances children's rights and equality for girls. Our Australian programs assist children in more than 25 countries and funds and supports sponsorship programs across the federation.

Sponsorship is helping us reach vulnerable communities

The majority of our supporters here in Australia support our work through child sponsorship. They support life-changing projects in the sponsored child's community to benefit everyone in that community. They enable us to reach children, families and communities where we can have the greatest impact.

Your giving goes even further

With support from single gifts and other regular giving products and with the support of the Australian Government's NGO Cooperation Program we can amplify the impact in sponsorship communities to support long-term sustainable change.



MONITORING, EVALUATION AND LEARNING

Plan International Australia has a commitment to continued learning and improvement in our work. Our current strategy, with a focus on vulnerable children and girls, casts our vision for the future. We have a large, diverse and complex existing program portfolio and the challenge in the last two years has been maintaining the strong work of our programs and measuring their effectiveness, while transitioning our work towards our new purpose. With this in mind, the Monitoring, Evaluation and Learning Framework was developed to help us measure how we are performing against the strategy under the five main outcome areas of Learn, Lead, Decide, Thrive and Survive.

Our clear area of strength in 2018 was Learn, where our Early Childhood Care and Development project (particularly in Myanmar) saw parents, teachers and community leaders reporting enormous changes in their households and communities.

The aim to empower children and include them in decision-making and community activities was also a consistent strength and has been the foundation of our work for some time. Projects in Timor-Leste and Sri Lanka emphasised the benefits of youth and children having a powerful voice in their communities.

Our efforts to include young people with disabilities was also noted as a strong theme throughout our work. While our strategy shows our vision to promote gender equality and vulnerable children is developing, our programmatic work still needs to adapt to strengthen this.

We can achieve this with programs directly aimed at gender equality and reaching vulnerable children from poor households and ethnic minority groups in isolated areas. We know this is an area we need to develop further in order for our work to reflect our mission.

Over the last year we have led an important research initiative called 'Adolescent Girls in Crisis' to highlight the challenges girls face in countries affected by crises. Working with Monash University's Gender, Peace and Security research centre, the series has completed case study reports for the Rohingya crisis in Bangladesh, and conflict affected regions of South Sudan and Lake Chad Basin. This research has highlighted the need for more focussed attention on girls in these crises, and provided recommendations for how Plan International can improve our assistance to girls in these settings.

Plan International uses participatory monitoring and evaluations to enable our program partners (particularly girls and women) to voice how their lives have changed and to influence our programs.

For example, a final evaluation of our multi-year WASH program engaged women across four countries, who indicated that working with established women's groups and representatives had many positive outcomes. It created opportunities for women to be more actively involved in leadership and demonstrate their capacity to lead, and increased their confidence to become strong advocates and role models, inspiring other women to feel confident to engage in community WASH activities.

View our Monitoring, Evaluation and Learning framework at planau.me/MELFramework

A note from the CEO

This year was a tough one for the sector, as Oxfam came under fire when the *Times* in London published a series of stories about a case of sexual misconduct that took place in Haiti in 2011. Like our colleagues across the sector, we were appalled by the reports – these kind of actions are completely at odds with our values and everything we stand for. Plan International's purpose is to improve the lives of others. As a child rights organisation, protection of children and young people who we serve is our foremost priority – nothing trumps this. That's why we must safeguard those we work with. We are committed to stamping out abuse and exploitation and are strengthening the safeguards already in place. **You can read our full policies and code of conduct for more information planau.me/policy-child-protection.**

To be relevant in the 21st century we need to innovate, learn and grow. The challenges of poverty, discrimination, climate change and conflict require us to think and respond differently. We're a long-term development agency but we are called upon increasingly to work and respond to children in crisis. Building a culture where learning is possible means that failure is a part of that journey. Not all things we try will succeed and as long as we take the lessons from that into our work, I'm okay with that. In terms of our programmatic work, a key learning has been that we have work to do in making our programs more gender transformative – that means working with girls and boys, parents and elders to really build more equal relations.

Children taking part in Plan International's Champions of Change project in Colombia's Clemencia district.

Ritah, 22, is involved in SmartUp, where young people are supported to build their futures. The program was founded by young people in Kampala, Uganda with support from Plan International.

WHY GIRLS?

WE'VE GOT HALF A BILLION REASONS

Plan International's focus on girls is centred on our knowledge that when you invest in girls, they can change the world.

We want boys, girls, all children and young people, families, communities, societies and leaders to recognise this and invest in girls. This year we launched *Half a Billion Reasons:*

How investing in girls can change the world to make the case for putting girls on our international agenda, a powerful reminder of their unlimited potential.

The report is a road map to guide Australia's global leadership on gender equality for adolescent girls aged 10 to 19. Why? Because more than half a billion adolescent girls worldwide are being ignored in foreign policy and funding, despite facing complicated and unique challenges like child marriage, teenage pregnancy and limited access to secondary education. Girls are virtually invisible in Australia's current aid and development agenda.

“ I want to share a statistic with you that makes my heart sink. In South Sudan, a girl is three times more likely to die in childbirth than she is to finish her education. How can this be? ” – Plan International Australia CEO Susanne Legena

The launch

In March this year, Susanne Legena and our youth activists Asha Clementi and Courtney Green met with over 20 Federal Parliamentarians in Canberra, including then-Foreign Minister Julie Bishop and MPs and Senators from the Liberal, Labor, Greens and Nick Xenophon Team (now Centre Alliance) parties.



Our team and activists appeared in the media and we launched a public campaign that saw 750 of our supporters write to party leaders urging them to make adolescent girls a priority in their party platforms.

As a result we saw a cross-party motion pass in the Senate to recognise the report and call for a greater investment in adolescent girls, and the Australian Labor Party adopt our language on adolescent girls in aid and development into their draft policy platform.

What's next?

We're seeing more focus on adolescent girls and we're being recognised as a leader in these conversations. This puts us in a strong position to hold our Parliamentarians and the Department of Foreign Affairs and Trade (DFAT) accountable to ensure girls are no longer invisible in aid and development.

Going forward, we will be building a coalition of organisations and engaging with DFAT to make sure policy and practice better reflect the unique challenges that face adolescent girls around world.

\$21 BILLION
is the amount girls who don't have access to education could contribute to their economies each year if they finished secondary school

75%
is the percentage that the rate of unplanned pregnancies and births would drop if women and girls' contraceptive needs were met

90%
is the portion of income a woman reinvests in her family – as opposed to 30-40% for men



Left: Terrance, 18, from Central East Arnhem jumped for joy when he obtained his provisional driver's licence.

OUR WORK IN AUSTRALIA

A NEW VENTURE

We're excited to introduce our emerging work here in Australia, in the very remote Yolŋu homelands of Central East Arnhem Land, Northern Territory. In our first year we have established a presence in this region and our office in Gapuwiyak (Lake Evella) is supporting the first business venture of Goŋ Däl Aboriginal Corporation, a social enterprise based in Gapuwiyak – Gumurr'manydjiwurr Accommodation and Business Village.

We know it takes time to understand new environments, cultures and barriers facing communities, which is why we're establishing relationships and working with the local community to establish their priorities as we would in any community that Plan International works in.

Yolŋu Homelands in Central East Arnhem

For tens of thousands of years Yolŋu have lived and moved between their ancestral clan estates in an area we now call Arnhem Land. Today the majority of Yolŋu live in six small towns, predominantly established by missionaries. Since these towns were established though, some Yolŋu have resisted the growing dominance of the townships, instead choosing to continue to live on their homelands.

The town of Gapuwiyak was established in central East Arnhem. In this region of around 2,000 square kilometres, there are also 15 homeland centres. With around 1,500 people from 20 clan groups, this area is culturally rich and socially complex. Yolŋu law, governance, leadership and languages continue to thrive.

“ The persistence of homeland centres in remote places with significantly poorer infrastructure and service delivery than is the case in the centralised settlements is a sign of the strong resolve and dedication of the Yolŋu who live there. The populations live on through the drive to care for their ancestral domains; the desire of people not to be caught up in the troubling politics and social dysfunctions of life in the major Yolŋu centres; the responsibility to ensure a safe environment for children and grandchildren; and the need to follow in the steps, and actively pursue the instructions of, their ancestors.”¹

– Christie and Greatorex, 2006.

“ The young generation, however, sees living in the homelands as an assertion of self-determination—a need to show the outside world that they care for their country and choose to live on it.”²

– White, 2016.

¹ Christie, M. and Greatorex, J. (2006). Yolŋu Life in the Northern Territory of Australia: The Significance of Community and Social Capital. www.cdu.edu.au/centres/inc/pdf/YolnguLife.pdf. ² White, N. (2016). A history of Donydji outstation, north-east Arnhem Land. In Experiments in self-determination: Histories of the outstation movement in Australia. (pp. 323-346). <http://press-files.anu.edu.au/downloads/press/p331981/pdf/ch16.pdf>

Gawura Wanambi (left) a Marrarju man and one of the traditional owners of the land encompassing Raymangirr Homeland Centre stand outside our premises in Gapuwiyak. Gawura was a founding director and remains one of the executive directors of Goṇ-Däl Aboriginal Corporation. Adam Grieg (right) is our Australian Program Advisor.



In small but meaningful ways, we are standing with Yolṇu

As we have developed relationships with people in homelands and Gapuwiyak, we have been able to support Yolṇu people to pursue opportunities and meet some of their immediate needs. Acting on a request from a homeland centre, we organised Anglicare NT to provide Suicide Intervention and Awareness training for over 100 people. In response to our growing awareness of the many issues Yolṇu face due to a lack of birth registration and certificates, in particular getting a driver's licence, we arranged for DriveSafe NT to visit a homeland, resulting in 12 people, including eight young and older women, obtaining their birth certificates and learner's or provisional licences. We provided transport to support a women's basketball team to compete at and participate in the 30th anniversary of the Barunga Festival. We supported a mother and daughter to raise a complaint with the complaints commission and local politicians, regarding patient travel from their homeland in order to access health services.

Working in partnership with local Aboriginal organisations

Over the past year we have been growing our understanding of the opportunities, challenges and barriers to living in homelands while forming working relationships and partnerships with the growing Gapuwiyak Culture and Arts Aboriginal Corporation and Goṇ-Däl Aboriginal Corporation.

By assisting these corporations to apply for joint funding from the CDP Youth Engagement Strategy, we saw the introduction of 'Raypirri'yunaraw' Warraw' – a Men's Shed project that provides an opportunity for elders and young men to reconnect by crafting important traditional men's items together – passing on skills, traditions and stories. Working with the Goṇ-Däl Aboriginal Corporation, we supported the initiative of a young Yolṇu woman wanting a community-based adult literacy and numeracy course. Together we provided extensive support, which saw 35 adults and youth at risk of long-term unemployment take part in the course.

Lifelong Learning in Homelands Program

Our work over the last 12 months has given us great insight into life throughout central East Arnhem Land and the disadvantage that exists, particularly the marginalisation of homeland centres. This is compounded by extreme geographical and political isolation, so that many Yolṇu children, young people and adults in homeland centres do not always understand their rights.

Now, we are looking to engage with a partner organisation to work with us to research and co-design a program that focuses on lifelong learning for Yolṇu children, young people and their families in homelands. This will guide our long-term commitment to working in this region.

We will also continue to provide support for young people as needs and opportunities arise. Later this year we are excited to be supporting the inaugural Gapuwiyak Festival and the first Aboriginal representation at the Asian Youth Forum in Seoul.

Our work over the past year has enabled us to better understand what role we will play in the region. We want to take an integrated and locally led and designed approach. We are combining what we know from international best practice with deep grassroots experience from the community.

It is very early days for Plan International but we believe in harnessing the ability of the community, their culture and knowledge so children and young people grow and thrive.

A girl from an Indigenous background draws at a Plan International supported Early Childhood Care and Development centre in Cambodia.



LEARN Our 'Learn' programs aim to ensure vulnerable and excluded children, particularly girls, have the education and skills they need to succeed in life and make a decent living. These programs include Inclusive Education and Early Childhood Development, and Youth Economic Empowerment.

MAKING A LIVING

EMPOWERING YOUNG WOMEN TO TAKE THEIR PLACE AS EQUALS

Women in Myanmar are witnessing a period of unprecedented transformation, yet despite increased opportunities, the gender gap is significant and girls are falling behind. With your support, we're working with young women to change that.

In Myanmar, major reforms have seen the country move towards a market-based economy, but decades of isolation, conflict and economic neglect have been costly.

Over the last decade there has been great improvement in the situation for women and girls – girls are completing school at a similar rate to boys – but that doesn't necessarily translate to greater earnings or literacy and women are under-represented in almost all areas of public life.

May Zin is 22 years old. She worked as a primary-school teacher in the Kokeng self-administered zone, but had to relocate after fighting broke out in 2015. She found work in a restaurant but was disappointed by the lack of opportunities to advance her career, so in 2018 she moved back to her village when she heard about the *Youth Economic Empowerment Program (YEE)*. "I have more confidence that my life will improve in the future because I received skills through the YEE program, including on-the-job training."

As part of the training May Zin picked up additional skills including English and Chinese languages, social and life skills and work-related etiquette. Now she's been offered a position with the hotel where she did her on-the-job training. Her plan is to work hard so that she can become a supervisor within the next two years.



Far left: A young mother taking part in our Youth Economic Empowerment program. **Left:** May Zin has been offered a position with the hotel where she did on-the-job training as part of Plan International's Youth Economic Empowerment project.



Participants who took part in the Myanmar Youth Economic Empowerment Program training.

Our Youth Economic Empowerment Program aims to tackle this. Our goal is that by 2020, vulnerable youth, especially young women within the 70 target Nyaung-U communities who we work with, will have the skills and on-the-job experience to secure decent work close to home. Part of this work means addressing the socio-cultural barriers in the communities that hold young women back from participating, while supporting them to apply for and accept jobs that they are qualified for and want to do.

