



The charity for
girls' equality



ANNUAL REPORT
2020

OUR PURPOSE

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:

planau.me/policy-child-protection

planau.me/feedback-complaints



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FROM THE CEO



At the start of a new financial year, it is always difficult to predict what the next 12 months will hold, but I think it's safe to say no one could have predicted the year we've had.

From a summer of bushfires that devastated parts of this beautiful country and caused so much loss, to the global pandemic that took hold soon after, 2020 has been nothing short of life-changing.

Plan International was quick to declare COVID-19 a red-level emergency, and the pandemic has proven to be the single greatest threat to children's rights and equality for girls, both in its scale and its severity. Millions of children are out of school, some may never return. Food insecurity is on the rise. So is domestic violence and child marriage. And what started as a health crisis has quickly grown into an economic and political one.

The need for organisations like Plan International has never been greater, and we are well placed to play a vital role in this new world we've all found ourselves in.

There is no denying that COVID-19 has set us all back in countless ways, and prompted us to reflect on what really matters.

We've dealt with being in lockdown, distance from loved ones, we've experienced economic uncertainty, and we've had to work remotely for many, many months.

But for girls across the world, COVID-19 is unravelling decades of progress — keeping them from pursuing their education, from protecting themselves against female genital mutilation (FGM) and from accessing basic sanitation and vital healthcare.

In our 80-year history, Plan International has made incredible strides in human development, progressing the rights of children and especially girls. Our supporters made it possible then, and they continue to be our lifeblood now, as we make sure that hard-won progress is maintained, and built upon in the future.

With restrictions in place for a good part of this year, in both Australia and in many of the countries where we work, our regular programming was inevitably impacted.

We had to quickly adapt and shift focus, pivoting all of our existing programs to respond to COVID-19.

This was an enormous task, requiring extreme flexibility and adaptability from our team and our local partners on the ground, and I have never been more proud of our team in Australia and how they have responded to the challenges of the year.

The world has changed rapidly in a matter of months and this pandemic has revealed, and in some cases deepened, significant cracks in our systems and institutions. It has highlighted existing inequalities and vulnerabilities. But today, we find ourselves at a pivotal moment in history.

From this new vantage point, we now have a unique opportunity to reimagine our world. Not just for ourselves, but for all of humanity. The world before COVID-19 wasn't perfect and we've seen that — when we want to — we can tackle seemingly intractable issues, like people living on the streets.

We have the chance to create a more equal, inclusive and safer world for all. This more equal world will not happen overnight. And it will not happen if we leave it up to those who benefit from keeping things the way they are.

If COVID-19 has taught us anything, it's that things can change rapidly, and you can't predict what is around the corner. But that's no reason to think small. If anything, it's all the more reason to think BIG.

Who do we want to be in the world? And how can we have the most impact? Those are the questions we'll be asking ourselves over the coming months, and I'm excited to see how Plan International Australia will continue to carve out space for the most vulnerable children and their communities, and for girls around the globe, to help shape a more equal post-COVID-19 world. Because a better now for her, means a better future for everyone.

Thank you for standing by us through such a difficult period. You are an incredibly important part of the extended Plan International family, and I hope you feel great pride reading about the incredible work you've made possible during a global pandemic.

Susanne Legena
CEO, Plan International Australia

FROM THE CHAIR



For a charity whose work relies solely on government contributions and the generosity of amazing supporters like you, the economic landscape for Plan International Australia during 2020 has been challenging to say the least.

With the pandemic affecting the livelihoods of so many, we knew that a drop in income was inevitable, and like the majority of organisations and businesses worldwide, we actively set out to manage the situation by reducing costs where we could.

Many of our staff contributed to these efforts by working fewer hours, taking leave or by agreeing to temporary pay cuts. Their generosity allowed us to continue our work with children and their communities during the pandemic, while finishing the financial year with only a modest deficit. I am beyond proud to chair an organisation whose people are so deeply committed to the work, that they are willing to make such a sacrifice.

After campaigning by the Australian Council for International Development (ACFID) and others, we were fortunate to qualify for the government's Jobkeeper initiative, providing much-needed cash flow and allowing staff to return to their normal working hours.

Many more people — including our landlord, who provided rent relief — have helped us weather the storm this year, and if you are reading this, it is likely that you are one of them. At the best of times, we could not do this work without the generosity of our community, but your unwavering support during this period has been vital.

We know that 2020 has been a tough year for everyone, so to have you standing alongside us means so much.

Weathering the storm is one thing — contending with the ongoing pandemic-induced economic crisis is another. The economic uncertainty of a global recession is influencing the capacity for individuals and governments to contribute to overseas development assistance, at a time when the need for Plan International's work has never been greater.

That's why we're taking this opportunity to 'Recover and Reimagine' what Plan International Australia must look like, in light of the new COVID-19 normal. Sustaining the resources

needed for our work and making sure children and girls everywhere can thrive is the number one priority, and it is likely we will face some difficult decisions to ensure we are fit for the future.

2020 marks the first year of our new corporate strategy, 'Aligning for Impact' and our focus for the next three years is on maintaining our impact, promoting gender equality in all we do, and securing financial sustainability for the long-term.

The nature of our programs have inevitably changed this year (as you'll read throughout this report) with COVID-19 requiring a major shift in priorities.

Protecting the rights of girls and creating a more equal world for all is the reason Plan International exists, and despite pivoting our program portfolio to respond to the pandemic, we've done our best to stay aligned to our purpose.

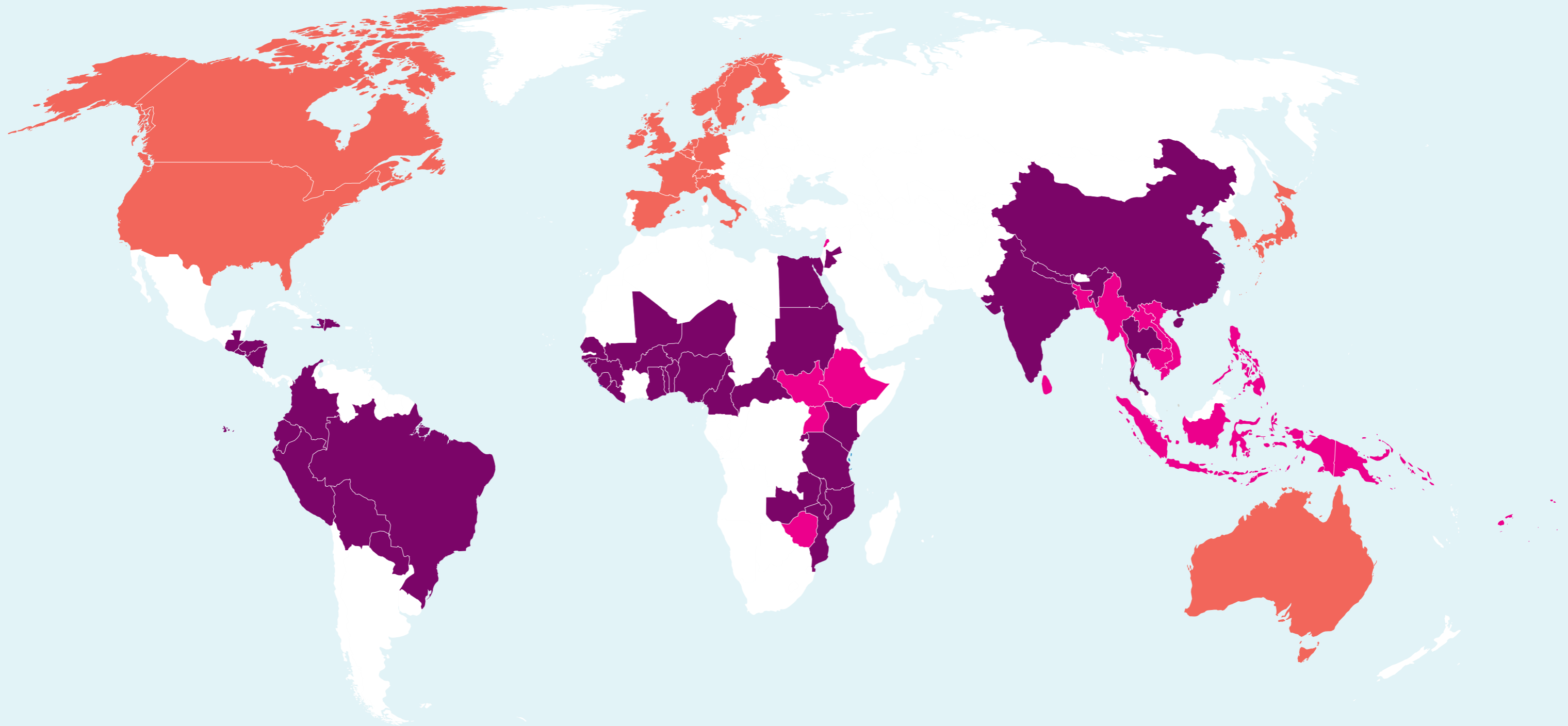
We've continued to deepen our impact through an integrated approach to programming, influencing and fundraising, across the five domains outlined in our new strategy (you'll read more about these in the following pages). And we've taken steps to foster inclusivity and wellbeing in our workplace, to better support our team at all times, but especially during the pandemic.

COVID-19 has required us to work with more flexibility, creativity and trust, and it's something that will serve us well into the future. And with our new strategy as a guiding light, we'll continue striving to create a more just world for children and equality for girls, whatever that future looks like.

I'd like to congratulate Susanne Legena for her leadership through this tough time, and the entire team at Plan International Australia for continuing to do excellent work in the most difficult of circumstances. Thank you also to you — our supporters, donors and partners — we're glad to have you on this journey. We will get there and we will get there together!

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

The 2020 financial year heralds the first year of our new three-year corporate strategy 'Aligning for Impact' The strategy posits that through an integrated approach to programming, influencing and fundraising, Plan International Australia will have impact across five interconnected domains: Adolescent Girls in Crisis, Girls' Freedom from Fear and Violence, Girls' Leadership and Empowerment, Gender and Emergencies, and All Children Thrive.

The onset of a global red-level emergency in March 2020 saw a necessary shift in priorities, as we pivoted all of our programs to respond to the COVID-19 pandemic. Despite this challenge, Plan International Australia has seen significant results across all five domains and the three strategic priorities of deepening our impact; promoting gender equality in all we say and do; and securing financial sustainability for the long term.

