



The charity for girls' equality



ANNUAL REPORT  
2021

## 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](https://planau.me/policy-child-protection)

Feedback and complaints [planau.me/feedback-complaints](https://planau.me/feedback-complaints)

## ACKNOWLEDGEMENT OF COUNTRY

The authors of this report acknowledge and pay our respects to Elders past, present and emerging of this nation. We recognise sovereignty was never ceded and that this land always was and always will be First Nations land. We recognise their ongoing connection to land, waters and community, and we commit to ongoing learning, deep and active listening, and taking action in solidarity.

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## FROM THE CEO



By nature, an annual report is a retrospective. It is of course about accountability, but it's also an opportunity to look back at the year that was - the wins, the losses and the lessons.

These yardsticks are important because they allow us to reflect on how far we have come - something that has been absolutely vital during a two year period in which many aspects of life came to a standstill.

This sense of stasis was especially challenging for organisations dedicated to justice and progress, like ours.

Flexibility in our program objectives and a commitment to finding innovative ways to function during a global crisis were necessary, and empowered us to maintain our commitments and connections to partners and communities the world over.

The work you will read about in the following pages is testament to our partners' success in these challenging circumstances. Our staff in Melbourne have been working from home for the better part of two years and have endured more than 200 days in lockdown. However, that hasn't stopped them from showing up everyday and continuing to elevate and amplify the voices of young people. It hasn't stopped our research, or prevented our team from responding to the pandemic. Nor has it interfered with our delivery of emergency responses where needed, or from commencing new programs and continuing existing ones. We could not have done this work without the dedication and hard work of our team in Australia and in the countries that we work. A massive thank you is owed to each of them for their resilience and fortitude to continue 'finding a way,' in the most difficult of circumstances.

But this progress hasn't been without its losses.

In last year's annual report, I spoke about the unique opportunity this global pause gave us to reimagine our world, our work and the way we want to contribute to creating a better and more just world post-COVID-19. To do that we revisited our strategy, business model and organisational design in a process we called Recover and Reimagine. Towards the end of the financial year, we took the first steps towards that vision, with a decision to reduce

operating costs in Australia in order to be able to remit more resources to our partners to create greater impact.

It also involved restructuring teams and bidding farewell to some very well-loved staff members, including two members of the Executive Team. Director of Fundraising, John Burns and Director of Corporate Services, Steve Timmerman were two of these departures, and I want to acknowledge their contribution to Plan International Australia's work. Both John and Steve have played major roles in getting the organisation to where it is today and their legacy will continue well into 2022 and beyond.

With the current state of the world, the work we do has never been more necessary or more urgent. The COVID-19 pandemic has set back girls' rights, challenged fragile health systems and rocked economies and livelihoods. Millions of children have been without schooling.

In this digital era, we are increasingly inundated with bad news about what is happening in the world, from Haiti and Afghanistan, to the stark findings of the UN's IPCC report, which laid bare the fact we are running out of time to avert a climate catastrophe. And yet we live and see everyday a much more positive and humane world.

Looking ahead, while we have much to do, we have weathered this storm well - thanks to you and targeted government support.

We are determined not to accept a set back in children and girls' rights. We have to get girls back to school and fast. We have rebuilt ourselves to be a more modern and better adapted organisation for the times and promise to continue to carve out space for the voices of the most vulnerable children and their communities, and for girls around the globe to be heard. Thank you for joining with us as part of that positive movement for change. Our supporters, partners and staff are integral to this work, and your generosity and commitment is what allows us to work towards a vision of a better and more equal future for all.

**Susanne Legena**  
CEO, Plan International Australia

## FROM THE CHAIR



For the past nine years I've written this letter in my role as Chair of Plan International Australia, and this year it feels a bit different to be writing it for the last time. I will be leaving the organisation in a technical sense only because, as one of our recently retired Board Members said, "once you become part of the Plan International Australia family you are with it forever." I will leave the Board much enriched by my experience and will continue to be a staunch advocate for, and passionate supporter of Plan International Australia.

When I joined the Board in Australia, (and some two years later, the International Board), Plan International Australia was seen as a bit of a sleeping giant; very good at what it did but with a lot of untapped potential. Since then, the whole organisation has embarked on a global repositioning, working to strengthen its voice on gender equality and girls' rights. In Australia, Plan International Australia was striving to put girls' education front and centre on the global development agenda through our 'Because I am a Girl' campaign, something we continue to do nine years later.

Progress doesn't happen overnight, but it feels like we're getting somewhere, particularly having heard this year's climate conference, COP26, being unofficially referred to as the 'Girls' Education COP'. The organisation has positioned itself well to face the many challenges it faces into the future. However in a fast moving world it is imperative that an organisation like this one evolves rapidly to remain relevant and legitimate wherever it works.

In all my years at Plan International Australia, it is fair to say that the past two have been the most unpredictable and challenging. COVID-19 saw the declaration of a red level emergency across the whole organisation globally, which in turn required us to adapt to this new and unfamiliar situation as it evolved.

During this time, our incredible team has adapted its programming to support education and remote learning during school closures. With daily life shifting online during the pandemic, we've also recognised the dangers of the online space, and worked alongside young people and social media companies to address these risks. We've promoted COVID-19 preventative measures such as handwashing

and mask-wearing, incorporating this kind of messaging into all of our programs while supporting communities to improve access to water, sanitation and hygiene facilities. We've been very aware that the everyday inequalities girls face are heightened during crises, and have continued our work to help girls know their rights and participate equally in their communities. Also very importantly, we have shown how Plan International Australia can pivot and move with great agility when required. This will hold the organisation in good stead for the challenges of the future.

The past 12 months have been very future focused, and my work with fellow Board Members and Plan International Australia's executive team has seen us preparing for and implementing changes that will cement the organisation's role in the post-COVID world.

I strongly believe I am leaving behind an incredibly talented and diverse Board and a refreshed and talented leadership team.

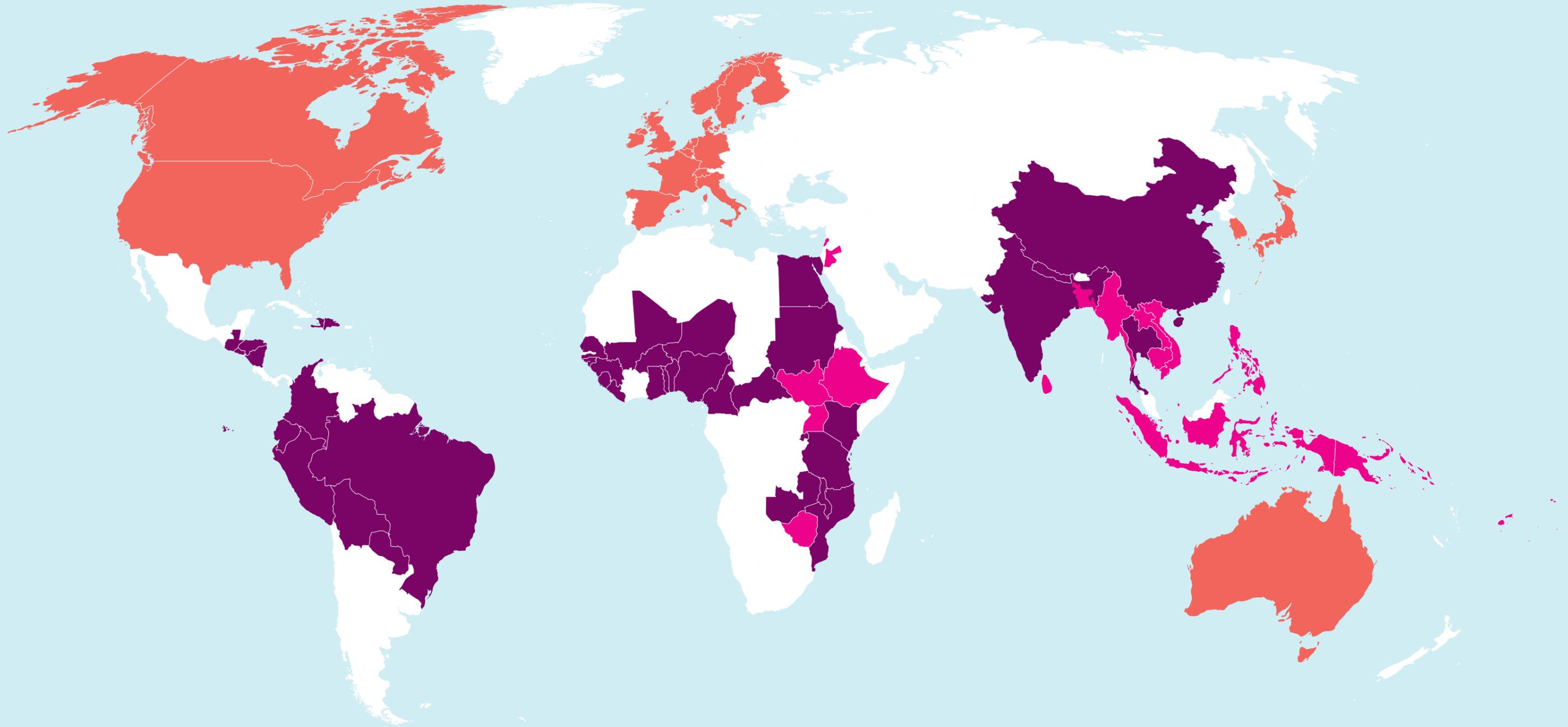
It has been such a privilege to take this journey alongside such an incredible organisation and all of its wonderful supporters. The work Plan International Australia does and the progress that has been made for children, their communities and in recent years, for girls, is truly humbling, and none of it could happen if it wasn't for the thousands of generous supporters who stand alongside us and share our vision for a more equal world.

I am beyond proud of what we have achieved together over the past nine years, and it will be with that same sense of pride that I now watch from the sidelines, to see what comes next for Plan International Australia.

I wish incoming Board Chair, Sally Treeby, the Board and the whole Plan International Australia team all the very best for the future.

**Gerry Hueston**  
Chair, Plan International Australia

# 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-managed programs assist children in more than 25 countries, and child sponsorship funds support programs across the Federation.

- PLAN INTERNATIONAL AUSTRALIA FUNDED OR OPERATED PROGRAMS
- PLAN INTERNATIONAL PROGRAMS
- PLAN INTERNATIONAL FUNDRAISING AND PROGRAM SUPPORT OFFICE\*

\*Note: India, Colombia and Australia are dual fundraising and program countries.

