



The charity for
girls' equality

ANNUAL IMPACT REPORT

2022

Plan International Australia acknowledges and pays respect to Elders past and present 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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Cover image

Girl writes on blackboard at a Plan International-supported school in Vietnam's Kom Tum Province

CEO LETTER

The first year of a new strategy is always an interesting transition period, particularly when the external environment is uncertain and in some contexts, volatile.

The convergence of conflict, climate shocks, such as flooding and drought, and the impacts of COVID-19 (what we've come to refer to as the three C's) were already creating significant levels of hunger, food insecurity and displacement. And then the conflict in Ukraine began.

In addition to millions of people being displaced, the situation in Ukraine created a series of unintended consequences that saw supply chains interrupted and fuel and food prices rise exponentially. Combined with a fourth year of drought in the Horn of Africa, a global hunger crisis was inevitable and continues to have a devastating impact on children and their families in the hardest hit countries.

This challenging environment brought many setbacks to girls rights, further exacerbating existing gender inequalities. We know the devastating impacts crises can have for girls, from interrupting their education to increasing their risk of child marriage, and recent research by Save the Children found that 1 in 5 girls currently live in conflict zones – that's 90 million girls globally.

In response, FY22 is the year that we made a return to our roots, applying our 80+ years of experience and expertise to humanitarian contexts, from food insecurity in the Horn of Africa, protracted crises in and surrounding Ukraine, Syria and Bangladesh, and in response to rapid onset events like Typhoon Rai in the Philippines, flash floods in Timor Leste, and Tropical Cyclone Yasa in Fiji.

We continued delivering programs and creating impact in 25 countries around the globe. In Cambodia, we've improved children's knowledge and attitudes towards nutrition through our School Learning Garden project (pg. 11). We've facilitated research led by young people, from Myanmar to Mozambique, and renewed our commitment to create space for youth leadership on climate action through our advocacy and programs (pg. 13).

And in Uganda, we've supported adolescent girls and young mothers to realise their social and economic rights which, in turn, improves livelihood opportunities and reduces their risk of gender-based violence and child marriage.



While the circumstances of the past year have been difficult to navigate, our incredible team here and in the countries where we work have met this challenge head on, with grit, determination and passion.

In FY22 our team in Australia went through a major strategic and organisational reset, which in turn enabled us to respond to and seize opportunities in this environment, as we work towards our overarching vision to become a next generation social purpose organisation.

Plan International Australia was mentioned in the media 1,934 times across national newspapers, major television programs and news bulletins, talkback radio, magazines, podcasts and more. Alongside a range of PR activities and events, the media enabled our work to reach millions of Australians, helping to raise awareness and support for our work and a greater understanding of the challenges faced by children and girls around the globe.

We've been buoyed by the continued support of our community, both long standing and new supporters, who have given us the stability to be able to plan and partner with confidence. Thanks to a modest surplus this year, the organisation is well positioned as we head into FY23 and we will continue to adapt to the rapidly changing environment, reflect on our place in this landscape, and find new and innovative ways to create impact.

Susanne Legena
CEO, Plan International Australia

CHAIR LETTER

I'm pleased to be wrapping up my first year as Chair on a positive note, with a modest surplus and 12 months worth of incredible impact for girls and their communities around the globe.

The difficult terrain of the last financial year called for a major strategic reset, and strong foundations laid through the Recover and Reimagine corporate strategy have been key to our solid results this year. I want to thank my predecessor Gerry Hueston for positioning the organisation in good stead before passing the baton.

However, that's not to say this year was an easy one. FY22 saw us navigate an emergence from pandemic-related lockdowns and restrictions, into a world facing numerous humanitarian crises resulting from the convergence of COVID-19, climate and conflict.

Our ability to respond in this environment was a key catalyst for much of our decision-making throughout the year, and we looked for ways to allocate funds closer to the point of impact. In responding to crises, we also prioritised preparing communities to withstand shocks and strengthen resilience before a crisis hits, which will hopefully save lives and reduce human suffering in the future.

Throughout the year, we delivered 18 humanitarian response projects through the Australian Humanitarian Partnership (AHP), which included responding to protracted events in Ukraine, Syria and Bangladesh. And in South Sudan, Myanmar, Cambodia, Sudan, and Zimbabwe, we reached more than 800,000 people facing food insecurity through our partnership with the World Food Programme.

Setbacks to girls' rights were an expected outcome of the past two years, and in FY22, our attention was focused on addressing these setbacks and ensuring they don't become trends.

In 2022, Plan International Australia reached more than 1.6 million people, including 960,811 people through our humanitarian response, protracted crises and disaster preparedness programs, and 715,658 people through our longer-term development programs.



Though FY22 was my first year as Chair, it wasn't my first year with Plan International Australia. I first joined the board back in 2014, before we had any practical understanding of the terms 'lockdown' or pivot.

In the past eight years I have seen the organisation evolve from championing child rights more generally, to honing its focus on gender equality. I've watched as it navigates the ever-changing external environment, always keeping an eye on where the need is greatest.

And after the past year and the necessary shift to humanitarian response that the external environment has all but demanded, it is clear that Plan International Australia is evolving again. I look forward to seeing how this evolution takes shape over the new financial year and during my term as Chair, as we continue our commitment to powerfully impact the lives of girls, boys and their communities together.

As always we thank our donors, supporters, partners, staff and young people who work alongside us for their ongoing support and action – this report is a credit to the impact you are helping create in the world.

Sally Treeby
Chair, Plan International Australia

REFLECT RECONCILIATION ACTION PLAN



As an organisation working within Australia, we are committed to standing in solidarity and working in partnership with Aboriginal and Torres Strait Islander peoples. In April this year, we officially marked the launch of our Reflect Reconciliation Action Plan (RAP) with a Welcome to Country ceremony at Birrarung Wilam (pictured above). In the Woi Wurrung and Boon Wurrung languages, 'Birrarung' is the traditional name of the Yarra River; and 'Wilam' refers to home. Birrarung Wilam is an important gathering place for the Kulin Nation and one of Melbourne's most popular meeting hubs.

Leading the Welcome to Country and smoking ceremony was Wurundjeri and Gunnai Kurnai Elder, Uncle Ringo Terrick. Uncle Ringo has extensive cultural knowledge of Country and his community, and we were honoured to have him share this with us.

Plan International Australia's reconciliation journey will continue to evolve, but some of the steps we have taken to date are:

- Entering into a five-year partnership with Gorj-Däl Aboriginal Corporation (GDAC) in North East (NE) Arnhem Land, to support Yolŋu children and young people to live and grow up in Homeland communities that promote and protect their identity and their rights. With a focus on helping the organisation progress its strategy and aspirations for Yolŋu Homeland communities, Plan International Australia has provided funding support for program activity, and seconded a staff member, assisting the corporation to develop two businesses that are now generating enough income to employ a manager, and successfully pursue a range of opportunities.
- Increasing internal cultural awareness and competency through anti-racism training. Between October-November 2021, all Plan International Australia staff and Board members participated in a series of workshops delivered by Hue (an anti-racism organisation) to help develop literacy, empathy, and understanding of race-related issues and identities and to improve safety and support for People of Colour and First Nations staff in our organisation.
- Prioritising meeting and consultation with local Aboriginal and Torres Strait Islander Networks and Councils. Our Executive Team and RAP Working Group members have already met with the Wurundjeri Tribe Council and plans are in place for future meetings.
- Acknowledging key awareness days, including National Reconciliation Week, NAIDOC Week and Aboriginal and Torres Strait Islander Children's Day, and allowing employees the opportunity to show solidarity with Aboriginal and Torres Strait Islander communities by not recognising the public holiday on January 26, and attending the Invasion/Survival Day rally together.

WHY WE EXIST

130M GIRLS

More than 130 million girls around the globe are not in school

EVERY 10 MINUTES

Every 10 minutes, one adolescent girl dies as a result of violence

12M GIRLS

12 million girls are forced to marry as children every year

Right now, there are more than half a billion adolescent girls living on our planet and all of them, at some point in their lives, will be disproportionately affected by gender inequality. Inequality knows no borders, and isn't restricted to any one community, culture or continent. Half the world's population is being held back by inequality. That's why we're working to fight gender inequality around the world. Because a better now for her, means a better future for everyone.

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

12 YEARS OF EDUCATION FOR EVERY GIRL WOULD REDUCE CHILD MARRIAGE WORLDWIDE BY 64%

ON AVERAGE, INFANT MORTALITY RATES ARE REDUCED BY 5 TO 10% FOR EVERY ADDITIONAL YEAR OF SCHOOL A GIRL COMPLETES

How do we tackle gender inequality?

We support girls to speak up, know their rights and lead, by tackling the root causes of poverty, supporting communities through crises, campaigning for gender equality, and helping governments to do what's right for children and particularly for girls.

Education is key to equality and global prosperity. When a girl is able to complete her secondary education or equivalent, she is more likely to have control over her income, to marry later, and have a healthier family.

