



Until we are all equal

Annual Impact Report 2023

Acknowledgement of Country

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.

Cover image:

Sponsored children play on the playground at their primary school in Cambodia.

Find out more

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

Feedback and complaints: planau.me/feedback-complaints

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From the CEO



As I reflect on the past year, there has been a chance for some much needed reconnection as we returned to the office (on a hybrid basis) without a single lockdown. We re-connected with colleagues in-person, remembered what it feels like to celebrate a big project with an after-work gathering, and began rebuilding the team culture and morale that naturally faltered via computer screen during a global pandemic.

But the global context in which Plan International Australia was working has been anything but normal – we are seeing compounding effects from climate change, the winding back of girls' rights and increasing division within and between communities. While Plan is best known for our work in the long-term development space, over the past year we have increasingly been called to return to our humanitarian roots in a range of settings.

Our emergency response in Ukraine continued and to date, we have reached more than 580,000 people with critical support. In November 2022, we responded to a 5.6-magnitude earthquake that hit the Cianjur region in West Java. In April, armed conflict erupted in Sudan, displacing 2.5 million people, and leaving up to 9000 dead. Plan responded by expanding our humanitarian operations, providing vital supplies and services to those in need in Sudan and neighbouring countries.

In the Horn of Africa, the pandemic, the climate crisis and the war in Ukraine culminated to create the perfect conditions for an unprecedented global hunger crisis, leaving a staggering 49 million people in 81 countries on the brink of famine. Through our autumn appeal, your generosity meant that girls and their families in the communities most affected were able to access life-saving nutrition, safe water and cash vouchers.

But that's not all. In FY23, Plan International Australia led Help Fight Famine, a coalition of community and humanitarian organisations calling for urgent action from the Australian Government. You joined us by signing a petition, and as a result of our campaigning and advocacy on the issue, the Australian Government committed an additional \$69 million to respond to the global hunger crisis and support famine affected communities. And finally, our tax time appeal, to contribute to ending child marriage in our lifetime, reached an outstanding total of \$352,353. While it's a complex issue and change won't happen overnight, your support is critical in helping to progress the fight to end this harmful practice.

We also made a number of investments into our future this year, to expand the type of work we are able to deliver and to better support our donors. Committing to a new Customer Relationship Management (CRM) system has been a mammoth project and once implemented, will enable greater efficiency, automation and cost savings.

Another investment has been the establishment of Impact Pathways, a wholly owned subsidiary of Plan designed to deliver strategic consulting and development services on a commercial basis. An independent entity, it will allow us to drive innovation and impact in areas where Plan may not be able to, while also complementing and supporting our initiatives where specialised services are required.

I'd like to thank our team, whose hard work and commitment to upholding the rights of girls has contributed to our success this year and enabled Plan to innovate and grow. We've seen higher than normal turnover amongst staff post-COVID, following a period of little movement and we acknowledge the efforts of those who moved on while also welcoming the renewal that comes with fresh talent and perspectives. I'd also like to thank my executive team and the Board for their stewardship over the past year, especially Sally Treeby, our outgoing Chair who has served on the Plan board for an incredible nine years.

And to you, our community of supporters. Your contribution has been invaluable in our mission to reach as many vulnerable girls and communities as possible this year. While the news and social media would have you believe that the world is chaotic and full of despair, every day, through our partners, staff and supporters, we see the opposite. People who see the world as it is but believe in the power of humanity and the good we can do together, put their mind and money to making that happen.

By standing with Plan International Australia, you are helping to create lasting change in the lives of countless communities around the world and supporting children and girls when they need it most.

Thank you.

Susanne Legena
CEO, Plan International Australia

From the Chair



After almost 10 years, 2023 marks the end of my tenure, not only as Chair, but also as a Board member for Plan International Australia. It has been a privilege to be a part of this wonderful organisation and important cause for so long, and to see first hand the work that Plan does in the world; I can honestly say it has passed very quickly.

International development has always been important to me. A donor I met many years ago said the two most significant lotteries in a person's life are the country they are born in and the family they are born into, in that order. When we think of the world as a global village, it becomes evident that we have a responsibility to look out for our neighbours in need across the world.