# OUR STRATEGY

**Throughout 2021 it became apparent that the COVID-19 pandemic and its effect on how we deliver and fund projects around the world, required us to undertake a major strategic reset. While we continued to deliver our Aligning for Impact Corporate Strategy, with significant adjustments made to accommodate our pandemic response, we used this financial year to recalibrate our 5-year corporate strategy, business model and organizational structure.**

The Plan International Australia Board launched the resulting Recover and Reimagine Corporate Strategy in February 2021 and a subsequent organizational redesign, required to implement this strategy, was undertaken in June 2021.

The Recover and Reimagine Strategy sets out our vision: to be a next generation international social impact organisation, brilliantly partnering to drive systemic change.

**Underpinning this vision are the following growth strategy principles:**

- Create significant change for children, especially girls by rethinking how we create value and partner to maximise strategic impact; and
- Operate from a sustainably aligned financial and organisational base so that we can deliver lasting impact over time.

**With this in mind, the objectives of the new Recover and Reimagine strategy are to:**

1. Drive growth and renewed ambition in income generation
2. Become a competitive commercial player in contracting and consulting
3. Develop game changing models for program impact and influence and market them to partners who want to play big
4. Reduce in-Australia costs to ensure ongoing viability and maximise the transfer of funds and power to Plan International Country Offices and local partners
5. Strategically align organisational structure with how and where we will operate
6. Create significant change for children, especially girls through gender transformative programs and influence, and use evidence of impact to influence investors and decision makers to do the same.

Work towards these objectives began with an organisational redesign that shifted the structure from four departments (Fundraising; Advocacy and Community Engagement; Programs; and Corporate Services) to three (Impact to Scale; Engagement for Action; and Business Performance and Capability), and significantly reduced the number of management roles across the organisation.

The Recover and Reimagine strategy is the culmination of many months of discussion around emerging trends within international development and the Plan International system. In particular, the desire to evolve as an organisation that can tackle system-wide threats, address the basic needs of the communities we work with, and consider the intersections of justice, including racial and gender justice, not only in the outcomes of our work but in how we work.

It became clear throughout this process that to truly evolve, our long-term strategic intention should be to transfer greater power to Plan International Country Offices and local partners.

In failing to take this step, we could face irrelevance and risk doing more harm than good for the people we seek to work with. However, this is not a short-term project. There are significant constraints that limit how rapidly we can transfer financial decision making in particular to our partners, however by placing sharing and shifting power at the heart of our strategy, we are making clear our intention to evolve in that direction.

The new Recover and Reimagine Strategy and our explicit desire to transfer power to the people we work with builds on Plan International's long history of tackling the root causes of poverty, supporting communities through crisis, campaigning for gender equality and helping governments do what's right for children – particularly girls. We seek to continue this work over the next five years from sustainable financial and aligned organisational base, growing in ambition and impact.

# OUR IMPACT AT A GLANCE

We delivered **12 humanitarian response projects** in partnership with Plan International offices and local implementing partners, through the Australian government's Australian Humanitarian Partnership (AHP). Seven of these projects directly responded to the immediate impacts of COVID-19 in countries across the Pacific and Asia, while others responded to the impact of floods in Vietnam and Timor Leste and tropical cyclone Yasa in Fiji.

We reached **1.2 million people through a digital COVID-19 Facebook campaign**, which provided accurate information about COVID-19 and Papua New Guinea's vaccine program. The campaign is helping residents to make informed decisions about improved hygiene practices and getting vaccinated.

Through the Australian Government's Australian NGO Cooperation Program (ANCP) and matched funds generously donated by supporters, we delivered projects in **11 countries across Asia, the Pacific and the east Africa regions**. With a combined reach of 131,769 people, these projects enabled girls and boys to thrive, whilst other projects had a specific focus on adolescent girls and women's safety, leadership and responding to COVID-19.

In Papua New Guinea, in partnership with Plan International PNG and Live and Learn Environmental Education, we worked in partnership with **21 schools to improve water, sanitation and hygiene (WASH) facilities** and deliver teacher training around WASH practices, as part of the Australian government's Water for Women program.

In Vietnam, **over 11,000 flood-affected people** across 15 communities in Quang Tri province received life-saving assistance to help maintain a high level of hygiene and dignity while recovering from the impacts of the flood through the Australian government's Australian Humanitarian Partnership (AHP). This assistance also allowed about **4,700 children to return to school** (67% girls).

Through the provision of cash assistance in Laos, we assisted over **1,100 households to support the return of children to school** during the COVID-19 pandemic. In total, 1,105 students (65% girls) benefited from access to education

through the Australian government's Australian Humanitarian Partnership (AHP).

We released **groundbreaking global research into girls' safety online** - the largest ever survey of its type - finding that more than half of girls have been harassed and abused on social media. This sparked a powerful new campaign to influence change with social media companies and government stakeholders in Australia, in collaboration with Plan International efforts around the world.

With COVID-19 creating significant setbacks to girls' education in the Asia-Pacific region, we advocated for the Australian Government to increase its commitment to girls' education. Our research, policy and campaigning were successful, with the Government investing **\$180 million over the next five years to the Global Partnership for Education's work** in the Indo-Pacific region.

In Cox's Bazar, community leaders and local government endorsed the setup of **69 youth clubs for learning in refugee camps and host communities**. Including girls in these youth clubs is helping to break down barriers around access to girls' education, in a setting where their schooling often isn't prioritised, through the Australian government's Australian Humanitarian Partnership (AHP).

Together with local partners in Indonesia, Papua New Guinea and the Solomon Islands, we **improved access to water, sanitation and hygiene (WASH) facilities**, thanks to the Australian government's Water for Women fund. In Indonesia the project increased the number of women undertaking WASH leadership roles by 61%, positively impacting 550,885 individuals.

We partnered with the World Food Programme on 21 projects in South Sudan, Myanmar, Cambodia, Sudan, Zimbabwe and Laos, to reach **845,707 people who were facing food insecurity** in agricultural and urban settings. In addition to increasing access to nutritious food and cash support, the project also led to an increase in school enrolment and attendance as a result of school meals, and we saw an increase in women's leadership and decision-making in the delivery of the program.

# MONITORING, EVALUATION AND LEARNING

Despite the challenges presented by the COVID-19 pandemic, Plan International Australia continued to monitor and evaluate the progress and achievements of projects across our portfolio, while also focusing on learning and research to improve the quality and outcomes of future projects. Plan International Australia commissioned and contributed to evaluations and research in a range of countries, focusing on a variety of themes, including education, child protection, our humanitarian work and youth empowerment.

Youth empowerment was a particularly prominent theme in our Monitoring, Evaluation and Learning work for the year and is key to our focus on improving the lives of young people, especially young women and girls. Evaluation of our youth empowerment project in Myanmar found that the vast majority of participants felt they had improved knowledge and skills to obtain decent employment and increased confidence to lead others as a result of the project. This translated into concrete outcomes – half of the participants secured decent work within just six months of participating in the program and earned, on average, double the income of their peers who did not participate in the project. Significant progress was also made in challenging the social norms that inhibit young women's participation in employment. The majority of young women who participated in the project reported that the project helped challenge negative community attitudes that prevented them from working and more than 90% of the parents whose children participated in the project agreed that young women should participate in employment.

Plan International Australia also sees youth empowerment as a key factor shaping our climate change work, especially in the Pacific. To further our contribution to this work and as part of our commitment to ensuring our approaches are appropriate and effective,

we researched youth-focused organisations in Fiji and the Solomon Islands to identify opportunities and challenges to support young people to engage in initiatives to address climate change. The scoping work found that several organisations in Fiji and the Solomon Islands are well-positioned to collaborate with our organisation and are supportive of opportunities to empower young people to work on climate change initiatives. The scoping indicated that there are opportunities for Plan International Australia to make a tangible contribution to youth-led climate change work through supporting local organisations to develop and expand their work with young people. We will continue to explore how this may look in our future climate change work in the Pacific.

We have a track record of effective work with local partners in the Pacific and this was recently highlighted in the mid-term evaluation of DFAT's Australian Humanitarian Partnership program in the Pacific. Some of our most impactful work under this program has been in Fiji. Indeed, the review found that the work of Plan International Australia, our local partners and other organisations in Fiji has improved cooperation among organisations working in the humanitarian space and highlighted the important contribution to ensuring diversity and inclusion is reflected in humanitarian work in Fiji.

As we endeavour to adapt to the challenges presented by COVID 19, Plan International Australia continues to explore innovative ways of maintaining our robust Monitoring, Evaluation and Learning practice, using technology to support remote working and investing more in our local teams' and partners' MEL work. These new ways of working are having a positive impact on how we conduct monitoring and evaluation, particularly in terms of localisation of MEL work and expertise, and we look forward to exploring how we can foster this.

## INVESTING IN ADOLESCENT GIRLS' EDUCATION

**Investing in girls' education is life changing. It provides girls with opportunities to shape their futures and become the women they want to be, and the ripple effects it can have for entire communities and countries has the potential to truly transform our world. But for many, returning to school post-pandemic will not be an option.**

The COVID-19 pandemic has led to an unprecedented disruption to learning. In the Asia Pacific region, lockdowns, school closures and the disruption to economies, labour markets as well as the social and economic fabric of families and communities, will reverberate for decades to come.

In March 2021, Plan International Australia released *Smart, Successful, Strong: The case for investing in adolescent girls' education in aid and COVID-19 response and recovery*.

### Girls as researchers

A collaboration between Plan International's offices in Australia, Indonesia and Vietnam with support from colleagues and partners across the Asia Pacific region, the report shines a light on the impact of COVID-19 on adolescent girls in South East Asia and the Pacific and their experiences of accessing secondary education over the past twelve months.

This innovative research project was led by girls in its entirety. We asked 55 adolescent girls and young women (aged 15-24) about the barriers they've experienced in accessing learning since COVID-19 lockdowns, and to identify and prioritise their solutions for change.

Girls' vision was clear: "All adolescent girls must be able to complete their education, including being able to return to school if the pandemic has pushed them out of the classroom."