And she'll go on to educate her family and her community. When girls can get an education, manage their health, live free from violence, and pursue their dreams, they can take their rightful place as equals.

EDUCATING GIRLS IS ONE OF THE MOST EFFECTIVE – AND MOST OVERLOOKED – WAYS TO MITIGATE CLIMATE CHANGE. FOR EVERY YEAR A GIRL STAYS IN SCHOOL, HER COUNTRY'S CLIMATE RESILIENCE MEASURABLY IMPROVES

HOW WE CREATE IMPACT

At Plan International Australia we seek to ensure vulnerable and excluded children and young people are safe, more resilient and enjoy greater realisation of their rights. We do this by working with a range of stakeholders to promote positive attitudes, behaviour and practices and improve access to resources, services and support. We implement 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.

OUR THEORY OF CHANGE

Together with partners, we work for lasting impact on



Norms, attitudes
and behaviours



Social and economic
resources and
safety nets



Policy frameworks
and budgets

at individual, family, community, national and global levels to support empowerment of children, young people and communities.

Our focus on girls' rights can be crystallised into four priority domains, where we support girls in their communities to



LEARN

have access to education and
the skills for work and life



DECIDE

have control over their
lives and bodies



LEAD

take action on issues
that matter to them



THRIVE

grow up cared for and free from
violence and fear.

Our goal to become the world's leading international NGO for girls in humanitarian crises, and this has resulted in a fifth priority area



SURVIVE

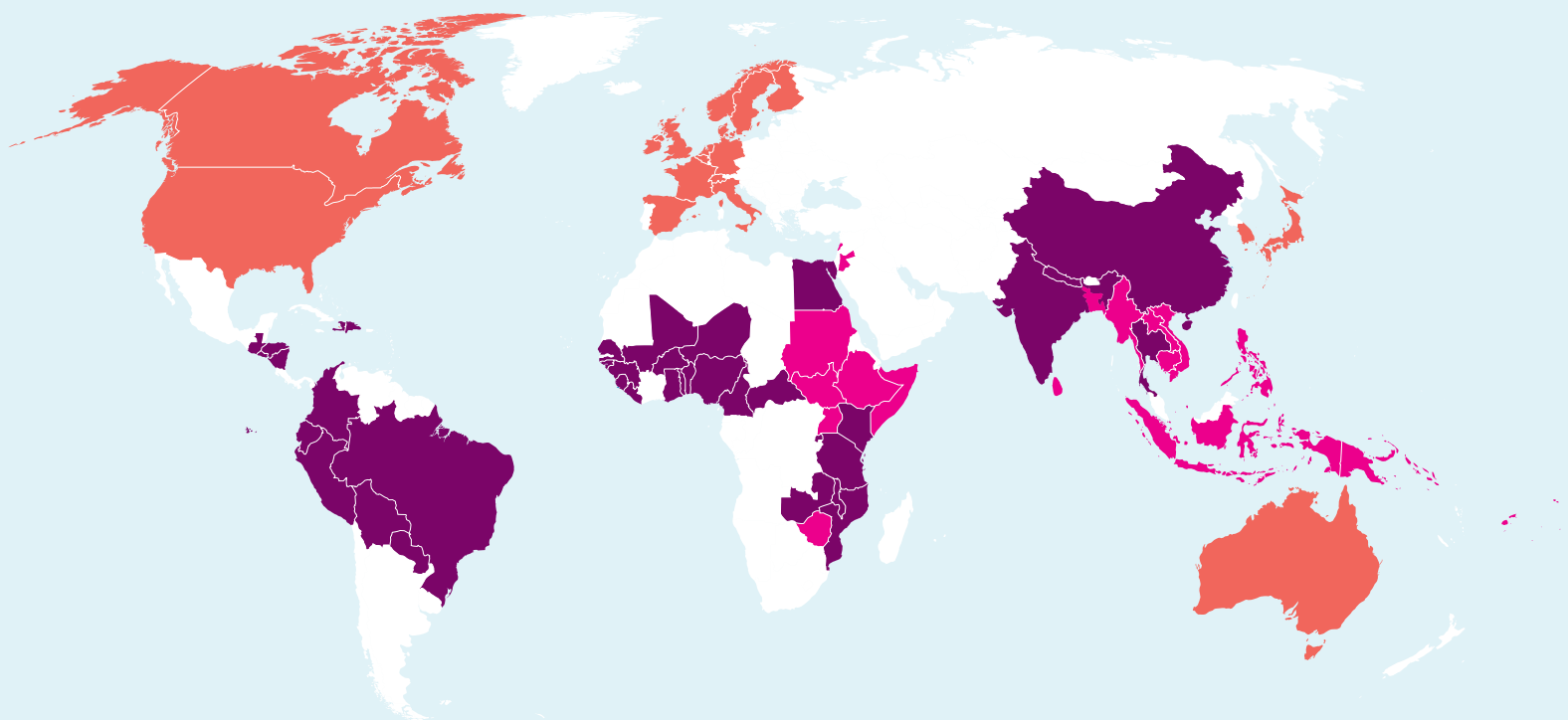
increase the impact of our
humanitarian work for children,
particularly girls by adapting our
focus where the need is the greatest.

Monitoring, evaluation and learning is an essential part of our work towards our goals. In FY22, our monitoring and evaluation data has revealed significant progress, particularly in our work directly with young people and our work with services and institutions that influence young people's lives. This report is structured around demonstrating our progress towards a just world that advances children's rights and equality for girls, by highlighting our impact within the five domains: **Learn, Lead, Decide, Thrive and Survive**.

WHERE WE WORK

Plan International works in more than 83 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 GLOBAL IMPACT

Globally, we're achieving incredible things.



1,676,469 PEOPLE

were reached by Plan International Australia in FY22.

715,658 PEOPLE

were reached through Plan International Australia's longer-term development programs.

960,811 PEOPLE

were reached through Plan International Australia's humanitarian response, protracted crises and disaster preparedness programs.

PLAN INTERNATIONAL'S IMPACT

604,688 COMMUNITY MEMBERS

were trained in gender equality

16,979 COMMUNITIES

with sponsored children directly benefited from Plan International's work

39,957 COMMUNITIES

directly benefited outside of child sponsorship areas

52,216,480 CHILDREN**

were reached by Plan International's work



83 COUNTRIES

Plan International was active in 83 countries this year

1,348,281 SPONSOR CHILDREN

were assisted by Plan International's work

81 DISASTER RESPONSES

carried out globally, reaching **28,715,967** children and adults*



5,922,249 GIRLS

gained better access to education

2,450,754 GIRLS

were supported to be active citizens



1,290,570 GIRLS

had improved skills and work opportunities

SURVIVE: SCALING UP HUMANITARIAN RESPONSE

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

IN FY22 WE ACHIEVED THE FOLLOWING IMPACT THROUGH THESE PROGRAMS

REACHED 960,811 PEOPLE

through our humanitarian response, protracted crises and disaster preparedness programs.

REACHED 50,144+ PEOPLE

in Zimbabwe with cash and voucher assistance, supporting them in the face of the hunger crisis. This gave women greater control of shared resources, enabled them to cover their basic food needs and reduced the use of negative coping strategies (such as sexual exploitation in exchange for food).**

REACHED 280,000+ PEOPLE

with food and nutrition support in South Sudan, one of the countries hardest hit by the hunger crisis in the horn of Africa.**

RESPONDED TO DISASTERS AND EMERGENCIES WITH TEAMS ON THE GROUND

providing emergency assistance following Typhoon Rai in Philippines, flash floods in Timor Leste, Tropical Cyclone Yasa in Fiji, the volcanic eruption and tsunami in Tonga, and La Niña induced drought in Kiribati.*

SUPPORTED 6000 LOW-INCOME SMALL-SCALE FARMERS

and their households in food insecure communities in Sudan to reduce losses after harvest through innovative storage and preservation techniques. This resulted in higher and more stable incomes and increased food security.**

DELIVERED 18 HUMANITARIAN RESPONSE PROJECTS

through the Australian Humanitarian Partnership (AHP), our partnership with the Australian Government, including 3 protracted crises – Ukraine, Syria and the Rohingya crisis.

REACHED 858,811 PEOPLE FACING FOOD INSECURITY

in agricultural and urban settings in South Sudan, Myanmar, Cambodia, Sudan, Zimbabwe and Laos, through 15+ projects in partnership with the World Food Programme.**

REACHED 1,431,700 PEOPLE WITH OUR DIGITAL CAMPAIGN

to raise awareness about COVID-19 preparedness and prevention in Papua New Guinea (PNG), and successfully replicated the campaign in Solomon Islands (reaching 264,768 people) and in Vanuatu (reaching 150,197 people so far)*

After fleeing Ukraine, 13-year-old Arina and her mother, Iryna, are now living in Bucharest, the capital of Romania.

THE CONTEXT

Between February and October this year, more than 7.7 million people (86% women and girls) have fled across Ukraine's borders, seeking refuge in neighbouring countries, according to the United Nations High Commissioner for Refugees (UNHCR).