Long before joining the Board, I was introduced to Plan through a former Director and became a child sponsor around the time I had my own children. The organisation's breadth of work, its secular approach to child rights and its centring of children, particularly girls, resonated with me. So I was delighted to join the Board when the opportunity arose in 2014.

Since then, we have all witnessed the escalation of world events – from conflict, COVID-19 and the climate crisis – and their effect on girls. In these contexts, girls are not only disproportionately impacted but importantly, they are often also one of the most impactful solutions. For instance, did you know that for every year a girl stays in school, her country's climate resilience measurably improves? Girls around the world are using their voices for change and they are making a difference.

Reflecting on the state of the world today, crises go hand-in-hand with a decline in girls' rights – their right to an education, their right not to enter into child marriage, and their right to live free from violence – and Plan continues to adapt to meet these ever evolving conditions. We have introduced new focuses on climate and humanitarian response to our programs, created innovative ways to tackle the barriers that prevent girls from receiving an education, while continually reviewing how to improve our operations.

It is the critical role of our supporters, both long term and those who have connected with us more recently, that underpins this work and we thank you sincerely for the pivotal role that you play.

Maximising the funds invested into programs for children has long been an important objective

for the Board and the organisation as a whole, and I am pleased to report that in FY23, 80% of the organisation's income went to our overseas programs, community education and program support. We ended the financial year with a modest surplus of \$182k, placing Plan in a solid position heading into FY24.

I would like to take this opportunity to sincerely thank current Board members for their ongoing dedication and support for Plan's work and to extend a warm welcome to incoming Chair, Patricia Faulkner AO, who will ably continue the progress of our mission. I express my gratitude to Jason Pellegrino, my fellow Board member for the past nine years, and Deputy Chair for the past two – I have greatly valued his experience and insights. I also acknowledge the unique contribution of Abiola Ajetomobi, who departed the Board earlier this year.

Finally I'd like to thank our CEO, Susanne Legena, and the entire team at Plan who have resolutely embraced the constantly changing operating environment and uncertain global conditions to continue to improve the world for girls.

I look forward to watching the organisation continue its work to progress gender equality. Giving a voice to girls, in all their diversities, to determine their own lives has the power to create a better world for us all.

Sally Treeby
Chair, Plan International Australia

Our commitment to reconciliation

Plan International has, as its core mission, a commitment to address structural racism, inequities, and all other forms of discrimination within our work. Plan International Australia's vision for reconciliation is consistent with our recognition of Indigenous rights everywhere we work and our overarching rights-based approach to development. Plan is committed to walking with First Nations communities as outlined in the **Uluru Statement of the Heart** and recognises the need to acknowledge the ongoing injustices and learn from Aboriginal and Torres Strait Islander cultures and histories.

In April 2022, we marked the launch of our **Reflect Reconciliation Action Plan (RAP)** with a Welcome to Country and Smoking Ceremony at Birrarung Wilam with Wurundjeri and Gunnai Kurnai Elder, Uncle Ringo Terrick. It was an important moment for Plan. During FY23, our work involved scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring our sphere of influence.

Here are some highlights:

- The RAP Working Group continued to lead, monitor and report on the implementation of the RAP. Moving forward we would like to include Aboriginal and Torres Strait Islander representation on the RAP Working Group to ensure the direction of the RAP is further guided and informed by First Nations voices
- As part of our commitment to supporting First Nations' businesses and employment, we became a member of Supply Nation, Australia's largest national directory of Aboriginal and Torres Strait Islander businesses
- We continued to strengthen and deepen our partnership with Goṇ-Däl Aboriginal Corporation to support programs that help improve health, education, welfare, employment, housing, economic independence, social cohesion outcomes for Yolṛu homeland communities. We have also engaged with Aboriginal organisations in North East Arnhem Land for example, Laynhapuy Homelands Aboriginal Corporation, Arnhem Land Progress Association and the Northern Land Council, providing governance and operational advice
- We approached other like-minded organisations to collaborate on our reconciliation journey and support the Yes campaign for the Voice referendum
- We lead a submission to the Fair Work Commission to allow the substitution of public holidays to a different day under the Social and Community Services Awards. With a diverse workplace, this means Plan International Australia employees can now choose to acknowledge public holidays that are relevant to them. This includes the option of working on January 26 and taking a different day off
- We continued to raise awareness and share information among our staff about the meaning of National Reconciliation Week and NAIDOC Week
- Acknowledgement of Country has become common practice among staff
- We are looking to implement Cultural Awareness Training for our staff
- We also started the process of looking at the next stage of our RAP. We consulted with staff and conducted an organisation-wide survey on their understanding of the RAP, their role in relation to the RAP and our priority actions for the next stage of the RAP.