We've had support from Myanmar Hotel and Restaurant Associations to assist young people in finding meaningful employment.

What we have learnt

In order for it to be successful we need more hotels to take part in the project. We're planning to use success stories from the work so far to help engage with these hotels and encourage them to take part.

We've also seen gender biases, meaning hotels are more likely to take on young men rather than young women.

This is due to a perception that young women may drop out to take on more traditional roles of child rearing and supporting families in household chores, which is driven by widely accepted gender stereotypes about the roles of men and women. So part of our work is to engage with all stakeholders in this project to help them understand the value of redistributing domestic unpaid care work so women have equal opportunities to engage in paid work, which benefits entire families and communities.

One way we have already worked to address the gender gap is by ensuring there is transport available for young women, particularly those who were married early. This includes access to transport to and from the course location, as well as transport to childcare services and stipends for young mothers, to enable them to participate fully in the program.

What's next?

Our Myanmar office will be working more strategically with communities, especially families of young women, to address the issue of extended time away from home to take part in the course. The team also plans to reach out to young people with disabilities and LGBTQI youth to get them involved in project activities.

158 YOUNG PEOPLE
have benefitted from the training
(including 94 young women)

16 YOUNG PEOPLE
have received job offers

22 HOTELS
have joined the project



Children at Plan International supported play group in Myanmar take part in a traditional game.



Parents take part in discussions in a parenting session as part of the Early Childhood Development project in Myanmar.

THE BEST POSSIBLE START IN LIFE

WORKING IN PARTNERSHIP TOWARDS HEALTHY, HAPPY FUTURES

When we think about setting kids up for the future we might envision classrooms full of kids in uniforms with books and pencils, ready and raring to learn, but we know it starts well before that. A child's early learning – and the role their parents play – is critical to helping them grow into healthy, clever, happy kids who are equipped for all that life brings.

In Myanmar, only 23% of children have access to Early Childhood Development (ECD) services, and that's mostly in urban areas. We're working with the Woodside Development Fund to improve early childhood outcomes, school readiness and community and government support for ECD. The fund was established in 2014 with the vision that every child can thrive in their development, learning and life.

"The Woodside Development Fund's sole focus is to contribute to the education, health and wellbeing of children aged zero to eight," said Sandra McInnes, Woodside Vice President Corporate Affairs.

"Supporting children to achieve their potential creates benefits for communities today and in the future."

Plan International works with a local partner, Pann Pyoe Lett, to help improve knowledge, attitudes and practice of communities and parents for holistic development and wellbeing of girls and boys from birth to age eight.

In 2016, Woodside began by supporting a pilot project in the Ayerwaddy region of Myanmar. Ten villages were targeted and work included training parenting facilitators, forming parents groups and establishing community-run playgroups.

"We have learned about exclusive breastfeeding up to 6 months, and no need to feed water because it's included in breast milk. We talk to our children from Day 1: our children are learning to talk and understand." – Mother

The project showed great community support and evidence of transformative change. As a result, Woodside committed to ongoing funding for early childhood programming in the Ayerwaddy region, enabling the project to expand to 30 villages, none of which had any early childhood services previously.

Not only has this enabled us to reach more children and families, to provide playing and learning materials and to create more playgroups, it has also provided the opportunity to expand our parenting groups to include a special focus on dads.

"Some of us have participated in a father's group and before that, we didn't know much about child nurturing. We just thought it was the role of mothers and we now understand the important role of fathers. We support our wives, we cook and work together." – Father from the ECD Management Committee.

The project has also seen seven early childhood development centres built, which not only supports the development of kids but serves another purpose too. Each year, villages around Thabaung Township are flooded during the annual monsoons as they sit close to river systems. Only one village is accessible by road, the others are often cut off and isolated when the rivers swell and many villages flood. The new early learning centres have been built to be flood-resistant, providing children and other community members with a safe place to meet come flood season, with more in the pipeline.

A key component and benefit of the project has been to increase the organisational and technical capacity of our local implementing partner, Pann Pyoe Lett. This includes increasing technical capacity in ECD and in project management, including monitoring and reporting.

Plan International and Pann Pyoe Lett have also been involved in national level advocacy and engagement to improve the policy environment, as the Myanmar government develops their five-year national strategic plan for ECD. This project has helped to inform this important process.

Six-year-old Shwe is an only child. She would stay indoors and didn't want to play with other kids. After she took part in the playgroups in her village though, things changed.

"Once she finds out that there is a playgroup session in the village, she takes a shower promptly, gets ready, and encourages me to take her there" says Shwe's mother. "She has learned different types of games. She is now able to tell stories, recite poems and sing songs. She has become more aware of personal hygiene and as a result washes hands regularly after eating or using toilet. She has become a good daughter who pays respect to parents at night before bedtime. My daughter has changed significantly now thanks to her participation in children's playgroups."



Shwe, 6, takes part in playgroup sessions as part of the Early Childhood Development project.

1,002 CHILDREN
took part in playgroups

275 PARENTS
attended parent education/support groups

7 CENTRES
built for early childhood development



Parents and their children participated in child playgroups to learn about early stimulation and care.

ENDING INEQUALITY IN EARLY EDUCATION

THE ROADMAP

Inequality is embedded across many layers of communities, so our work must address those layers if we're going to end it. At the completion of any project, we need to know that we've worked with communities to help overcome systemic issues that feed inequality and in doing so, we've set a roadmap for partners, communities and local governments to scale our work when we've left, so that no child is excluded.

This year we wrapped up our work in Vietnam focussing on early childhood development in Gia Lai Province, an area with a high proportion of people from disadvantaged ethnic minority groups. Plan International's work focused on support for Bahnar children and their families in seven communes, and addressed multiple challenges, including lack of parental engagement in early learning, limited access to preschool in remote areas, and a preschool curriculum that was not culturally contextualised. These challenges were further compounded by the fact that teachers in many preschools are Kinh (the majority ethnic group in Vietnam) and don't speak Bahnar, so a language barrier can exacerbate existing inequalities and make preschool an unwelcoming environment for children and their parents.

Plan International, with funding from the New Zealand Aid Program and Australian Aid, have been working with our local partners in Gia Lai for six years now. For three of those years we have also worked alongside Monash University, who have monitored the progress of a sample of children reached by the project.

The project worked across four cornerstones:

1. Starting at the beginning

To ensure parents are equipped to support the development of their children from before birth to age three, we worked with our partner, Vietnam Women's Union, to ensure culturally appropriate parenting groups and we developed posters and other pictorial tools that parents could use to learn about holistic child development. We also established community based child playgroups for parents and their children.

2. Getting ready for success

Acknowledging the importance early education plays in the development of children aged three to six, the limited access to this education in remote villages, the weak link between the preschool and the family and the language barrier facing Bahnar children, we worked to improve access to preschools.



We did this through improved infrastructure, equipping teachers to make their classrooms more culturally inclusive and child-centred and strengthening school management to support teachers' professional development. We also established child play and reading groups for children aged 4 to 11.

3. Quality transition into primary school

It's not just about ensuring kids are ready for school – schools need to be ready for kids too. We worked with schools to enhance language development, with child-friendly school and library initiatives along with training and support for teachers to create child-friendly classrooms. We assisted schools to adapt materials so they respond to the needs of ethnic minority children, to equip them to teach Vietnamese as a second language and to understand ethnic minority languages as well as ensuring professional development.

4. Inclusion of early childhood development in policies

In order to reach all children, we need governments to be willing to adopt an integrated early childhood development approach in their policies. To do that we need to show it works, through evidence-based advocacy.

Over three years, Monash University worked with local research assistants to track the development of children to see the impact of the project on their experience as learners, on teacher-family partnerships and on teachers' practices.

The results were made available to the children themselves through child-friendly reports, where they got to see pictures of themselves and their drawings throughout.

Top left: mother from a Plan International-supported parenting group looks at posters that provide easy-to-use information about child development.

Top right: Children now enjoy outdoor activities as part of their preschool daily routine.



“ I usually get to see my teacher at school. Now she visits me at home and talks to my parents about what matters to me. Now, the teacher learns Bahnar language and uses it in the classroom.”
– Feedback from the child friendly report

The research results show more child-friendly learning environments, with an abundance of well-used storybooks and textbooks, where they might once have been stored away in cupboards. Teachers are engaging more with students in and out of the classroom and adapting the learning environment to suit the needs of children. The classes aren't dominated by teachers talking and children listening – instead they take turns. Parents are more involved in their kids' learning and there is increasing recognition of the importance of schooling for supporting their life opportunities. Parents are spending more time playing with their kids, and some are even using local materials to create new playgrounds that are more authentic than plastic play equipment.

As the project ends, the focus has been on sustainability, replication and scale up. Our parenting package has been mainstreamed by the Vietnam Women's Union into their work, reaching 1,605 villages in 222 communes in Gia Lai, with commitment for nationwide rollout in future. Our government partner in Gia Lai, the Department of Education and Training, has issued official approval to mainstream key project intervention approaches into their program province-wide, including preschool curriculum adaptation, professional teacher meetings and child-friendly libraries.

We're wrapping up this project, confident in the knowledge that our framework for inclusion works, with a strong case for governments to scale it to reach all children, and a commitment from our partners in Gia Lai to do just that.

Jessica took part in the Free to Be safety mapping research in Madrid, Spain.

LEAD

LEAD Our 'Lead' programs aim to ensure vulnerable and excluded children, and particularly girls, have the power to take action on issues that matter to them and shape the decisions that affect their lives. These programs include Child-Centred Disaster Risk Reduction and Climate Change Adaptation, and women's leadership and gender equality focussed programs like Safer Cities for Girls.

TAKING THE LEAD

GIRLS AND BOYS TACKLING GENDER INEQUALITY

We've been working with young women and men in Timor-Leste to help them identify the gender stereotypes and inequalities that hold them back.

Last year, alongside the United Nations Populations Fund and the government of Timor-Leste Secretariat for Youth and Sport, Plan International commissioned research titled *Teenage Pregnancy and Early Marriage: Decision-Making Pathways for Women*.

Findings suggested that few teenagers in Timor-Leste, boys and girls, had any real understanding of sex and pregnancy and few girls had the confidence or skills to say no to boys or men seeking sex, contributing to high levels of teen pregnancy and early marriage.

This is a power imbalance that sees women and girls unable to speak out in their communities or even in their families. For men and boys, this is often viewed as 'natural'; a cultural norm.

In response to these findings we, alongside our partners Marie Stopes Timor-Leste and Women's Development Association of Aileu district, commenced our pilot year, supporting girls and young women to take on leadership roles in their communities and to have control over their own sexual and reproductive health rights. Importantly, the project focusses on engaging boys and men in advancing gender equality, both in the community and in the home.

We were able to use our tried and tested 'Champions of Change' methodology to engage men and boys around the topic of girls' and women's rights.

Participants attended leadership training with half demonstrating increased self-confidence, public speaking and leadership abilities. Young women and men also received training on gender-equality, women's rights, gender discrimination, gendered divisions of labour in the household and gender-based violence. After the training all participants were able to identify gender stereotypes, examples of gender discrimination and the different access to resources available to girls and boys.



16-year-old Bella took part in Plan International's leadership training in Timor-Leste.

"One of my sisters and some of my secondary school mates, dropped out of school because of early marriage and early pregnancy. This case is not particular to my sub-district but affects every municipality. For this reason, I chose to participate in many activities that enlighten young girls and young women group so that I can speak to my society to take action to stop early marriage and early pregnancy and say no to gender-based violence."

16-year-old Bella is now a fierce advocate for ending gender-based violence, backed by the knowledge she gained from leadership training. "The point of view of society will be easily changed if women take action by demonstrating their strength and abilities in society itself. That is where they understand that women are not just working in the kitchen. But women also can do social activities to show that we as women have potential"

What we learnt

Engaging with young men and boys directly and often separately to girls helped to create a safe and supportive space for them to build their consciousness and knowledge about gender discrimination, the impact of violence against women, the impact of domestic duties on young women's lives, teenage pregnancy and sexual and reproductive health rights. We anticipated the potential risk of community backlash in response to activities that were aimed at providing young people with sensitive information related to their sexual and reproductive health. For this reason all relevant stakeholders were brought on board, including parents and the young people involved to help show what the project's objectives were and the positive impact it would have for young people.

What's next?

On the back of the project's success with funding support from the Australian Government's ANCP funds, the European Commission have awarded Plan International Timor-Leste with a grant of over half a million euro for the project: 'Say no to gender-based violence in Timor-Leste.' Our office in Sweden also plans to fund the sexual and reproductive health aspects of the project with support from the Swedish government. This puts the project in good stead to grow and expand, based on our Australian office's ability to 'kick-start' the successful project.

249

girls and 120 boys took part in leadership training

160 GIRLS & 295 BOYS

received training on gender equality and gender-based discrimination

30 YOUNG MEN

engaged in group discussions on gender-based violence

SAFER CITIES FOR GIRLS

GIRLS SHOULD BE SEEN AND HEARD IN PUBLIC SPACES

For the first time in history there are more people living in cities than in rural areas. While cities can hold more opportunities for girls, gender-based violence including sexual harassment impacts how they navigate to and from work, home and school. Cities are still largely designed by men for men, without girls' and women's participation, often to the detriment of young women who want to take an active part in society.

Safer Cities for Girls is a joint program developed by Plan International, Women in Cities International and UN Habitat. Its aim is to build safe, accountable and inclusive cities with and for adolescent girls.

The program brings together governments, transport operators, parents, community and religious leaders and importantly adolescent boys and girls to change policies, service practice, attitudes and behaviours towards women and girls and to ensure girls' voices are heard and valued when it comes to urban planning.