In particular, they called on donors and decision-makers to invest in initiatives that:

- Educate girls, families and communities about their right to complete 12 years of education, including an end to child, early and forced marriage/unions
- Bridge the digital divide
- Provide age and gender appropriate

support for girls' mental health and emotional wellbeing

- Create more opportunities that enable girls to be leaders
- Provide girls living with a disability with the same opportunities to access and complete education as all learners
- Rebuild the education system to promote values-based learning that encourages and teaches diversity and inclusion, respect and care for each other, so that schools are more welcoming environments for all and free from discrimination, gender-based violence and harassment
- Remove financial barriers to accessing or completing education, and ensure all schools have access to the same level of resources
- Ensure girls' voices and views are central to decision-making, with school systems and curriculums co-designed with young people and participatory policy making processes
- Embed comprehensive sexuality education in formal and informal education settings and ensure it is accessible for all children, adolescents and young people
- Ensure schools are more environmentally-friendly and teach climate change and action

A rallying cry to donors and governments, the report urged Australia to increase its investment in education aid, not only to stop the unravelling of decades of progress in education, but to create an equal world, where girls are supported by their families, their communities and their governments to fulfil their right to 12 years of education.

Following the release of the report, we welcomed news of the Australian Government increasing funding for education, with a focus on girls, including through an investment of \$180 million over the next five years to the Global Partnership for Education's work in the Indo-Pacific region, as well as an additional \$52 million to support the delivery of education and health services in Papua New Guinea, as part of the COVID-19 response.

# ENDING THE STIGMA. PERIOD.

**Together with Modibodi, we've been working to ensure thousands of girls and women in Southeast Asia can access safe and sustainable period products, live free from period stigma and participate more fully in daily life – including their education!**

In many places where Plan International works, COVID-19 has amplified period poverty. Young people in these communities are having trouble accessing period products and are missing out on vital information and support around menstrual health management (MHM) and sexual and reproductive health.

For millions of girls around the world, being able to safely manage their periods and be free of the taboo and stigma associated with menstruation is vital to ensuring their human rights, health and dignity – and these are all under threat right now as COVID-19 continues to devastate the world.

Since recording its first case of COVID-19 in March 2020, Indonesia has been stuck in an endless wave of the pandemic, making it the worst-hit country in Southeast Asia. With a population of 270 million spread across a vast archipelago of 17,000 islands, the virus has brought heightened challenges to remote and difficult to reach regions in particular.

Menstrual health is still a taboo topic in many traditional Indonesian communities, and often it is not discussed at home, so schools and community health centres play an important role in ensuring young people have access to menstrual health information and support.

Although remote learning has helped bridge the education gap while schools are closed during lockdown, information about periods and sexual and reproductive health aren't translating into the remote learning space.

## So what are we doing about it?

In response to these challenges, Plan International shifted focus from face-to-face interventions for students within our Water for Women Fund project, to centre smaller online peer education sessions that empower students with a better understanding of MHM, which can then be shared with peers when schools reopen.

These smaller, virtual education sessions include both boys and girls, and seek to provide a safe space where students can comfortably discuss issues around menstrual health and sexual and reproductive health.

The need for greater support dealing with periods during the pandemic was also the catalyst for another partnership opportunity.

In October 2020, we joined forces with



Plan staff hold menstrual health management session for teenage girls in a camp at Cox's Bazar

reusable menstrual underwear brand, Modibodi, for a three-month pilot project aimed at combatting period poverty and ensuring women and girls have greater access to sanitary products.

Together we've provided 1,000 pairs of reusable underwear (approximately three pairs each) to 333 girls and women, including women with disabilities, alongside Menstrual Health and Hygiene education.

Three months on, more than 74% of participants said they now felt more confident managing their period.

"I think this is a really excellent solution to the challenges that disasters and pandemics have brought to MHM," says Silvia Devina, a WASH and ECD Advisor in Indonesia. "The pilot has shown that reusable menstrual pants are a good solution and could make a real difference to

period poverty in Indonesia. Girls and women can feel safe knowing they can manage their period for some time until the supply chain is back in order!"

Following this successful pilot project with Modibodi, we're now working together to improve menstrual health outcomes for girls and women in Laos.

This new initiative forms part of our menstrual hygiene program, and will see us deliver 22,000 pairs of Modibodi period underwear to 4,400 girls and women in the Saravan and Oudomxay provinces of Laos. This donation will enable girls to go to school and to reduce local waste.

**THIS NEW INITIATIVE FORMS PART OF OUR MENSTRUAL HYGIENE PROGRAM, AND WILL SEE US DELIVER 22,000 PAIRS OF MODIBODI PERIOD UNDERWEAR TO 4,400 GIRLS AND WOMEN IN THE SARAVAN AND OUDOMXAY PROVINCES OF LAOS.**



Girls in Indonesia take part in an activity to learn about their reproductive health rights

# EDUCATION IN EMERGENCIES

**Together with a consortium of NGOs and local partners, we are working to improve access to education for children and adolescent girls and boys in Rohingya camps and host communities in Cox's Bazar, Bangladesh.**

Prior to the pandemic, access to education was already limited in Cox's Bazar, especially for those living in Rohingya refugee camps. But with daily COVID-19 infection rates reaching as high as 1 in 5 people, the government was forced to impose a series of prolonged lockdowns in 2020 and 2021, which included the extended closure of schools.

The original intention of Plan International's Education in Emergencies and Child Protection in Emergencies program was to work in six Rohingya camps and three host communities to support community based learning centres, known locally as Shishu Bikash Kendra. However following the enforcement of COVID-19 restrictions and the government's re-prioritisation of education as less urgent, approval was only granted for three camps and three host communities.

Although this meant the number of learning centres was reduced, Plan International was given permission to increase the number of enrolments at each centre, as well as the number of centres in host communities. As a result, Plan International has been supporting 69 of these centres in Teknaf and Bahachhara Union.

Community-based learning centres provide a secure and COVID-safe, child-friendly learning environment for children aged between three to five years of age. As part of this program, learning centres focus particularly on vulnerable children, adolescents and youth, with activities for early childhood education and adolescent life skills. Livelihood education and short-term income generating opportunities are also offered for older participants, along with positive parenting sessions for parents.

In setting up each learning centre, we engaged community members, including teachers and community leaders, and they continue to play a major role in the centre's day to day operations. This serves to build the capacity of local partners and community members, so that partner organisations in camps and host communities can eventually deliver the program without Plan International.

In light of the pandemic reaching the Rohingya camps, awareness raising around COVID-19 was woven into the program, with over 800 community sessions held, alongside the distribution of personal protective equipment like face masks and hand sanitizer.

**The Education in Emergencies project is part of a three year program funded by the Department of Foreign Affairs and Trade through the Australian Humanitarian Partnership (AHP).**



Zainab, 21, and her daughter Mashallah, 3, milk a cow at her home

## ENDING CHILD MARRIAGE

**Thanks to the generosity of our supporters, we raised more than \$288,000 in our end of financial year appeal to end child marriage.**

Early and child marriage isn't isolated to one culture, religion or group of people. It cuts across countries, cultures, religions and backgrounds. The root causes – which allow it to continue – are gender inequality, poverty, cultural norms and a lack of education, all of which we have the power to change.

Child marriage prevention and intervention is embedded in as many of Plan International's programs as possible and there are a number of ways we work to tackle this issue with the help of people like you.

Your support helps strengthen child protection systems in regions where there are high rates of child marriage. It allows Plan International to train case-workers to intervene, and it provides resources for teachers, healthcare workers and community leaders to keep girls safe.

Through support groups and education sessions, your support helps community members, leaders and girls at risk to understand the dangers of child marriage, and the positive impact of staying in school.

And through medical treatment and psychosocial support, you're assisting girls who have experienced the trauma of child marriage to rebuild their lives.

**"If I get educated and get my certificate, then I can change my daughter's life and I can educate her too."**

Zainab is 21 years old and lives in Sudan. In Zainab's community, parents are responsible for arranging their daughter's marriages, usually without consulting the bride and Zainab was forced into one of these marriages when she was 17 years old.

Her husband forced her to drop out of

university, and soon after Zainab became pregnant, with her daughter, Mashallah, but she never gave up on her dream of finishing her education.

When her daughter was eleven months old, Zainab divorced her husband. "I said to myself, if I get educated and get my certificate, then I can change my daughter's life and I can educate her too and if she faces any problems in her life, she can say that her mother overcame this problem, so I can too. I want to be a role model for her."

Zainab credits Plan International with helping her gain a better understanding of gender equality and girls' rights.

"My first Plan International workshop was in 2009. It was about women's rights and female empowerment. Another workshop I attended was about violence against women. I think I'm stronger because of them. Plan International was very supportive of me. I have started my life from scratch and soon I will resume my studies at university. I think that child marriage is a complete violation against girls and it undermines women's rights."

Now 21, Zainab looks forward to returning to university and is very optimistic about hers and her daughter's future.

She now works at the literacy centre in her community, is a firm believer in the power of education and an advocate against early and forced marriage. Her message to girls is clear: "Don't accept marriage while you are under 18. If you forced to do so, you should tell them that child marriage has risks. I am teaching at the school because there are some girls who have dropped out of school, they are told that education is not important and I'm trying to help them to continue their studies."

This is the life-changing impact that our supporters like you make possible. They play a vital role in ensuring girls can have choices in their lives, and prevent them from experiencing the lasting trauma of child marriage.



# BEYOND SESAME STREET

**Together with Sesame Workshop Bangladesh, we've been bringing important health and gender transformative messages to children during the pandemic.**

Big Bird, Elmo, Oscar the Grouch - you're probably familiar with the residents of Sesame Street, but did you know that they have friends in more than 150 countries, who are helping children reach their full potential?

Sesame Workshop is an independent nonprofit organization that provides children with access to life-changing early education, critical health lessons, and helpful tools for tough situations through research, classroom curricula and large-scale social impact projects. For more than 50 years Sesame Workshop have been addressing challenging issues from the lens of a child - from girls' education in Afghanistan, to the world's largest refugee camp in Cox's Bazar, where they introduced the first ever Rohingya muppets, Noor and Aziz, to children in an early childhood education program.

In Bangladesh, Sesame Workshop, or Sisimpur as it is known in Bengali, is a pioneer in the development of child friendly television shows in the country, and reaches more than three million children annually through television broadcast and characters that are contextualised to the local setting.