Plan International Australia staff attending a Welcome to Country at Birrarung Marr.

Our Work In Arnhem Land

In March, we signed a new five year partnership with Goṇ-Däl Aboriginal Corporation to support them in their pursuit of their strategic plan. Our commitment includes an annual contribution of \$150,000 that can be flexibly applied to a range of strategic purposes.

This year those funds were used to underwrite the employment of a Ranger Coordinator position, an important role that has helped the establishment of Goṇ-Däl's Mutjun ranger group. With previous Plan support for their ranger program establishment and grant funding from our colleagues at WWF-Australia, Goṇ-Däl are now working on an Indigenous Protected Area application to the Australian Government – a critical step in securing longer term conservation outcomes and ranger program funding.

In April, a small group of Plan senior staff visited Goṇ-Däl and provided practical support and assistance on a wide range of topics including budgeting, HR policy and funding application processes. The partnership with Goṇ-Däl has established a fruitful and trusted space, one where we continue to provide support when asked and learn from our engagement. Through the partnership, we have the opportunity to see different perspectives on issues like localisation and empowerment that can inform our practices in other parts of the world.

The Voice

We have been staunch supporters of the [Uluru Statement from the Heart](#) which calls for Voice, Truth and Treaty as part of our commitment to Reconciliation. We know after 80 years of community development work all over the world that the best outcomes occur when communities themselves devise the solutions. *The Voice* referendum was just one potential mechanism for change, situated within a bigger movement for justice.

In the wake of the referendum results, we reaffirm our commitment to walk with First Nations communities as they determine for themselves the best way forward for their children and young people. First Nations children deserve better than to be over-represented in poor health, education and incarceration statistics – and First Nations people have the solutions.

“

When we have power over our destiny, our children will flourish."

– Uluru Statement from the Heart.

Why we exist

Plan International is an independent development and humanitarian organisation that advances children's rights and equality for girls. We believe in the power and potential of every child but know this is often suppressed by poverty, violence, exclusion and discrimination. And it is girls who are most affected.

Working together with children, young people, supporters and partners, we strive for a just world, tackling the root causes of the challenges girls and vulnerable children face. We support

children's rights from birth until they reach adulthood and we enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge.

For over 85 years, we have rallied other determined optimists to transform the lives of all children in more than 80 countries. We won't stop until we are all equal.

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

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.



5 to 10%

is how much infant mortality rates are reduced for every additional year of school that a girl completes.



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.



12 years of education

for every girl would reduce child marriage worldwide by 64 percent.

Thouthea, 7, Cambodia, at her primary school built by Plan International.