Our outcomes — what we prioritise

We will unite behind three driving priorities

Deepening our impact

- We pivoted our entire program portfolio to support communities and partners in preventing the spread of COVID-19 and maintained support to vulnerable children and families
- In addition to pivoting our programs, we also pivoted our advocacy and communications to align with our COVID-19 response. This included preparing a guide for how to talk to kids about the pandemic; a white paper to provide insights into the impact of COVID-19 on communities; sustained communications focusing on girls in emergencies; and our *Better Normal* research project, which connected our youth activists in Australia with youth leaders in Vietnam and across the world
- We ensured youth voices were included and amplified in our submission to Australia's International Development Policy Review
- Following the launch of the youth-led research report on girls' education *Stronger Together* in June 2019, our Solomon Islands Youth Champions presented their open letter to the Ministry of Education and have held meetings with senior decision-makers as part of their campaign to break down barriers to girls' education
- We joined forces with Save the Children,

World Vision and ChildFund, to form the Ending Violence Against Children (EVAC) coalition, and produced our first joint report — *Unseen and Unsafe: Underinvestment in Ending Violence Against Children in the Pacific and Timor-Leste*

- We responded to disasters and provided support to children in crisis in South Sudan, Zimbabwe, Lebanon, Myanmar, and Bangladesh
- We successfully facilitated the transfer of governance over Australian-managed operations in the Pacific to our global organisation, Plan International
- Through a partnership with Goŋ-Däl Aboriginal Corporation, we assisted the organisation in strengthening its position as a respected Aboriginal institution in Arnhem Land
- Our emergency appeal to support our global COVID-19 response raised \$364,000.

Promoting gender equality in everything we say and do

- All of our community programs promoted gender equality and social inclusion
- By focusing on activities that raise our public profile, we've cemented ourselves as the major Non-Government Organisation (NGO) that Australians link most to girls' rights
- We saw some of our best media results yet, in response to the *Periods in a Pandemic* report for World Menstrual Hygiene Day 2020
- Our Youth Activist Series (YAS) was elevated through an exciting partnership with The Body Shop Australia, and our 2020 YAS cohort were invited to be the face of a major in-store campaign empowering young people fighting for equality
- We progressed the redesign of our website through a successful cross-departmental collaboration, aligning it to our new brand and ensuring our focus on gender equality was front and centre.



Fatima, 15, Nigeria.

Securing financial sustainability for the long term

- Australian supporters sponsored more than 26,363 children through Plan International's Child Sponsorship program
- 6,671 Australians joined our flagship Change for Girls regular-giving program
- 39 very generous Australians told us they have or are considering leaving a gift to Plan International Australia in their Will
- We've delivered successful programs and secured a number of significant new grants and programs for Plan International in the Pacific and Asia
- We finished the financial year with a positive net fundraising result against budget, despite the challenges presented by an emerging recession and the COVID-19 pandemic.

Our inputs — the capabilities that drive success

We will execute this strategy by ensuring our workplace is:

Inclusive and gender transformative

- Our program portfolio has a strong focus on gender equality and social inclusion
- We conducted our annual pay equity audit, which led into a remuneration review
- Our Pride Network was established, providing a safe community for LGBTIQ+ employees and allies, with meetups occurring every six weeks
- We conducted 'Adolescents in all their diversity' LGBTIQ+ training for our programming and influencing staff
- We continue to report to the Workplace Gender Equality Agency and comply with the 2012 Workplace Gender Equality Act
- We implemented our *Preventing Sexual Exploitation, Abuse and Harassment policy*.

A great place to work and grow

- Plan International Australia offered opportunities for secondments across the organisation, particularly during the COVID-19 red-level emergency when our employees' strengths and talents were highly valued by our international colleagues
- We streamlined a range of processes, reducing administrative burdens for staff and freeing up their time for value-add work
- We engaged with staff to consider long-term opportunities emerging from this time (COVID-19), for example, further developing our *Flexible Working Policy* and increasing organisational capacity to engage with technology as part of our normal communication methods.

Resilient and thriving

- Within days of COVID-19 lockdowns, we successfully transitioned the organisation to remote working without losing excessive productivity or compromising security and compliance
- In order to support our ongoing work towards children's and girls' equality during the pandemic, our staff took voluntary leave and pay cuts
- We conducted regular wellbeing surveys during COVID-19 to support staff in all their various challenges
- We delivered a range of workshops and materials aimed at understanding and working with mental health challenges, especially since COVID-19, with the intention of becoming a mentally-safe workplace
- As an NGO, we were approved for the JobKeeper supplement through our cross-sector advocacy efforts.

MONITORING, EVALUATION AND LEARNING

Plan International Australia implements a rigorous framework to maintain the quality of our programs, based on a theory of change with clear outcomes and measurements, and evidence of the program's impact. It has been standard practice for Plan International Australia to conduct a 'meta-evaluation' of our program portfolio. This involves drawing upon the findings of individual project evaluations, stakeholder interviews and project learnings contained in monitoring reports, to track our progress, to identify areas of strength and those in need of improvement, and to share learning across the organisation.

This year however, standard practice was significantly disrupted by COVID-19. Restricted movement and access to the communities where Plan International Australia works, a rapidly changing context, and a need for the majority of our projects to adapt, were all factors that affected our normal evaluation and learning cycle, and the annual meta-evaluation was unable to be completed.

Regardless, we are deeply proud of how rapidly we and our local partners were able to pivot our projects and reassign funds to respond to COVID-19. And if this year has taught us anything, it's the importance of flexibility in our monitoring, evaluation and learning (MEL) practices going forward.

Despite COVID-19's impact on our programmatic work and meta-evaluation, a number of other baseline assessments, program designs, evaluations, workshops and reports were completed during the course of this financial year.

We undertook a range of activities in the Pacific region. In the Solomon Islands capital, Honiara, we supported the completion of a baseline assessment on girls' safety to inform our 'Safer Cities for Girls' project.

In Fiji, we hosted a 'localisation summit', involving our local humanitarian partners and community-based organisations from across the region, to consult with and support local leaders, and ensure minority groups are included in disaster preparedness and response activities

In 2020 we collaborated with ChildFund

Australia and the University of Western Sydney to research and understand online child safety and risks, and opportunities for children in the Pacific when using digital devices.

In the Asia region, we completed evaluations for a range of projects, all of which demonstrated strong program impacts and valuable learnings.

For example, the Safer Cities for Girls evaluation in Hanoi revealed that over 90% of girls feel safe in the 'safe spaces' in their local communities, while 73%-77% of adolescent girls and boys were satisfied with the changes that authorities had made to improve the safety of public spaces.

Likewise in Myanmar, the Nyaung-U water, sanitation and hygiene (WASH) project evaluation revealed that all communities are now open defecation free (compared to the baseline of 0 at the start of the project) with 95% of households interviewed indicating that they were directly involved in community WASH discussions during the project. Of these households, 80% responded that their decision to improve household WASH conditions was influenced by discussions and information received from Plan International Australia's project.

And finally, we commissioned a learning report on *Information and Communication Technologies for Development (ICT4D)*, focusing on how digital technology can most effectively be used to deliver information to parents in different contexts with different needs. The findings of this report will be used to ensure the appropriate and effective use of digital technology to support positive parenting in Early Childhood Care projects supported by Plan International Australia.

While the pandemic hindered Plan International Australia's capabilities around evaluation this year, in equal measures, it increased our reliance on local staff and consultants, enabling and empowering them to lead and direct MEL, in-country. In this respect, we were even more aligned with our core values around placing power in the hands of the people and communities who know the local context best, and that is something we hope to continue going forward.

OUR PACIFIC WORK

Plan International Australia has managed programs in the Pacific (under license from Plan International) since 2012, with a focus on some of our closest neighbours — Solomon Islands, Papua New Guinea and Fiji.

With their paradise-like beauty and warm sense of community, these island nations make up a special part of the world, but are not immune to the gender inequalities that exist elsewhere. The Pacific Islands region has some of the poorest developmental outcomes for women and girls, and gender-based violence is widespread.

A key part of our approach has been to work in partnership with community groups, NGOs and other civil society organisations in each location, and we've worked alongside the local staff who can speak to their community's needs and are leaders of the work

And during our time managing the Pacific's programs, we've seen lots of wonderful outcomes.

Through our Pacific Disaster Ready program, we've increased the inclusion of vulnerable people (from youth to people with disabilities) in disaster response and preparedness in all three locations.

In the Autonomous Region of Bougainville we've delivered youth-focussed programs, nurturing leadership skills, provided training

for economic development, and improved access to sexual and reproductive health services and information.

In Solomon Islands and Papua New Guinea we've contributed to substantial improvements to sanitation and hygiene for people in remote communities. And we've worked with young women in Solomon Islands on a campaign and report to improve girls access to education.

Helping girls to know their rights and amplify their voices is so important in a place where women have very little political power, and that's why this work is so important. We are planting the seeds to bring about generational change.

As of November 2020, our Australian office will no longer manage any of our Pacific offices — they will instead fall under the governance of our global organisation, Plan International, with the Fiji office becoming the Pacific management hub.

This will give our Pacific staff more autonomy, a greater ability to connect with other colleagues across the Asia Pacific region, and they'll also be able to receive funding from any of Plan International's national offices around the globe, helping to grow their programs and influence.

Over the course of the last eight years, so many people have been instrumental in our work in the Pacific, and we wanted to introduce you to a couple of them.



**Meet Angella —
WASH Coordinator, Plan
International Solomon
Islands**

"Having worked for Plan International, I came to appreciate the focus in getting benefits right

down to where it really matters. I appreciate the values that Plan International represents and it also reinforces the human spirit to keep doing good where it is most needed.

"Plan International in Solomon Islands is still young but can be a force to be reckoned with. I have seen more visibility of the great work that Plan International is doing and their involvement at the country level."



**Meet Josefa —
Pacific Disaster Risk
Management (DRM)
Coordinator, Plan
International Fiji**

"It was an ambition of mine to join an international agency. Plan International

brought that ambition to reality. Through Plan International I am able to broaden my horizon in Disaster Risk Reduction, while being introduced to another new aspect for me, which is on advancing children's rights and girls' equality. Plan International provides that good combination of being a humanitarian and child-centered NGO."

OUR COVID-19 RESPONSE

A mother and daughter wait for their cash transfer at a school in Bangladesh.

When Plan International declared COVID-19 a red-level emergency in April, there was an urgent need to pivot all of our programs to align with our global humanitarian response.

Here in Australia, despite grappling with the pandemic ourselves, our community of supporters mobilised when we launched an appeal in March, and thanks to your generosity, we raised an incredible \$364,000.