In 2019, Sesame Workshop Bangladesh and Plan International partnered to pilot an exciting Gender Transformative Early Childhood Development initiative that saw us develop print, play and video materials to be used in early learning centres.

Teachers were trained to facilitate discussions with children using these new materials, and the project aims to help shape children's earliest perspectives, and create an enabling environment for changing harmful attitudes and gender norms in girls, boys, families and communities.

With the emergence of the COVID-19 pandemic, early learning centers in Bangladesh were closed, so together with Plan International Bangladesh and Sesame Workshop Bangladesh we pivoted the project to support children's learning at home. We developed and printed books, posters and puzzles on subjects including hygiene, and these resources were distributed to children whose parents were unable to buy story books or play materials for their children during the COVID-19 lockdowns.

The lockdown also created an opportunity to develop new video content featuring familiar characters from Sesame Workshop Bangladesh, and included themes around girls' participation in science, the importance of grandparents, and hand hygiene. This video was broadcast through four TV channels in Bangladesh, as well as on YouTube and Facebook, and so far it has received more than 1 million views across channels and both social media platforms.

We continue to see the impact of our work with Sesame Workshop Bangladesh and in the next year we will be developing and launching a Gender Transformative parenting package together, with input from other organisations. We're also developing more resources to promote positive parenting and male engagement in nurturing care, and we



will be finalising innovative work, using Human Centred Design, to develop and test new men's engagement solutions.

Our work in Bangladesh is just one piece of the partnership with Sesame Workshop, where under a global Memorandum of Understanding, we draw on the strengths of each organisation to address discriminatory gender norms, and promote the wellbeing and development of young children and their families, especially girls.

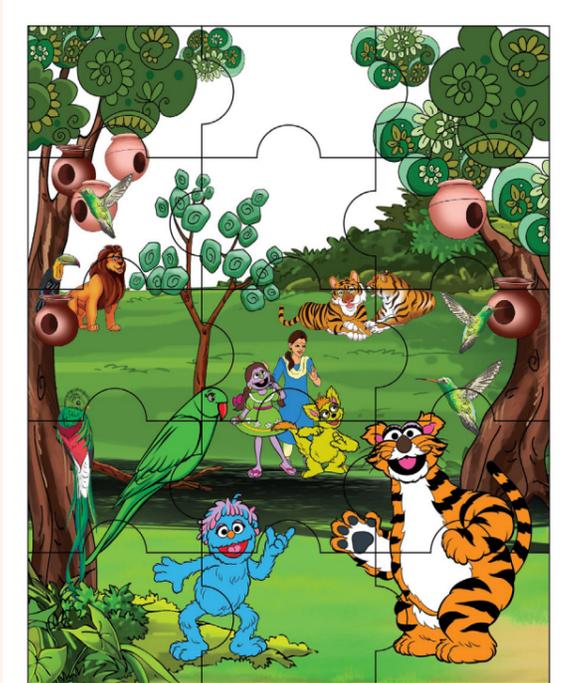
### Why we take a gender transformative approach

All children need nutrition, care and support to grow and thrive. But in areas where gender inequality is rampant, girls can face a range of barriers and challenges that can affect their health and development.

In some contexts, boys tend to be favoured, prioritised and valued more than girls. Girls are often the first to be pulled from school before their male siblings to tend to domestic duties.

Gender inequality can also play out in a father's role, when social norms discourage them from taking an active role in caring for and raising their children.

This is why we work to break down gender inequality in early childhood development by challenging gender norms, encouraging both parents to share the responsibility of caring for their children, and supporting fathers to be emotionally and practically engaged in their child's upbringing.



W 9.5" x H 12"



W 4" x H 4.8"



W 4" x H 4.8"

Cover: Front

# CONTAINING COVID-19 IN LAOS

Thanks to support from the Department of Foreign Affairs and Trade's (DFAT) Australian NGO Cooperation Program (ANCP), and together with the Laos Provincial Health Department, Plan International has been responding to the COVID-19 pandemic in Oudomxay Province through its WASH Integrated Nutrition (WIN) project.

From the outset of the global COVID-19 pandemic, the Laos government was proactive in its response. When the first positive COVID-19 case was confirmed on March 24th in Luang Prabang city a country lockdown was imposed.

Although the health system in Laos reaches remote areas via a network of health centres, capacity and equipment to handle a pandemic situation was lacking.

Plan International Laos was one of the trusted NGO partners chosen to support the development and dissemination of key messages around prevention and public health, and assist in training local health workers.

The task force identified a critical countrywide shortage of personal protective equipment (PPE) and disinfection equipment for health workers in the province. Plan International responded by repurposing ANCP support to enable the immediate purchase and distribution of these essential supplies and equipment.

In addition this training was delivered to

156 frontline public health service workers and health officials, including 51 females. Using World Health Organization materials, the training aimed to raise awareness and build capacity of the health staff on recognition of symptoms, sample collection, case management of patients, demonstration of proper PPE use, disinfection and prevention.

COVID-19 prevention information was integrated into Plan Laos' existing WIN project. The project focuses on responsive maternal child health and WASH through community mobilisation, improved services and engagement with local government and civil society. This includes activities providing guidance on dietary diversity and nutrition, breastfeeding, hygiene promotion and improving knowledge and attitudes towards menstrual health.

Information was disseminated at a village level through community outreach sessions held in 280 villages, reaching approximately 36,500 people.

Dr. Thongsouk Phongsavath, the Head of Hygiene and Health Promotion Section within Oudomxay Provincial Health Department acknowledged "All the people of Oudomxay Province are benefiting from this support. With access to accurate information people will better be able to take appropriate action to protect themselves from the COVID-19 virus."



This project was funded by the Department of Foreign Affairs and Trade's (DFAT) Australian NGO Cooperation Program (ANCP), and complemented with funds generously donated to Plan International Australia from the Australian public.



PLAN INTERNATIONAL AUSTRALIA

# GIRLS CALL FOR A REVOLUTIONARY RESET

Worldwide, the COVID-19 pandemic has seen a stripping back of girls' rights with millions facing child marriage, an end to their education and a sharp rise in violence and teen pregnancy as a result of lockdowns.

Despite the vast humanitarian challenges posed by the pandemic, girls remained optimistic, and saw the 'global pause' as an opportunity to create real, lasting and profound change on a number of fronts.

A Better Normal: Girls Call for a Revolutionary Reset is the ground-breaking youth-led research co-authored by 22 inspiring young leaders from Australia and Vietnam between the ages of 15-24, including the 2020 cohort of Plan International Australia's Youth Activist Series, supported by The Body Shop.

More than 1,060 girls and young women from 99 countries mapped out their visions of a better, more equitable and more peaceful post-pandemic world.

**"Girls are experts of their own experience. However, it's clear that the pre-COVID world routinely disregarded our voices. But the COVID pandemic has provided society with the opportunity to build back something better. A better normal."**

– Dominique, member of the 2020 Youth Activists Series

“

**THE RESEARCH IS AN OPPORTUNITY FOR GIRLS AND YOUNG WOMEN TO STAND UP AGAINST THE SYSTEM THAT PERPETUATES INEQUALITY AND INJUSTICE.”**

– Phuong Anh, Vietnam youth leader

## GIRLS' VISION:

- A world where everyone feels valued and heard, and free to do what they love.
- A world surrounded by kindness, peace, opportunity and acceptance for each other, with equality in leadership and the protection of rights.
- A transformation of the way society works to truly co-exist with the Earth, leaving an equitable and hopeful place for the generations to come

The report presented a number of recommendations and called on governments, their departments and other policy-makers to take tangible measures to enact this revolutionary reset.

## These included:

- Promoting Indigenous peoples' right to participate in environmental management and decision making
- Ensuring an inclusive and gender transformative education that promotes critical thinking and provides comprehensive sexuality education
- Institutionalising the participation of girls and young women in all our diversities in decision-making processes to ensure that policies are youth and gender-responsive as well as non-discriminatory
- Ensuring the equitable distribution of resources through upholding a liveable minimum wage for all
- Recognising the unique vulnerabilities of the marginalised to guide an intersectional approach to healthcare
- Committing to boost the amount of young women into political positions of influence

Following the report launch, Plan International Australia's Youth Activists called on the public to stand in solidarity with girls everywhere by signing their open letter, and the report and accompanying petition were presented to the United Nations General Assembly in September 2020 by girls from Australia and Vietnam.

# EDUCATE GIRLS, TRANSFORM THE WORLD

## INTRODUCING THE GIRLS EDUCATION AND EMPOWERMENT FUND

**According to the World Bank, 12 years of quality education for every girl in the world would add trillions of dollars to the global economy.**

There is a particular group that holds the key to catalyse this kind of investment. It's the 10-year-old girl.

If we can ensure every 10-year-old girl continues pursuing their education we have the chance to transform the world. But there are a number of hurdles to this.

First, that 10 year-old-girl needs to be born, and that means challenging the gender stereotypes that privilege and prioritise sons over daughters.

We need to make sure she has nutritious food that helps her mind and body to grow. She needs early learning opportunities because

we know that that sets her up for life, as well as access to safe, quality education. She needs toilets and facilities she can use when she has her period so she doesn't miss school every month. We also need to make sure she isn't burdened by chores or care work, and is protected from male violence and the risk of being married off or from having children before her time.

Before the pandemic, 130 million girls were missing out on their right to an education, and lockdowns have only increased this number. We know from previous crises that a third of those girls are unlikely to return to school without further intervention.

Investing in girls' education is life-changing for girls themselves – but the ripple effect it can have for entire communities and countries has the potential to truly transform our world.

### WHAT YOU'VE HELPED US ACHIEVE IN YEAR ONE

46

committed donors

\$2,160,000

pledged for the next 5 years

\$3,500,000

received by leveraging your gifts in 2021

163,000

girls and families impacted

**9X LEVERAGE RATE!**

In Rwanda, Olive, 16, learnt about sexual reproductive health rights at a Plan International supported youth club



## GIRLS EDUCATION & EMPOWERMENT FUND



The Girls Education & Empowerment Fund is our new multi-year giving initiative designed to address the barriers preventing girls from accessing and completing a quality education, to support an entire generation of girls to finish school and choose their own futures.

Your contributions are pooled with other donors and used to leverage further funding in the form of multi-year grants from our institutional partners, like the World Food Programme and the Department of Foreign Affairs and Trade, effectively multiplying your impact by 2x (or more).