Plan International Australia supports Safer Cities for Girls in Hanoi (Vietnam) and Kampala (Uganda) and is currently establishing the program in Honiara as part of our work in the Solomon Islands.

"All eyes were on us as we drove through the city chanting loud messages for men and fellow transit operators to respect girls, protect them, and defend their rights to be safe on transport and in their lives." Eric, the chairperson for the Bodaboda Safety Club for Girls in Kampala tells us after they organised a public drive to promote girls' safety following the Safer Cities training with transport operators. Riding in bright orange reflector jackets with the safety messages 'I ride for Girls' Safety', 'Girls' safety is my safety' and 'Girls' safety is my business' they grabbed the attention of the city. "I had never thought of social concerns such as sexual harassment being a reality, a problem and a hindrance to girls' safety" Eric says, "but now I appreciate gender related-issues and their effect on the safety of girls."



Bodaboda drivers drove for girls' safety after taking part in the Safer Cities training in Kampala, Uganda.



49% of **GIRLS IN MADRID** told us "harassment happens so often I am used to it"

84% of **GIRLS IN KAMPALA** told us when they reported harassment no action was taken

12% of **GIRLS IN SYDNEY** told us they never returned to the place they were harassed

2% of **GIRLS IN DELHI** told us they stopped study or work because of harassment

84% of **GIRLS IN LIMA** reported cases of harassment in their comments

Faridah, 19, is working to make her city safer in Kampala.

FREE TO BE

Free to Be was born out of the Safer Cities model in Melbourne, with the aim of providing an online and interactive tool for girls to show where they do and don't feel safe in their city.

The project was an evolution of the girls' walks conducted through Safer Cities and saw great uptake in 2016 when it was launched. On the back of this we wanted to go deeper to tackle street harassment around the world. The Sustainable Development Goals have set a clear mandate that it is the responsibility of all countries, rich and poor to achieve equality and we recognise that here in Australia we still have plenty of work to do. By piloting the project here our intention was to see if we could create a scalable tool to connect young people through issues that are common to them.

As a result, this year we launched the digital map in Sydney, Kampala, Madrid, Delhi and Lima, working with girls and young women to design and adapt the map to their contexts. We worked with Plan International global and our country offices, as well as partners at Monash University's XYX Lab and CrowdSpot to map girls' experiences, dropping 'pins' on the places they felt happy and safe, or unhappy and unsafe as they were moving about the city. The results were analysed by researchers to gain deeper insights into the harassment girls were experiencing in cities, and identify recommendations that could help stop it.

Girls are standing up against street harassment in Sydney through *Free to Be* and our youth activism.

The data has supported Plan International's youth activists to initiate important discussions with decision makers including police, councils, transport providers and city planners, who will be using the data to better understand girls' experiences and create positive change.

What we learnt

While the cultural context between the five cities differed in how the girls discovered and interacted with the map, there were significant similarities. In all cities, girls faced harassment on a regular basis, to the point that they had learned to deal with it as a 'normal' occurrence. In all cities, this was a gendered issue, with other intersecting factors such as sexuality and ethnicity also adding to the discrimination. In all cities there was an underreporting of experiences to authorities, with reporting systems not being fit for purpose.

We learnt that girls want to share their experiences to help create change and decision-makers currently don't have any way to access girls' stories; and that the Free to Be map and resulting data is a powerful tool to help girls claim their equal right to participate in public life.

What's next?

The analysed data collected from the maps will form the foundation of Plan International's global advocacy for the year to come, while here in Australia our Youth Activists are leading the charge to see change in our cities.



INTERNATIONAL DAY OF THE GIRL

THE DAY GIRLS TOOK OVER THE WORLD

This year girls across the globe took on positions of power to show the world that they can and should be visible as leaders.

It's hard to be what you can't see, and for many girls growing up in the world, including here in Australia, there are few visible women in leadership. This is to the detriment of girls and to all of us because as our takeovers have shown, when girls are heard, the impact is far-reaching.

Through Plan International's network of partners and relationships with leaders, CEOs, politicians and community groups, we have worked with girls and young women to take over companies, offices and even parliaments. The takeovers are an opportunity for partners and stakeholders to meet and work with intelligent young women and hear their concerns and thoughts about the role of the organisation, what is missing, and how they can help make the world a better place for children and girls around the world.

As a result, 600 global takeovers took place, with almost thirty of those in Australia including taking on leadership roles at Google, Metro, ABC Me and the roles of 18 Federal Senators or Members of Parliament.

“ This is not just one day. We are not just here to take over your offices and to go away. We are creating a movement here.”
– Caitlin Figueiredo, Youth Activist

The takeovers saw the girls fronting the media and developing leadership skills that will support them into the future. The takeovers built powerful partnerships with parliamentarians who have gone on to become strong supporters of our work with adolescent girls.

We also saw tangible results from the girls' asks, with the ACT government writing to all ACT schools urging them to allow non-gendered uniforms and the Victorian government taking steps to incorporate our asks around sexist advertising during 16 Days of Activism.

The day showed the world what girls can achieve when they have the platform to be heard. The momentum that has come with it is seeing leaders taking notice and listening. These girls aren't going anywhere.

Read our report *The Dream Gap* on how Australian girls' confidence decreases as they get older at: planau.me/dream-gap



Our Youth Activists took over Canberra as part of International Day of the Girl.

YOUTH ACTIVIST SERIES

DRIVING CHANGE TOWARDS TRUE GENDER EQUALITY

Plan International Australia's Youth Activist Series trains and develops young leaders, providing leadership and influencing opportunities to female-identifying youth.

Our work here in Australia has been reflective of Plan International's work globally to ensure young people can be involved in the decision-making around issues that impact them. For us in Australia, the Youth Activist Series enables us to walk the talk of youth-centred equality. This commitment extends to the recruitment of young people to our Board sub-committees. With young people actively involved in decision making and leadership we are better equipped to make real change for young people. Our youth activists are also able to engage with their peers globally on the issues they have in common and advocate for and learn from each other.

This year we worked with young women in Sydney and Melbourne, to influence key stakeholders in city safety including Metro Trains Melbourne, to take over leadership positions and organisations including ABC Me, and to launch the Sydney version of our online mapping tool, Free to Be on the back of the success of the Melbourne map in 2016.

Through Free to Be in Sydney we have built powerful partnerships with City of Sydney, Greater Sydney Commission and the Government Architect of New South Wales who are working with our youth activists to tackle the issues they face in their city.

Our Melbourne Youth Activists have influenced Metro Trains Melbourne, leading girls' walks through the public transport system and showing staff at all levels what it is like to be a young woman on public transport. Metro Trains Melbourne are now developing applications to improve reporting and public safety in line with the advocacy and recommendations of our Youth Activist Series.

Our Youth Activists are part of our global effort to ensure that decision-makers hear girls, so that they can participate and be included in the spaces that are crucial to living full, healthy, happy lives.



Plan International Australia's Sydney and Melbourne youth activists.



Girls in a Plan International-supported village are advocating to end child marriage in Uttar Pradesh, India.

DECIDE Our 'Decide' programs aim to ensure vulnerable and excluded children, particularly girls, have control over their lives, their bodies and their futures, and make informed choices about identity and relationships, and if and when to have children. These programs include life skills and identity focussed programs, young women's leadership, integrated sexual and reproductive rights and maternal and child health activities.

"IF I'D KNOWN WHAT YOU'RE TELLING ME NOW, SHE'D STILL BE ALIVE."

IMPROVING SEXUAL, REPRODUCTIVE AND MATERNAL HEALTH IN BOUGAINVILLE

For one of our closest neighbours, the statistics on maternal and sexual health for young women is alarming, with the high prevalence of untreated STIs amongst young mothers playing a significant role in maternal mortality in the Autonomous Region of Bougainville.

With your support, Plan International in partnership with government health and education departments is working in central Bougainville to ensure both young women and men are equipped with the knowledge they need to practice safe sex, gain access to treatment for STIs and improve access to maternal health care for those young women who become pregnant.

To do this, the project has a focus on community education, targeting adolescents and youth in communities, as well as school education and clinical service provision.

The project also identifies gender norms that perpetuate the idea that young men should be the ones who are knowledgeable and initiators of sex, while young women remain in the dark, a norm that deters young women from obtaining further information.

"Most often, when adolescent girls in rural villages get pregnant, there's not much help for them," explains Jennifer Keria, a Plan International community health worker. "Their parents ignore them. They don't have access to services and they don't have the money to go to the clinic in town. It's very difficult for them."

"In the last two training sessions people have told me that the information was completely new to them," Jennifer says. "One man came up to me and told me his sister had passed away. He said: 'If I'd known what you are telling me now, she would still be alive'. She left behind five small children, the youngest is just three years old."

What we learnt

In the pilot year of the project, there are plenty of lessons to take away. Young people in rural areas still have difficulty accessing clinical services, due to a lack of understanding of the need for the services, as well as the distance and high costs of transportation to access services. To mitigate this, the project team are building knowledge of sexual and reproductive health issues and a demand for services by delivering this directly to the communities through integrated outreach activities conducted in partnership with Department of Health staff.



"I was planning to give birth at the hospital but I went into labour while they were arranging for a car," says Celinda, a member of the community who was 15 years old at the time. "We moved to an area in the village where people couldn't see me and I gave birth outside on the ground."

Celinda, 18, is seven months pregnant with her second child.

The project team also used video shows to generate engagement in the project and help address the challenges of mobilising communities. Deeply held cultural beliefs and practices can also prevent health-seeking behaviour, so it has been important for the project team to conduct specific outreach with community leaders.

What's next?

The pilot project will be completed in the next financial year. From there the next steps will be to ensure the project can be sustained by the government in the long term. It won't be easy, but the results to date have shown the project is worth continuing into the future.

740 YOUNG WOMEN & 780 YOUNG MEN participated in sexual and reproductive health outreach activities

10 HEALTH STAFF were trained in adolescent friendly sexual and reproductive health services

160 GIRLS & 120 BOYS in schools took part in sexual and reproductive health training



Youth for Change member Upendo, 24, is campaigning against child marriage in Tanzania.



Plan International's advocates against child marriage in Tanzania.

The youth advocates handed the almost 60,000 people-strong petition to the Honourable Sezaria Makota, the Kondo District Commissioner, to support government efforts to end child marriage in Tanzania.

What's next?

Plan International and our youth advocates are continuing to advocate to government officials and working towards ending child marriage once and for all. We need your help to drive our next campaign and the next.

Head to planau.me/movement to join the movement.

“I was married at 15 to a man double my age. If I could change time, I would choose going to school, having a good future. I first conceived at the age of 16, but my body was not ready to bear children. My goal is to have my children educated so that one day they can get jobs to help them have fulfilling lives.”
 – Joyce, 25.

ENDING CHILD MARRIAGE IN TANZANIA

GIRLS LEAD THE CHARGE

All girls should be able to choose if and when to marry. The practice of child marriage robs girls of their future. Yet in Tanzania, one in three girls is married before their 18th birthday, with some married as young as 11 years old. With your support, girls are fighting to end it.

The consequences of child marriage can last a lifetime. Girls are often forced to drop out-of-school and abandon their education. They're more likely to have children themselves before their bodies are ready, and more likely to be subjected to violent abuse.

On the back of a successful campaign by Plan International's youth advocates in Malawi to fully outlaw child marriage in 2017, our Tanzanian youth advocates set about ending child marriage in the country by campaigning to change the law that says girls can get married as young as 14, and raise the legal age of marriage to 18 for both girls and boys.

They were backed by a rallying cry of 59,800 people from all around the world who signed a petition urging the Tanzanian Government to make all marriage for children under 18 illegal. That included 3,507 of you, our supporters here in Australia, who stood with them.



Joyce, 25, sits in front of her home with her three children.

Christine, who took part in our Champions of Change program in Uganda with her son Julius.

THRIVE

THRIVE Our 'Thrive' programs aim to ensure vulnerable and excluded children, particularly girls, grow up equally healthy, valued and cared for, free from discrimination, fear or violence. These programs aim to reduce gender-based violence, promote positive parenting and address child protection, nutrition and water, sanitation and hygiene (WASH).

A NEW APPROACH TO NUTRITION

TACKLING UNDER-NUTRITION IN LAOS

Thanks to you, Plan International is supporting healthier mums and children during the most formative period of their life.

You will no doubt have heard from us many times how important the first 1000 days of a child's life are for their future.

Poor nutrition has impacts that are long lasting. It doesn't just impact children or adults as individuals, it impacts households and communities. It doesn't just impact health and wellbeing, it impacts the potential of everyone to thrive.

Laos has the highest rates of under-nutrition in South East Asia. In the provinces where we're working, rates of under-nutrition are even higher than the national average of 44%. Under-nutrition can result in stunted growth in children and a myriad of complications.

To tackle these statistics, Plan International and our partners have integrated two approaches to have a deeper impact in the communities where we work.

How does it work?

The project has integrated Maternal Newborn and Child Health & Nutrition (MNCH-N) with water, sanitation and hygiene (WASH) interventions. Global evidence shows that this combined investment is not only more effective (including more cost effective) in achieving the best outcomes for improved nutrition, it's essential.

The project works with government agencies and partners to respond to community needs for improved health and WASH services, to train and mentor health teams and up-skill midwives and health workers to deliver improved, safer and respectful care to mums during pregnancy, birth and post-natally.

In 2018, the project supported Sengvangyai Health Centre to improve its Maternal and Child Health services for pre-natal, delivery and post-natal care so that mothers can give birth in hygienic and safe conditions and are able to recover before travelling home.

The team handles more than 300 cases per month and has seen an increasing number of pregnant women using the Health Centre for antenatal care and delivery: roughly five to seven cases per month.



Ms. Khamphou has her antenatal check up at Sengvanyai Health clinic.

"I delivered my second child at Sengvanyai Health Centre: it's hygienic and I am familiar to all the health staff. They are very kind."