While the impact of this pandemic has been global, for children and families living in vulnerable communities around the world – be it refugee camps, remote regions of Asia and the Pacific or food-insecure countries in southern Africa – the effects of COVID-19 have the potential to be catastrophic.

Having responded to the Ebola outbreak in West Africa in 2014, Plan International was expertly placed to respond to a public health emergency like COVID-19, and such experiences were drawn on to develop our response to the pandemic.

Your donations have been vital in supporting Plan International's emergency response in these regions, and through a coordinated multi-country approach, we've been working with communities, governments and partners to:

- Tackle the spread of the virus through disseminating public health information
- Promote best hygiene practices and increase water sanitation and hygiene (WASH) programming
- Assist communities to install hand-washing facilities

- Ramp up our food and nutrition programs
- Support and protect those directly affected in refugee and displaced-persons camps in Bangladesh and Southern and Eastern Africa
- Step up child-protection measures to ensure children and their families are supported and prepared to deal with the social and economic impacts

In Uganda, young women in our Safer Cities 4 Girls program have been developing new ways to raise awareness on the increased risk of gender-based violence (GBV) in lockdown. They're also distributing sanitary products and hygiene kits, and helping survivors of GBV access the medical and psychosocial support they need.

As part of our COVID-19 response in Bangladesh, Plan International has been providing cash transfers to families of sponsored children in Rangpur, Barisal and Dhaka, along with informative leaflets about COVID-19 and how to prevent its spread.

Through our Urban Resilience programs in Myanmar, Philippines and Indonesia we've been distributing hand sanitiser, gloves and face masks to health care staff, setting up hand-washing stations in public spaces, and providing online training to young people on COVID-19 prevention.

In the Solomon Islands, together with our local partner Live & Learn Environmental Education, we've implemented our New Times, New Targets WASH project across 22 schools in West Guadalcanal Province and in 73 villages in Isabel Province.

Child Sponsorship during COVID-19

Although the restrictions necessary to prevent the spread of COVID-19 have meant we've been unable to deliver our usual sponsorship programs, the funds from these programs are being redirected to our COVID-19 response, ensuring your sponsored child and their community continues to be supported through this time.

In the same way that our sponsorship model usually functions, rather than financial support going directly to a sponsored child, your contributions are combined with those of other caring sponsors and institutional donors, providing a steady stream of funding to all the countries and communities where Plan International works.



In Vietnam, we've delivered prevention and awareness leaflets and posters to schools and local partners, and we're providing bars of soap and face masks to some of the most vulnerable families.

In normal circumstances, the project helps schools review their existing WASH status and develop action plans for the improvement of WASH facilities and activities.

We developed and disseminated COVID-19 prevention information to schools the surrounding communities, along with handwashing facilities to encourage good hygiene behaviours.

Plan International Australia's Water for Women project supported Solomon Islands social enterprise and project partner, MJ Enterprise, to add reusable face masks to its sanitary pad manufacturing business. According to MJ Enterprise founder, Mary Ramosaea, "the facemask business is flourishing", providing work for the female staff base amid the COVID-19 pandemic while responding to national shortages in personal protective equipment (PPE).

COVID-19 has set us all back in countless ways. But for girls across the world, it's unravelling decades of progress. However your support is helping us to stop the setback.

Thanks to you, we're working to get girls back into school and support their education through distance learning. We're providing essential health services to girls, and helping the most vulnerable to access basic hygiene. And we're working to protect children from violence and prevent child marriage.

You are the reason we can continue to deliver this important work, and we thank you for always standing with us, especially during these challenging times.



A girl washes her hands at a school in the Solomon Islands.

Girl at a school supported by Plan International in Adjumani district.

ADOLESCENT GIRLS IN CRISIS

Our Adolescent Girls in Crisis programs aim to support girls and young women affected by protracted crises, particularly conflict and climate-driven crises. We also support them to exercise their leadership capabilities to lead healthy, safe and productive lives.

EMPOWERING ADOLESCENT GIRLS IN CRISIS

Plan International Australia prioritises support to girls and children in difficult circumstances in countries affected by conflict and crisis. As part of this commitment, we're working to support girls and young women in refugee and asylum seeker communities in Uganda and Ethiopia during the COVID-19 pandemic.

Uganda is home to more than 1.4 million displaced refugees and asylum seekers, while Ethiopia currently hosts more than 766,000, the majority of whom have fled conflict and violence in South Sudan, leaving behind loved ones, livelihoods and dreams for the future.

Our research has shown that in times of crisis, girls and women are often the hardest hit. Harmful social norms, gender-based violence in the home or the community, lack of access to education, early marriage, and pregnancy are major obstacles faced by girls around the globe on a daily basis, but they are further amplified in crisis settings.

Thanks to your generosity, Plan International Australia works in such settings to support and protect the rights of children and their families, with a particular focus on ensuring girls aren't left behind.

This year, we commenced our Youth Employment for South Sudanese Refugees and Host Communities project in Uganda's Adjumani district and Ethiopia's Gambella region.

Consultation with adolescent girls (beginning in July 2019) was a critical step in the development of this project. Through household surveys and focus groups, we consulted with more than 400 community members across both locations, with a focus on adolescent girls, to ensure the project would address the unique challenges they face.

The initial intention of the project was to support adolescent girls and young mothers from refugee settlements and host communities to realise their social and economic rights, by supporting them to set up businesses and build economic skills.

But through the community consultation process, it became clear that health and safety were also pressing issues, so we also placed an emphasis on protection from gender-based violence, and sexual and reproductive health rights.

We began implementation in February 2020,

however, when COVID-19 restrictions were put in place in March and April, this project was impacted, and we shifted focus. Preventing infection and addressing the impacts the pandemic might have in these communities was our first priority, as was keeping activities aligned to adolescent girls and young women.

In Uganda we:

- Trained 50 health workers (23 females and 27 males) to provide adolescent-friendly services, for both sexual and reproductive health and COVID-19 prevention
- Trained 45 people (25 females and 20 males) from community groups including Para Social Workers, Child Protection Committees, Refugee Welfare Councils and female leaders on protection for adolescents during the pandemic
- Promoted child protection and sexual and reproductive health services via a local radio talk show
- Provided laundry soap and sanitary pads for menstrual hygiene management to 120 at-risk female adolescents.

And in Ethiopia we:

- Delivered menstrual hygiene management education to 380 adolescent girls and young mothers
- Provided Personal Protective Equipment (PPE) to 703 refugee volunteers and Plan International staff (291 females)
- Distributed hygiene kits to 275 unaccompanied and at-risk adolescents girls
- Installed 6 handwashing facilities at child and youth-friendly spaces in refugee camps
- Trained 50 women and caregivers in positive parenting skills.

Including adolescent girls and young women in project development not only empowers them to voice their needs, but it also creates a safe environment for them to provide insight into the critical issues that shape their daily lives and the barriers they face in realising their potential.

This project was funded by the Australian NGO Cooperation Program (ANCP) and complemented with funds generously donated to Plan International Australia from the Australian public.

Zainab is the leader of a Plan International supported anti-FGM club.

GIRLS' FREEDOM FROM FEAR AND VIOLENCE

Our Freedom from Fear and Violence programs aim to protect vulnerable and excluded children, adolescents and young people – particularly girls and young women – from all forms of violence, in all settings, as well as the gender dynamics that drive it.

ENDING FEMALE GENITAL MUTILATION

Thanks to your generosity during our end-of-financial year appeal, we were able to raise more than \$236,000! Your support has a huge impact, allowing us to continue our work around protecting girls from female genital mutilation (FGM), and helping them to feel safe and in charge of their own bodies and futures.

Right now, approximately 200 million girls around the globe are already living with the traumatising and painful consequences of FGM and 4.6 million more are expected to be subjected to it by 2030.

And worse still, while school closures and lockdowns have been necessary to halt the spread of COVID-19, these safety measures have the potential to inadvertently cause an additional 2 million cases of FGM by 2030 according to UNFPA.

That's why we're working to end the practice and bring about lasting change in communities around the world. And you're helping us.

Thanks to your generosity, Plan International is able to support girls and their communities to end FGM by:

- **Working with girls and women to make sure they're aware of the harmful effects of FGM.** This not only empowers them to make choices, it also educates the women who carry out the procedure. And because men and boys tend to have greater power and influence in cultures that practice FGM, we also work with them to change their attitudes.
- **Increasing legal protection.** Part of our work involves engaging with governments and community leaders to encourage them to enact change in laws around FGM that protect young women.
- **Supporting survivors.** Those who have been through FGM often need help and support, so we work with local health workers and the wider community to provide psychological and medical support to survivors.

Zainab (pictured) was 13 when she joined a Plan International supported anti-FGM club in Sierra Leone, and what she learned there changed the course of both her, and her mother's lives.

"For many of us, our parents did not attend school," explains Zainab, "so they did not know

about the dangers of FGM. My mother for example, became a Sowe (the decision-makers within Bondo society) when she was very young so she did not have the chance to get an education, and she did not know that FGM was a bad thing to do."

A widow and sole breadwinner, Zainab's mother Kadiatu had supported her family for more than 20 years through her work as an FGM practitioner. That is, until her own daughter refused to be cut.

Since joining the anti-FGM club, Zainab has gone from being a member, to the leader, and she assists the facilitator Madam Neneh in arranging educational talks and workshops for children and parents alike.

"Now, we know the negative effects of FGM and we are working hard to help raise awareness of what these are." Explains Zainab. "Madam Neneh reaches out to the adults, and my friends and I reach out to our peers and the younger children so that they are also informed."

"We tell them about the Children's Rights Act and that children and young people have the right to express their point of view and take part in decision making. That way, they know that if they are not comfortable with what their parents tell them about the Bondo society, then they are allowed to say so and they do not have to be part of it."

And through her daughter's activism, Kadiatu has become something of an advocate herself, leaving her career as an FGM practitioner behind.

"Before Plan International came here, and before I met Madam Neneh – who is like our mentor here in this community – I thought it was good to do the cutting. So that is why I did it. Because in those days, our parents were not educated and that is what they told us. But now we know it has nothing to do with that. It has no benefit to human life."

"I am really happy that Zainab is an activist. I would have liked to be able to speak out like Zainab does when I was her age because my initiation affected my whole life. It is what stopped me being able to further my education. But, even though I didn't go to school, at my own level now, I am also campaigning against FGM. I am doing my best to help."

MAKING OUR CITIES SAFER

Our Safer Cities work has evolved in amazing ways over the last four years, continuing this year, with the launch of the *Reporting to Authorities* report in December 2019 and culminating in the exciting debut of the *Greater Sydney Women's Safety Charter*, spearheaded by the Greater Sydney Commission as a direct result of our research and advocacy.