To achieve this kind of long-term change, we need a long-term plan. That's why we ask supporters of the fund to commit to a multi-year pledge of a meaningful amount for five years.

Every girl has the right to go to school, pursue the life she wants, and own the decisions that will shape her future. A girl who gets the chance to complete her education becomes a woman who can transform the lives of those around her.

Find out more by visiting [planau.me/girlseducation](http://planau.me/girlseducation)

## THANK YOU FOR YOUR SUPPORT

### BANGLADESH: BIRTH REGISTRATIONS TO PREVENT CHILD MARRIAGE

Thanks to the support of our Girls Education & Empowerment Fund supporters, Plan International has been working with the Bangladesh government to set up the Civil Registration and Vital Statistics (CRVS) population data system.

Without this system, a child can't be issued a birth certificate, and without this basic document, they don't exist in the eyes of the law. This means that children can't prove their age, and for girls this can lead to a much higher risk of child marriage.

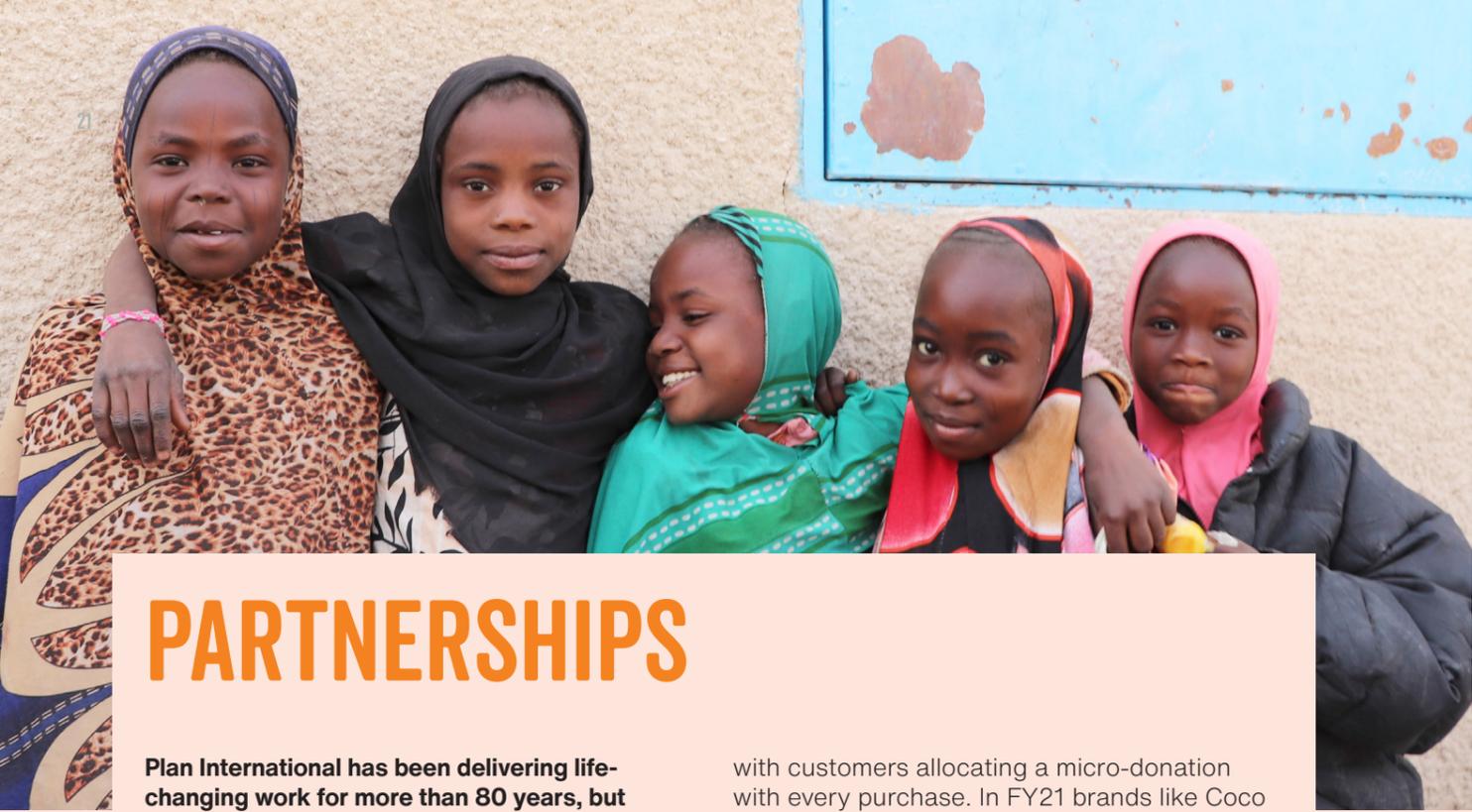
Although the legal age of marriage is 18, in reality the practice is still widespread and more than half of the female population aged 20-24 in Bangladesh were married when they were still children.

Bandana recently gave birth to twins in Bangladesh. She's taken a big step towards protecting her twin girls from becoming child brides in future. From her hospital bed after labour, Bandana completed the birth registration of her two new daughters. This gives them both a legal identity and helps protect their rights.

Investing in girls education is lifechanging. It provides girls with opportunities to shape their own futures and it also has this ripple effect that is visible in entire communities. It has the potential to transform the world.



Bandana and her twin daughters



# PARTNERSHIPS

**Plan International has been delivering life-changing work for more than 80 years, but we don't do it alone. Through corporate partnerships, we bring together like-minded people and businesses to help achieve our purpose of creating a just world for children and equality for girls.**

Partnerships are a way for businesses who share our vision to use their profits and influence for a greater purpose, and make a tangible contribution to a better world. In addition to being financial donors, partners can help us grow our community by introducing us to new networks, engaging their audience and building our brand. We also recognise the skills and expertise that partners can bring to our work, drawing on these to enhance our programs and provide innovations and solutions.

In FY21, we are immensely grateful to all of our partners who continued their support through challenging times in the global pandemic. Here are some of the highlights from the year:

**The Body Shop Australia**, a certified B Corporation with deep activist roots, continued their sponsorship of our Youth Activist Series (YAS), supporting young people who are passionate about campaigning for gender justice and equality. Through donations from the sale of their Shea Body Lotion product, and sharing their public platforms to help our youth activists reach an even greater audience, The Body Shop have been our key partner in FY21 in amplifying youth voices and helping young people become the leaders and change-makers the world needs!

**i=Change** is an innovative e-commerce platform that empowers brands to give back,

with customers allocating a micro-donation with every purchase. In FY21 brands like Coko & Lola and Shona Joy contributed to Plan International Australia through i=Change. A full list of the amazing brands supporting our work can be found at [www.iequalchange.com](http://www.iequalchange.com).

**The Woodside Development Fund (WDF)** supports programs and organisations working to decrease developmental vulnerability and improve outcomes for children aged birth to eight years. In FY21 they continued to support Plan International's early childhood development project in Myanmar ensuring children in the remote Ayerwady region can access early childhood support and education.

**Kimberly-Clark Australia & New Zealand** has partnered with Plan International Australia to create a shared media campaign with their feminine care brand U By Kotex, to raise awareness of the impacts of period stigma and the role of education and boys' attitudes in ending period discrimination.

**Study Group International** support education of International Students globally. During an exceptionally tough year for the educational sector in Australia for international students, Study Group Australia remained committed to their partnership with PIA. To support educational projects across the globe, their staff continued to raise funds via innovative fundraising events, with Study Group head office matching their contributions.

We're proud of the community of partners we've built and are grateful that so many businesses are willing to use their profits for purpose and their influence to drive change. For a full list of our business partners in FY21, see page 34.

# A POWERFUL LEGACY

**Judy Thomas was a superb cook and a people person. She was an award-winning nurse, a tireless volunteer, and an enthusiastic cat lover. She was also a Plan International supporter and child sponsor for 13 years – a testament to her passion for social justice.**

Few people knew about Judy's long-standing support for Plan International, however our mission was clearly close to her heart – when Judy wrote her Will, she decided to leave a percentage of her Estate to Plan International Australia's work.

Sadly, Judy passed away in 2019, but thanks to her forward thinking and generosity, this year Plan International Australia received more than half a million dollars from Judy's Estate – ensuring her story will continue, for many, many years to come. During a global pandemic that has highlighted and deepened inequalities that existed in the pre-COVID-19 world, this extraordinary legacy will have a powerful impact, allowing Plan International to continue supporting communities through crisis, advancing gender equality, and helping governments do what is right for children and particularly for girls.

No matter the size of the gift, when a person remembers their favourite charity in their Will, they are able to contribute to the cause they care about well beyond their lifetime – and change lives for generations to come.

Plan International Australia is immensely grateful to Judy for her generosity and long-term commitment to a better world for all children and equality for girls.

In addition to funding our current programs, a portion of Judy's legacy has been invested in a fund designed to grow core capital. Through this specially managed fund, the value of Judy's gift will grow over time and every year communities will benefit from the returns on her core capital contribution.

We asked some of Judy's lifelong friends to help paint a picture of Judy – an inspiring supporter of Plan International Australia and a treasured friend.



**“ I REMEMBER WHEN SHE RECEIVED SOME INFORMATION AND PHOTOS THAT HAD BEEN SENT TO HER (FROM THE CHILD SHE SPONSORED) FROM TIME TO TIME AND HOW HAPPY SHE WAS TO GET THEM IN THE MAIL. SHE DID NOT SPEAK A LOT ABOUT IT BUT ONE DAY SHE TOLD ME THE CHILD SHE SPONSORED HAD CONTACTED HER (VIA PLAN INTERNATIONAL) AFTER THEIR SCHOOLING WAS COMPLETE AND ASKED IF HER DONATION COULD BE GIVEN TO ANOTHER YOUNG PERSON IN NEED. AT THAT TIME, I REALISED SHE HAD BEEN CONTRIBUTING FOR QUITE A LONG TIME AND IT WAS IMPORTANT FOR HER TO CONTINUE TO DO SO.”**

- Beverley, work colleague and friend since 1977

**“ JUDY WAS A HIGHLY INTELLIGENT WOMAN WITH A DEEP INTEREST IN PEOPLE. SHE ALWAYS EXHIBITED COMPASSION AND A STRONG SENSE OF JUSTICE, AND 'DOING IT FOR OTHERS' WAS INNATE TO HER.”**

- Nikki, friend of 25 years

# OUR COMMUNITY

## IN 2021:

**26,363**  
**CHILDREN**

were supported by sponsors in Australia.