Ms. Khamphou is 26 years old. The mother of two is pregnant with her third child and comes to the Health Centre for antenatal care. "I feel safer to deliver at this Health Centre. There's no doubt that I come here for antenatal care during my third pregnancy – and of course I'll deliver here."

For Plan International, gender plays a big part in how we roll out our work. We've looked at how social attitudes impact women and children's health, including household decision-making, the workload women have during pregnancy and their opportunities to access antenatal care services.

What we learnt

One of the most important goals we have is to eliminate open defecation (going to the toilet out in the open) in villages. Open defecation leads to poor health and nutrition. However one of the challenges has been working in rural communities where there is a common belief that hygiene and sanitation is for 'city people', not people in villages. These are entrenched beliefs that take time to overcome. While progress is slower in some areas compared with others where we have exceeded our targets, we're still on track to achieve our goals by the end of the project.

One exercise that showed strong results was called the 'tree of hope' where households envision what is necessary for achieving the goal of good health, with the realisation that toilet construction and use is integral to this.

What's next?

In 2019 we want to grow the number of people reached across our activities, and in addition construct water supply systems that demonstrate universal accessibility that we hope will reach 880 people.

"It is a good sign when villagers start coming to the health centre for treatment, in particular for giving birth. This shows us that villagers understand and are concerned about their health. On other hand I think that they trust us." says Mr Somphone Sivixay, the Deputy Head of the Health Centre.

The centre is located 37 kilometres from the province's capital, and services 11 villages (around 5,500 people). Covering such a large area is hard, as is ensuring quality services and good hygienic conditions to reach the people who don't live close by. With support from the project, the Health Centre staff regularly take part in mobile clinic activities to promote hygiene and sanitation, and to provide vaccinations and antenatal care every month. In turn, this encourages villagers to use the Health Centre's services.

Importantly, the project brings in not just a combined approach programmatically. The implementation process has been informed by Plan International's child safeguarding and protection measures, a whole-of-community planning and consultation process to promote the inclusion of people (including children) with a disability and ensuring that project interventions are appropriate and engaging for all village members.

4,486 PEOPLE
from 13 communities
(including 615 girls) achieved open
defecation free status

2,692 PEOPLE
habitually wash their hands
with soap

601 NEW BIRTHS
were attended
by health centre staff across
14 health centres

Children show off their birth certificates needed to access education in Uganda.



COUNT EVERY CHILD

REVOLUTIONISING BIRTH REGISTRATION



A birth certificate is the foundation for a child's rights. It means access to an education, it means exercising your right to vote, it means proof against child marriage. Yet more than 100 countries lack the capacity to track major life events like births, deaths and marriages.

So we've developed something pretty exciting that will revolutionise the collection of this data.

290 million children worldwide do not have a birth certificate, meaning they are invisible in the eyes of the law.

We've been supporting governments to ensure birth registration services are available in communities where the majority of births take place, be it in a home, a health clinic, or a hospital. But globally there is no freely available civil registration and vital statistics (CRVS) software package that provides the functionality specified within the UN standards, the adaptability to low resource settings, and safeguards ensuring that personal data is transferred and stored in a secure and confidential manner. Governments have been stuck with systems that don't work or locked into unsustainable contracts. As a result, birth registration coverage has not improved.

It's important to emphasise just how important CRVS is.

A functioning CRVS system provides an accurate picture of a population and allows governments to plan, budget for and deliver a lifetime of services for an individual. It is vital in helping us measure our progress against the Sustainable Development Goals.

We've had governments ask us what a rights-based CRVS system that follows the UN global guidelines looks like, and it made us realise no system like it existed.

So we're developing one.

OpenCRVS's mission is to ensure that every individual on the planet is recognised, protected and provided for from birth.

OpenCRVS will revolutionise the way we collect life event data in a sustainable, scalable and cost-effective way. It's free, fully compliant and adaptable for every country and every individual. It's easy to develop, user-centric and requires minimal skills to customise, maintain and support.

This year has been one of scoping and development with the aim to have the product developed and tested in Bangladesh by June 2019.

It's an exciting time for Plan International to take the lead on a project that will mean children are counted and included globally. Watch this space!

You can support our work at planau.me/donate

SURVIVE

SURVIVE Our 'Survive' programs aim to ensure children and youth grow up in resilient communities and realise their rights to live with dignity and protection, before, during and after disasters and conflicts. These programs include Food and Livelihoods Security, Climate Change Adaptation and Disaster Risk Management.

THE ROHINGYA REFUGEE CRISIS

A CRISIS AT A SCALE BEYOND BELIEF

Australia responds

In April 2017 the world watched in horror as hundreds of thousands of Rohingya people were forced from their homes in Myanmar, torn from their families and offered refuge in the seemingly endless purgatory of the world's largest refugee camp in Bangladesh.

The scale of the crisis was difficult to wrap our heads around, with many reporters and humanitarian workers declaring it to be the worst situation they had ever seen.

On the back of witnessing and experiencing violence, loss and profound fear for themselves and their families, the Rohingya people have had to come to terms with a new home – a mass of tarpaulins perched on cleared land that's extremely vulnerable come monsoon season.

Our experience in times of crisis has taught us this: girls are often the most impacted.

In the camps in Bangladesh, girls are often confined to their stifling tents, due to their parents' worry for their safety, kept away from school and any sense of normality.

Plan International's response to the emergency had this in mind and we were backed overwhelmingly by Australians like you.

Our supporters raised \$380,549 on the back of our emergency appeal with an additional \$339,174 raised to help prevent trafficking.

You helped support Plan International to:

- Establish 40 Shared Learning Centres (reaching 2,800 out-of-school children), 200 Outreach Tutors (reaching 3,000 out-of-school children) and 200 Big Brothers and Big Sisters (reaching 2000 out-of-school children)
- Improve access to child protection services for 14,000 children and youth (aged 5–17) in camps, especially those unaccompanied or separated from their families
- Our WASH team distributed hygiene kits to 6,000 families and conducted 30 hygiene promotion sessions for 1,046 people

Tackling the problem at every level

Australians are generous and in times of crisis we need to act big and act fast, not just as individuals but as a country.

As a regional leader, Australia was well placed to play a powerful role in addressing the crisis.

Laila, 18, carried her grandmother on her back from Myanmar to Bangladesh.



Sabuka*, 13, arrived in the camp at Cox's Bazar three months ago.

"I don't like anything here. I want to go back to my own country." Sabuka*, 13, arrived in the camp at Cox's Bazaar three months ago. Her mother was killed as they made the terrible trek over the border, leaving her in the care of her aunt.

"We have no warm clothes for the cold nights and we are very far from our home. Our neighbours gave us some plates and jugs, but there is very little firewood. When we run out, we burn leaves to cook."

Sabuka collects firewood every few days. It's a three hour walk each way into the jungle. She walks with a group of five or six girls around her age for safety, but still, she is scared.

"I am afraid but we have to have firewood so we can eat. I am scared of the men, that's why we all go together. Nothing has happened to us yet because we stick together. I cut the wood myself and carry it back with me."

*Name has been changed

3,300 of our supporters emailed then-Foreign Minister Julie Bishop and Shadow Foreign Minister Penny Wong asking them to advocate for aid agencies to be allowed access to those impacted by the crisis, particularly adolescent girls; to put pressure on the international community to fully fund the humanitarian response; and to ensure the rights of children, especially girls, were protected by using Australia's seat at the Human Rights Council to keep the issue on the International Agenda.

Following this pressure from Plan International Australia supporters and other members of the community, the Australian Government announced an additional \$15 million in humanitarian assistance for the Rohingya crisis in April 2018.

The government's commitment particularly recognised the unique needs of Rohingya girls. Alongside the provision of food and nutritional support, the announcement emphasised that these funds would support child protection services and counselling and medical services for women and girls who have survived sexual and gender-based violence.

Voices of the Rohingya

As part of our series on *Girls in Crisis*, our team in partnership with Monash University interviewed adolescent girls who had been impacted by the crisis, those girls who often go unseen and unheard, confined to their tents.

Many told us they had never or rarely left their tent and one in four girls reported being beaten in the previous month.

"My parents will force me to get married. I have nothing to do. They could not do it in Burma but can do it here." – Adolescent girl, 18.

Our hope is to see this research used to guide the humanitarian sector's and government's response to girls aged 10 to 19 in protracted crises.

The Rohingya crisis is one example of humanity at its worst, but the response has drawn on our best, locally within the camps and from the global community. This crisis will be ongoing and there is no quick fix, which is why we're tackling it from all possible layers to ensure children and girls in particular are heard. Thank you for standing with us.

SOUTH SUDAN

A HUNGER CRISIS

Helena, 15, and her father show the tools and seeds provided by Plan International. Photo: Kate Holt / Plan International.



Hunger has persisted in South Sudan. With your support we have been able to provide life-saving assistance to vulnerable families while working to build resilience and drive long-term change.

After famine was declared in South Sudan in 2017 the country has struggled to recover. While it was pulled from famine status later that year, 2018 saw it inch closer to famine again. While the country is no longer under famine status it is still very food insecure, with many families eating insufficiently on a daily basis

Plan International Australia has a strong presence in South Sudan and has done so for the last eight years. We've committed to implement a holistic approach in our programs so that we can both save the lives of children now and ensure their futures.

In 2018, backed by supporters like you we were able to provide emergency nutrition and food, including life-saving supplementary feeding for young children and lactating women. We provided shelter and non-food items to accommodate internationally displaced people, returnees and host communities, school feeding, livelihood support and more including access to gender-based violence services.

As a result of our interventions we saw 94% of those treated for acute malnutrition cured and zero deaths, showing that this work has been critical to saving lives. Thank you for your support.

This work isn't done; we are here for the long term. Importantly we have been working to highlight the impact gender inequality has on hunger, as women and girls are often fed least and last.

"Last year was very hard. I couldn't go to school when we arrived here because of the fighting. It was difficult as we had no money. But after my father was given the farming tools we were able to grow enough vegetables not only to eat, but also to sell. I can now go to school."

Conflict and food insecurity have affected thousands of families in South Sudan since independence in 2011, including 15-year-old Helena's. Forced to flee their village, they had to start again from scratch with just the clothes on their backs. Without any means to earn a living or grow food, the family were in a dire situation until Plan International provided them with the farming equipment they needed to rebuild their lives.

Through food distribution we have the opportunity to address gender inequality in communities. We can highlight the benefit of women having access to food for a whole community. We can highlight the importance of girls staying in schools.

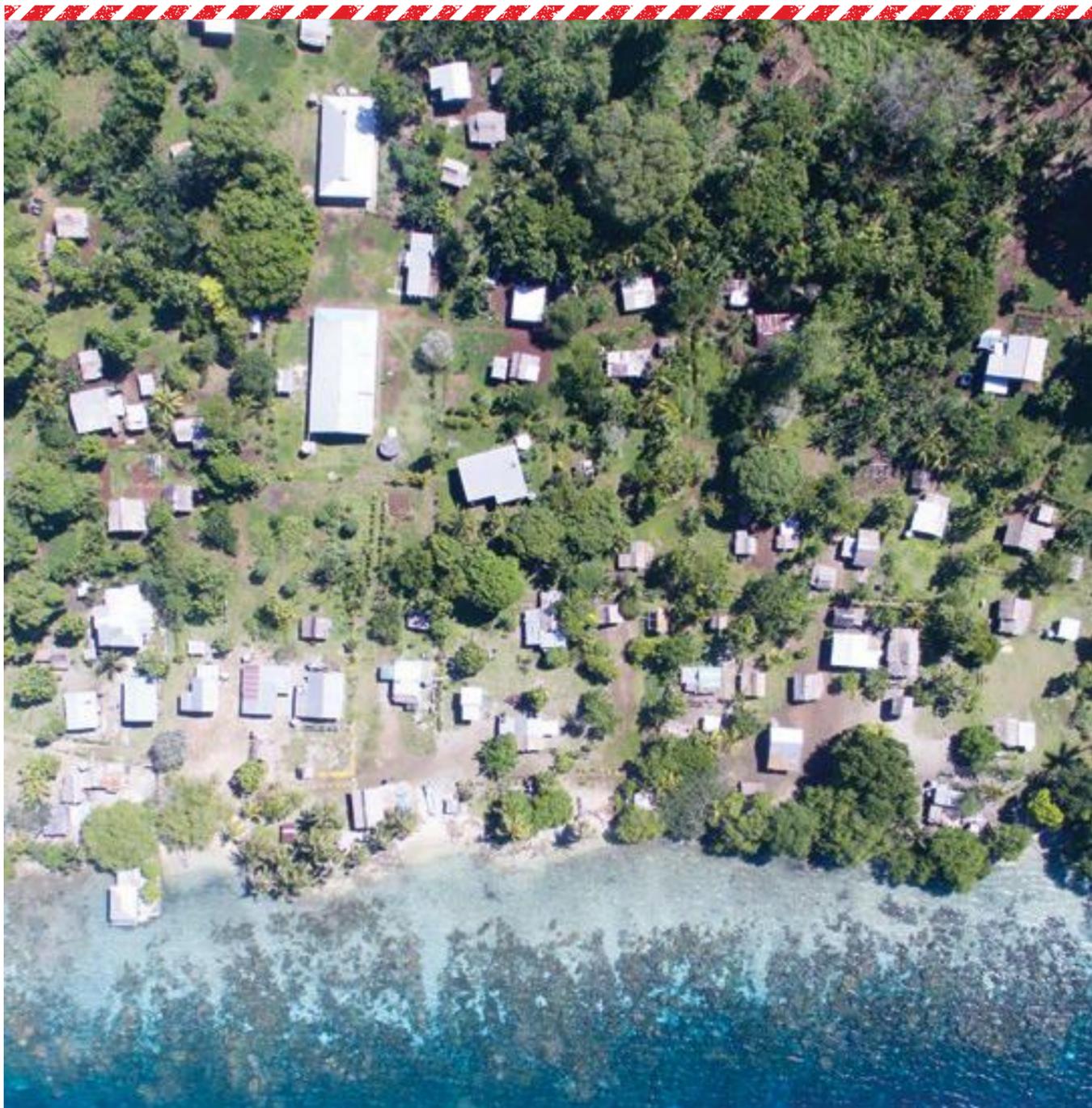
In order to see sustainable change through our food security program across the five countries where we work, we are looking at the opportunity to incorporate our broader work that focusses on the long term. This is a core part of our programmatic strategy that we will be implementing in the coming months.