The humanitarian crisis is escalating by the hour, with the ongoing conflict seeing countless lives, homes and childhoods uprooted, and in some cases, lost forever. As of October, the Office of the United Nations High Commissioner for Human Rights (OHCHR) reported 6374 deaths – 402 of those were children.

THE RESPONSE

With our extensive humanitarian experience and expertise, Plan International is currently working with other organisations and local partners including International Medical Corps (IMC), Adventist Development and Relief Agency (ADRA) Romania, ActionAid and eLiberare Romania to deliver a coordinated response to the situation in Ukraine, as well as in Poland, Romania and Moldova where refugees are being hosted.

Our response includes relief assistance, child protection, mental health and psychosocial support, cash and voucher assistance, education and advocacy programs, all of which are being delivered with a gender lens for greater inclusivity, and to ensure the specific needs of girls are met.

Plan International Australia is also supporting the response efforts of IMC inside Ukraine, with whom we have an existing and long standing partnership. With foundations as a child rights organisation, Plan International Australia brings a vital child protection framework to the partnership, to further strengthen child protection within IMC's response.

We have also joined forces with 15 Australian-based member charities who, as part of the inaugural Emergency Action Alliance, are combining their expertise to turn the care and passion of our combined supporters into a targeted response to international emergencies.



Plan International Australia's Ukraine response is delivered in partnership with the Australian Government through the Australian Humanitarian Partnership (AHP) and with support from our partners Plan Netherlands, IMC and the Emergency Action Alliance.

THE IMPACT

As of September 2022, Plan International Australia has reached 67,045 people (79% women and girls and 9% people with disabilities) through the Australian Humanitarian Partnership (AHP), the Emergency Action Alliance (EAA) and our partnership with Plan Netherlands and IMC.

Through Plan International's global response, we have reached at least 154,929 people with critical support – that's 109,404 in Poland, 2,575 in Romania and 42,950 in Moldova.

Thanks to your support we have:

- **Distributed 8,427 food kits to Ukrainian refugees and host families in Moldova, reaching 31,378 individuals.**
- **Reached more than 1,200 children in Romania with education in emergencies programmes.**
- **Provided 450 women with information on rights, legal aid, documentation or support to find housing in Poland.**
- **Trained 2,769 teachers in Poland to teach Ukrainian children Polish as a second language.**
- **Provided mental health, psychosocial and legal support to 191 children and 112 adults in Poland.**

MAINTAINING INDEPENDENCE IN ROMANIA

After fleeing Ukraine, 13-year-old Arina and her mother Iryna (pictured opposite) have spent the last few months moving between various countries and shelters, finally settling in Bucharest, Romania, where they now share a home with two other mothers, one of them with another teenage daughter, who also fled the conflict.

Through Plan International and our local partner ADRA, Arina and her mother have been part of our cash voucher program, an effective method of support that allows people to buy food and any other items they might need.

"We spent the money buying fruit and vegetables for the children," shares Iryna. We also bought some medicine, hygiene products, underwear and other private items that women need."

"The vouchers made us feel more secure as we had our own money....could make our own decisions."

* These programs are delivered in partnership with the Australian Government through the Australian Humanitarian Partnership (AHP).

** These projects are funded by the World Food Programme and generous donations from our Australian supporters, as well as donations from Plan supporters in Germany, Spain and Japan.

LEARN: INCLUSIVE EDUCATION AND LIFELONG LEARNING

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

IN FY22 WE ACHIEVED THE FOLLOWING IMPACT THROUGH THESE PROGRAMS

SUPPORTED OVER 900 OUT-OF-SCHOOL SYRIAN REFUGEES

and Jordanian children to access informal education as well as vocational training.

SUPPORTED MORE THAN 38,000 STUDENTS TO EXPLORE CAREER OPTIONS

in five northern provinces of Vietnam through a curriculum developed in partnership with the Ministry of Education and Training. The students benefited from experiential learning by participating, experiencing and learning about locally available vocations through the collaboration between the school, parents, local artisans and authorities.

TRAINED 604 LOWER-SECONDARY SCHOOL TEACHERS IN VIETNAM

in experimental models of learning, vocational skills development and inclusive education for girls and youth from ethnic minority communities.

- Extended this teachers' training to 23 more schools after it was well received by the District Education Department due to its effectiveness in supporting students with career guidance and vocational selection, taking the total number of schools covered under the project from 49 to 73.

SUPPORTED 62,000+ PEOPLE IN BANGLADESH

to ensure children and youth have better access to education, child protection services, and livelihood opportunities.



12-year-old Dany shows us around her School Learning Garden

REVOLUTIONISING EDUCATION THROUGH CAMBODIA'S SCHOOL LEARNING GARDENS

THE CONTEXT

Despite Cambodia improving enrolment rates of children in primary school, Cambodian children, especially those in rural areas, continue to fall behind in school due to a lack of quality teaching and learning environments.

Inadequate learning in the early years of a child's life, coupled with insufficient nutrition, leaves children developmentally behind. Girls face a particular range of issues, such as inequitable attitudes regarding girls' abilities, future career prospects for girls and women, and gender-based violence.

THE PROGRAM

The School Learning Garden (SLG) project aims to improve educational quality and learning outcomes for students, as well as provide an enabling environment for both girls and boys to display gender-equitable and inclusive attitudes and behaviours at school.

The project transforms the school garden and kitchen spaces into an extension of the classroom and supports teachers to use experiential and hands-on learning techniques.

It's a groundbreaking approach to education in Cambodia, inspired by the evidence-based model of the Stephanie Alexander Kitchen Garden Program in Australia, which is currently implemented in over 800 schools.

Through the project, children improve their knowledge, skills and attitudes towards healthy eating, dietary diversity, and gardening, alongside their usual maths, science, social studies and literacy lessons, and girls and boys also have opportunities to try new roles, such as cooking in the kitchen, challenging traditional norms and roles.

THE IMPACT

During the 2022 financial year, the SLG project:

- Expanded to 35 new schools in the Banteay Srei and Srei Snam districts of Siem Reap Province, benefitting 10,322 students.
- Provided garden materials and tools to the 35 new SLGs
- Provided gender training to 151 teachers and principals at 37 schools.

HANDS-ON LEARNING

Not only is 12-year-old Dany part of Plan International's child sponsorship program, she is also involved in our School Learning Garden program. Now in grade 6, she has been participating in SLG activities for the past two years, and enjoys the hands-on nature of lessons amongst the leaves and vines.

"When I cannot easily understand the theory for difficult lessons in the classroom, I can learn better with hands-on activities," she explains. "I learned the theory in the class about how to grow the vegetable [and] through practice in the garden, I can prepare soil, mix the compost fertiliser with the soil, prepare the garden bed and could start growing Morning Glory (water spinach)".

“

I HAVE LEARNED HOW TO COOK IN THE LEARNING KITCHEN, WE LEARN ABOUT NUTRITIOUS FOODS THAT CAN MAKE US BECOME HEALTHY, AND HOW TO BE SAFE WHEN LEARNING AND WORKING IN THE KITCHEN. I LIKE TO COOK GREEN VEGETABLE SOUP.



The School Learning Garden project is delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), and with support from the Stephanie Alexander Kitchen Garden Program and funds generously donated to Plan International Australia from the Australian public.

LEAD: YOUNG PEOPLE DRIVING CHANGE

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

IN FY22 WE ACHIEVED THE FOLLOWING IMPACT THROUGH THESE PROGRAMS

TRAINED 78 GOVERNMENT REPRESENTATIVES

in Philippines on community-based disaster risk reduction and management, resilient livelihoods, child protection and gender and inclusion approaches, to support local governments, deliver community consultations and engage youth in urban resilience planning.

REACHED 1.3 MILLION YOUNG PEOPLE

through a digital climate change awareness campaign and comic books developed in partnership with UNICEF, the National Meteorology Agency and young climate change leaders in Indonesia.

SUPPORTED 634 MEN AND 640 WOMEN

to participate in sessions on gender issues and women's equal rights as part of our Youth Empowerment Project in Bougainville.

- After completing the sessions, young people reported feeling more confident in themselves and their ability to talk about youth issues in public spaces, with some being appointed to leadership positions or entrusted with higher responsibilities.
- Young women reported changes in their home/family life; whereby husbands are more supportive and allow their partners to be actively engaged in activities and household decision-making.

“

THE WORK BEING DONE BY THE YOUTH TO FIGHT THE CLIMATE CRISIS IS ABSOLUTELY IMPRESSIVE. THEY'RE NOT WAITING FOR FUNDING, THEY ARE USING WHATEVER THEY HAVE TO DISSEMINATE CLIMATE INFORMATION TO THEIR PEERS AND COMMUNITIES THEY OPERATE IN, AND WITH SUCH DETERMINATION AND EFFORTS, WE WILL REDUCE CLIMATE VULNERABILITIES.

– Patience Sibanda, Climate Researcher and Advocate, Zimbabwe

RISING TIDES: SUPPORTING YOUTH LEADERSHIP IN CLIMATE ACTION

THE CONTEXT

The unravelling climate crisis is the most pressing injustice of our time as it exacerbates existing inequalities in society, and disproportionately affects girls and young women.