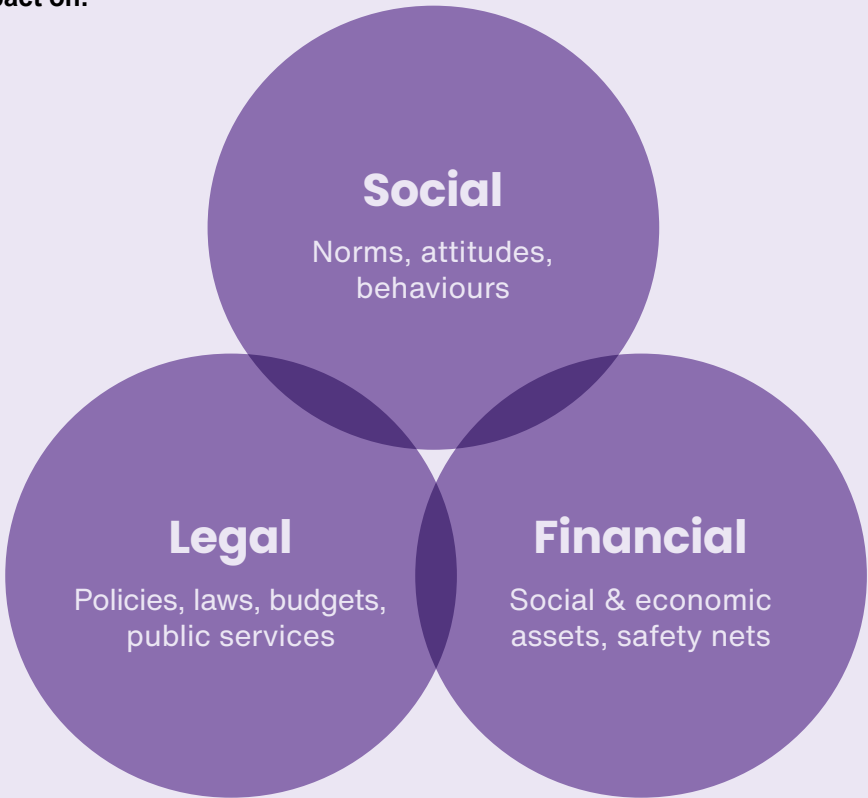
How we create impact

At Plan International Australia we seek to ensure vulnerable and excluded children and young people – especially girls and young women – 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:



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

Our work can be crystallised into five priority domains, where we support children and young people – especially girls and young women – to

- Learn:** have access to education and the skills for work and life
- Lead:** take action on issues that matter to them
- Decide:** have control over their lives and bodies
- Thrive:** grow up cared for and free from violence and fear.
- Survive:** increase the impact of our humanitarian work for children, particularly girls by adapting our focus where the need is the greatest.

These five domains form the basis of our Annual Impact Report framework.

Measuring impact

In the past year, we have further developed our approach to measuring impact at the organisation level. Collaborating across teams and departments, we have developed a comprehensive Effectiveness Framework that brings together different data sources and impact measurement activities across Plan, to assess progress towards our goals and identify areas for improvement. Crucially, the Effectiveness Framework allows us to draw connections between our programs, campaigns and advocacy to demonstrate important linkages across the organisation that enable us to work effectively towards common goals.

The framework compiles quantitative data that identifies how many people we reach through different aspects of our work, as well as descriptions of progress towards gender equality and other core areas of focus. As part of the framework we will regularly undertake independent evaluations that look beyond individual projects or interventions to assess

our performance in multiple functional areas of the organisation. These evaluations will focus on some of the most important and challenging aspects of our work, such as how we partner effectively with young people, organisations, communities and governments where we work.

To ensure we apply our learning, the Effectiveness Framework links closely to Plan’s Learning Hub. The Learning Hub brings together teams across Plan to share updates and learning from research and evaluation activities. The Hub also provides a platform for Plan teams to reflect on the way we work and identify practical ways that we can improve our approaches, effectiveness and impact as an organisation.

Throughout the next year, we look forward to implementing and refining the Effectiveness Framework and fostering our learning culture at Plan, to support us in responding to crises, tackling the root causes of inequality and creating a world in which we are all equal.

Our impact

2023 at a glance

Some outcomes of our work in FY23:

- In Myanmar, women receiving cash transfers and engaging in resilience-building now play a more significant role in household decision-making around nutrition, and take on non-traditional roles. They are now able to receive cash in their names, gaining greater spending control.
- In Bangladesh, fathers' childcare involvement, especially with children aged 0 to 3, has increased. Male family members like uncles, brothers, and grandfathers are actively assisting new mothers with infant care.
- WASH projects saw some communities talking more openly about menstrual health and hygiene and 98% of households that received menstrual health messaging made positive changes in managing women/girls' menstruation. Women and girls in these projects also reported increased meaningful engagement in WASH-related decision-making and workloads at the household level.
- In Vietnam, *Girls Ready for the Future* project participants showed changed attitudes towards marriage, opposing early marriage and increasing the perceived acceptable age for both boys and girls to marry.