With your support we're helping the people of South Sudan to survive a humanitarian crisis on a scale that's difficult to comprehend. But our ultimate goal is to see those communities go on to thrive.

264,619
BENEFICIARIES
were reached through our projects

227,711
PEOPLE
received life-saving food or supplementary feeding

3,700
HOUSEHOLDS
received seeds and tools to improve livelihoods in Former Yei and Torit Counties



WHEN DISASTER STRIKES

For our neighbours in the Pacific, natural disasters are a frequent occurrence. Here in Australia we have the capacity to ensure that when disaster strikes we respond in smart and effective ways and the best way to do this is through working in partnership to maximise our impact.

Plan International leads a consortium of partners in our Australian Humanitarian Partnership with the Australian Government, which includes Childfund Australia, CBM Australia, International Medical Corps, Australian Volunteers International, and Action Aid Australia. This consortium implements a Disaster Ready program with local and national organisational partners throughout the Pacific.

In the Russell Islands of the Solomon Islands communities are building their awareness and adaptability to climate change with support from Plan International and our local partners Solomon Islands Development Trust.

OUR COMMUNITY



SUPPORTING A JUST WORLD FOR CHILDREN AND EQUALITY FOR GIRLS

What a year it has been, with you behind us. You are the backbone of our organisation and our work simply wouldn't be possible without you.

Our community is made up of sponsors supporting whole communities, supporters who will step up whenever a disaster strikes, regular givers who are investing in long-term sustainable change, activists ready to change systems and policies that hold young people back, community members raising funds through their friends and families and so many people passionate about a just world for children and equality for girls. Thank you for being a part of it.

Above: Children wave at a Plan International-supported Early Childhood Care and Development (ECCD) centre in Kibaha District, Tanzania.

IN 2018

33,975

children were supported by sponsors in Australia

49,853

Australians donated to our work

8,972

regular givers supported our ongoing work

10,212

supporters took action to create a fairer world for all children and equality for girls

44

supporters chose to include a gift in their will to Plan International

THE TRUE IMPACT OF SPONSORSHIP

A STORY OF HAPPY COINCIDENCES

An important note for this story: at Plan International we never encourage sponsors and sponsored children to connect outside of our program for the wellbeing and safety of all involved. But sometimes our worlds collide in unexpected ways. One of our long-term supporters, Pru Bonham told us an extraordinary story that we had to share. It shows the true impact that child sponsorship can have not just on one child, but on the people around them too.

I was raised by two generations of strong, independent women, so equality and educational opportunities for girls have always been very important to me. I first studied medicine but failed the course half way through. After working in food science, marrying and having my two sons (now in their 40's) I graduated in Marine Science at the age of 36! I then spent 26 years with the CSIRO in Hobart, working on research voyages from the Antarctic to the tropics.

In 1990 I was elected for 12 years to Hobart City Council, serving as Deputy Mayor for 8 years. Over 20 years I have shared my house with university students, mostly girls, from all parts of the world.

When I was in local government, I was invited to an information session for Plan International. I found out then that a small amount of money could help not just one sponsored child but the whole community, its health and environment. I started sponsoring children through Plan International in about 1996, first sponsoring a girl in Senegal from a child of three to 17, when her family left the district. Later, Plan International asked me if I would be interested in sponsoring an older child whose sponsorship had ceased. I could see that this would be important for continuing education and support, especially for girls. Larissa* from the Philippines was the first older child whom I sponsored, and after Larissa, I have been glad to support a sister and brother in Zimbabwe and a child in Senegal, until they either graduated from the program or moved away.

Larissa and I wrote to each other through Plan International from 1998 when she was 14, until she graduated from the program. She was the eldest of five children. From her letters, I knew the family's income was barely enough to cover living expenses. Her father was a jeepney driver, her mother was not in good health, and Larissa had taken on most of the laundry and cooking to help her mother at home. I still have most of Larissa's letters. She has always had a strong faith and been highly conscientious, helping build her community through groups like science club and parish choir, and teaching younger children the scriptures.

Pru Bonham is a long-term child sponsor with Plan International Australia. Photo by Christopher Deere.

When we first 'met' she was in second year high school and thinking about her future study, but later decided she would take the education course in the town college because her parents could not afford to send her away to study. In her final letter to me in 2002, she told me she was in second year college studying for a Bachelor in Elementary Education.

Larissa is 33 now. She sent me a message because she wanted to tell me that she had grown up and finished her college education, to tell me that she had always wanted to become a teacher and that she did! She is an Alternative Learning System Teacher. They cater for out-of-school youths and adults who want to pursue their dreams to finish their schooling. She still lives in the same town with her family, but has been a teacher in different schools, often in remote areas. The ALS system, she says, "is giving hope for the hopeless", and a second chance especially for students on the Drug Rehabilitation Program.

When I started Plan International sponsorship I had a good job as a scientist and a local government allowance, so I was able to sponsor more than one child at a time through Plan International.

Now that I am retired and a pensioner, I wondered if I could still afford the monthly sponsorship of one child. Now I have heard Larissa's story, I am determined to keep up my support. Those dollars (about three lunches) are just so important to keep girls in education, to support them in their community and help prevent them from being married very young. My recently sponsored child, in Senegal, has graduated from the program, so I look forward to sponsoring another older girl soon through Plan International.

One child I haven't mentioned before, the youngest child I have sponsored, was from Indonesia. She was just a baby when I started hearing about her family in a poor community in Timor. When she was 9, I was a little sad that she could no longer be my sponsored child, but for a very happy reason! Her community had met the program goals and Plan International's work in the area had come to an end. She would be about 16 now, and in a lovely Plan International coincidence, I hear my next sponsored child may be a 16-year-old girl from Indonesia!

**Name has been changed.*

Find out how you can sponsor a child at: planau.me/sponsor

CONTINUING OUR SUPPORT INTO THE FUTURE

CREATING A LEGACY FOR CHILDREN AROUND THE WORLD

Connie and Hans Bachor have chosen to continue their support of Plan International's work beyond their lifetimes. Here they tell us why they chose to create a legacy of change for children and girls.

My husband, Hans, and I grew up in West Germany after World War II. There were food shortages and houses destroyed. We used to have rubble and ruins around where we played. So we knew what poverty was like.

When we migrated to Australia, we took the slow route through Nepal.

There, we saw how the people were struggling with education and girls in particular were falling behind.

My parents taught me that education is the most important thing and had given me the best education possible. We felt we wanted to help children get an education so they could improve their own lives. So we began sponsoring a child in Nepal. We've sponsored seven children in total from Nepal and Cambodia.

We chose Plan International because it was not just about contributing to one child but the whole community. We've actually seen the effectiveness of this model when Plan International said they were moving on from a certain area. It was a little sad at the time, but it's really a great achievement, because they set their goals, and then supported the building of the health facilities and schools.



Connie and Hans Bachor have chosen to leave Plan International Australia a gift in their will.

Once the community could maintain them, they moved to another area that needed help.

We believe in educating people so that they are able to help themselves. That's why we have worked hard to establish a scholarship at the Australian National University for a person who has come to Australia as a political refugee. We want to assist them to further their studies so they have opportunities to create a new life – just as we were able to do.

We decided to leave a gift to Plan International Australia in our Will so that the support we're providing now continues into the future. It is important to us that our support keeps on helping the people who really need assistance to improve

their way of life – to enhance their health, life expectancy and job prospects so that they can be self-reliant.

We also wanted to support an organisation that will still be around to assist vulnerable children in the future – that has a good track record of doing what they say they'll do. Hans and I certainly have great confidence that Plan International will persist and make good use of the gifts that are in our Wills.

If you are thinking about leaving a gift in your Will our team would be happy to talk you through it. Visit planau.me/GiW for more information.

TREK FOR GIRLS

A ONCE IN A LIFETIME EXPERIENCE

Our CEO Susanne Legena started her new role in the best possible way, on a trek in Sri Lanka to support our work with girls.

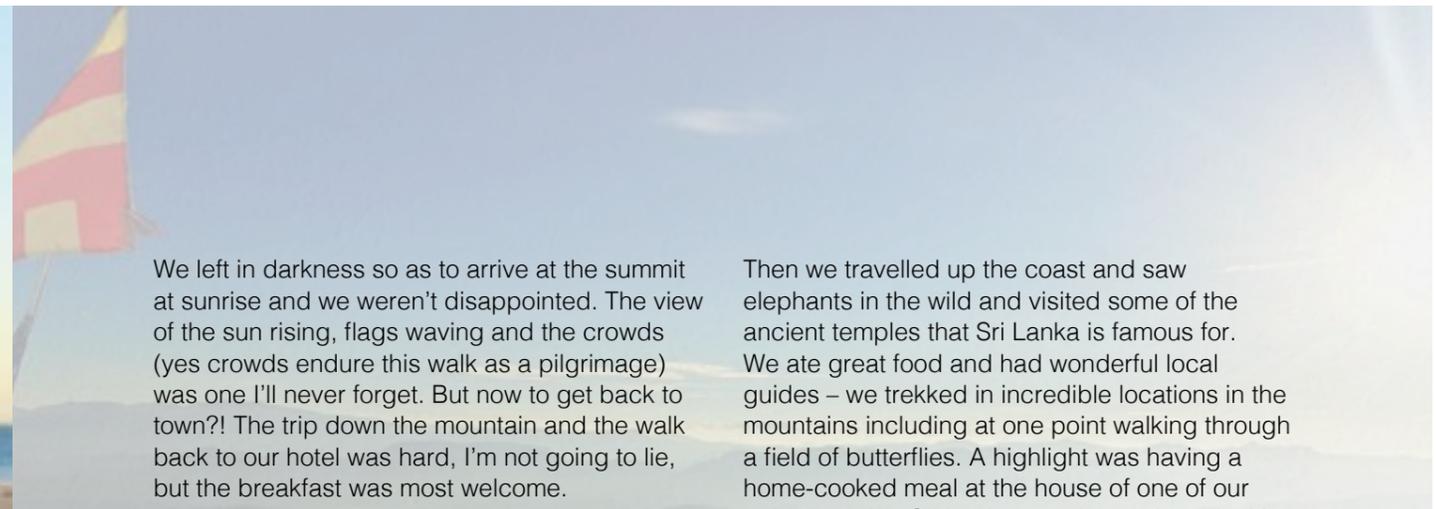
I booked in to do the Sri Lanka Trek for Girls in late 2017. I felt a bit flat, I needed a reason to get physically fitter and wanted to raise money for a cause I believe in.

Little did I know that when the time came to leave, I would be Plan International's new CEO. I found out on the Tuesday and left on the Thursday that same week.

What a brilliant way to commence a new job.

I met the crew in Colombo and thought 'what better way to start this role than to spend 10 days with fabulous Plan International supporters visiting our work in the field?' I wasn't disappointed.

First up was the physical challenge of climbing 10,000 steps up Adam's peak. My training hadn't prepared me for how steep and large the steps were. Many times I wondered if I could actually do it – and each time my new found friends plied me with food and encouragement. You climb a mountain one step at a time and you just keep going. Good training for a new CEO too.



We left in darkness so as to arrive at the summit at sunrise and we weren't disappointed. The view of the sun rising, flags waving and the crowds (yes crowds endure this walk as a pilgrimage) was one I'll never forget. But now to get back to town?! The trip down the mountain and the walk back to our hotel was hard, I'm not going to lie, but the breakfast was most welcome.

We travelled across the country to the East Coast to Batticaloa to visit Plan International's work. We were briefed by the team and met some young men training to be motorbike repairers so they can start their own business. A few of us teared up. Some people had been supporting Plan International longer than they'd been married – more than 20 years – and had never seen the work first-hand. It was wonderful to see this life-changing work in action.

The following day was International Women's Day. We visited another Plan International supported vocational teaching college teaching tailoring, early childhood, hospitality and food preparation skills. We got to talk to some young women and their teachers about why learning skills is so important. The young women talked about being able to work and support their families. I remember all the girls when asked what they'd do with their first pay packet said "give it to my mum." It was a really special day to see where our fundraising dollars will be spent.



Then we travelled up the coast and saw elephants in the wild and visited some of the ancient temples that Sri Lanka is famous for. We ate great food and had wonderful local guides – we trekked in incredible locations in the mountains including at one point walking through a field of butterflies. A highlight was having a home-cooked meal at the house of one of our guides, eating Sri Lankan curries and overlooking one of the highest waterfalls in Sri Lanka.

I couldn't recommend this Plan International Inspired Adventure trip enough. They talked me through the fundraising – none of us were professional fundraisers but some used a significant birthday to raise funds and others organised small events with friends. It really wasn't that hard and it was wonderful to visit Plan International's work in the field. We made great memories and good friends out of the trip.

If you need a boost and want to do some good in the world, consider joining the Cycle for Cambodia in March 2019, or Trek the Inca trail in Peru for International Day of the Girl in October 2019. I hope to join you!



Susanne and new found friends on the Sri Lanka Trek for Girls.

PLEASED TO MEET YOU SYDNEY

BRINGING TOGETHER OUR PEOPLE

We love meeting you, our supporters out in the real world and this year in Sydney was no different, with many of our long-term supporters attending a special event to meet our new CEO, Susanne Legena.