Utilising data collected in five cities across five continents via our Safer Cities Free to Be project in 2018 with Monash YXX Lab and Crowdspot, the report is a major study on street harassment, and urges authorities to improve reporting outcomes for girls and young women. In the original project, young women and girls from Sydney, Madrid, Lima, Kampala and Delhi dropped pins on maps, representing areas they felt safe and unsafe in their cities. Of these pins, 14,500 represented specific incidents or locations where they felt unsafe.

In the *Reporting to Authorities* report, a deeper look at these findings revealed that fewer than 1 in 10 of these incidents of sexual harassment were reported, and when they were reported, 67% of these reports were not acted upon or taken seriously by authorities.

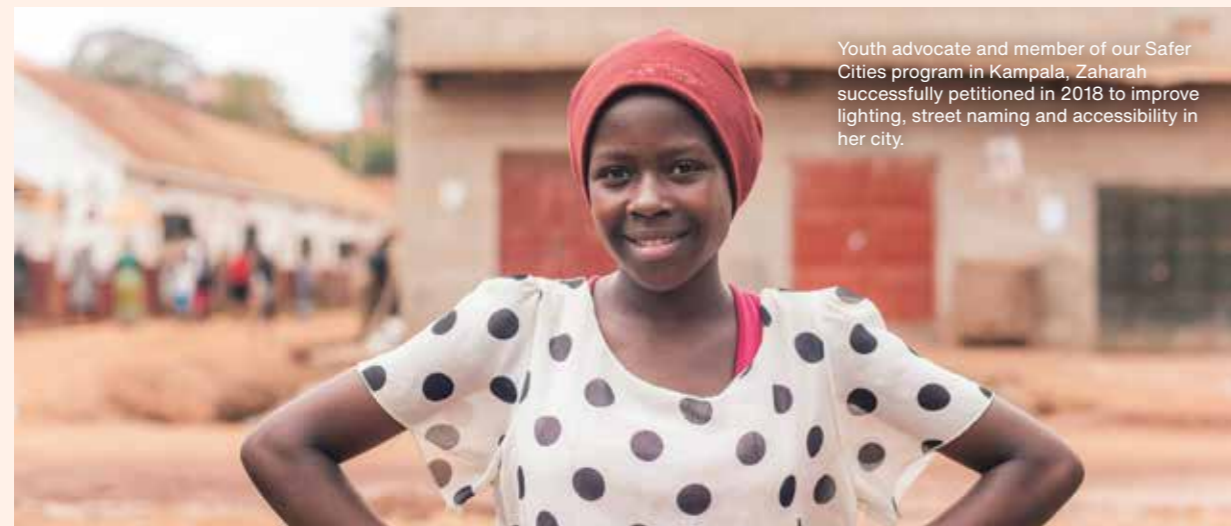
When it came to incidents that were sexual in nature, the response rate from authorities in Delhi was the lowest of all cities (2% of reports of sexual harassment were acted upon), followed by Lima (16%), Kampala (18%) and Madrid (32%). Sydney fared the best out of the five locations with one in three (34%) sexual harassment incidents reported to authorities resulting in some kind of action.

Across the five cities, young women noted that most responses from authorities were trivialised, with responses ranging from belittling, disbelief and dismissal, to further harassment from authorities themselves and a complete lack of justice. This resulted in girls and young women feeling frustrated and having a lack of trust in the system.

As part of the report, we urged governments and authorities to take a number of actions to improve reporting outcomes for girls and young women, with recommendations ranging from public awareness campaigns, to clearer reporting systems. We also recommended gender-sensitive education and training for authorities on how to respond to street harassment, as well as a review of current legislation to ensure perpetrators are held accountable.

The failure of authorities to respond appropriately to street harassment reports and take action allows daily harassment to continue, perpetuating attitudes and behaviour that Plan International Australia CEO, Susanne Legena, says women and girls should no longer have to deal with.

“For too long women and girls everywhere have just endured harassment as a normal part of their daily lives. Trivialising or ignoring these experiences reinforces the belief that reporting is just not worth it and that girls and young women are unable to rely on others for support. This leads to an internalisation of stigma and shame, as well as propping up a toxic culture where street harassment is normalised and treated as trivial or minor.”



Youth advocate and member of our Safer Cities program in Kampala, Zaharah successfully petitioned in 2018 to improve lighting, street naming and accessibility in her city.

Youth Activist Series alumni Alice represented Plan International Australia at the launch of the Women's Safety Charter.



The Greater Sydney Women's Safety Charter

On the same day the report was released, the Greater Sydney Commission announced the development of a Women's Safety Charter, inspired directly by our Safer Cities research and advocacy. The Charter, launched on International Women's Day in March 2020, is designed to guide efforts by city-makers, government organisations and all relevant

stakeholders in making Greater Sydney a safer place for women and girls in all their diversity.

The Charter currently has more than 60 signatures from a range of stakeholders, including small and large businesses, government, peak bodies and not-for-profit organisations – all of whom play a part in making Sydney safer.

“

THE CHARTER BUILDS UPON RESEARCH DONE BY PLAN INTERNATIONAL ON HOW SAFE GIRLS FEEL AS THEY MOVE AROUND THE CITIES IN WHICH THEY LIVE... MAKING OUR CITY MORE FEMALE FRIENDLY ALSO BRINGS WIDER SOCIAL AND PRODUCTIVITY BENEFITS BECAUSE A CITY THAT WORKS BETTER FOR WOMEN, WORKS BETTER FOR EVERYONE.

”

– Lucy Turnbull AO, former Chief Commissioner, Greater Sydney Commission

GIRLS' LEADERSHIP AND EMPOWERMENT

Our Girls' Leadership and Empowerment programs aim to individually and collectively empower girls and young women within safe and supportive environments, so they can make their own choices about their futures and have the ability to influence the world around them.

THE FUTURE OF ACTIVISM

This year we joined forces with The Body Shop Australia to launch our Youth Activist Series (YAS) program for 2020 and support a new generation of change-makers.

We work hard to ensure that children and girls everywhere can learn, lead, decide and thrive. We work with young people to put them at the centre of the work we do, and this is what the Youth Activist Series is all about.

The Youth Activist Series (YAS) is Plan International Australia's annual program for young people who are passionate about campaigning for gender justice and equality, and this year, the program was generously supported by our partners at The Body Shop.

As a certified B Corporation, The Body Shop has deep activist roots and strong values around empowering young women fighting for equality, which perfectly aligns with our own mission and purpose as the charity for girls' equality.

It's a brand with activism at its core, and during 2020, The Body Shop is fully funding the 12 month YAS program.

In February, we recruited nine remarkable young Australian women – an incredible group committed to fighting for equality and human rights, and creating long-lasting social change.

In addition to being featured in one of The Body Shop's in-store campaigns and International Women's Day event, over the course of the year, the youth activists have learnt a range of skills and been involved in advocacy and campaigning across topics such as menstrual hygiene and COVID-19. They've also been heavily featured in media, through interviews and opinion articles published by Australia's leading media outlets.

In May 2020, the youth activists commenced a global youth-led research project around girls and young women's vision for a better post-COVID world. In collaboration with youth leaders in Vietnam, they mapped out a research question and developed their visions for a 'better normal'. They then built a website, and facilitated workshops with girls and young women across the globe to find what kind of world they want to live in after the pandemic.

Plan International Australia Youth Activists are a force to be reckoned with, and together with The Body Shop Australia, we are proud to play a part in empowering the next generation of leaders and change-makers.

“

THERE WERE MANY ASPECTS OF THE YOUTH ACTIVIST SERIES I LOVED! BECOMING MORE EDUCATED ON HOW TO BE AN EFFECTIVE ACTIVIST, AND LEARNING THIS FROM OTHERS IN A SAFE AND ACCEPTING SPACE IS SOMETHING THAT I REALLY APPRECIATE. I ALSO LOVED CREATING FRIENDSHIPS AND CONNECTIONS WITH OTHERS WHO ARE PASSIONATE ABOUT SOCIETAL ISSUES AND WHO ARE ALL SUPPORTIVE OF IDEAS PUT FORWARD TO TACKLE THESE ISSUES. I'VE ALSO APPRECIATED THE ENCOURAGEMENT OF THE PROGRAM – HELPING CREATE A SPACE WHERE CREATING CHANGE IS POSSIBLE BUT PRIORITISING MENTAL HEALTH AND PERSONAL CARE.”

– Mayela, 2020 Youth Activist

“

COMING INTO THE PROGRAM MY GOAL WAS TO IMPROVE MY KNOWLEDGE ON THE VAST ISSUES THAT WERE FACED BY GIRLS AND YOUNG WOMEN. YAS ALLOWED ME TO ACTIVELY BE PART OF THE SOLUTION THROUGH THE CREATION OF SURVEYS, REPORT WRITING AND DIGITAL ADVOCACY.

PARTNERING WITH THE BODY SHOP HAS BEEN AMAZING! IT HAS ALLOWED FOR OUR VOICES TO BE AMPLIFIED TO A GREATER AUDIENCE AND THE SUPPORT FROM THE BODY SHOP TEAM WAS PHENOMENAL. THEY WERE HEAVILY ENTHUSIASTIC AND SUPPORTIVE OF OUR ACTIVISM JOURNEY.”

– Tino, 2020 Youth Activist

GETTING GIRLS READY FOR THE FUTURE

We're working in Vietnam to support girls' education and training in ethnic minority communities.

Early marriage, poverty and household child labour are just some of the rights violations faced by young people in Vietnam, particularly girls. And the risk is even greater for girls from ethnic minorities.

While these are complex issues to address, education can provide a pathway out of poverty, to better career opportunities, healthier decisions and more freedom for girls to pursue their dreams.

Together with Plan International Vietnam, we began implementing our Girls Ready for the Future program this year, across five rural provinces in northern Vietnam.

Aiming to support girls from ethnic minority communities to stay in school and pursue a career path of their choosing, the program incorporates career guidance into the school curriculum, and provides access to career counselling, vocational training, and entrepreneurship opportunities.

Economic hardship amongst families from ethnic minorities often sees girls forced to give up their education, in favour of what can seem like the only option to alleviate it – marriage.

But, through the Girls Ready for the Future program, improved educational opportunities, coupled with a gender-equal and supportive environment, can reassure girls that education is the key to a brighter future – one without early or forced marriage.

The program aims to help girls make informed decisions around skill development and future employment options, by supporting the Ministry of Education and Training (MoET)

in developing career guidance packages for grades six, seven, eight and nine. The career guidance package we developed for grade six and seven were tested in two provinces in collaboration with Vietnam Institute of Educational Sciences (VINES).