Globally, Plan International:



Reached
45 million children,
including 22 million girls,
across 83 countries.



Responded to
**88 humanitarian
emergencies.**

Plan International Australia reached:



**1.2M
people**
through 64
projects.



**675,000
people**
through the delivery
of 35 Disaster
Risk Management
projects.



**170,000
people**
through 7 Water,
Sanitation and
Hygiene (WASH)
projects.



**240,000
people**
through 7
projects focusing
on Girls and
Womens'
Empowerment.

Children in Crisis Fund

Pooled from various funding sources and donors, Plan International Australia's Children in Crisis Fund (CICF) offers support to Plan's offices in 15 countries in the Asia Pacific region and 15 countries in the Middle East and Eastern and Southern Africa region. The fund is designed to enable country offices to respond swiftly to the needs of children and their families impacted by crises.

In response to the crisis in Sudan that saw thousands of Sudanese families fleeing violence and enduring a difficult journey crossing the Sudanese border to Egypt, the CICF enabled the provision of food, and hygiene kits including sanitary products and cash, reaching 412 households of newly arrived refugees, in a swift, timely and flexible manner.



79,784 people were reached by programs supported by the Australian Government's Australian NGO Cooperation Program (ANCP).

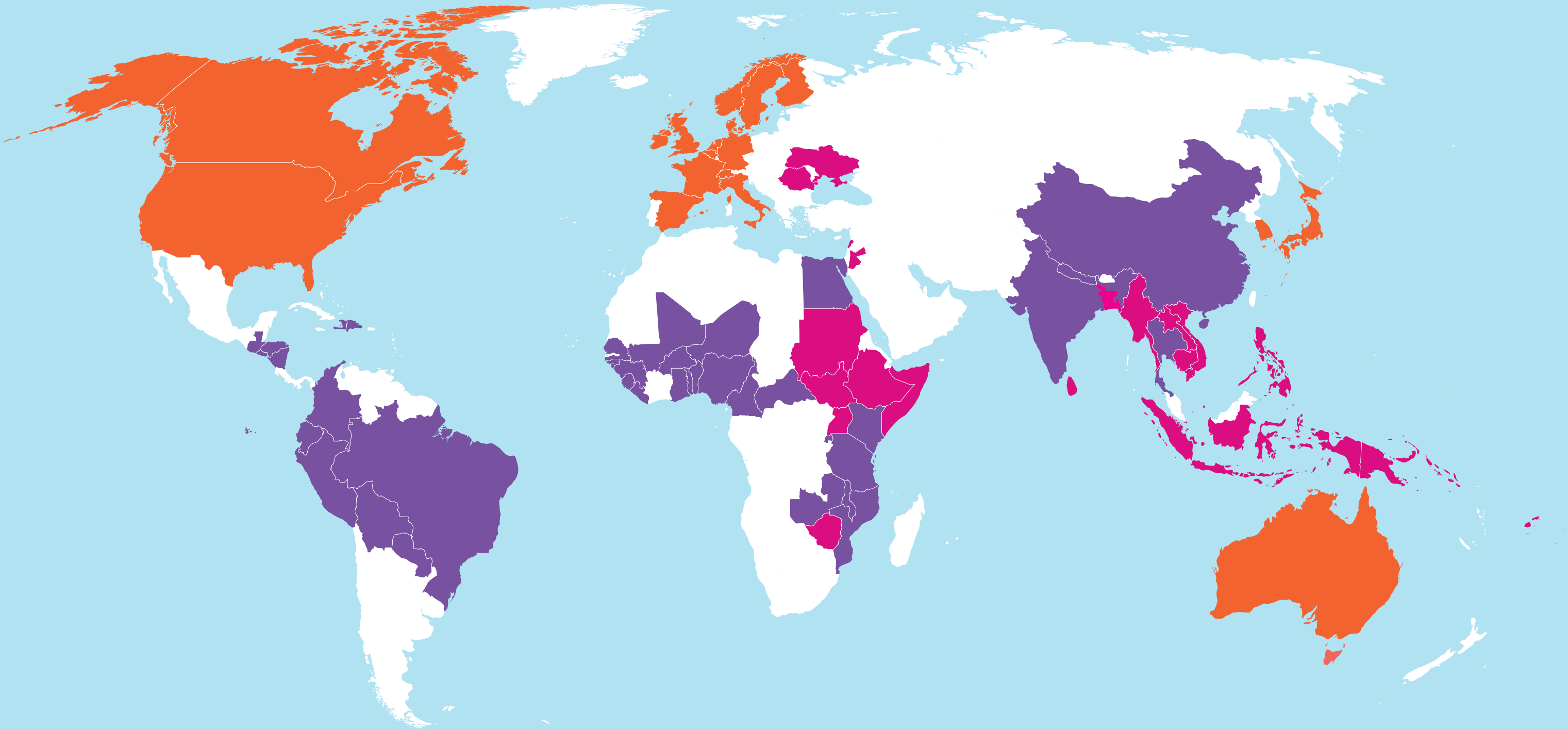
- In Laos, **1,210 pregnant women accessed antenatal care**, and 13,338 people in 38 communities were supported to access, maintain and use basic sanitation.
- In Indonesia, **5,131 people received information related to pregnancy care**, early stimulation, exclusive breastfeeding, maternal and child health and nutrition through our digital Masmirah platform
- In Cambodia, the *School Learning Garden* curriculum **reached 5,352 students in 45 schools**, and the program was endorsed by the Ministry of Education.
- The *Strengthening Child Protection Systems* project in Somalia provided child abuse survivors with life skills and psychosocial support, fostering community awareness and recovery.
- The *Adolescent Girls-Led Climate Change* project in Fiji empowered girls in climate adaptation and disaster preparedness.
- The *Urban Nexus* project in Indonesia and the Philippines trained youth in hazard identification and disaster preparedness planning, promoting youth participation in urban decision-making.