From Fiji to Zimbabwe, youth-led and youth-supported groups are boldly advocating for renewable energy, reforestation, ecosystem protection, better waste management, resilient infrastructure and social systems that are more responsive to the needs of everyone.

THE REPORT

In February 2022, in partnership with Plan International Finland and supported by nine other Plan International offices, we released *Rising Tides: Mapping Youth Movements for Climate Resilience*, a global research report bringing together important findings from young researchers and youth groups from nine countries bearing the brunt of the climate crisis.

Eleven young researchers from Myanmar, Laos, Solomon Islands, Fiji, Indonesia, Ethiopia, Uganda, Mozambique and Zimbabwe conducted a joint desk review of climate change policy to identify youth-led or youth-oriented organisations, groups, and movements for climate change adaptation.



The Rising Tides report was supported by the Australian Government through the Australian NGO Cooperation Program (ANCP) and with support from the Ministry for Foreign Affairs of Finland (MFA).

The research found:

- Young people from some of the most vulnerable places in the world are at the forefront of climate action, despite their lack of responsibility for the climate crisis – and their lack of representation in formal political processes.
- Children and young people are not sufficiently referenced as stakeholders or relevant groups in the policy process. Neither are other crucial groups such as Indigenous peoples, ethnic minorities, or marginalised communities.
- When they are referenced, children, young people and women are depicted as vulnerable recipients, rather than powerful and indispensable partners in climate policy processes.

THE IMPACT

Plan International acknowledges that the only way to achieve sustainable climate resilience is through youth leadership and fully engaging girls and young women in all of their diversities in climate action, and we are committed to developing climate leaders and creating space for youth leadership in climate change through our advocacy and programs.

Plan International works across south-east Asia and the Pacific to help communities adapt to climate change and to make sure children, women and marginalised groups are involved in shaping the design of our projects.

These projects include planting vegetable gardens at school using climate-resilient seeds, and mangrove or tree-planting to protect coasts from floods and storms. We're also working with communities to improve farming practices and to prepare for and to respond to disasters. We reach children and adults through games, school-curriculum and community outreach.

Illustration and Design:

Sonaksha Iyengar
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DECIDE: CHOOSING THEIR OWN FUTURES

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

IN FY22 WE ACHIEVED THE FOLLOWING IMPACT THROUGH THESE PROGRAMS

IMPROVED THE CAPACITY OF 36 HEALTHCARE WORKERS

from rural health facilities in Bougainville building stronger adolescent sexual and reproductive health services that will positively impact thousands of girls and young women.

- Increased young people's knowledge and adoption of positive ASRH behaviours.
- Recruited a Plan International PNG Clinical Officer based in the Family Support Centre located within the Arawa District Hospital grounds, with the purpose to provide ongoing ASRH counselling and referral services to young people, and capacity building for healthcare workers.

TRAINED 317 ADOLESCENT YOUTH

in Solomon Islands in gender equality and social norm change. The Change program, in partnership with Honiara City Council and the Young Women's Christian Association, focuses on girls empowerment, boys engagement, peer-to-peer mobilisation and intergenerational dialogues with families, caregivers and communities.

OUR ADOLESCENT GIRLS IN CRISIS PROGRAM IN UGANDA:

- **Improved confidence and support**
73% of participants reported that young women and girls feel confident and supported to manage their sexual and reproductive health.
- **Supported 42% of participants to start their own business**
Young adolescents and mothers who were trained in Enterprise Your Life (EYL) and supported with business start-up kits successfully established their own micro-businesses and managed finances to support their family.
- **Improved budgeting and saving habits**
42% of young adolescents and mothers who were trained on EYL and 81% of the adolescents who underwent training in financial management have reported to improved budgeting and financial saving habit.
- **Improved access to sexual and reproductive health services**
73% of adolescents reported being able to access sexual and reproductive health services when needed thanks to various interventions that supported health care service providers in providing adolescent-friendly SRH information and services, and built adolescent girls confidence in seeking services.



23-year-old Ruth started a business with the help of the Youth Savings Group

YOUNG WOMEN AND GIRLS LEADING CHANGE IN UGANDA

THE CONTEXT

One of the largest refugee host countries in Africa, more than 1.5 million refugees currently reside in Uganda (as of June 2022), with the majority of people crossing the border from neighbouring South Sudan.

At least 80 percent of refugees in Uganda live below the international poverty line, and competition over resources can create tension between the host communities, long-term refugees and new arrivals. Young women in particular face heightened risks of gender-based violence (GBV), early marriage and exploitation and they face barriers to education, limiting their ability to develop the skills and knowledge needed to pursue the work of their choosing.

THE PROGRAM

Supporting refugee settlements and host communities in Uganda's Adjumani District since 2019, Plan International's Adolescent Girls in Crisis program supports adolescent girls (10-19) and young mothers (14-24) to realise their social and economic rights by decreasing their risk of gender-based violence, child marriage and improving livelihood opportunities.

The program also engages with boys and young men, through our Champions of Change modules, which help to empower both girls and boys to identify and challenge harmful gender norms that perpetuate discrimination and inequality.

Through the establishment of adolescent-friendly spaces, the program

- **Delivers awareness raising activities around sexual reproductive health rights (SRHR)**
- **Seeks to increase girls' self-esteem, courage and confidence to network, engage and influence change at different levels of society**
- **Supports girls to explore different livelihood opportunities through Youth Savings Groups**

THE IMPACT

- **567 adolescent girls and young mothers have been reached through the Youth Saving Groups**
- **On average, 24 girls and young mothers benefit from weekly sexual health rights sessions**
- **4 girls friendly safe space have been established with 44 mentors**

A BUSINESS OF HER OWN

23-year-old Ruth lives in Adjumani district. Through the Youth Savings Group she learnt how to save, borrow, invest and keep records and she used the money she borrowed to start a business.

"I borrowed 100,000 shillings from the group. I started buying the sorghum and the red cassava. The other remaining money I used for transport, then I used the profit for buying the beans and the maize, so that's how I came up with the business. The money, I use some of it... for my school, and even our siblings from home to support them with sanitary pads, scholastic materials - I can even pay their school fees. Because of this I now feel very safe and happy."



I CAN EVEN PAY THEIR SCHOOL FEES. BECAUSE OF THIS I NOW FEEL VERY SAFE AND HAPPY.

– RUTH, 28, SOUTH SUDAN



The Adolescent Girls in Crisis program is supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).

THRIVE: HEALTHY GROWTH AND DEVELOPMENT

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

IN FY22 WE ACHIEVED THE FOLLOWING IMPACT THROUGH THESE PROGRAMS

SUPPORTED 220 EARLY LEARNING CENTRES

to re-open in Bangladesh benefiting 3156 children and 1662 girls.

REACHED 6666 PARENTS AND CAREGIVERS

including 2619 fathers with parenting programs promoting positive parenting and father's engagement in child rearing in Bangladesh.

INCREASED ACCESS TO PARENTING SUPPORT THROUGH A VIRTUAL PLATFORM

in Indonesia, providing information on nurturing care, holistic child development, and men's engagement in child health. The platform was accessed by 858 participants (245 pregnant women; 613 mothers of 0-24 month old children) and 30 implementing partners, including midwives, nutritionists and health workers.

PROVIDED BIRTH CERTIFICATES TO 1,803 CHILDREN

in Indonesia and continued to support the expansion and development of our groundbreaking digital birth registration program OpenCRVS.

ENABLED SANITATION AND HYGIENE ACCESS TO 574,204 PEOPLE

in 241 Indonesian villages, including 7,953 people with disabilities, in partnership with local partners and the Australian Government's Water for Women Project.

IMPROVED WASH FACILITIES IN 20 SCHOOLS

and 42 health facilities in Indonesia, supporting children's health and learning and in particular ensuring girls can continue to go to school during their period.

DISTRIBUTED 22,000 PAIRS OF PERIOD PANTS

to girls in secondary schools in Laos through our WASH and ongoing partnership with Modibodi, a well-known Australian brand that makes sustainable, reusable period underwear.

INCREASED THE NUMBER OF WOMEN FROM ETHNIC MINORITIES PARTICIPATING IN WASH ACTIVITIES BY 76%,

positively impacting 23,139 people in 43 villages, through our Australian NGO Cooperation Program (ANCP) funded project.

ASSISTED 1,580 ADULTS AND 1,429 CHILDREN

in Laos to access newly rehabilitated water supply facilities (including 799 women and 722 girls).

GENDER TRANSFORMATIVE EARLY CHILDHOOD DEVELOPMENT

THE CONTEXT

Parents everywhere strive to provide children with the care and support they need to thrive into adulthood. However, in Bangladesh where son preference is strong, family resources are limited, and parents believe that girls and boys have different needs, girls can receive less nutrition, learning opportunities and access to services than boys.