**9,545**  
**AUSTRALIANS**

donated to our appeals.

**17,850**  
**REGULAR-GIVERS**

supported our ongoing work.

**22,429**  
**SUPPORTERS**

contributed to our ongoing work through sponsorship.

**22,993**  
**SUPPORTERS**

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

**64 SUPPORTERS**

chose to include a gift in their Will to Plan International.

### Vale Robert (Bob) Fennessey

This year, we were sad to hear of the passing of one of our longest serving volunteers, Robert Fennessey – or as everyone knew him, Bob. Bob first began volunteering with Plan International Australia 21 years ago. He was an ex-policeman with a heart of gold, who regaled us with interesting stories about his life. He was a passionate child sponsor and known for his jovial laugh and warm presence. The Plan International Australia team will miss him greatly.



## OUR VOLUNTEERS

Plan International Australia's office-based volunteers play a huge role in the everyday operations of our organisation. They are a diverse, committed, talented and passionate group of people who bring a wide variety of life and professional experience to Plan International.

Although our volunteers weren't able to come into the office for the majority of this year due to COVID-19 restrictions, we look forward to welcoming them back when we return to the office.

If you'd like to volunteer with us, email your CV and areas of interest to [volunteer@plan.org.au](mailto:volunteer@plan.org.au)

## EXECUTIVE TEAM

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/about-us/accountability/our-executive-and-board/](https://plan.org.au/about-us/accountability/our-executive-and-board/)

## REMUNERATION

Remuneration (including superannuation)	Number of Executives in group	Note
\$240,000 - \$290,000	1	
\$190,000 - \$239,999	2	
\$120,000 - \$189,999	2	(a)
\$70,000 - \$119,999	1	(a)

(a) Part year due to parental leave arrangements

## BOARD OF DIRECTORS

Our Board of Directors are responsible for guiding the strategic direction of the organisation and are accountable for our actions and the impact of our activities. We would also like to acknowledge Julie Hamblin and Louise Eyres who stepped down from the Board of Directors this year. We thank them for serving with passion and commitment to our organisation and mission.



**Gerry Hueston (Chair)**  
Elected: July 2012  
Current term expires: December 2021



**Sally Treeby (New Chair)**  
Elected: July 2014  
Current term expires: December 2023



**Michael Corry**  
Elected: June 2012  
Current term expires: December 2021



**Jason Chuck**  
Elected: July 2017  
Current term expires: December 2023



**Jason Pellegrino**  
Elected: July 2014  
Current term expires: December 2023



**Anita George**  
Elected: June 2019  
Current term expires: December 2022



**Tim Lo Surdo**  
Elected: June 2019  
Current term expires: December 2022



**Abiola Ajetomobi**  
Elected: September 2020  
Current term expires: December 2023



**Vanessa Ng**  
Elected: September 2020  
Current term expires: December 2023



**Belinda Howell**  
Elected: September 2020  
Current term expires: December 2023



**Marsha Beck**  
Elected: September 2020  
Current term expires: December 2023

## OUR AMBASSADORS

Our incredible ambassadors collaborate with us to amplify girls' voices, and to advocate for the importance of our work in building a better, more equal world for all children. We couldn't be prouder to have them on board!



**Yasmin Poole**  
Award winning speaker, writer and youth advocate



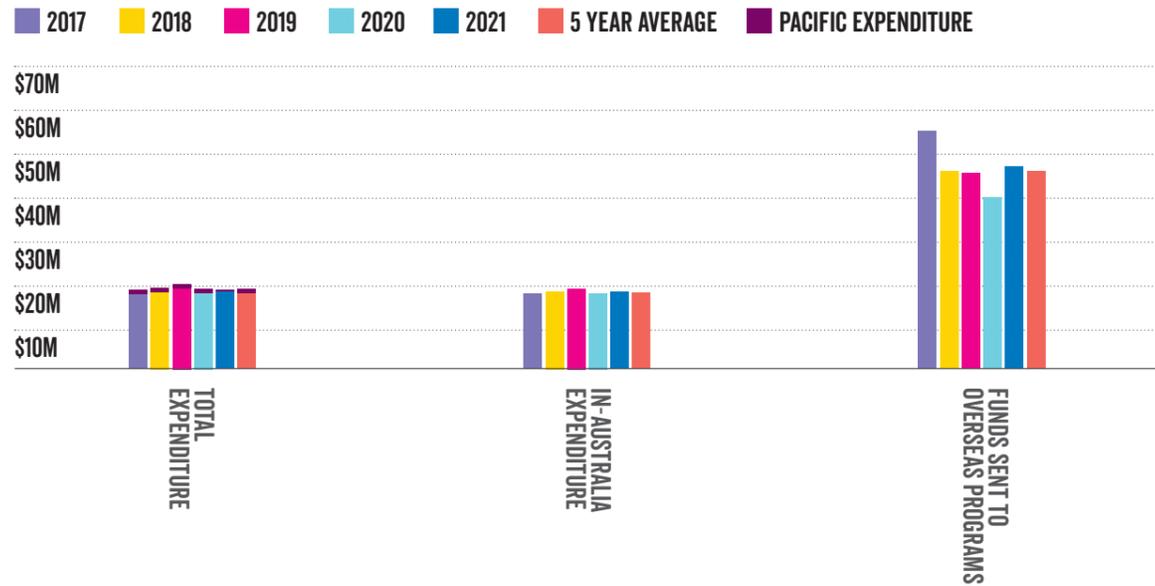
**Benjamin Law**  
Journalist, columnist, TV screenwriter and author



**Jan Fran**  
Walkley-award winning journalist, TV Presenter and internet commentator

# OUR FINANCES

As an accredited not-for-profit organisation, we uphold the highest standards of financial accountability and transparency. Our full financial statements are available on our website at [planau.me/annual-report](http://planau.me/annual-report)



# BY THE NUMBERS

## Year in review

Like many organisations, Plan International Australia (PIA) has continued to adapt and respond to the changes in the operating environment due to the COVID-19 pandemic. Revenue has increased by 22% since the prior year, to \$63.5M, with strong performance in the grants portfolio (26% increase). Donations income has remained fairly constant at \$22.5M (1% increase), which is a good result in the current environment and a testament to the dedication of our supporters and team. We were supported by continued stimulus measures from the Australian Government recognising the challenges of operating during the COVID-19 pandemic, as well as continued investment from the World Food Programme.

PIA's investment portfolio performed well during the year, although noting that \$1.3M of the \$1.7M earned was unrealised and based on year-end share values (meaning that it is not available for use until the relevant investments are sold).

PIA's expenditure increased by 16% over the prior year to \$60.8M, with a significant amount of this increase attributed to additional funds sent to overseas programs (additional \$9.4M or 29%), as well as modest increases in Fundraising, Accountability and Administration costs, recognising the challenging fundraising environment with the impacts of the COVID-19 pandemic. Overall, 76% of income went to overseas programs and program support, demonstrating our continued commitment to maximise funds invested in programs for children.

As part of a remuneration review, PIA received advice that employees were now covered by the Social, Community, Home Care and Disability Services (SCHADS) Award, and by extension an Equal Remuneration Order (ERO). As a result, we took immediate action to analyse employee terms and conditions against the award requirements to ensure they were

paid at least equal to the terms set out in the award. As a result of this process, 34 current and 104 former staff were found to have been underpaid under the application of the award and ERO.

Immediate steps were taken to rectify this situation. The total amount PIA repaid to current staff including superannuation and interest was \$0.2M and the total amount owed to former staff was \$0.1M. PIA has taken extensive steps to locate former staff to arrange repayment. PIA unreservedly apologised to all staff affected. These underpayments were not done intentionally and in no way reflect PIA's attitude to remuneration. We are committed to ensuring our staff receive their full and fair entitlements now and in the future.

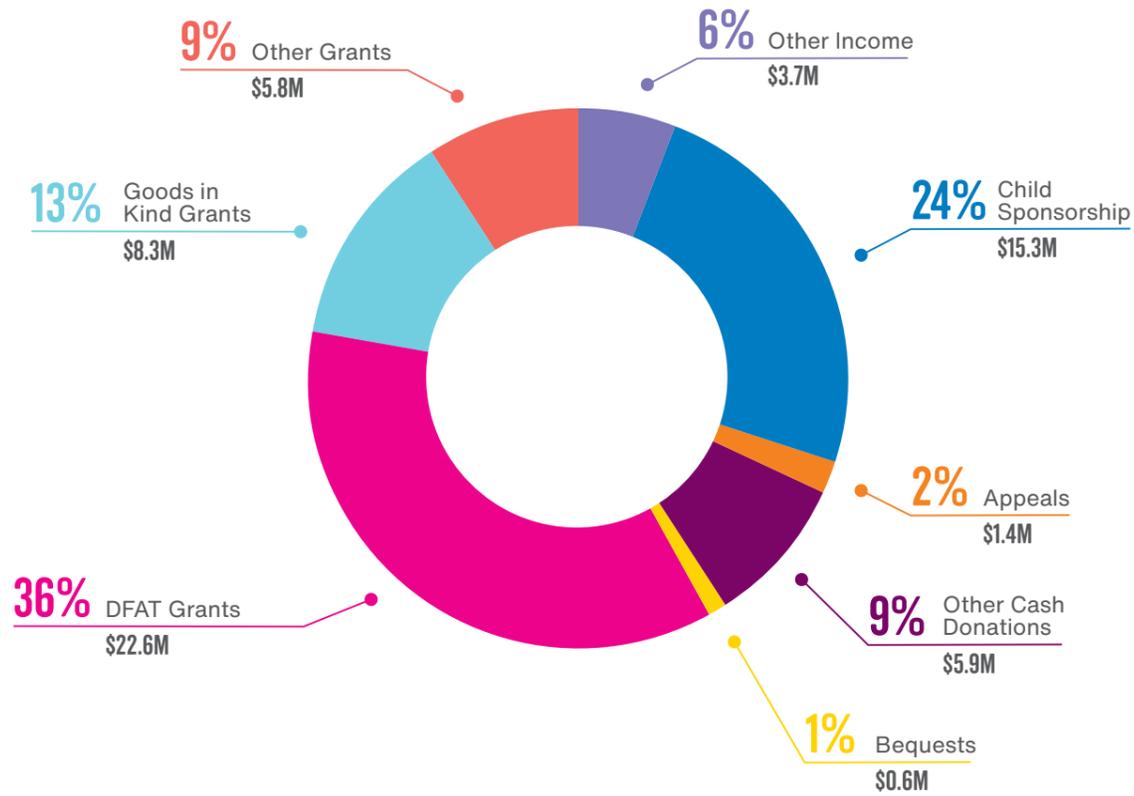
In the first quarter of the financial year, PIA deconsolidated its Papua New Guinea and Solomon Islands subsidiaries. We are proud to have led the establishment of Plan International's presence in the Pacific region in recent years, and to be able to hand over the ongoing management of these entities to the Plan International Inc. group.