Our Plan International family is a special one indeed and this year we had the opportunity to meet with some of our most engaged supporters in Sydney to talk about how Plan International has changed, introduce our new CEO in person and have the chance to discuss the aspects of our work that you truly value. It was a very special event, held at The Freedom Hub, a social enterprise supporting victims of modern slavery and human trafficking.

We spoke about Plan International's history, its strengths and its ambitious goals for the future and how we plan to get there. The overwhelming feeling at the event was that we want more of these opportunities to meet you all and get your insights into how Plan International can best serve the children and girls we want to leave a safe, fair world for.

To all of our supporters, thank you for being a part of our family.



Left: Susanne presenting to supporters in Sydney.
Above: Lena and her mother Ruth.

One of the attendees included one of our youngest supporters, Lena, who donated the funds raised from her bat mitzvah this year to Plan International's work.

"My family began our involvement a few years ago when we sponsored a girl and her village in Africa, and I have tried to make positive contributions like setting up a cupcake stall with my brother Theodore to raise money for Syrian refugees.

So when I celebrated my bat mitzvah this year – the ritual of young women (12 years old) 'coming of age' in the Jewish community – I told my friends and guests that I would use the occasion to contribute a portion of my gift money to Plan International Australia. I and my mother also met Plan International representatives in Sydney and I learned more about how help is shared.

Like my mother, I have a strong sense of empathy for girls and women, especially in health matters. Plan International's 'plan' seems like a very good approach.

I am particularly impressed by the way that charity is not merely 'dumped' on people who need it. I think it is very positive that self-help skills and relationships are nurtured and supported. I think that people everywhere – rich or poor – could benefit from this kind of good work."

FINDING OUR TRIBE

BUSINESS FOR PURPOSE

We're very excited to acknowledge a group of Plan International supporters who are leading change from within. They are part of a growing movement of businesses who use profit for purpose.

Within this expanding group are Monica Meldrum, who has been identified as one of Australia's top 100 most influential women; MindTribes, one of Westpac's Top 200 Businesses of Tomorrow and their CEO Div Pillay, also identified as AFR's Top 100 Women of Influence; and Intrepid Travel, who recently achieved status as Australia's largest B-Corporation.

Since 2013 we've benefitted from the support of i=change, a B-corporation who make it easy for brands such as Fame & Partners, Tulley Lou and Hartley watches to give back and consolidate their impact every time someone purchases their products online.

In 2018 we welcomed Jade Collins and Alana Bastin-Byrne, founders of the Femeconomy – a for-profit social enterprise, role-modelling female leadership and entrepreneurship.

Increasingly our partners are talking to us about collective impact; the belief that no single policy, government department, organisation or program can tackle or solve the increasingly complex social problems we face as a society. We need multiple organisations to adopt a common agenda, shared measurement and an alignment of effort.

We're very excited to introduce you to just some of our growing network of partners committed to change.



Whole Kids

Whole Kids is an Australian-owned organic food company created by a real mum and dad team, Monica and James Meldrum. From humble beginnings in a tiny rented house in Richmond in inner city Melbourne, the couple launched the first organic snacks in the Whole Kids range in 2005. Since then, Whole Kids has grown to become the largest range of award-winning organic snacks for kids in Australia.

"We love making the yummiest, most nourishing organic food for your family. That's not all. We also love doing our bit to make the world a healthier, happier place for kids. From standing up and campaigning on important issues affecting children's health, wellbeing and their environment, to supporting Plan International to provide 500,000 nutritious meals to school children in Cambodia we strive to make meaningful, positive impact in everything we do."
– Monica Meldrum, Founder



The Whole Kids Family, Monica and James Meldrum with their children Chloe and Sam.



The footprint network

World Nomads believes all travellers have a responsibility to give back.

That's why, following the South East Asian tsunami in 2004, they founded The Footprints Network as a way to enable customers to fund charity projects in the places they visit.

If you're a traveller you can make a difference when you buy travel insurance with World Nomads by adding a small donation onto your policy price at check out.

If you're a business they'll give you the technology to apply to your own e-commerce site.

To date, 1,592,974 travellers have donated more than \$4,164,631 to change lives via The Footprints Network. "If you think you're too small to make a difference, you've never been in bed with a mosquito."

Below: Mindtribes support helps young women like Shriyani who has built up her own grinding mill business after taking part in Plan International's Women's Economic Empowerment project in Sri Lanka.



Above: Girls in Bangladesh are employed at the SaniMart. With thanks to World Nomads travellers Plan International is helping women and girls start their own sanitary pad making businesses.



MindTribes

MindTribes supports companies to lead, follow, sell, service, negotiate and operate in cross border teams and in our own multicultural society. They do this by building cultural capability and inclusion that makes a business impact. Co-Founders of MindTribes, Div and Vick Pillay are conscious of the economic differences between low and high income countries.

As Australia leverages the benefits of doing business in Asian and ASEAN countries, and this lifts economic conditions of thousands of local staff, there is much to be done within local communities. Div and Vick started MindTribes Gives to align with Plan International as their sole partner in giving, to address this gap with a focus on children, girls' education, women's health and women's entrepreneurial skills. They carry these messages into large corporations they work in to advance the collective movement to act for change.

MindTribes proudly gives 10% of their revenue annually to Plan International, to support our work in championing girls' rights.

MindTribes have also co-founded their own social enterprise, Culturally Diverse Women (CDW) to address the significant under-representation of culturally diverse women in senior leadership roles in Australia. They are using the intelligence and stories gained from CDW to engage organisations and leaders to act to include and progress culturally diverse talent.

If you'd like to learn more about how your business can have purpose and drive change for girls, please contact us about becoming part of the movement.

WORKING IN PARTNERSHIP

OUR LOCAL PARTNERS

Working with local partners who know their stuff is the key to sustainable change that communities can take ownership of into the future.

On a recent trip to the Solomon Islands we met Frieda, who works for our partners Live & Learn Environmental Education to help educate children and communities about the importance of good hygiene and having access to toilets.

At just 30 years old, Frieda goes into local communities to talk to chiefs and community members to drive change. As a result communities (including some who once had toilets but never used them) are building their own toilets with their own materials so they can have ownership over the process and where they want the toilets to be located.

Frieda wasn't always confident. She was shy as a child, but she was driven.

Frieda, 30, is a facilitator with Plan International Australia's partners Live & Learn Environmental Education in the Solomon Islands.

"One day me, my mother and my father went to the garden to plant peanuts – because my parents usually planted peanuts to market and buy my school fee – so when we were in the garden there was a plane passing us and my father said: "See, those that have a good education can go into that plane. How about you?" That's the challenging question that my father gave when we were in the garden. So I said, "One day I will be in that plane".

Frieda's first plane ride wasn't on a little plane like the one she and her parents saw. It was on a big plane to university in Suva, Fiji to do environmental studies. Now she's driving change in communities, doing incredible things for the people of Isabel Province.

Live & Learn Environmental Education is just one of the many incredible implementing partners we work with in the Pacific and across the globe. Our partners enable us to localise our approach to ensure the best solutions for communities, based on the context. Working alongside local partners means working with community members who are respected and know what will and won't work. They're the key to ensuring that our work is the best fit for the people we're working with, to drive change that lasts.



OUR TEAM

Our values

Our work is guided by and aligned to our Purpose and Values.



Our Board and Executive Team

Our **Board of Directors** is responsible for guiding the strategic direction of the organisation and is accountable for our actions and the impact of our activities.

Gerry Hueston (Chair) Elected: July 2012 Current term expires: November 2021	Sally Treeby Elected: July 2014 Current term expires: November 2020
Julie Hamblin (Deputy Chair) Elected: November 2010 Current term expires: November 2019	Jason Pellegrino Elected: July 2014 Current term expires: November 2020
Philippa Quinn Elected: November 2010 Current term expires: November 2019	Amanda McKenzie Elected: August 2014 Current term expires: November 2020
Brian Babington Elected: March 2010 Current term expires: November 2019	Jason Chuck Elected: July 2017 Current term expires: November 2020
Michael Corry Elected: March 2012 Current term expires: November 2021	Kawal Randhawa Board Observer

Our **Executive Team** is responsible for providing effective senior leadership to the organisation, by developing our overarching strategy and ensuring its successful implementation.

Learn more about our Board of Directors and Executive Team at plan.org.au/our-people

Our **Youth Advisors**, Gina Zheng, Linh Do, Alan White and Vanessa Ng sit on our Program, Marketing and Fundraising, and Finance and Audit Committees.

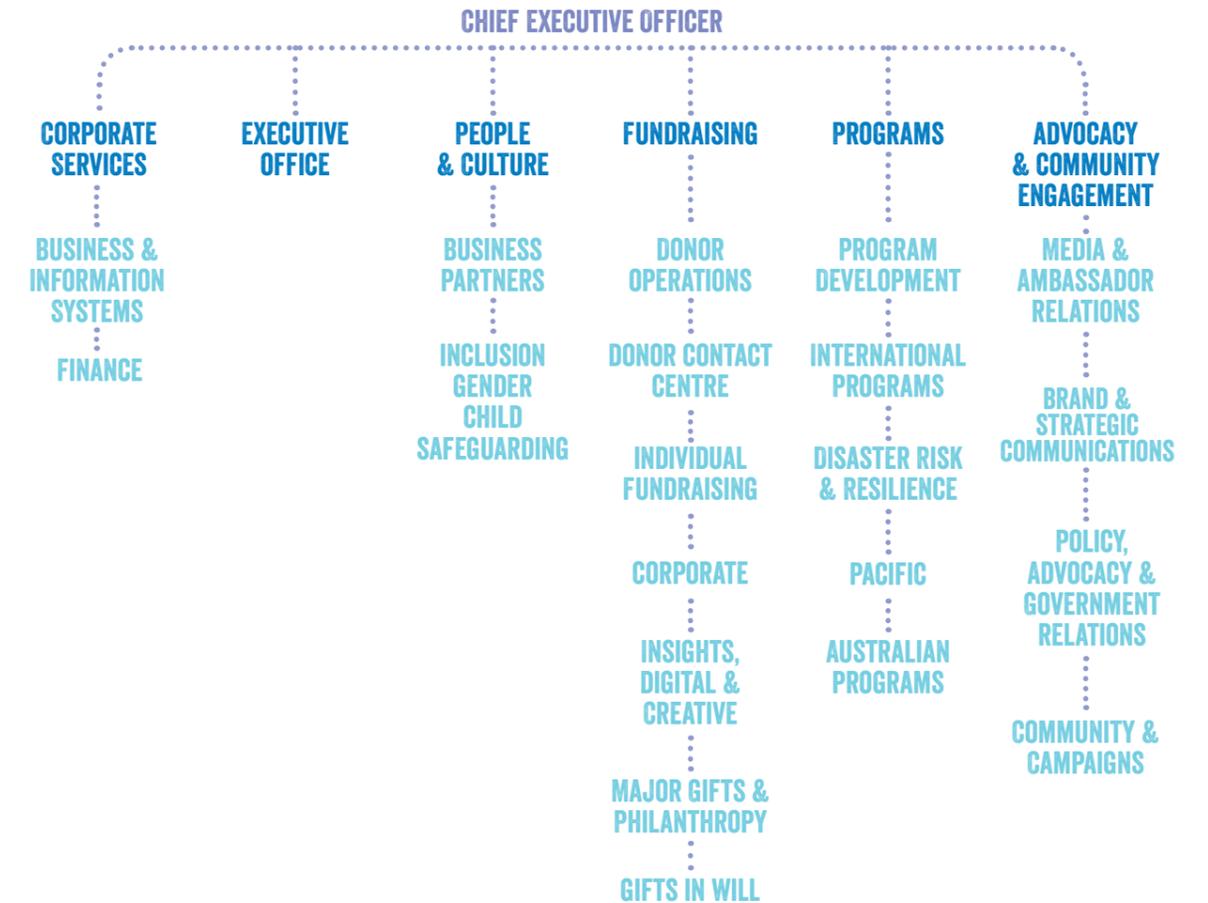


MEET THE TEAM

Want to join our team? Visit plan.org.au/work-with-us

How we work

ORGANISATIONAL CHART



Our Executive Team, Youth Advisors and Board of Directors.

Where we work

We welcome, celebrate and value the diversity, dedication and passion of our 138 strong workforce who operate from our Melbourne National Office, in the field with community (overseas and in Homelands, Northern Territory), and colleagues and partners in addition to our teams based in the Autonomous Region of Bougainville, Papua New Guinea, the Solomon Islands and Fiji.

Commitment to Inclusion and Gender Equality

Our deep commitment to gender equality and inclusion was monitored through our Gender and Inclusion Review, which has created the foundation for our two-year Gender and Inclusion Action Plan for FY19 and FY20.

Plan International Australia submitted a compliance report to the Workplace Gender Equality Agency, embarked on the development of a 'Reflect' Reconciliation Action Plan and began the process of a pay equity audit.

Safeguarding is core to who we are, and to our work

Child protection and safeguarding – is core to Plan International's Purpose, Mission and Values. Robust recruitment practices require all our people to declare that they will adhere to our safeguarding children and young people policy and sign our code of conduct. We also have background checks and strict training requirements for all new staff, together with procedures and protocols, to ensure any allegations or instances that could involve misconduct or harm to children or young people are immediately reported internally and with the relevant authorities.

In the Pacific region, child safeguarding work and practice was enhanced through a stronger focus on monitoring our programmatic downstream partners and the appointment, training and support of Child Safeguarding focal points in our Papua New Guinea, Solomon Islands and Fiji offices.

Workplace safeguarding – Plan International has a zero-tolerance policy toward misconduct, abuse or harassment in the workplace, in the office or in the field. Policies and guidelines have been reviewed and upgraded to incorporate all forms of gender-based misconduct. Building trust and confidence of our people is critical to ensuring we provide a safe and secure place to work. We embed our values and behaviours in all that we do, and we have procedures in place to informally or formally respond to any threat, allegation or incident, and to take immediate action against any individual who has violated our policy. In Australia in FY18, there were no cases of sexual harassment or misconduct reported between staff members.