THE PROGRAM

Together with non-governmental organisations (NGOs) and local partners, we have been working to improve access to inclusive, safe and gender-transformative education for children and adolescent girls and boys living in refugee camps.

The program's goal is that all children under eight years develop to their full potential, free from discriminatory and limiting attitudes, practices and expectations based on gender, ability and other identities.

Community-based learning centres provide a secure and COVID-safe learning environment for children, adolescents, youth and parents, with activities for early childhood education, adolescent life skills and positive parenting sessions.

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.

THE IMPACT

- **Plan International Bangladesh has established 110 Early Childhood Development (ECD) learning spaces (80 in Rohingya camps, 30 in host communities).**
- **4287 caregivers have participated in parenting awareness sessions in both communities.**
- **110 centre facilitators and 20 project staff received comprehensive training in pedagogy, curriculum, inclusion, gender-transformative education and safety.**
- **800 COVID-19 awareness and prevention community sessions were held, alongside the distribution of personal protective equipment like face masks and hand sanitizer.**



INSTILLING GENDER EQUALITY EARLY

23-year-old Jamila, a facilitator at a local learning centre, participated in training on Plan International's gender transformative ECD approach. She is passionate about helping others to learn and has already noticed the difference that her new gender transformative approach has had on the children she works with. "In my centre, everybody will come together, play together," shares Jamila. "It's not like that only boys will play football and girls will not. Boys and girls both have rights to play football."

Regular parenting sessions are important and Jamila has noticed an increased involvement from caregivers in their children's education and a greater understanding of the importance of girls' education. Especially amongst fathers. "After coming here and seeing other children, they started giving importance to their children's education."

Jamila facilitates a class with children at the Early Childhood Development centre.

OUR ADVOCACY AND CAMPAIGNS

We work alongside our youth activists, Asia and Pacific partners, and other Plan International offices to fight for gender equality and the rights of girls, young women and gender diverse young people. We mobilise public support, and use evidence of impact to influence decision makers to create significant change.

CAMPAIGNING FOR A MORE REPRESENTATIVE PARLIAMENT

Plan International has been campaigning on increased diversity and gender parity in Australian Parliament for a number of years, and this year launched *'Represent Us'*, a pre-federal election campaign calling for a more inclusive and safer Parliament, and specifically for political parties to set enforceable targets and adopt recommendations from the *Set the Standard* report (released 2021).

The campaign consisted of a research report launched in May 2022 and a digital action driven by our Youth Activists, asking supporters to stand with young people, and amplify their recommendations by emailing decision makers. Supporters participated in the digital action, we had meetings with key decision makers and held a public event (pictured) which attracted coverage in broadcast and print media reaching an estimated 65 million people.

The 2022 Federal Election saw an increase in diversity of representation in Federal Parliament, both in terms of gender and ethnicity. There was an overall increase of women elected to Parliament, and they now make up 38%, up from 31%. In the Senate, women are the majority (57%) up from 47%. Australia's current Parliament is the most diverse ever, however is still much lower than population parity.

MAKING ONLINE SPACES SAFER

In late 2021, young people came together from Vietnam, Indonesia and Australia to research how active bystander intervention can fight the growing levels of gender-based violence and harassment that young people experience online.

Youth leaders worked together to design the guiding project questions and conduct focus group discussions with peers, all of which became the basis for *The Future Online* report.

Launched in September 2021, the report called for governments to develop and deliver (with young people) comprehensive digital literacy education that



addresses online gender-based violence and harassment, provide mental health support to young people confronted with online harassment and abuse, and urged social media companies to create safer online spaces.

A public facing campaign calling on the Australian Government to consult with young people on the *Online Privacy Code* followed, and Plan International Australia supported Youth Activists to directly influence social media companies. Thanks to our campaign, the government announced and ran public consultation with young people at the beginning of 2022, both with under 18s and 18-25s.

\$30 MILLION FOR SAFER CITIES

Through advocacy and campaigning, Plan International has been working to create safer cities for girls, both here in Australia and around the globe.

In Australia, we've had a number of wins along the way, many of them stemming from our 2016 Free to Be project, a collaboration with CrowdSpot, Monash University's XYX Lab and young women.

This year, the NSW state government acknowledged our Free to Be research as one of the catalysts (along with decades of survivor's advocacy and girls and young women's calls to action) for a \$30 million commitment to stopping street harassment.

As a result, public spaces, parklands and public transport in NSW will undergo a safety overhaul in consultation with girls and young women, to ensure girls and young women can more safely move around cities.

ALIGNING WITH GLOBAL AMBITIONS.

RECOVERING, REIMAGINING AND CREATING GLOBAL CHANGE

The past financial year saw Plan International Australia execute a major strategic reset.

The COVID-19 pandemic and its impact on how Plan International delivers and funds projects around the world was a major catalyst for this shift and the resulting Recover and Reimagine Corporate Strategy was launched in February 2021 with a subsequent organisational redesign undertaken in June 2021.

Following these significant structural and strategic changes, we significantly reduced

the number of management roles across the organisation and reconfigured our departments from four into three.

The Recover and Reimagine Corporate Strategy sets out our vision: to be a next generation international social impact organisation, brilliantly partnering to drive systemic change. A key element of this vision is our long-term strategic intention to transfer greater power to the point of impact – to Plan International Country Offices and our local partners.

For the next five years, the Recover and Reimagine strategy will sit alongside our global ambition to see All Girls Standing Strong Creating Global Change.

TOGETHER WITH PLAN INTERNATIONAL OFFICES ACROSS THE FEDERATION, WE AIM TO IMPROVE THE LIVES OF 200 MILLION GIRLS IN THE NEXT FIVE YEARS.

THE OBJECTIVES OF THE NEW RECOVER AND REIMAGINE STRATEGY ARE TO:

1. **Drive growth and diversity of income generation with an increased return on investment**
2. **Build our capacity to generate impact by growing our commercial and consulting operations and developing innovative models of partnership**
3. **Maximise the transfer of funds and power to Country Offices and local partners**
4. **Build an engaged and skilled team in a vibrant workplace which reflects our values and supports individuals to thrive**
5. **Increase the impact of best-practice, gender transformative development programs and influence as well as humanitarian responses for children, especially girls**

WE WILL CREATE, THROUGH OUR INTERNATIONAL DEVELOPMENT AND LOCAL ADVOCACY WORK:

- A world where all girls know and exercise their right to living the life they choose.
- A network of supporters, communities, staff, partners, and donors, all supporting girls and young women to stand strong as they learn, lead, decide, and thrive.
- Global change through breaking down the barriers and discrimination girls and young women currently face every minute, every hour, every day.

In addition, a focus on scaling up our humanitarian impact will see us:

- Become the leading organisation for girls facing crisis or disaster.
- Enhance our systems, processes, and ways of working so we can respond quickly and effectively to any emergency.
- Adopt a humanitarian-development-peace nexus approach that will allow us to work well together, and better coordinate our efforts in protracted crises and fragile contexts.

PARTNERING TO END PERIOD POVERTY

modibodi™

Menstrual health management remains a significant challenge for many Lao women and girls, particularly in the rural north. An absence of comprehensive menstrual health education in the school curriculum paired with widespread inflation and soaring living costs continues to drive period poverty across the country.

These challenges are amplified in remote and difficult to reach regions; many girls in these places have had little access to schooling, therefore miss out on vital sexual and reproductive health and menstrual hygiene information and assistance.

Together with sustainable period brand Modibodi, we've been working in rural Laos to increase knowledge around menstruation, reduce period stigma and support girls to thrive in school and reach their full potential.

In March and April 2022, in collaboration with the District Education and Sports Bureau and Plan International Laos, we delivered 22,000 pairs of

Modibodi underwear to 4,450 adolescent girls and women in secondary schools and health centres across remote villages of Saravan and Oudomxay provinces, as well as women and staff at the Laos Disabled Women's Development Centre in the capital of Vientiane. The period products were delivered alongside Plan International's menstrual health education programs for girls and boys, which aims to break down harmful taboos and attitudes around periods and provide critical information on how to manage periods safely.

Overall, the program has made a huge impact on the menstrual health outcomes for almost 5,000 girls and women in Southeast Asia (including in Indonesia where we piloted the program in 2020) empowering them to manage their periods safely, affordably and with dignity, while also reducing environmental impacts.

HELPING GIRLS MANAGE THEIR PERIODS WITH CONFIDENCE

Students at 18-year-old Tan's secondary school in Oudomaxay province received Modibodi packs, containing five pairs of medium flow black period pants, packaged in a small waterproof black bag. A bucket and washing powder were also provided to each recipient.

"When I saw the Modibodi bag, I thought it would just be like the normal sanitary pads that are sold in the market," Tan says. "I was happy to see the bag contained pants, because it would be easy to use. I think it can last for a few years if they are well cared for."

When Tan first started menstruating in grade nine she went home from school. But since taking part in the program and receiving her Modibodi pack, she feels comfortable going to class during her period – and she no longer has to ask her parents for money to buy sanitary products!

18-year-old Tan with her Modibodi pack.