PIA's management developed a new strategy during the year that took into account the changing environment and set out to grow our impact for children and girls over the next five years. The financial modelling developed as part of this process indicated that some structural changes were required, to realign PIA's cost base and effectively deliver on this strategy. A restructure was announced at the end of the financial year, with costs recognised in the financial statements.

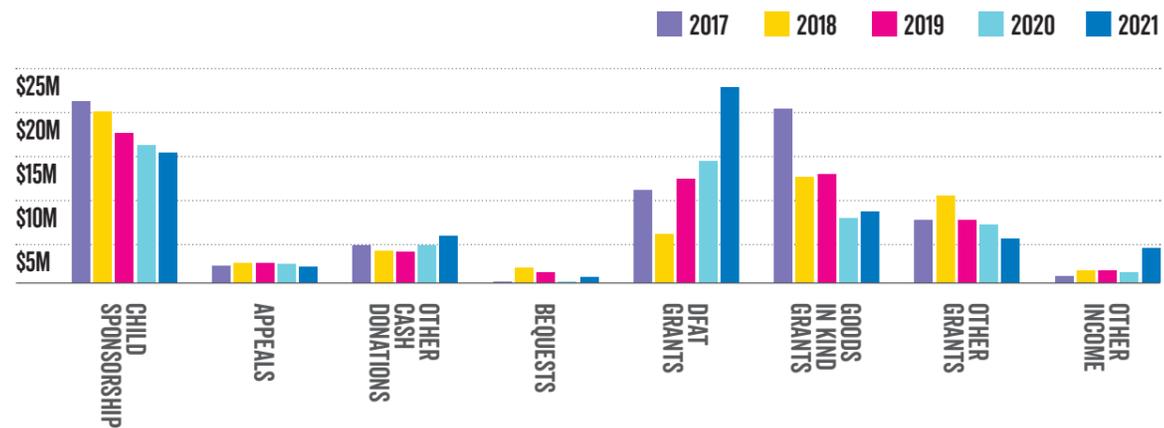
Our Balance Sheet strengthened over the year, with the final surplus reversing the impact of several years of deficits. PIA's management are confident that the organisation is well-positioned financially going into FY22 to execute its new strategy.

# REVENUE 2020/21

Where our support comes from:



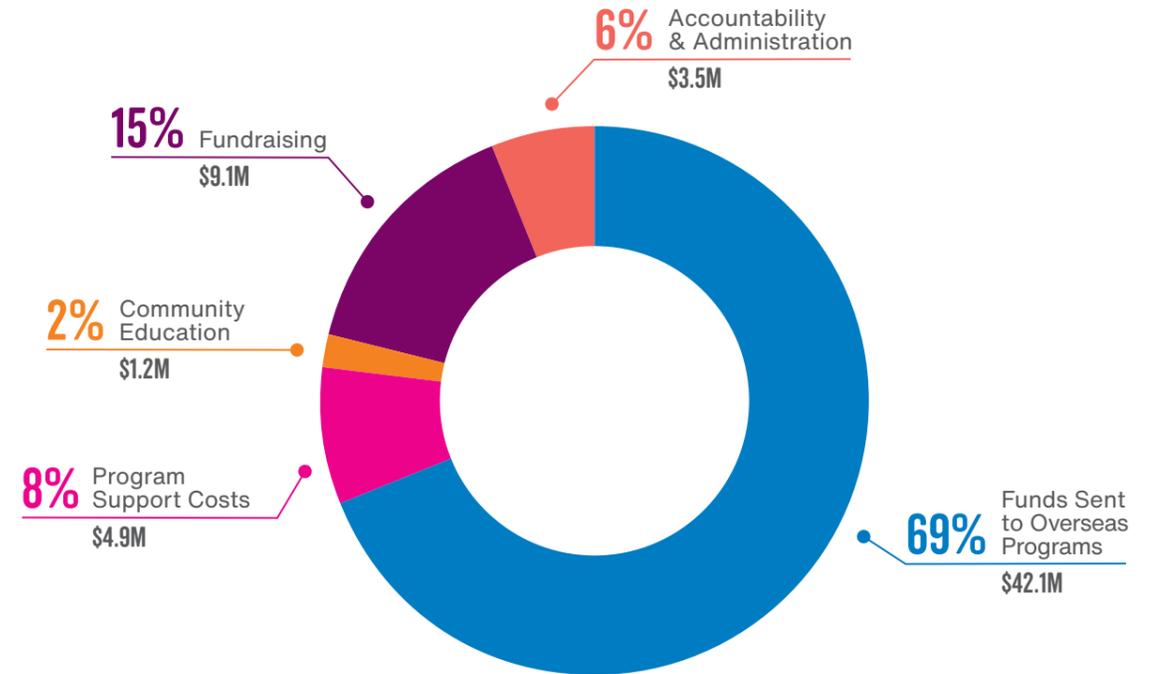
Five-Year Revenue Trend by Source:



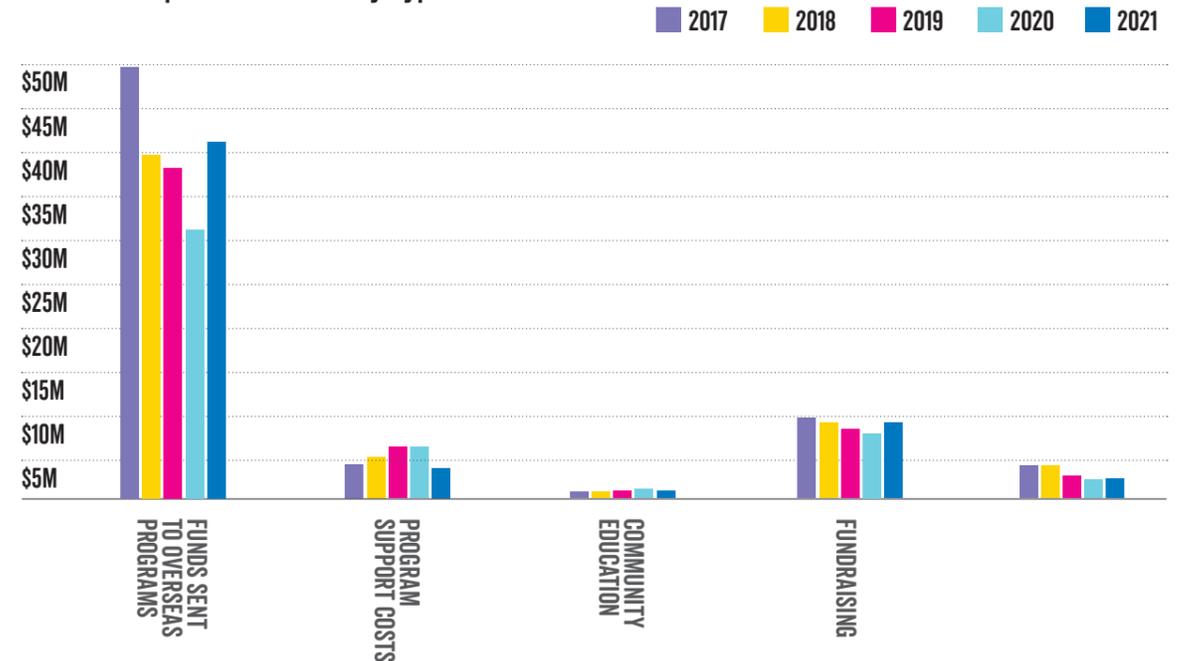
Some FY2021 revenue was in line with trends (such as declining child sponsorship) or remained stable, whereas other areas like DFAT grants and Other Income were significantly higher than previous years.

# EXPENDITURE 2020/21

How our resources were used:



Five-Year Expenditure Trend by Type:



Most expenditure areas have remained reasonably consistent with the 5 year trend, except for Funds sent to overseas programs which had a big boost due primarily to increases in DFAT grant revenue.

# 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 which are available on our website at [planau.me/annual-report](http://planau.me/annual-report)

Consolidated Statement of Comprehensive Income For the Year Ended 30 June 2021	2021	2020
	\$'000s	\$'000s
<b>REVENUE</b>		
Donations and Gifts		
• Monetary		
- Child Sponsorship	15,291	16,195
- Appeals	1,357	1,052
- Other Cash Donations	5,896	5,127
	<b>22,544</b>	<b>22,373</b>
• Non-Monetary	-	-
Bequests and Legacies	564	114
Grants		
• DFAT	22,604	14,512
• Other Australian	1,677	1,406
• World Food Programme	8,311	7,866
• Other Overseas	4,136	5,264
	<b>36,728</b>	<b>29,048</b>
Investment Income	368	289
Other Income	2,015	944
Fair Value Gains on Financial Assets at Fair Value Through Profit or Loss	1,317	(807)
<b>TOTAL REVENUE</b>	<b>63,536</b>	<b>51,962</b>
<b>EXPENDITURE</b>		
International Aid And Development Programs Expenditure		
International Programs		
• Remittances to Associated Parties	42,115	32,755
• Program Support Costs	4,837	6,652
Community Education	1,242	1,365
Fundraising Costs		
• Public	8,983	8,191
• Government, Multilateral and Private	99	24
	<b>9,082</b>	<b>8,215</b>
Accountability and Administration	3,527	3,197
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	<b>60,803</b>	<b>52,185</b>
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	13	29
<b>TOTAL EXPENDITURE</b>	<b>60,816</b>	<b>52,212</b>
<b>SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE</b>	<b>2,720</b>	<b>(251)</b>
<b>OTHER COMPREHENSIVE LOSS FOR THE YEAR, NET OF TAX</b>	<b>(2)</b>	<b>(20)</b>
<b>TOTAL COMPREHENSIVE INCOME/(LOSS)</b>	<b>2,718</b>	<b>(271)</b>