Remuneration (including superannuation)	Number of executives in group
\$200,000 - 279,999	2
\$190,000 - 199,999	1
\$160,000 - 189,999	3

A note from our CEO

We have a wonderful culture and community at Plan International. In order to sustain that, we have to continue to work at it. This year our office has been seeing higher than normal turnover in our staff and reading their exit interviews made me realise we need better warning systems and check-ins with staff to understand how we can better support them in real-time. In doing so we hope to continue to nurture the culture, curiosity, capability and creativity of our people.

Our volunteers

Plan International Australia's office-based volunteers play a huge role in the everyday operations of our organisation. We greatly acknowledge – and value – all they bring to our organisation.

Our volunteers are a diverse, committed, talented and passionate group of people who bring a wide variety of life and professional experience to Plan International.

If you'd like to volunteer with us, email your CV and areas of interest to recruitment@plan.org.au

International Day of the Girl Adelaide Committee

You won't find all of our volunteers in the Plan International Office!

The International Day of the Girl Adelaide Committee are a voluntary group of politically astute women, business women, community leaders and advocates who are passionate about supporting girls' rights and gender equality.

For the past six years, the committee have held annual fundraising breakfasts coinciding with International Day of the Girl, to contribute to Plan International's work around girls' education, health and protection.

Last year, chaired by Leanne Muffet, the committee's International Day of the Girl Breakfast, themed Safer Cities: Free to Be, raised \$24,000 and we are so grateful for their dedication and passion.

1,162
hours were contributed by our 25 active volunteers

= \$38,431
in savings across four departments



The International Day of the Girl Adelaide Committee breakfast.



OUR FINANCES

Thueam, 11, tackles maths exercise on blackboard in her new classroom built with support from Plan International in Laos.

BY THE NUMBERS

YEAR IN REVIEW

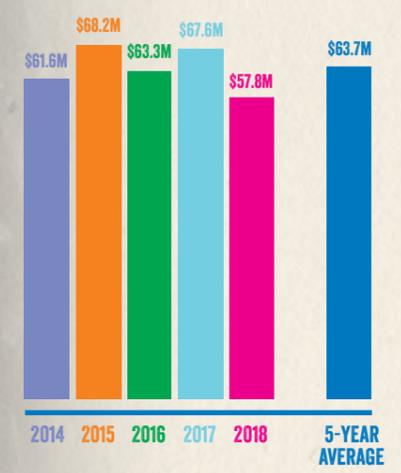
The 2018 financial year was a challenging and disappointing year of revenue performance for Plan International Australia, with the outcome of \$57.8M below the five-year average of \$63.7M, and the lowest recorded across the five year cycle. This fall in revenue was due to a significant \$8.1M year-on-year drop in our World Food Programme (Goods in Kind – GiK) food distribution programs as political instability in countries such as South Sudan and Central African Republic and geographical isolation to affected regions continue to pose challenges for aid distributions, as well as lower than usual humanitarian funding via activations through the new FY18 mechanism of the Australian Humanitarian Partnership.

We continue to experience tightness in the Australian Government's foreign aid budget and challenging conditions in the public fundraising market. Yet we do anticipate our recent investments in digital capacity and a better donor experience will support public fundraising revenue growth going forward and that our overall forward revenue trend, and consequently our program expenditure trend, will return to run rates that better the five-year average.

Costs incurred in Australia (for program support, fundraising, community education, accountability and administration) remain above the five-year average as we continue to include the costs to support and extend our programmatic reach into the Pacific, including the opening of a dedicated Plan International office in the Solomon Islands in FY2018. Separating out the Pacific leaves an underlying level of cost incurred in Australia of \$18.6M in FY18 which is less than the five-year average.

In response to revenue side challenges, cost levels can be expected to hold at or under five-year average levels through restructure and forward fiscal planning targeting expenditure efficiencies and productivity.

FIVE-YEAR REVENUE TREND



IN-AUSTRALIA EXPENDITURE

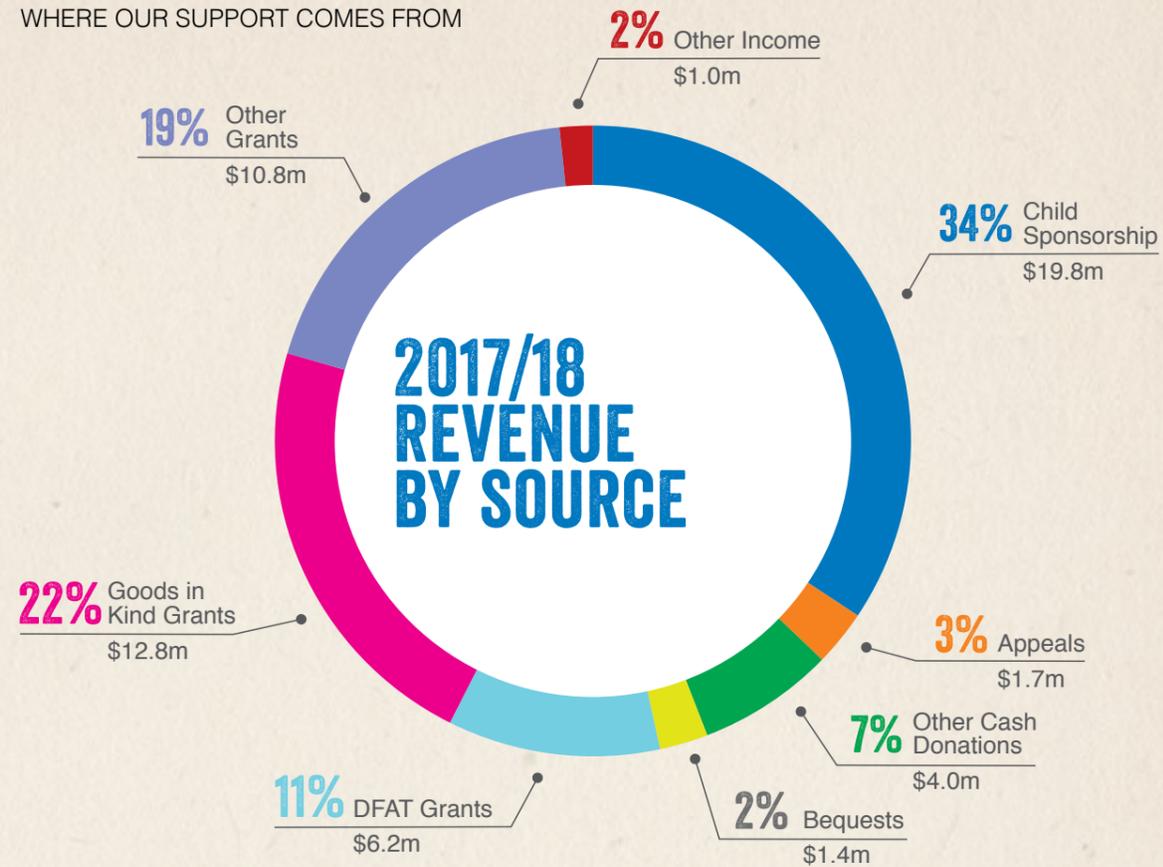


PROGRAM EXPENDITURE



REVENUE

WHERE OUR SUPPORT COMES FROM

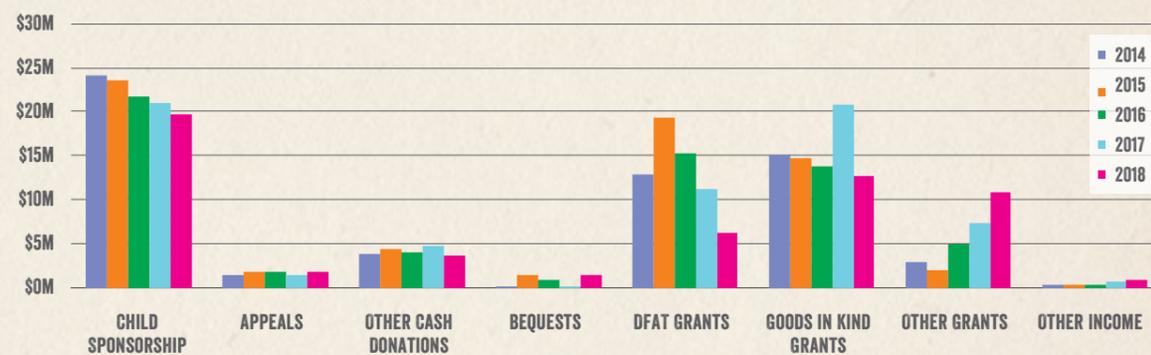


Other Australian Grants comprises DFAT grants given via the Australia Managing Contractors (AMC) amounted to \$5.4M.

The picture for revenue for FY18 was one of a continuing pattern of overall contraction in public fundraising, a static year on year outcome through government sourcing and an \$8.1M drop in Goods in Kind / World Food Programme distribution programmes.

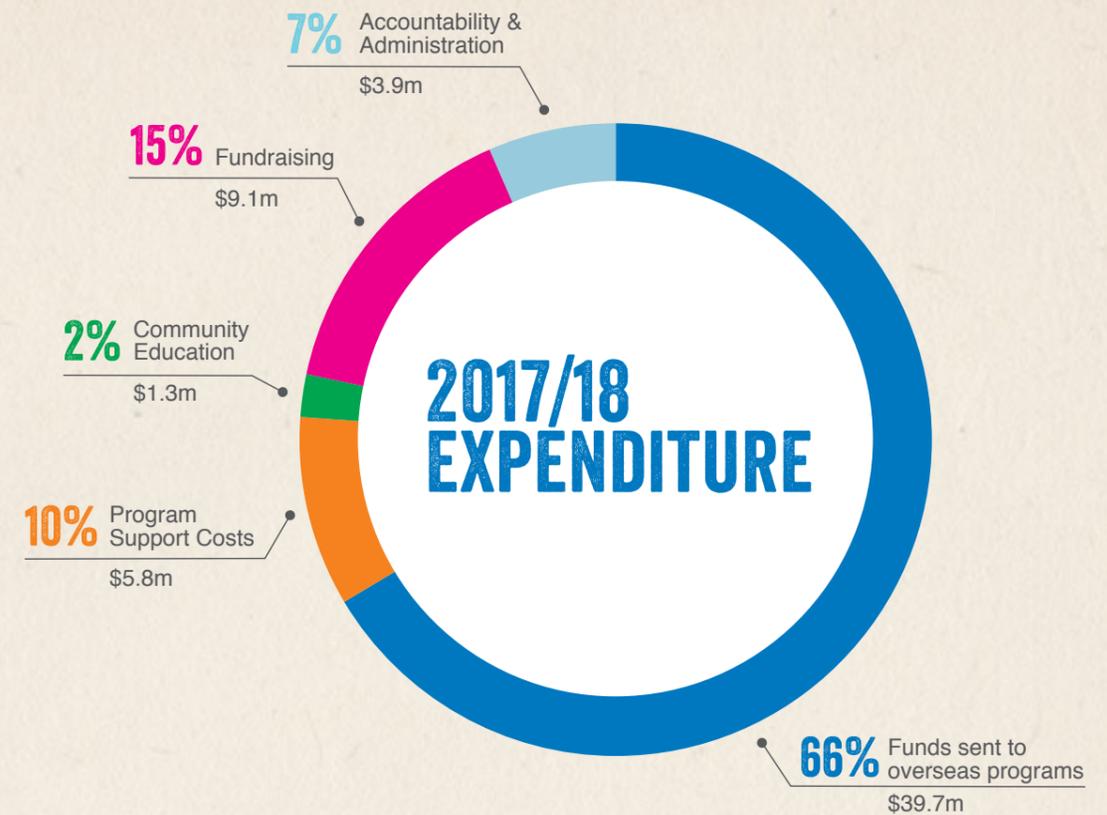
In the final year of our three-year corporate strategy, key focus areas are to consolidate and stabilise public fundraising and to secure a return to growth supported by new digital initiatives. Institutional markets are expected to remain challenging, however, it is anticipated that the conditions that gave rise to the year-on-year drop in World Food Programme revenue will ease and see the program resume the levels seen up to and including FY16.