Where we work

Plan International works in more than 83 countries towards a just world that advances children’s rights and equality for girls.

Plan International Australia raises grant and public funds to directly support programs in 25 countries, implemented by Plan International and their local partners, whilst child sponsorship funds support programs across the Federation.

- Plan International Australia grant funded and publicly funded projects implemented by Plan International country offices and their local partners
- Plan International programs
- Plan International Fundraising and Program Support Office





Augusta, a Hakbi'it Joventude participant helps her community prepare terraces for planting.

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.

Skills for a resilient future

Integrating the priority areas of both Learn and Thrive, Plan International Australia's *Hakbi'it Joventude* project (which translates to Empowering Youth) in Timor Leste continues to empower and enable communities, particularly women and youth, to adapt to the challenges posed by climate change and gain resilient skills through water resource management and regenerative agriculture.

An estimated 80% of Timor-Leste's population live in rural areas, with little or no access to markets and a significant reliance on subsistence agriculture – a form of farming in which the majority of produce and livestock is used to provide for the farmer's own family, leaving little, if any, surplus for sale or trade.

But productivity is challenging – a combination of deforestation, difficult topography and extreme

weather has resulted in a degraded landscape with poor water, soil and nutrient cycles, making it difficult to raise crops and sustain livestock in remote areas.

Implemented in partnership with Plan Timor Leste and its local partner, Permatil, *Hakbi'it Joventude* aims to improve agricultural productivity and resilience in remote communities of Ainaro and Aileu municipalities. The program builds women's and young people's knowledge and skills in regenerative agricultural and horticultural practices and water resource management, building greater agency, enabling livelihood opportunities, improving health and nutrition outcomes, and increasing community resilience to unpredictable climate and weather events. The adoption of improved water management practices, including rainwater harvesting techniques, has already led to significant improvements in water conservation,

with 42% of households in the village of Namolessu gaining access to clean water.