Plan International undertook field research in communities to assess the current situation around vocational education in secondary schools, and to identify local career opportunities for women and girls of all ethnic groups.

Following Vietnam's first confirmed case of COVID-19 in January, the government were quick to put restrictions in place, including limitations on domestic travel and gatherings, and assessments were carried out via an online survey.

These restrictions majorly disrupted Plan International Vietnam's ability to deliver the other activities that had been planned, and the project shifted focus to address the immediate and ongoing impacts of the pandemic.

The program supported 21 girls' clubs across five provinces to host meetings covering topics such as violence prevention, early marriage and COVID-19 prevention.

75 young people (not attending school) in rural areas were trained in breeding/raising techniques for ducks and rabbits, 15 participants received further material support to implement livelihood initiatives, and 15 goats were supplied to three youth groups, so they could start raising livestock in their villages.

Furthering gender equality is a key component of this project, with an aim to empower women and girls to support themselves financially with meaningful work, and reduce the inequalities they face because of their gender and ethnicity.



Thuy and her daughter take care of the ducks.

THUY'S STORY

Thuy and her family live in a mountainous village in Vietnam's Lai Chau Province. Agriculture is the main source of income for the 148 households in Thuy's community, however the extreme climate conditions make life very difficult. Only one crop of rice can be cultivated per year, and livestock is often lost to the cold and dry season.

Thuy was nominated by her village to take part in a Plan International Australia livelihood activity as part of the Girls Ready for the Future program. Together with young people from across the community, Thuy learnt all about animal breeding techniques and livestock models that are suitable for the local context.

Plan International supported Thuy to procure 20 black ducks, animal feed and assisted her to take part in a training course on raising techniques, facilitated by local veterinary staff.

Thuy is now able to support her family, generating an income by breeding and selling the ducks and their eggs in the local market.

"Before, I did not know how to increase my family's income. Thanks to participating in this activity supported by Plan International through the project Girl Ready for Future that helped me step-by-step know how to take advantage of the opportunities and conditions available from the locality. From this activity, I hope it will 'open the door' for me and my family to ... increase [our] income and improve daily meals in the long term."

She hopes other young women can also benefit from the Girls Ready for the Future project.

"What I want more is that young women in the village like me can generate income and have economic autonomy in the family, especially during COVID-19."

Children receive their daily meal at school in Nimule, South Sudan, supported by Plan International and the World Food Programme (WFP).

GENDER AND EMERGENCIES

Our Gender and Emergencies programs aim to ensure young people, especially girls and young women, are able to learn, lead, thrive and decide without disruption when disaster hits.

FOOD SECURITY WITH A GENDER LENS

We're working to improve food security in South Sudan and supporting women to play a significant role in decision making within their communities.

No matter their situation, every girl has the right to go to school, live free from violence and inequality, and make decisions about her future. For girls and young women living in some of the world's most volatile locations, the daily inequalities they already face are exacerbated by climate change, mass displacement, conflict and emergencies.

That's why, from South Sudan to Lebanon, we're supporting girls and young women to lead during crises, continue their education, know their rights, and stay safe.

South Sudan is the world's youngest country, gaining independence in 2011 after two decades of civil war. But when war broke out again in 2013, millions of people were displaced, farming was disrupted and the supply of food and aid was blocked.

A combination of conflict, drought and economic collapse has led to severe food shortages. Children are facing extreme hunger every day. Many children are already too malnourished to go to school or live a normal life, and more than half of the population are also living without access to safe water.

That's why we've implemented our Food Assistance Project in 51 locations across five counties in South Sudan. Together with the World Food Programme (WFP) – deserving recent winners of the Nobel Peace Prize – we've been working to address food shortages, improve nutrition and keep girls in school.

In normal circumstances, our School Feeding program provides children with free meals at school, giving parents an incentive to continue their children's education and ensuring students have enough energy to get them through the day. This is especially important for keeping girls in school, because boys' education is often prioritised and girls tend to be the first to be pulled out and sent to work or help with domestic chores when food is scarce.

However, due to COVID-19 related school closures, our School Feeding program rapidly shifted focus to food distribution. Together

with the WFP and the South Sudan Ministry of Education, we arranged food to be distributed to students and their families.

In the past, decision-making around food distribution has predominantly been led by male members of the community, but this project set out to change that.

The Program Management Committee (PMC) are elected by their community to guide and shape the implementation and delivery of Plan International's food and cash assistance projects. This year, among the 490 committee members, 240 were female, and by making sure the PMC had more of a gender balance, women were able to play a significant role in decision making. In some communities, simply allowing women to work at food distributions has challenged perceptions of women's engagement in the community and their value as members of society. Having an opportunity to demonstrate their potential even improves girls' chances of being able to continue their education.

In addition to food, the parents of 12,642 pupils in Rumbek Centre, Rumbek East, Cueibet and Wulu counties were also provided with guidance on how to prevent COVID-19, such as social distancing and the importance of handwashing and good hygiene.

Another focus of the project has been ensuring women are well informed about gender-based violence, protection issues and potential risks, and making sure they know how and where to report concerns and get assistance if needed.

Girls and young women are vibrant, powerful and passionate about improving their situations. Not just for themselves, but their families and their communities, and Plan International is supporting them to do that, especially in times of crisis.

"The food assistance I received for the last three months of April, May and June 2020 has helped me a lot. My farm products will fill the gap when food assistance ends. Now I no longer worry of hunger because I know the Plan International and WFP food assistance project will continue until harvest time."

— Cholhok, 36-year-old mother of five, Langdit-Cuebit County.

Primary school students in Solomon Islands discuss sanitary pad options during lessons on menstrual health.

ALL CHILDREN THRIVE

Our All Children Thrive programs aim to improve the health, well-being and development of girls, boys, women and men (including diverse identities) in development and humanitarian settings, and achieve greater gender equality and inclusion.

MANAGING MENSTRUATION WITH PRIDE

Menstruation is a fact of life for half the world's population. It plays an important role in regulating hormones across the lifespan, and without it, none of us would exist. However, for many girls across the world, it continues to be a source of discrimination and a barrier that prevents many of them from continuing their education.

As a girls' rights organisation, Plan International has been working for many years to increase knowledge around menstruation and reduce the stigma associated with it, supporting girls to thrive in school and reach their full potential.

Together with our partner Live & Learn Environmental Education, we've been working alongside the Solomon Islands Ministry of Education and Human Resource Development (MEHRD), school principals, teachers and students, to normalise menstruation and improve access to water, sanitation and hygiene (WASH) facilities for both girls and teachers.

Every year on May 28th, Global Menstrual Hygiene Day is celebrated around the globe. To mark the occasion, Plan International engaged a local drama company to perform at a school in West Guadalcanal, with the performance highlighting the fundamental importance of enabling girls to manage their period with pride.

The school headmaster, Mr Matia was so inspired by the performance that he has proactively engaged with Plan International

"I want to be the male champion for MHM for my school and I look forward to seeing all teachers in my school to be fully across MHM and to become strong MHM advocates. I also want my school to become a role model for other schools in how we support our girls and MHM".

– Mr Matia, School Headmaster

and Live & Learn's WASH in Schools program, to train staff on gender, social inclusion and menstrual hygiene management (MHM) through the Water for Women project's WASH in Schools approach.

Prior to the project, in the 20 schools Plan International works with across West Guadalcanal, only 14% of girls reported being comfortable using the toilets at school during menstruation, and 22% said they avoided coming to school while menstruating. None of the schools provided sanitary pads for students or means to dispose of them, and only 9% of respondents felt that school sanitation facilities met the needs of students and teachers.

The WASH in Schools program has supported school leaders, like Mr Matia to lead change in their schools. He now considers himself an advocate for menstrual hygiene management and is committed to creating a supportive environment for girls.

Mr Matia's school now stocks sanitary pads at the school canteen, and offer emergency supplies at the school office. Thanks to the program, the toilet facilities have been refurbished and bins are now provided for safe disposal of pads.

Another key part of the program is breaking down the stigma through education, which is why boys are included in lessons about menstruation and given the opportunity to ask questions, so they can gain a better understanding of it, and view it as a normal part of life.

Plan International and Live & Learn are complementing their work in schools by providing menstrual hygiene education to men and women in the wider community, dispelling myths and breaking down stigma.

When girls feel supported and have the proper resources to manage their periods hygienically and with dignity, they are empowered to pursue their education and thrive.

UNSEEN AND UNSAFE

Upholding and protecting the rights of children has always been at the forefront of Plan International Australia's work, and this inspires a large portion of our advocacy and programming activities.

Globally, the prevalence of violence against children is staggering, with 1.3 billion girls and boys experiencing physical and humiliating punishment in the home.

Across the Pacific and Timor-Leste, violence against children is an endemic issue, and yet the Australian Government's investment in addressing these serious child rights violations in our neighbouring regions is not enough. In 2017, only 0.1% of Australia's foreign aid budget was allocated to programs specifically addressing violence against children in the Pacific and Timor-Leste.

That's why, in July 2019, we teamed up with fellow leading NGOs, Save the Children, World Vision and ChildFund, to release a collaborative report called *Unseen and Unsafe: Underinvestment in Ending Violence Against Children in the Pacific and Timor-Leste*.

The report highlighted shocking levels of physical, emotional and sexual violence, as well as neglect faced by many children living in the Pacific and Timor-Leste.

- Between 70 and 87% of children across eight countries experience violent discipline at home
- 1 in 4 adolescent girls experienced physical violence, and 1 in 10 sexual violence
- In Fiji, 72% of children experience violent discipline in their home

Children who face violence and abuse often suffer from serious physical injuries, unwanted pregnancy, sexually transmitted infections, mental trauma, and even death.

This is an incredibly complex issue, but targeted programs can make a difference. These programs aim to build children's resilience and their ability to seek support, and teach positive parenting to prevent violence. But these programs need secure funding to succeed.

In publishing this report, we urged the Australian Government to increase investment in programs specifically addressing violence against children to 1.5% of overseas development assistance.

This equates to an investment of \$55 million over the next three years. If we want future generations of children in the Pacific to grow and prosper, a determined and meaningful investment in their well-being and safety is critical.

Through the report we were able to develop a joint Ending Violence Against Children (EVAC) programming model between our fellow child-focused agencies. Unfortunately this initiative was not funded but it was a significant step and represented a genuine commitment to a coordinated approach to ending violence against children in the Pacific Region.

Protecting children in Cambodia

In Cambodia, thanks to Australian NGO Cooperation Program funding, we've been working to address child-protection issues within communities in Tboung Khmum Province.