FIVE-YEAR REVENUE TREND BY SOURCE

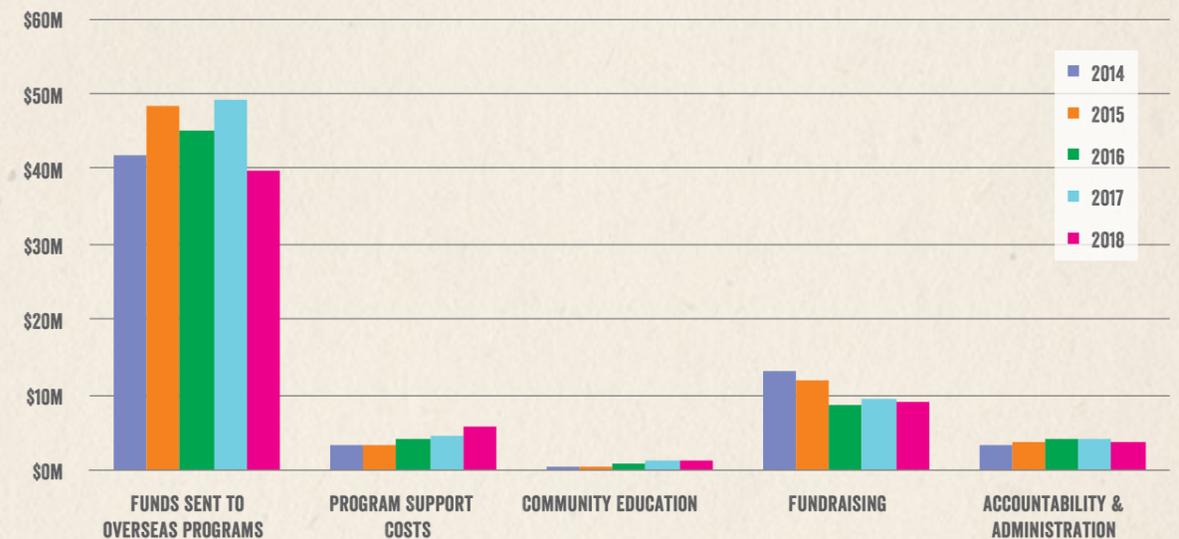


EXPENDITURE

HOW OUR RESOURCES WERE USED



FIVE-YEAR EXPENDITURE TREND BY TYPE



FINANCIAL STATEMENTS

The following statements are prepared in accordance with the ACFID code of compliance and represent an abridged version of our full financial statements. A full copy of our Financial Statements is available on our website at plan.org.au/annual-report

Consolidated statement of comprehensive income

AS AT 30 JUNE 2018

	2018	2017
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	19,847	21,093
- Appeals	1,656	1,498
- Other Cash Donations	4,041	4,780
	25,544	27,371
• Non-Monetary	-	-
Bequests and Legacies	1,425	22
Grants		
• DFAT	6,248	11,279
• Other Australian	6,219	4,058
• World Food Programme	12,752	20,828
• Other Overseas	4,668	3,375
	29,887	39,540
Investment Income	943	199
Other Income	406	22
Fair Value Gains On Financial Assets At Fair Value Through Profit Or Loss	(379)	467
TOTAL REVENUE	57,826	67,621
EXPENDITURE		
International Aid and Development Programs Expenditure		
International Programs		
• Funds to International Programs	39,742	49,266
• Program Support Costs	5,815	4,676
	45,557	53,942
Community Education	1,305	1,112
Fundraising Costs		
• Public	8,875	9,520
• Government, Multilateral and Private	184	113
	9,059	9,633
Accountability and Administration	3,908	3,963
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	59,829	68,650
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	-	-
TOTAL EXPENDITURE	59,829	68,650
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	(2,003)	(1,029)
Other comprehensive income for the year, net of tax	10	7
TOTAL COMPREHENSIVE (LOSS)	(1,993)	(1,022)

Consolidated Statement of Financial Position

AS AT 30 JUNE 2018

	2018	2017
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	4,558	2,433
Trade and Other Receivables	1,031	3,354
Other Financial Assets	1,176	861
Financial assets at fair value through profit or loss	1,489	421
Total Current Assets	8,254	7,069
Non-Current Assets		
Property, Plant and Equipment	375	475
Intangible Assets	192	494
Financial assets at fair value through profit or loss	6,174	6,845
Total Non-Current Assets	6,741	7,814
TOTAL ASSETS	14,995	14,883
LIABILITIES		
Current Liabilities		
Trade and Other Payables	1,494	1,188
Provisions	762	773
Deferred Revenue	4,726	2,927
Current Tax Liabilities GST payable (Receivable)	259	140
Total Current Liabilities	7,241	5,028
Non-Current Liabilities		
Provisions	244	352
Total Non-Current Liabilities	244	352
TOTAL LIABILITIES	7,485	5,380
NET ASSETS	7,510	9,503
EQUITY		
Reserves	7,510	9,503
TOTAL EQUITY	7,510	9,503

Consolidated Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2018

	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2017	8,751	752	9,503
Excess of revenue over expenses	-	(2,003)	(2,003)
Other amounts transferred (to) or from reserves	(1,256)	(1,256)	-
Other comprehensive income	10	-	10
BALANCE AT 30 JUNE 2018	7,505	5	7,510

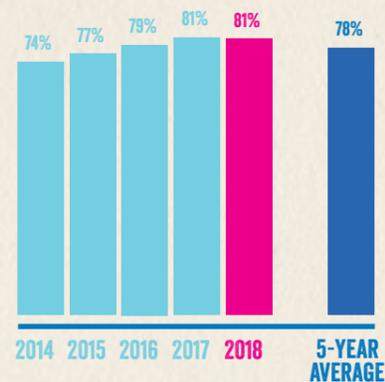
KEY RATIOS

Plan International Australia aims to maximise expenditure on programming and impact in the field yet spending on fundraising and administration are essential to ensure current programs are quality assured, compliant with the relevant standards and that our supporter base can be effectively engaged and maintained and that both can be supported with appropriate systems and infrastructure.

There are two performance ratios that capture these commitments – the Program Expenditure Ratio and the Cost Ratio.

Plan International Australia is providing more of its revenue towards programs for children

PROGRAMS EXPENDITURE RATIO



What is it?

Funds sent overseas, plus project support costs and community engagement costs incurred in Australia, stated as a percentage of total revenue.

What does it tell us?

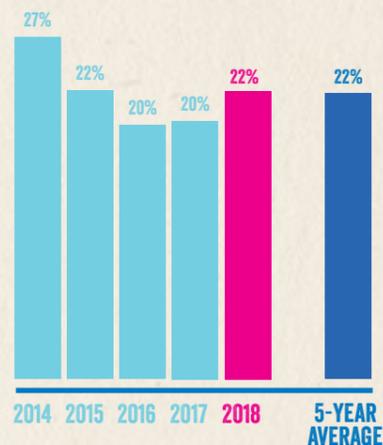
This ratio shows what proportion of Plan International Australia's revenue is being used to support international programs and also includes program support costs incurred in Australia relating to design, management and quality assurance of projects and costs incurred within Australia relating to educating the Australian community on international development issues.

Please note, the above ratios may not add to 100% because Plan International Australia may have made an accounting profit or loss during each year which should not be factored into these ratios.

The **Program Expenditure Ratio** has grown towards and exceeded the 80% mark indicating Plan International Australia's commitment to optimising its spend on programs for children.

The **Cost Ratio** has increased against trend in FY18 as a result of the fall in revenue. The accountability and administration costs included in the determination of the ratios have fallen to \$13M in FY18 from \$13.6M the previous year, indicative of the ongoing effort to hold the cost ratio under 25%.

COST RATIO



What is it?

Accountability, administration and fundraising costs stated as a percentage of total revenue. Accountability and administration costs include office facilities and rent, finance, IT, people and culture, audit costs, depreciation and all insurance costs. This includes the cost of maintaining high child safeguarding and anti-fraud standards. Fundraising costs include promotional and marketing campaigns, payments to third party fundraisers, cost of staff involved in marketing and fundraising, production of mailing and fundraising materials, and donation-related bank fees.

What does it tell us?

This ratio shows what proportion of Plan International Australia's revenue is being used to provide support services and fundraising activities. All businesses require support services to operate which may not be directly attributable to revenue generation. Plan International Australia attempts to minimise these costs whilst ensuring adequate support and facilities to maximise our impact for children. Additionally, Plan International Australia must spend money for fundraising purposes in order to maintain and grow its supporter base to provide funds for future international programs and long-term support for the countries we work with.

INDEPENDENT AUDITOR'S REPORT

TO THE SHAREHOLDERS OF PLAN INTERNATIONAL AUSTRALIA

Our opinion

In our opinion, the summary financial report as derived from the audited annual financial report of Plan International Australia for the year ended 30 June 2018:

- Are consistent, in all material respects, with the audited annual financial report of Plan International Australia for the year ended 30 June 2018, in accordance with the basis of preparation described in Note 1 to the consolidated summary financial report.
- Comply, in all material respects, with Section C2.2 of the Australian Council for International Development (ACFID) Code of Conduct.

WHAT WE HAVE AUDITED

The summary financial report derived from the audited annual financial report of Plan International Australia for the year ended 30 June 2018 comprises:

- the consolidated statement of financial position as at 30 June 2018
- the consolidated statement of comprehensive income for the year then ended
- the consolidated statement of changes in equity for the year then ended
- the consolidated statement of cash flows for the year then ended
- the statement of cash movements for designated purposes
- the notes to the consolidated financial statements
- the Directors' declaration

Emphasis of matter – basis of accounting and restriction on use

We draw attention to Note 1 to the annual financial report, which describes the basis of accounting. The annual financial report has been prepared for the purpose of fulfilling the directors' financial

reporting responsibilities under the *Australian Council for International Development ("ACFID") Code of Conduct*. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for Plan International Australia and its members and should not be used by parties other than Plan International Australia and its members. Our opinion is not modified in respect of this matter.

The summary financial report does not contain all the disclosures required by Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission (ACNC) Act 2012* applied in the preparation of the audited annual financial report of Plan International Australia for the year ended 30 June 2018. Reading the summary financial report, therefore, is not a substitute for reading the audited annual financial report of Plan International Australia.

The audited financial report and our report thereon

We expressed an unmodified auditor's opinion on the Plan International Australia annual financial report within our auditor's report, dated 9 October 2018.

Director's responsibilities for the summary financial report

The directors of Plan International Australia are responsible for the preparation of the summary financial report in accordance with the basis of preparation described in Note 1.

Auditor's responsibilities for the summary financial report

Our responsibility is to express an opinion on whether the summary financial report is consistent, in all material respects with the audited annual financial report and complies, in all material respects, with Section C2.2 of the *Australian Council for International Development (ACFID) Code of Conduct* based on our procedures, which were conducted in accordance with Australian Auditing Standard *ASA 810 Engagements to Report on Summary Financial Statements*.

PricewaterhouseCoopers

Melbourne
9 October 2018

David Kennett, Partner

COMPLIANCE AND REGULATION

We ensure accountability and transparency in every aspect of our business. We're committed to efficiency, effectiveness and best practice corporate governance.

ACNC, Accounting Standards and ATO

As a registered charity, Plan International Australia complies with the Australian Charities and Not-for-Profits Commission (ACNC) Act 2012. This includes Australian Accounting Standards, the ACNC regulations, and other mandatory professional reporting requirements. The Australian Taxation Office (ATO) has given Plan International Australia the status of a Deductible Gift Recipient (DGR), granted exemption from Income Tax and provided concessions for Fringe Benefits Tax and GST. Reporting requirements comprise mainly annual fringe benefit tax returns, quarterly Business Activity Statements and monthly pay-as-you-go (PAYG) submissions.

Accreditation

We are fully accredited and a trusted recipient of funds from the Department of Foreign Affairs and Trade (DFAT). Our accreditation is maintained through a rigorous process by DFAT that is undertaken every five years, involving an in-depth assessment of our management capacity, systems, operations, and linkages with the Australian community against a set of agreed criteria. Being accredited gives the organisation access to the Australian NGO Cooperation Program (ANCP) and DFAT funding programs such as Cooperation Agreements and any other funding mechanisms that may be created. Accreditation ensures we are transparent with our finances and covers our entire portfolio including non-development activities and activities not funded by DFAT.

ACFID

We are a member of the Australian Council for International Development (ACFID) and a signatory of the ACFID Code of Conduct. ACFID is the peak body for aid and international development NGOs and its Code of Conduct upholds the highest standards of ethics, effectiveness and accountability. For further information on the Code, please refer to the ACFID Code of Conduct Guidance Document available at www.acfid.asn.au. Complaints relating to a breach of the ACFID Code of Conduct by an ACFID member can be made to the ACFID Code of Conduct Committee (www.acfid.asn.au/code-of-conduct/complaints).

Fundraising

Fundraising licenses are required by many of the states in Australia in order to raise funds within their borders. We hold all required licenses and comply with the requirements associated with these licenses, which includes such conditions as providing extra reporting to particular states.

Workplace Relations Law

We are committed to complying with all workplace relations regulations, statutory and legal requirements. These include: Fair Work Act 2009; Human Rights & Equal Opportunity Commission Act 1986; and Work Health & Safety Act 2011. Workplace practices and internal policies are regularly reviewed to ensure compliance.

Privacy Policy

Read our privacy policy: plan.org.au/contact/privacy



Gifts in Wills

Many of our wonderful supporters have left a gift to Plan International Australia in their Will. In FY18, we received gifts from the estates of:

Anthony John McBeath
John Abbott
Richard Cobden
Maureen Collins
Marjorie Jean Duckett
Margaret Flower
Helen Margaret Foote
Kevin Hollams
Bruce Jones
Anthony McGowan
Phillip Murphy
Marjorie Negrin
Janet Packham
Brian Paradine
Michael John Reilly
Diana Rosemary Vernon

Major supporters

We would like to thank the following major supporters for their contribution:

ACME Foundation
Ms. Charlotte Ahne
Birchall Family Foundation Trust
The Bluesand Foundation
Estate of the Late Blanch Brooke Hutchings
The Ellingworth Legacy
Ms. Pam Harris
Mr. Gerry Hueston
Mrs. Anne Kantor AO
Mrs. Manpreet and Mr. Harv Kler
Mrs. Pamela and Mr. Robert Knight
Mrs. Joy and Mr. Andy Lyell
The Oliver-Affleck Fund (Baxter Percy & Oliver Affleck)
Mrs. Barbara and Mr. Ian Paroissien
Mr. Adam Raymond
RobMeree Foundation

Mr. Gino Roussety
Mrs. Kerrie and Mr. Brian Tierney
Professor Jonathan Unger
Mrs. Jan and Mr. Kevin Welsh

OUR PATRON

Plan International Australia is honoured to have Her Excellency, The Honourable Dame Quentin Bryce AD CVO as our Patron.



THANK YOU

Institutional partners

Asian Development Bank
The Australian Government
Department of Foreign Affairs and Trade
The Charitable Foundation
Food and Agricultural Organisation
International Organisation for Migration
New Zealand Foreign Affairs and Trade
Perpetual
UN Development Program
UNICEF
Vital Strategies
World Bank
World Food Programme

Business partners





13 75 26

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certified fibre source.