CELEBRATING A GENEROUS CONTRIBUTION

Education. Livelihood opportunities. Access to health care. When you include a gift to Plan International Australia in your Will, no matter how large or small, you're passing on something that truly matters.

Supporting an organisation for 37 years is commendable in and of itself, but it wasn't enough for Val and Ron Henderson – they made sure that their support for Plan International Australia would continue far beyond both their lifetimes, leaving an extraordinarily generous bequest in their Will.

In addition to being Plan International Australia supporters for such a long period of time, between 1989 and 1999 Ron was heavily involved in the Board, first serving as a Board Member, then as Chair from 1992-1995, and Secretary in 1997.

Over the years, Val and Ron generously donated to our appeals, and their children Craig, Fiona and Kim remember their parent's worldly outlook and compassionate nature.

"Mum and Dad were keen to know the world and from that grew their interest in protecting and preserving it: the people and the environment. I think Plan added a lot of purpose to the lives of both my parents, who lived in Williamstown their entire lives. Not only did it help satisfy their need to give something back to the wider community but it also enabled them to build new friendships with like-minded people."

Ron sadly passed away in 2003, and Val passed away just last year, but their legacy continues not only through the extremely generous contribution they made through Val's Will, but through their children, who also support Plan International Australia.

The Henderson kids feel great pride in what their parents started and they share their parent's vision: "For children to be raised in loved communities with access to appropriate health and education and for countries to work together more harmoniously to achieve these goals."



“

MUM AND DAD WERE KEEN TO KNOW THE WORLD AND FROM THAT GREW THEIR INTEREST IN PROTECTING AND PRESERVING IT.

Plan International Australia would like to thank the Henderson family for their generosity and long-term support. Val and Ron's legacy will continue to help fund our work, including a school feeding program in South Sudan, and an education and economic empowerment program in Vietnam.



WHO WE ARE

OUR STAFF

One of Plan International Australia’s most valuable assets is the skilled and committed team that drives our work. We have representation across Australia and the Asia Pacific region, but our team is primarily located in our head office in Melbourne, where we employ 86 staff members in three departments: Engagement to Action, Impact to Scale and Business Performance and Capability.

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. Since returning to the office in February, we had 7 active volunteers, contributing 324 hours to the organisation. This equates to around \$8100 in savings across 3 departments.

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

IN 2022

80

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

22,009

children were supported by sponsors in Australia.

11,485

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

9,916

Australians donated to our appeals

17,991

regular-givers supported our ongoing work.

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



Jamila Rizvi
Best-selling author, presenter, and passionate gender equality advocate.

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 Anita George, Louise Eyres, Michael Corry and our previous Chair, Gerry Hueston, who stepped down from the Board of Directors this year. We thank them for serving with passion and commitment to our organisation and mission.



Natasha de Silva
Elected May 2022
Current term expires: December 2025



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



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



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



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



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



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

EXECUTIVE TEAM & REMUNERATION

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 (inc. superannuation)	Number of Executives in Group
\$290,000 to \$340,000	1
\$190,000 to \$239,000	2
\$120,000 to \$189,000	1

BY THE NUMBERS: A YEAR IN REVIEW

Plan International Australia (PIA) has concluded a successful year, supported by strong financial performance, which has allowed us to accelerate our impact.

Revenue has increased by 10% since the prior year, to \$69.9m, with strong performance in the grants portfolio to \$45.7m (24% increase), driven largely by income from the World Food Programme.

Donation income has also performed well, contributing \$24.2m (5% increase). This is a solid result in the current environment and a testament to the dedication of our supporters and team; a highlight is the response from our supporters, in conjunction with our collaboration with the Emergency Action Alliance, which allowed us to bolster our response to the Ukraine crisis.

PIA's investment portfolio reflected the turbulence of the sharemarket, and prior year gains were reversed, ending the year with \$1.1m unrealised losses based on year-end share and portfolio values. Dividends and distributions returned \$0.4m income which was directed towards our programming. PIA is managing the portfolio prudently, over the long term, and therefore can weather the turbulence.

Overall, PIA's expenditure increased by 15% over the prior year to \$69.7m, driven by additional funds sent to overseas programs (additional \$9.1m or 22%). The implementation of PIA's new Recover and Reimagine strategy and restructuring measures resulted in a \$1.2m (or 10%) reduction in Fundraising, Accountability and Administration costs. Community Education increased by \$0.5m (or 33%) with our programming being reactivated with the easing of COVID-19 restrictions and strengthening of local engagement.

We are proud that 83% of income went to overseas programs, community education and program support, demonstrating our continued commitment to maximise funds invested in programs for children.

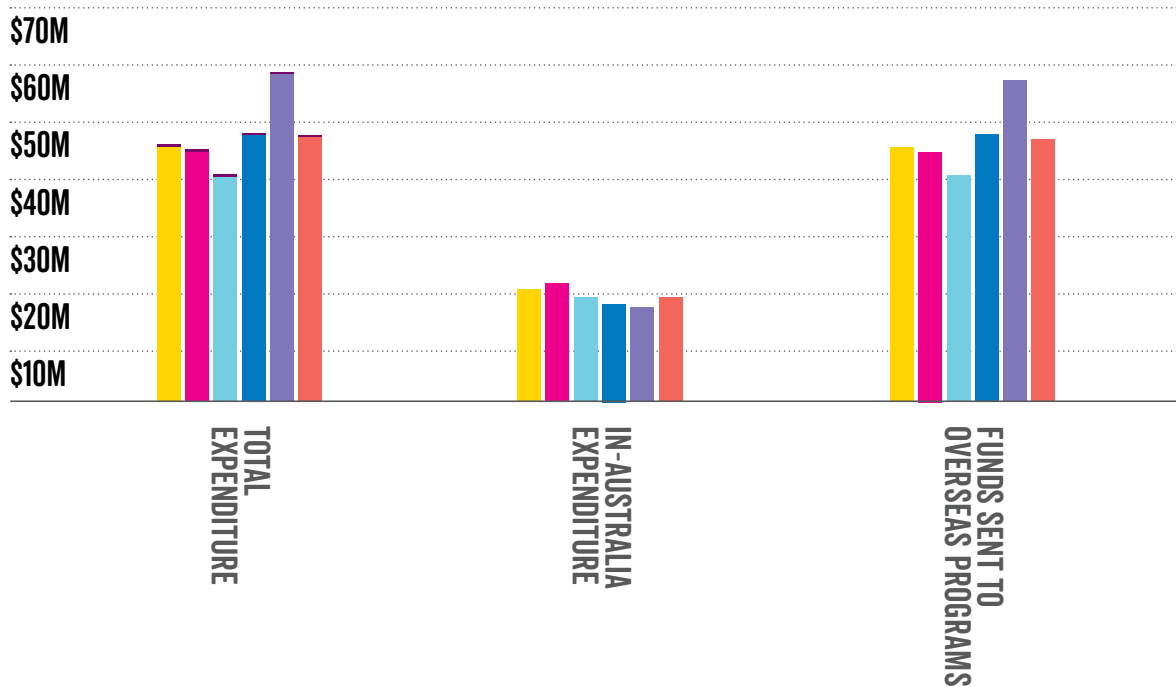
Our Balance Sheet strength was maintained, with a modest surplus, although most of the additional funds raised were invested into our work, including increased contributions to humanitarian crises and our impact in the Pacific.

Plan International Australia maintains financial reserves equivalent to six months of operating expenses for the organisation to safeguard operations, in addition to reserves held to allow for strategic investment and specific programming in accordance with donor wishes. PIA's Reserve balance as of 30 June 2022 is \$9.7m.

We are confident that the organisation is financially well-positioned going into the new financial year 2022/23 as we execute the next phase of our strategy.