The program also aims to improve women's access to opportunities both within and outside of agriculture, helping them to develop their knowledge, life and vocational skills, to access leadership opportunities and engage in self-reflection that shapes their self-esteem and confidence to explore their choices and influence their environment.



15-year-old Teresa participated in the Hakbi'it Joventude program

15-year-old Teresa lives in a rural village in Aileu, Timor-Leste. Since taking part in Plan's *Hakbi'it Joventude* program, Teresa has developed new skills in sustainability and gained confidence in herself.

"My village is very remote and rural, and very far away from local market in Dili. The community in my sub village are very happy because we have participated in training sessions on how to conserve water, and planting trees.

"We can grow potatoes, taro, cassava. During harvesting time, we always bring it to sell in the local market in Dili and some we use for our daily food.

"After participating in all activities facilitated by ANCP it has really increased my knowledge I am feeling grateful because ANCP really help us, and teach us to become more productive in mindset and action."

The impact:

8 villages

participated in the project in 2023

1,472 adults reached

(703 men, 757 women, including 9 men with disability and 3 women with disability).

302 children reached

(137 boys, 164 girls, including 1 boy with disability).

42% of households

in the village of Namolessu gained access to clean water

40 households

were impacted by the generation of almost 2 tons of produce for local markets, earning over \$1000, through the Halameta demonstration plot, one of several established by the project to demonstrate sustainable farming methods.

\$53,561

in savings were accumulated by Village Savings and Loan Associations supported by the project, enabling members to start small businesses, invest in education, afford healthcare, and deal with emergencies.

4,954

local tree varieties planted in 5 villages in Aileu and Ainaro as part of reforestation efforts to improve water resource management and environmental conservation.



Jennifer, aged 21, and peers present findings from community mapping exercise to representatives of Honiara City Council (HCC), highlighting girls' and women's safety issues in their community



Youth participants of the CoC programme present back to their peers following a peer-to-peer dialoguing session

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.

Safer Cities for Girls

In Honiara, Solomon Islands, we're working to increase adolescent girls' safety, mobility and access to public spaces and transport in the city, and enable them to more actively and meaningfully participate in decision making that affects them.

Like other cities across the world, girls' safety in Honiara is impacted by a range of factors, from the built environment, laws, and access to safe transport and services, to harmful social and cultural norms and gender-based discrimination and violence. Preventing and addressing gender-based violence, including sexual harassment, in public spaces and transport sectors is a key focus.

Safer Cities for Girls is a joint global program, developed by Plan International, in partnership with Women in Cities International and UN-HABITAT.

It has been implemented in 20 cities across 12 countries and works at multiple levels to make cities more gender-equitable, safe and inclusive.

The program provides an opportunity for young people to participate as active agents of change, to develop skills and to engage and influence policymakers to ensure girls' safety is prioritised through laws and services.

Champions of Change (CoC) is one aspect of the program, that focuses on equipping young people with the knowledge and confidence to identify and challenge harmful gender norms and they are supported with complimentary activities to develop their practical skills in areas such as advocacy and influencing.

Adolescent boys also learn about positive masculinities, and ways to promote gender

equality and support for girls' rights, safety and inclusion in their own communities, while girl-led community mapping and safety walks are a meaningful way for girls to connect with local government stakeholders and authorities. This empowers girls to raise awareness on issues relating to their safety and inclusion in Honiara and allows them to contribute to developing practical solutions that make their city more gender-equitable, safe and inclusive.



If you want that place to be a better place or a safer community, it starts with you. You need to also have a family mindset, to look after each other. It's not the 'Self' but the 'We'. We help each other and we can have a safe community. Safer community for our women and girls to walk freely without having the fear. So, it starts with each individual and remember that it's not 'ME' but 'WE'."

– Agape, 27 year old female COC youth

The impact:

1,625 participants

(873 female, 752 male) between FY21-23

247 young women

and 109 girls participated in *Champions of Change* and other activities across 12 communities in Honiara.