According to a 2018 Save the Children report, more than half of Cambodian children experience some form of physical violence prior to the age of 18.

Through Plan International-supported Children's Clubs, children and youth advisors build self-confidence and leadership skills, equipping them to:

- **Lead educational activities and community awareness sessions on child protection**
- **Conduct peer-to-peer education amongst their friends, to improve understanding on self-protection and how to report violence, exploitation or abuse**
- **Participate in community meetings regarding child-protection**

The project also focuses on providing community-based social work services (counselling and emotional support) to women and children affected by violence in 12 designated communes in 2 districts of Tboung Khmum Province, by selecting, training and supporting community members to become Community Social Workers.

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 create change that lasts.

Our vision is for a world where all children can live happy and healthy lives, and where girls are treated as equals. And with our expertise in child protection and humanitarian aid with a gender lens, we work to make it a reality every day.

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 that better world.

There is no 'one size fits all' approach when it comes to partnerships — we partner with businesses big and small, from a diverse range of industries — they all have the potential to transform the 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. And 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.

Not only are our partners supporting young women, children and their families, they're generating a positive social impact, that can elevate their brand and contribute greatly to their corporate social responsibility as well.

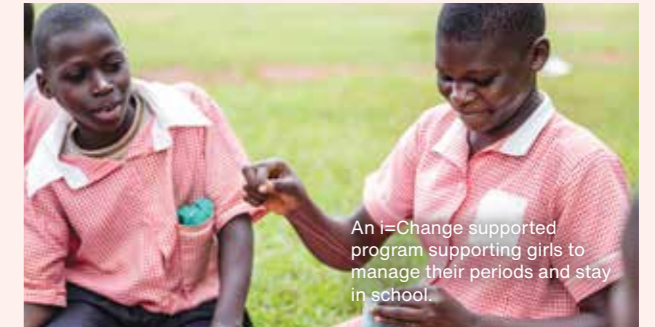
In FY20, we partnered with many incredible businesses, each partnership unique.

Some partners directly fund our programs —

The Body Shop Australia, a certified B Corporation with deep activist roots, has run a cause related marketing campaign and donated \$5 from the sale of their Shea Body Lotion to fully fund our 12-month Youth Activist Series, supporting young people who are passionate about campaigning for gender justice and equality.

Study Group International who support the education of International Students globally, have raised funds through staff movie nights, fun runs and raffles, to support education projects across the globe, with funds matched by their Head Office.

The Woodside Development Fund (WDF)



has committed A\$20 million over 10 years in support of programs and organisations working to decrease developmental vulnerability and improve outcomes for children aged birth to eight years. They support Plan International's early childhood development project in Myanmar ensuring children in the remote Ayerwady region can access early childhood support and education.

And **MindTribes** proudly gives 10% of their revenue from every new client to support gender equality, and programs that make quality education and decent employment accessible to girls and women. As a consulting agency that builds cultural capability and inclusion in many of Australia's largest companies, they've also lent their expertise to help review Plan International Australia's gender and cultural diversity in the workplace.

Other partners — like i=Change and World Nomads — utilise micro-donations as a powerful way to build collective impact.

i=Change is an e-commerce platform that empowers brands to give back, with customers allocating the \$1 donation with every purchase from brands like Coco & Lola, Shona Joy, With Jean and One Day Bridal. A full list of the amazing brands supporting our work can be found at www.iequalchange.com.

And through a combination of staff fundraising and micro donations from their Footprints Network, **World Nomads** has supported more than 23 Plan International Australia projects. Anytime someone purchases travel insurance through World Nomads, they are given the opportunity to support community development projects around the globe. In 2020 they contributed to our Safer Cities for Girls program in Uganda.

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.

OUR COMMUNITY

IN 2020:

26,363
CHILDREN

were supported by sponsors in Australia.

44,092
AUSTRALIANS

donated to our work.

25,715
REGULAR-GIVERS

supported our ongoing work.

14,587
SUPPORTERS

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

39 SUPPORTERS

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

1242
VOLUNTEER HOURS

contributed by 30 active volunteers, saw a saving of **\$31,050** across four departments.

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.

This year we had 30 active volunteers, contributing 1,242 hours to the organisation. This equates to more than \$31,050 in savings across 4 departments.

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

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/

REMUNERATION

Remuneration (including superannuation)	Number of Executives in group
\$240,000 - \$290,000	1
\$190,000 - \$239,000	2
\$140,000 - \$189,000	2

BOARD OF DIRECTORS

Our Board of Directors are 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 2023



Julie Hamblin (Deputy Chair)
Elected: November 2010
Current term expires: November 2020



Tim Lo Surdo
Elected: June 2019
Current term expires: November 2022



Michael Corry
Elected: June 2012
Current term expires: November 2021



Anita George
Elected: June 2019
Current term expires: November 2022



Jason Chuck
Elected: July 2017
Current term expires: November 2023



Louise Eyres
Elected: June 2019
Current term expires: November 2022



Jason Pellegrino
Elected: July 2014
Current term expires: November 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!



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



Benjamin Law
Benjamin Law is a journalist, columnist, TV screenwriter and author



Yasmin Poole
Award winning speaker, writer and youth advocate

Flora, 21, tends to her crops in Kunua district, Papua New Guinea

ENVIRONMENTAL MANAGEMENT

Climate change threatens to reverse the progress we've made to reduce poverty and achieve gender equality. That's why we are committed to taking responsibility for our environmental footprint here in Australia too.

REDUCING OUR FOOTPRINT

The world's most vulnerable communities have contributed the least to global warming, but they are the most exposed to its impacts. And for those living on fragile land without the resources to adapt, coping with climate-related disaster is becoming even more difficult.

Plan International works across Southeast Asia and the Pacific to help communities adapt to climate change, and ensure women, children and marginalised groups are included in shaping the future of environmental management within their communities.

Climate change has a significant impact on the communities we work with, and for this reason, we are committed to taking responsibility for our environmental footprint here in Australia too.

Within our corporate office, we've implemented a range of measures that either reduce our greenhouse gas emissions, or enhance our capacity to do so. These include

de-lamping excess office lights, utilising carbon neutral electricity, using organic kitchen bins throughout the office, and working towards keeping our work as paper-free as possible.

We undertake an emissions inventory each year and are committed to transparent reporting. While an expansion in our overseas work has resulted in more staff travel and a subsequent increase in absolute emissions, our efficiency per 'full time equivalent' (FTE) – that is, an employee or contractor who works in our office full time – has improved. We have been tracking this data since the 2014 financial year.

Due to COVID-19, 2020 has seen a reduction in staff being in the office, particularly for non-client facing team members. This has decreased the need to travel by car, public transport and air transport, and has increased reliance and trust on digital infrastructure. In future, we hope to maintain this level of carbon efficiency as we work towards zero emissions.

Emissions source	2014	2015	2016	2017	2018	2019	2020
Air travel	377	431	514	506	510	507	313
Electricity	318	190	150	151	160	146	161
Waste	16	16	18	18	18	18	18
Natural Gas	7	6	6	6	7	7	7
Taxi travel	4	5	4	7	10	14	9
Water	2	1	2	2	2	2	2
Office paper	3	1	0	1	1	1	1
Total Emissions - CO2- e (tonnes)	727	650	694	691	708	695	511
FTE	70	71	85	85	92	89	86
CO2- e (tonnes) per FTE	10.4	9.2	8.2	8.1	7.7	7.8	5.9

Girl at an Early Childhood Care and Development (ECCD) centre in Kibaha district, Tanzania.

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

BY THE NUMBERS

Year in review

Our financial sustainability was tested in unexpected ways during the 2020 financial year, as the COVID-19 pandemic swept the globe. 2020 was the first year of our new three-year corporate strategy, Aligning for Impact, and two of the main goals for this strategic period were:

- Securing financial sustainability for the long term
- Organisational well being and resilience

Prior to the pandemic, our original revenue planning was reliant upon the stability of public fundraising, and we had factored in a reduced footprint with the World Food Programme.

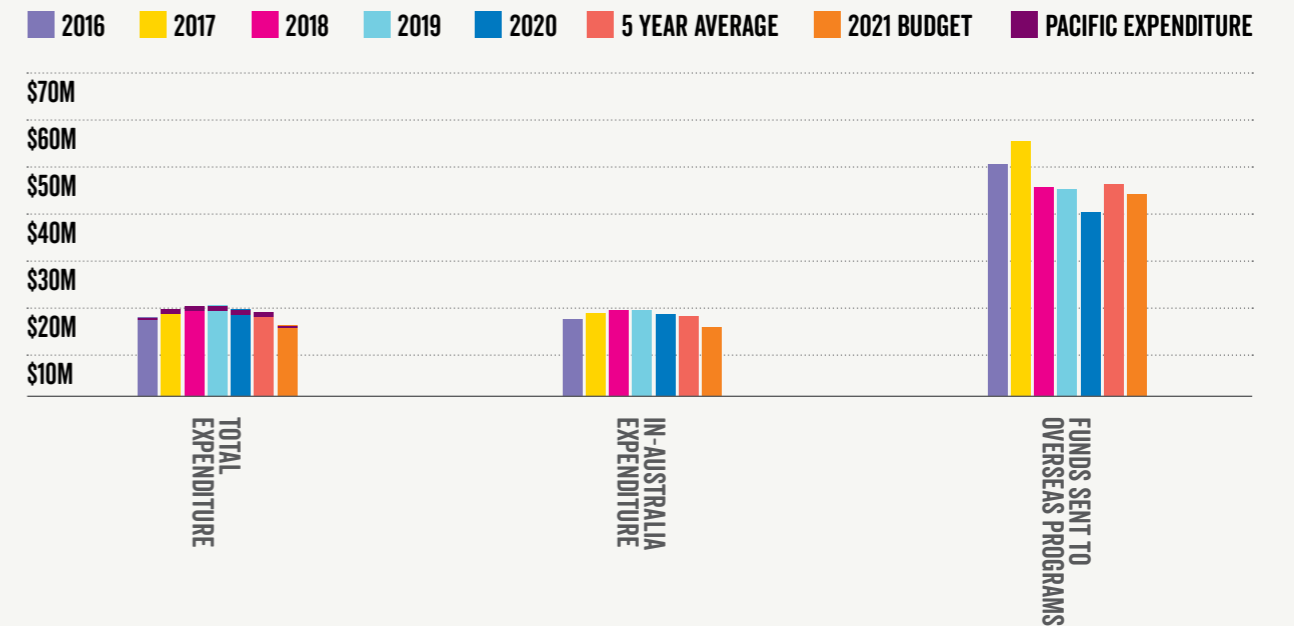
From March onwards, public fundraising activity came under significant pressure when COVID-19 began to spread, which saw our overall revenue slide back to \$52M, well under the five year average of \$60M.