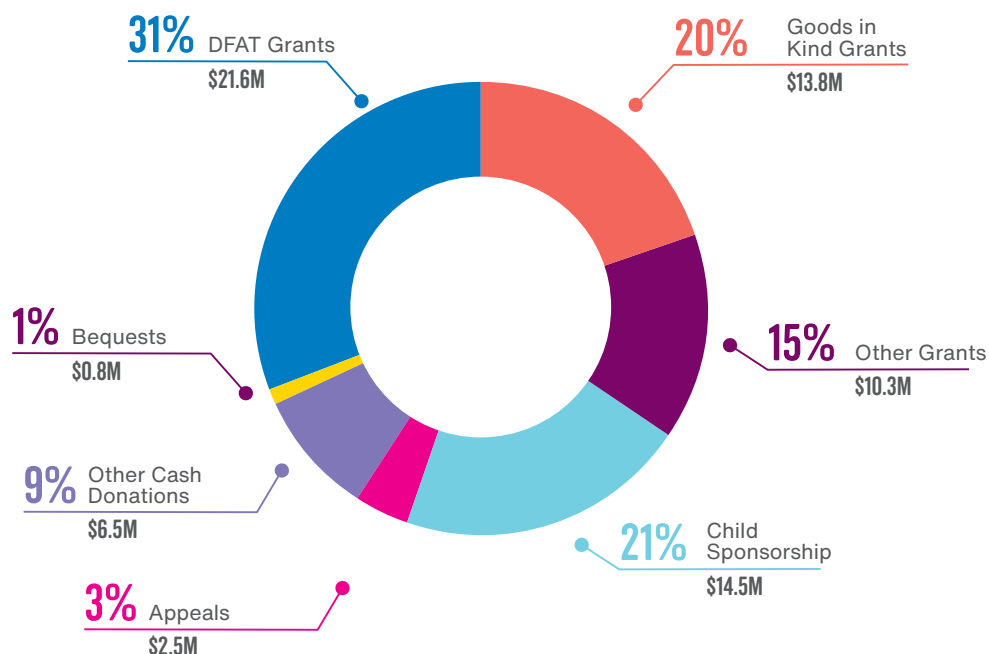
OUR FINANCES

■ 2018
 ■ 2019
 ■ 2020
 ■ 2021
 ■ 2022
 ■ 5 YEAR AVERAGE
 ■ PACIFIC EXPENDITURE



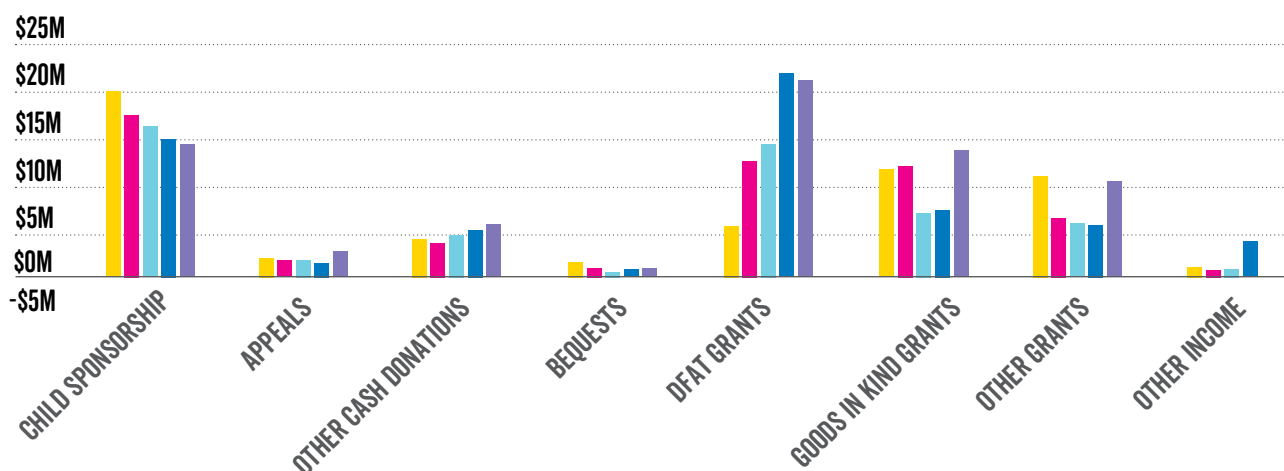
REVENUE 2021/22

WHERE OUR SUPPORT COMES FROM



5 YEAR REVENUE TREND BY SOURCE

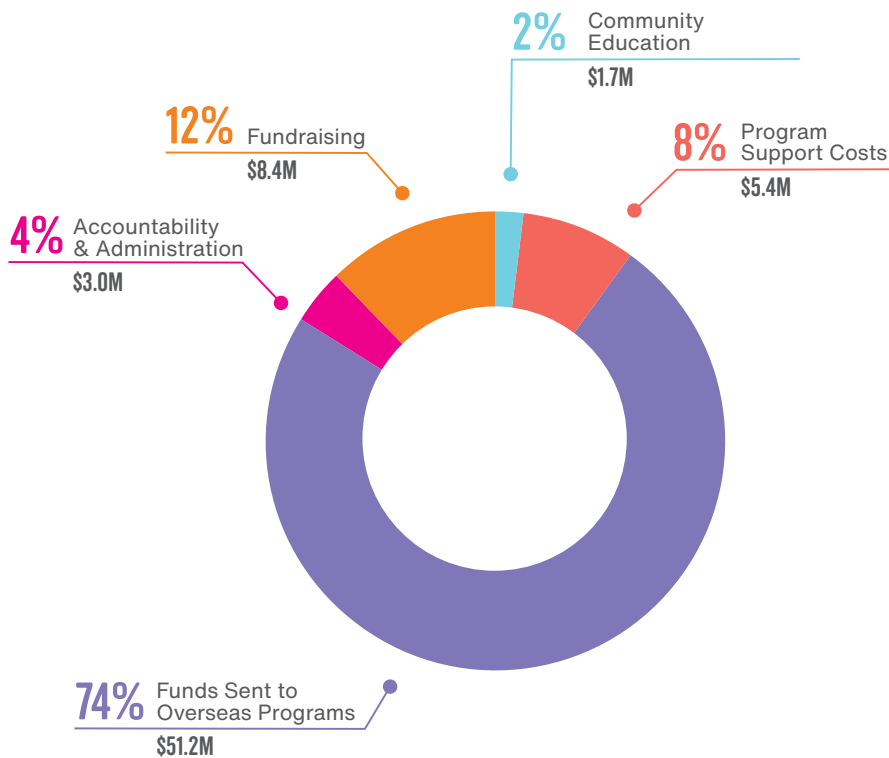
2018 2019 2020 2021 2022



Some FY2022 revenue was in line with trends (such as declining child sponsorship and increasing Other Cash Donations), whereas other areas like Goods in Kind Grants and Other Grants were significantly higher than previous years. FY2021 included COVID relief and investment portfolio gains.

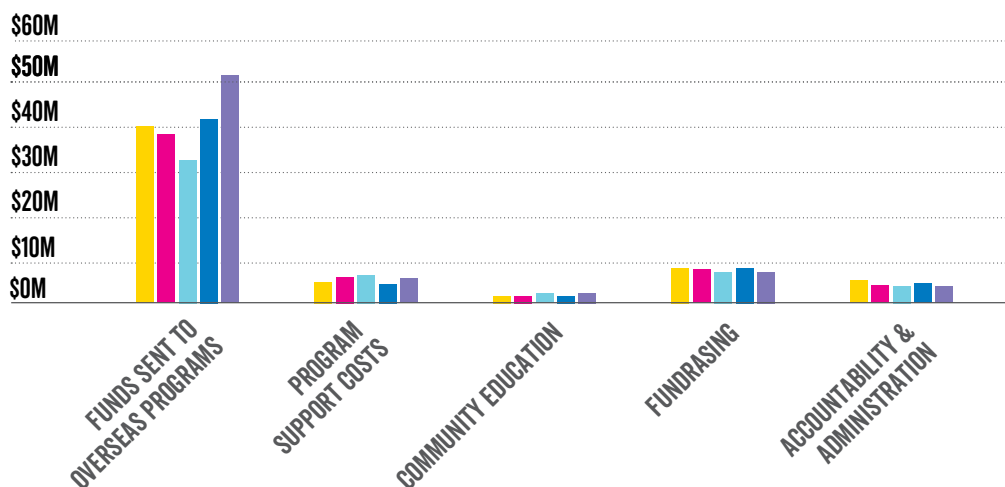
EXPENDITURE 2021/22

HOW OUR RESOURCES WERE USED



5 YEAR EXPENDITURE TREND BY TYPE

2018 2019 2020 2021 2022



Most expenditure areas have remained reasonably consistent with the 5 year trend, except for Funds sent to overseas programs which had a significant boost due in Goods in Kind Grants.

FINANCIAL STATEMENTS

The following statements are prepared in accordance with the ACFID Code of Conduct 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 2022	2022	2021
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
▪ Monetary		
- Child Sponsorship	14,463	15,291
- Appeals	2,461	1,357
- Other Cash Donations	6,547	5,896
	23,471	22,544
▪ Non-Monetary	-	-
Bequests and Legacies	757	564
Grants		
▪ DFAT	21,576	22,604
▪ Other Australian	1,181	1,677
▪ World Food Programme	13,804	8,311
▪ Other Overseas	9,164	4,136
	45,725	36,728
Investment Income	626	404
Other Income	449	1,978
Fair Value Gains on Financial Assets at Fair Value Through Profit or Loss	-1,128	1,317
TOTAL REVENUE	69,901	63,535
EXPENDITURE		
International Aid And Development Programs Expenditure		
International Programs		
▪ Remittances to Associated Parties	51,249	42,115
▪ Program Support Costs	5,407	4,837
Community Education	1,654	1,242
Fundraising Costs		
▪ Public	8,358	8,983
▪ Government, Multilateral and Private	39	99
	8,396	9,082
Accountability and Administration	2,917	3,527
Non-Monetary Expenditure	62	-
Total International Aid and Development Programs Expenditure	69,685	60,803
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	1	13
TOTAL EXPENDITURE	69,686	60,816
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	215	2,720
OTHER COMPREHENSIVE LOSS FOR THE YEAR, NET OF TAX	-	(2)
TOTAL COMPREHENSIVE INCOME/(LOSS)	215	2,718