Consolidated Statement of Financial Position As at 30 June 2021	2021	2020
	\$'000s	\$'000s
<b>ASSETS</b>		
Current Assets		
Cash and Cash Equivalents	5,391	6,107
Trade and Other Receivables	676	745
Current Tax Liabilities - GST Receivable	131	-
Financial Assets at Amortised Cost	1,071	1,072
<b>Total Current Assets</b>	<b>7,296</b>	<b>7,924</b>
Non-Current Assets		
Property, Plant and Equipment	290	433
Right-of-Use Assets	2,225	2,805
Intangible Assets	50	86
Financial Assets at Fair Value Through Profit or Loss (NC)	10,076	7,900
<b>Total Non-Current Assets</b>	<b>12,641</b>	<b>11,224</b>
<b>TOTAL ASSETS</b>	<b>19,910</b>	<b>19,148</b>
<b>LIABILITIES</b>		
Current Liabilities		
Trade and Other Payables	1,417	2,025
Lease Liabilities (C)	573	565
Provisions (C)	1,591	1,181
Deferred Revenue	4,851	6,112
Current Tax Liabilities - GST Payable	-	13
<b>Total Current Liabilities</b>	<b>8,432</b>	<b>9,896</b>
Non-Current Liabilities		
Lease Liabilities (NC)	1,668	2,241
Provisions (NC)	335	256
<b>Total Non-Current Liabilities</b>	<b>2,003</b>	<b>2,497</b>
<b>TOTAL LIABILITIES</b>	<b>10,435</b>	<b>12,393</b>
<b>NET ASSETS</b>	<b>9,475</b>	<b>6,755</b>
<b>EQUITY</b>		
Reserves	9,475	6,755
<b>TOTAL EQUITY</b>	<b>9,475</b>	<b>6,755</b>

The above consolidated statement of financial position should be read in conjunction with the accompanying notes.

Consolidated Statement of Changes in Equity As at 30 June 2021	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
<b>BALANCE AT 1 JULY 2020</b>	<b>8,021</b>	<b>(1,266)</b>	<b>6,755</b>
Excess of Revenue Over Expenses	-	2,720	2,720
Other Amounts Transferred (to) or from Reserves	(4,196)	4,196	-
Other Comprehensive Income	(2)	2	-
<b>BALANCE AT 30 JUNE 2021</b>	<b>3,823</b>	<b>5,652</b>	<b>9,475</b>

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

# KEY RATIOS

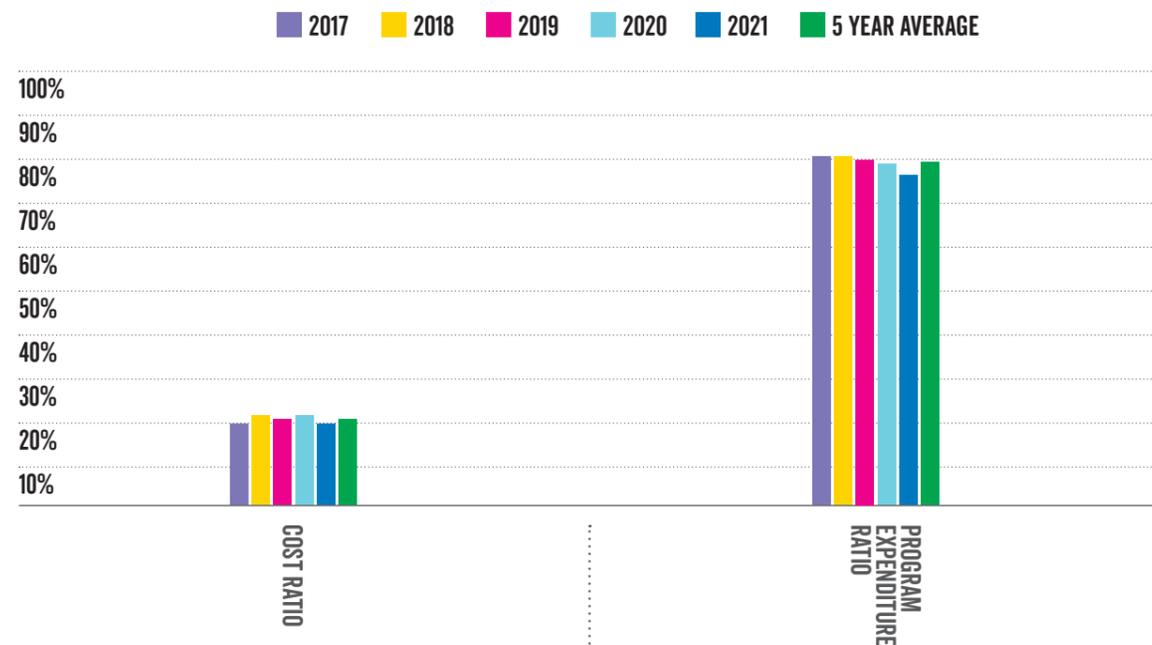
Plan International Australia aims to maximise expenditure on programming and impact in the field, but needs to balance this with spending on fundraising and administration. These latter costs are essential to ensure current programs are quality assured and compliant with the relevant standards, that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

There are two performance ratios that

capture these commitments - the Program Expenditure Ratio and the Cost Ratio.

The **Program Expenditure Ratio** has decreased slightly since the prior year to 76% but is still on par with the 5 year average of 79%. This indicates Plan International Australia's commitment to optimising its spend on programs for children.

The **Cost Ratio** in FY2021 has decreased compared to last year due to ongoing efforts to make operations and fundraising more cost efficient.



#### What is it?

Accountability, administration and fundraising costs stated as a percentage of total revenue. Accountability and administration costs include office facilities & rent, finance, IT, people & culture, audit costs, depreciation and all insurance costs. Fundraising costs include promotional and marketing campaigns, payments to third party fundraisers, costs of staff involved in marketing and fundraising, production of mailing & 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 that it can maintain and grow its supporter base to provide funds for its international programs.

#### 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 in Australia may have made an accounting surplus or deficit during each year which should not be factored into these ratios.

# INDEPENDENT AUDITOR'S REPORT ON THE SUMMARY FINANCIAL REPORT

## TO THE MEMBERS OF PLAN INTERNATIONAL AUSTRALIA

#### Our opinion

In our opinion, the summary financial report is consistent, in all material respects, with the audited financial report, in accordance with the basis of preparation described in Note 1 to the summary consolidated financial statements.

#### What we have audited

The summary financial report is derived from the audited financial report of Plan International Australia for the year ended 20 June 2021. The summary financial report comprises:

- the summary consolidated statement of financial position as at 30 June 2021
- the summary consolidated statement of changes in equity for the year then ended
- the summary consolidated statement of comprehensive income for the year then ended
- the related notes to the summary consolidated financial statements
- the directors' declaration.

#### Emphasis of matter - basis of accounting and restriction on distribution and use

We draw attention to Note 1 to the summary financial report, which describes the basis of accounting. The summary financial report has been prepared to assist Plan International Australia in complying with the reporting provisions of the Australian Council for International Development ("ACFID") Code of Conduct. As a result, the summary financial reports may not be suitable for another purpose. Our report is intended solely for Plan International Australia and its members. Our opinion is not modified in respect of this matter.

#### Summary Financial Report

The summary financial report does not contain all the disclosures required by Australian Accounting Standards applied in preparation of the audited financial report of Plan International Australia. Reading the summary financial report and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report of Plan International Australia and the auditor's report thereon. The summary financial report and the audited financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

#### The audited financial report and our report thereon

We expressed an unmodified audit opinion on the financial report in our report dated 20 November 2021.

PricewaterhouseCoopers

David Kennett  
Partner

Melbourne, 9 November 2020

# 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](http://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](http://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](http://plan.org.au/contact/privacy)



# THANK YOU

## Girls Education & Empowerment Fund Major Supporters:

### 1. Founding Pledgers

Debra Russell  
Felicia Panoff  
Gary Leong  
Gerry Hueston  
Helene Strawbridge  
Ian Renard AM  
Jason & Helen Pellegrino  
Jason Chuck  
Joan Ball  
John, Carolyn, Camille & Isabelle Laker  
Julie Hamblin  
Malcolm Barnes  
Mario Anders  
Phillips Brothers Foundation  
Ramesh Rajan  
RobMeree Foundation  
Sally Treeby & Stephen Dunne  
Sharmila Achar & Matthew Causley  
Stefan Dennis  
William Handke OAM  
William Moodie  
Ziyin Wang Gantner

### 2. Founding Supporters

Bluesand Foundation  
Colin Lamb  
Ellingworth Legacy  
Graeme Pater  
Ken Spence & Kathryn Meikle  
Leon Ball  
Sarah Hanson-Young  
The Madge Brown Charitable Fund

## Gifts in Wills

Many wonderful supporters have left a gift to Plan International Australia in their Will. In 2020 we received gifts from the estates of:

Miss Marie Faulds  
Ms Susan Frankham  
Mrs Margaret Hegarty  
Mrs Lorna Lee  
Mr Anthony McBeath  
Mr Graeme Sexton  
Ms Judy Thomas  
Mr Ronald White

## Major Supporters

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

Andrew Gwinnett  
Birchall Family Foundation Trust  
Charlotte Ahne  
Chris & Joan Trotter  
Christiana Stergiou & Sean Triner  
Gum Tree Foundation  
Harv Kler & Manpreet Dhillon  
Isobel Boccalatte  
John & Fay Robinson  
Kevin Welsh  
Lindsay Sparrow  
Malcolm C. Laing  
Mani Kutti  
Margaret S. Ross AM  
Matt & Lana Bowen  
Richard & Pauline Scarf  
Rita M. Andre  
William & Alison Hayward

## Institutional Partners

Department of Foreign Affairs and Trade

- Australian NGO Cooperation Program (ANCP)
- Australian Humanitarian Partnership (AHP)
- Water for Women

UNICEF  
World Food Programme (WFP)  
Asian Development Bank  
United Nations Development Programme (UNDP)  
Australia Pacific Training Coalition (APTC)

## Corporate Partners





The charity for  
girls' equality

13 75 26

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