In response, we put expenditure initiatives in place and this, combined with our eligibility for the Australian Government's stimulus measures, allowed us to hold expenditure to \$19.5M, or 37% of overall revenue. This was consistent with the average over the past five years, and trended downward for the first time in five years.

Despite the pandemic and all of its implications for how we do our work, we've made it to the other side relatively unscathed. We rapidly pivoted the organisation to work from home and throughout the year we've managed to seamlessly sustain our operations and our programmatic commitments, with 63% of funds sent to our overseas programs.

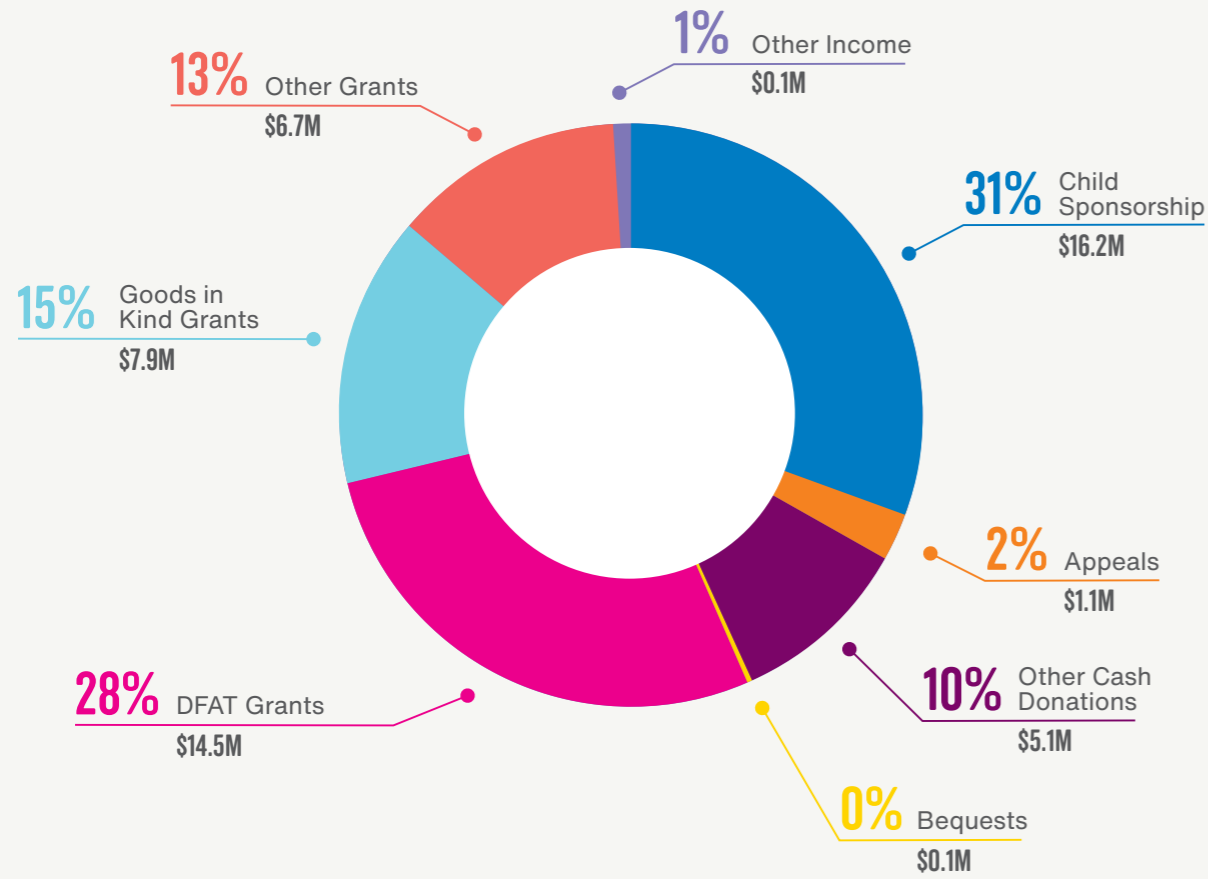
As we look to the future, and the uncertainties and challenges that FY21 is bound to hold, our largely intact balance sheet reinforces the course corrections made within the last strategic cycle.

A final deficit of \$0.3M in the face of a global pandemic speaks to the resilience and wellbeing of Plan International as an organisation, and much of this is thanks to the dedication and diligence of our incredible staff, and the wider Plan International community.

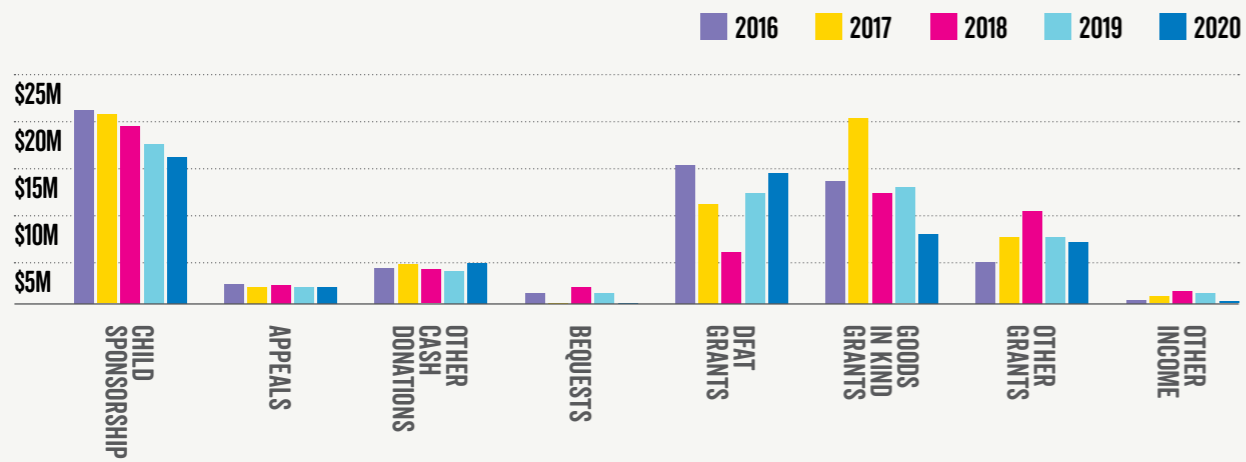


REVENUE 2019/20

Where our support comes from:

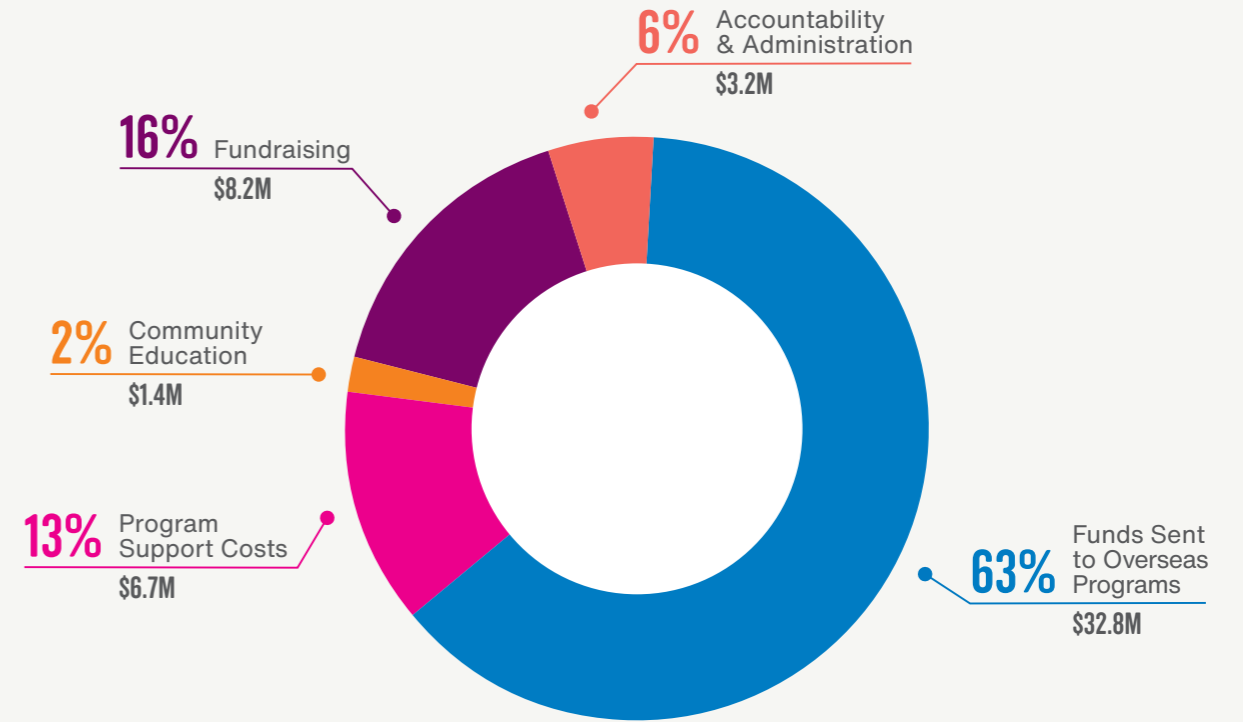


Five-Year Revenue Trend by Source:

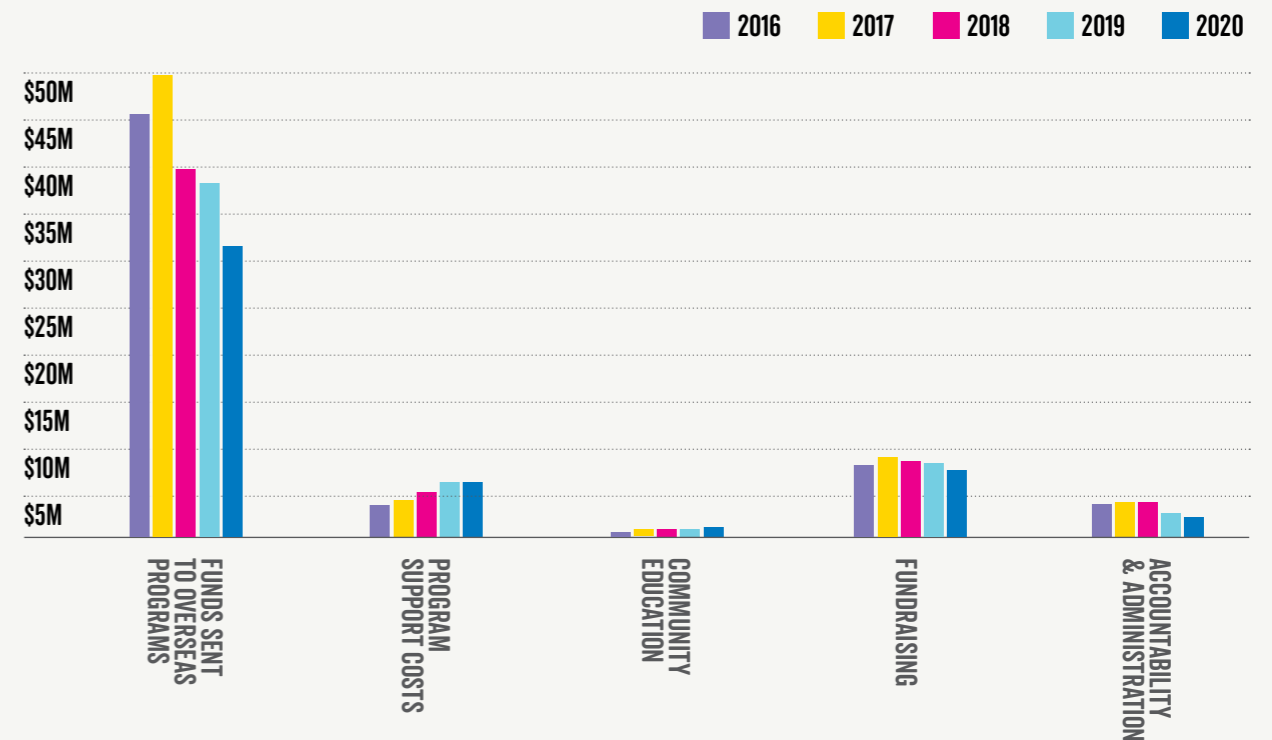


EXPENDITURE 2019/20

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 which are available on our website at planau.me/annual-report

Consolidated Statement of Comprehensive Income For the Year Ended 30 June 2020	2020	2019
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	16,195	17,825
- Appeals	1,052	1,110
- Other Cash Donations	5,127	4,229
	22,374	23,164
• Non-Monetary	-	-
Bequests and Legacies	114	901
Grants		
• DFAT	14,512	12,571
• Other Australian	1,406	1,710
• World Food Programme	7,866	13,104
• Other Overseas	5,264	5,621
	29,048	33,006
Investment Income	289	273
Other Income	944	147
Fair Value Gains on Financial Assets at Fair Value Through Profit or Loss	(807)	434
TOTAL REVENUE	51,962	57,930
EXPENDITURE		
International Aid And Development Programs Expenditure		
International Programs		
• Remittances to Associated Parties	32,755	38,100
• Program Support Costs	6,652	6,660
	39,407	44,760
Community Education	1,365	1,321
Fundraising Costs		
• Public	8,191	8,779
• Government, Multilateral and Private	24	156
	8,215	8,935
Accountability and Administration	3,197	3,401
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	52,185	58,417
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	29	-
TOTAL EXPENDITURE	52,212	58,417
(DEFICIT) OF REVENUE OVER EXPENDITURE	(251)	(487)

The above consolidated statement of comprehensive income should be read in conjunction with the accompanying notes.

Consolidated Statement of Financial Position As at 30 June 2020	2020	2019
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	6,107	2,333
Trade and Other Receivables	745	325
GST Receivable	-	149
Financial Assets at Amortised Cost	1,072	1,054
Total Current Assets	7,924	3,861
Non-Current Assets		
Property, Plant and Equipment	433	293
Right-of-Use Assets	2,805	-
Intangible Assets	86	158
Financial Assets at Fair Value Through Profit or Loss	7,900	8,097
Total Non-Current Assets	11,224	8,548
TOTAL ASSETS	19,148	12,409
LIABILITIES		
Current Liabilities		
Trade and Other Payables	2,025	1,492
Lease Liabilities	565	-
Provisions	1,181	725
Deferred Revenue	6,112	3,019
Current Tax Liabilities GST Payable (Receivable)	13	-
Total Current Liabilities	9,896	5,236
Non-Current Liabilities		
Lease Liabilities	2,241	-
Provisions	256	147
Total Non-Current Liabilities	2,497	147
TOTAL LIABILITIES	12,393	5,383
NET ASSETS	6,755	7,026
EQUITY		
Reserves	6,755	7,026
TOTAL EQUITY	6,755	7,026

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 2020	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2019	7,026	0	7,026
Excess of Revenue Over Expenses	-	(251)	(251)
Other Amounts Transferred (to) or from Reserves	(20)	-	(20)
Other Comprehensive Income	0	-	-
BALANCE AT 30 JUNE 2020	7,006	(251)	6,755

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

KEY RATIOS

Plan International Australia is committed to maximising expenditure on programming and our impact in the field, while balancing that with the expenditure necessary to keep our work going. Fundraising and administration, and the systems and infrastructure that supports them, are essential to ensuring:

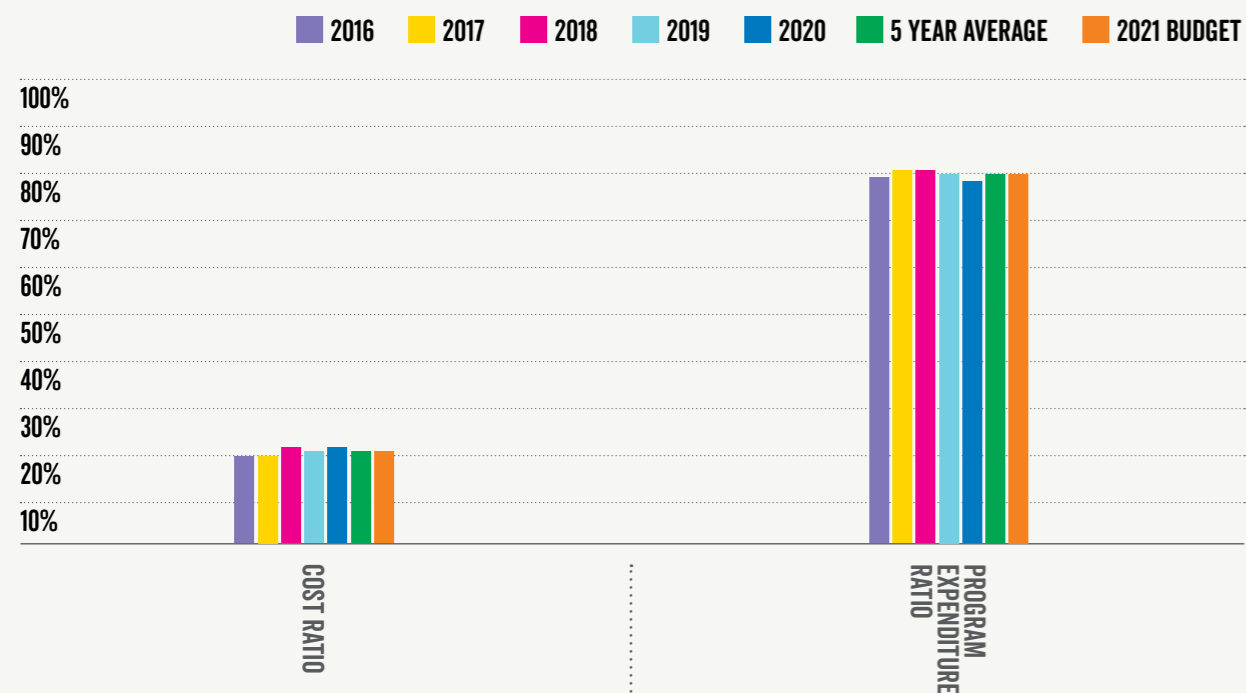
- current programs are quality assured and compliant with the relevant standards
- future programs can be funded
- our supporter base is effectively engaged and maintained

There are two performance ratios that

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

The **Program Expenditure Ratio** remains on par with our five-year-average at 80%, indicating Plan International Australia's commitment to optimising its spend on programs for children.

The **Cost Ratio** in FY20 has decreased compared to last year as a result of the reduction in costs. The accountability and administration costs included in the determination of the ratio have fallen from \$13.0M in FY19 to \$12.4M in FY20, indicative of the ongoing effort to hold the cost ratio under 25%.



What is it?

Accountability, administration and fundraising costs stated as a percentage of total revenue. Accountability and administration costs include office facilities & rent, finance, I.T, people & culture, audit costs, depreciation and all insurance costs. Fundraising costs include promotional and marketing campaigns, payments to third party fundraisers, cost 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 future 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 profit or loss during each year which should not be factored into these ratios.

INDEPENDENT AUDITORS 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 30 June 2020.

The summary financial report comprises:

- the summary consolidated statement of financial position as at 30 June 2020
- the summary consolidated statement of changes in equity for the year then ended
- the summary consolidated statement of cash flows for the year then ended
- the summary consolidated income statement and 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 ("ACIFD") Code of Conduct*. As a result, the summary 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 distributed to or used by parties other than 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 9th November 2020.

Management's responsibility for the summary financial report

Management is responsible for the preparation of the summary financial report in accordance with the basis of preparation described in Note 1.

Auditor's responsibility

Our responsibility is to express an opinion whether the summary financial report is consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.


PricewaterhouseCoopers


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



THANK YOU

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:

Mrs Margaret Given
Mrs Anthea Hendy
Mr Anthony McBeath
Mr George Miller
Ms Robin Thornely
Miss Diana Vernon
Mr Christopher Warne

In-Memory Gifts

In 2020, Plan International Australia received generous gifts honoring the memory of the following long-standing supporters:

Mr Graham Caldersmith OAM
Mr Bill Curnow

Major Supporters

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

ACME Foundation
Mr Adam Raymond
Mr Alexander Austin
Mrs Barbara Paroissien
Birchall Family Foundation Trust
Mr Brian & Mrs Kerrie Tierney
Mr Gerry Hueston
Gum Tree Foundation
Mr Harvind Kler & Mrs Manpreet Dhillon
Dr Lindsay Sparrow
Mrs Margaret S Ross AM
Mr Matthew Bowen
A/Prof Michael Chao
Rainbow Fish Foundation
Mrs Rita Andre
RobMeree Foundation
Mr Bill Moodie

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)

Business Partners



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



The charity for
girls' equality

13 75 26


PLAN.ORG.AU

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