Consolidated Statement of Financial Position As at 30 June 2022	2022	2021
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	5,380	5,391
Trade and Other Receivables	1,222	571
Prepayments	201	105
Current Tax Liabilities - GST Receivable	139	131
Financial Assets at Amortised Cost	517	1,071
Total Current Assets	7,459	7,269
Non-Current Assets		
Property, Plant and Equipment	275	290
Right-of-Use Assets	1,645	2,225
Intangible Assets	26	50
Financial Assets at Fair Value Through Profit or Loss (NC)	9,383	10,076
Total Non-Current Assets	11,329	12,641
TOTAL ASSETS	18,788	19,910
LIABILITIES		
Current Liabilities		
Trade and Other Payables	2,362	1,417
Lease Liabilities (C)	582	573
Provisions (C)	79	386
Employee Benefit Obligations	955	1205
Deferred Revenue	3,676	4,851
Current Tax Liabilities - GST Payable	-	-
Total Current Liabilities	7,654	8,432
Non-Current Liabilities		
Lease Liabilities (NC)	1,086	1,668
Provisions (NC)	131	212
Employee Benefit Obligations	227	123
Total Non-Current Liabilities	1,444	2,003
TOTAL LIABILITIES	9,098	10,435
NET ASSETS	9,690	9,475
EQUITY		
Reserves	9,690	9,475
TOTAL EQUITY	9,690	9,475

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 2022	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2021	3,823	5,652	9,475
Excess of Revenue Over Expenses	(444)	659	215
Other Amounts Transferred (to) or from Reserves			-
Other Comprehensive Income			-
BALANCE AT 30 JUNE 2022	3,379	6,311	9,690

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

KEY RATIO

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.

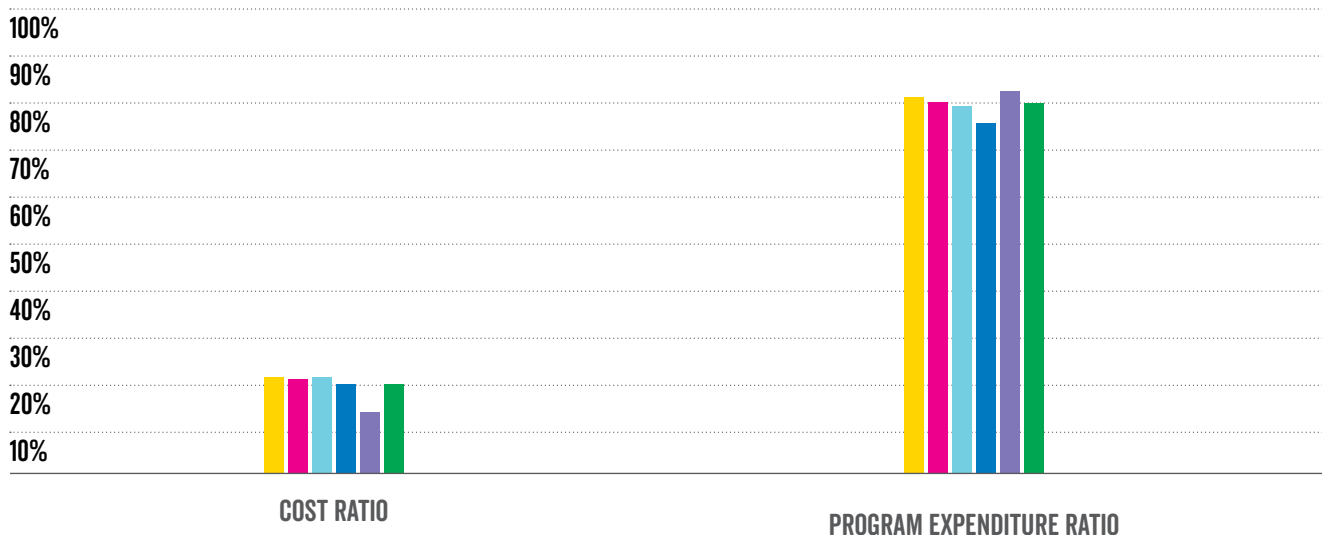
These latter costs are essential to ensure current programs are quality assured and compliant with the relevant standards, that future programs can be funded, that our supporter base can be effectively engaged and maintained, and that both can be supported adequately with appropriate systems and infrastructure.

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

The Program Expenditure Ratio has increased since the prior year to 83% and is lifting the 5 year average to 80%. This indicates Plan International Australia's commitment to optimising its spend on programs for children.

The Cost Ratio in FY2022 has further improved compared to last year due to ongoing efforts to make operations and fundraising more cost efficient and the strategic realignment and restructuring from our Recover & Reimagine strategy.

2018 2019 2020 2021 2022 5 YEAR AVERAGE



COST RATIO

What is it?

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

What does it tell us?

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

Please note, the above ratios may not add to 100% because Plan in Australia may have made an accounting surplus or deficit during each year which is not factored into these ratios.

PROGRAM EXPENDITURE RATIO

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.

INDEPENDENT AUDITOR'S REPORT ON THE SUMMARY FINANCIAL REPORT

TO THE MEMBERS OF PLAN INTERNATIONAL AUSTRALIA

Our Opinion

In our opinion: The accompanying financial report of Plan International Australia (the Company) is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission (ACNC) Act 2012, including:

(a) giving a true and fair view of the Company's financial position as at 30 June 2022 and of its financial performance for the year then ended

(b) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013. What we have audited

The financial report comprises:

- the statement of financial position as at 30 June 2022
- the statement of comprehensive income for the year then ended
- the statement of changes in equity for the year then ended
- the statement of cash flows for the year then ended
- the notes to the financial statements, which include significant accounting policies and other explanatory information
- the directors' declaration.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial report section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Company in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2022, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Australian Charities and Not-for-profits Commission (ACNC) Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

[Download the full 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

Equality Leaders

Mr Abhilash Kumar Sukumaran Nair
 Ms Ashitha Joseph
 Ms Bethany Austin
 Mr Charles Clark OAM
 Mr David Ryan
 Devil's Advocate Pty Ltd
 Mr Ean Nielsen
 Dr Elizabeth Lewis AM
 Mr Gerard Lonergan
 Mrs Heather Macfarlane
 and Mr Chris Payne
 Dr Isobel Lang
 Ms Joanna Bandara
 Mr Anthony Sakr
 Ms Keren Murray
 Miss Lisa Cowdell
 Ms Lorraine Hendrata
 Mr Tom Lawson and
 Mrs Maralyn Lawson
 Dr Margaret Bullen
 Mrs Margaret Thorn
 Dr Matthew Davies
 Mr Michael Smith and Mrs Judi Smith
 Mr Michael Rogers
 Paul and Jan Kirton
 Mr Peter Hermans
 Dr and Mrs Morrison
 Mr Robert Powell and Mrs Carmen
 Powell
 Ms Shyama Jayaswal
 Ms Sue Rosen
 Ms Tarini Casinader
 Mr Thomas James Grubb
 Mr Wynard Goyarts

Gifts in Wills

Anthony McBeath
 Bryan Perry
 Calvin Butcher
 Denis Klein
 Ernest Isles
 Faye Stredwick
 John Pollard
 Judy Thomas
 Lyndel Robinson
 Peter Kellett
 Richard Ludlow
 Valerie and Ron Henderson
 Wolfgang Wiener
 Yvonne Padgham

Girls Education & Empowerment Fund (GEEFund) Major Supporters:

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 Beeren Foundation
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 David Collins
 Debra Russell
 Felicia Panoff
 Gary Leong
 Gerry Hueston
 Gum Tree Foundation
 Helene Strawbridge
 Ian A. Renard
 Jason & Helen Pellegrino
 Jason Chuck & May Hum
 Joan & Ian Ball
 John, Carolyn, Camille & Isabelle Laker
 Julie Hamblin
 Ken Spence & Kathryn Meikle
 Lana and Matt Bowen
 Maia Ambegaokar & Joshua Bishop
 Malcolm Barnes
 Mario Mark Anders
 Neil and Denise McKenzie
 Pam Harris
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 Anonymous NSW
 Anonymous QLD
 Anonymous VIC
 Anonymous VIC

Major Supporters:

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 Kirkwood Thomas Memorial Charitable
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Arup
 Asian Development Bank (ADB)
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 Agency (DANIDA)
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 • Australian Humanitarian
 Partnership (AHP)
 • Australian NGO Cooperation
 Program (ANCP)
 • Water for Women (WfW)
 Gong-Dal Aboriginal Corporation
 New Zealand Ministry of Foreign Affairs
 & Trade (MFAT)
 Norwegian Agency for Development
 Cooperation (NORAD)
 Perpetual Funds
 Phillips Brothers
 United Nations Children's Fund
 (UNICEF)
 United Nations Development
 Programme (UNDP)
 UNWomen
 World Food Programme (WFP)
 WWF-Australia

Corporate Partners





The charity for
girls' equality

13 75 26

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