Girls reported increased self-confidence and understanding of themselves and their rights, which has helped them to become more actively involved in stakeholder advocacy activities to spread broader awareness of girls' safety in public spaces and gender equality.

Some young women/girls reported using their experience and achievements in CoC to **enrol in tertiary study, return to school or apply for work.**

150 young people

participated in life skills and employment training.

50 young people participated in advocacy and influencing training.

40 parents/caregivers

participated in COC awareness training

25 young people and 25 parents/caregivers

participated in four intergenerational workshops to address root causes of sexual harassment

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.

Together with UNICEF, Plan Philippines and key government agencies in the Philippines, we've contributed to the development of a localised, easy-to-use app allowing girls and young women to track their menstrual cycle and access information about their sexual and reproductive health and rights.

Knowing how to take care of oneself during menstruation and understanding the changes one's body goes through during adolescent years are crucial to the overall health and development of girls, but in many remote communities in the Philippines, girls have little exposure to this kind of information. Limited internet access means that much of their understanding around menstrual health is informed by deeply ingrained traditional beliefs and practices which sometimes lead to discrimination and health issues.

The Oky app was launched in the Bangsamoro Autonomous Region of Muslim Mindanao (BARMM) in March 2023, and later nationally in May 2023. It represents the beginning of a broader nationwide digital initiative on accessible sexual and reproductive health and rights information, while still respecting the culture and norms in the context of the Philippines. While the Oky app is a global UNICEF offering, the organisation partnered with Plan Philippines (under a franchise licence and a program cooperation agreement) to ensure that the app content was tailored and relevant to the local context, and would resonate with adolescent girls in the Philippines.



Ameryrah (far left) discussing the Oky app during the initial consultation.

The impact:

10,292 app users

as of June 30, 2023.

3,407 girls,

aged 10-19 years, are using the app.

Evaluation of outcomes from the app is ongoing and there will be more data to report in FY24

Girls taking control of their menstrual health

19-year-old Ameyrah is a high school student in Mindanao's Lanao del Sur Municipality.

Prior to the design of the Oky Philippines app, Ameyrah was selected to take part in the consultation and design process. It was during these consultations that the traditional practices and beliefs about girls' menstruation were brought up and Ameyrah said she found the consultation process empowering - "I felt great. It's been a pleasure to me to be part of the consultation and app development. I feel that what I shared would be a good contribution to my fellow girls' growth. It gave me an opportunity to share my ideas, [and] experiences."

In focusing on localisation, the educational content within the Oky Philippines app integrates the Islamic perspective, ensuring an alignment of the information with Islamic teachings and practices.

And post launch, Ameyrah has experienced the benefits of using the period tracker and now regularly consults Oky for information on how to maintain her health and hygiene. "The app has become part of my routine as one of my reading materials," she says. "The encyclopedia is truly helpful because everything is stated there - lots of tips and advice that I can rely on. It gives me comfort and good vibes every time I read the content."

“

I felt great. It's been a pleasure to me to be part of the consultation and app development. I feel that what I shared would be a good contribution to my fellow girls' growth. It gave me an opportunity to share my ideas, [and] experiences.”

– Ameryrah



Girls from indigenous communities participating in an Oky app validation session in Occidental Mindoro

Plan International Australia

Australian Aid

Oky Philippines is a UNICEF project delivered in partnership with Plan Philippines, and supported by the Philippine Government and the Australian Government Department of Foreign Affairs and Trade (DFAT).



Md. Khabir and his daughter

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 and address child protection, nutrition, and water, sanitation and hygiene (WASH).

Gender equality in Early Childhood

In Bangladesh we're finding innovative ways to challenge gender norms in early childhood development, encouraging parents to share the responsibility of caring for their children, and supporting fathers to be emotionally and practically engaged in their child's upbringing.

Around the world, social norms that see father's taking a less active role in caring for children can perpetuate gender inequalities in the home and in society. Our *Gender Transformative Early Childhood Development* project introduces a number of innovative community engagement modalities that aim to create a network of gender equality champions across broader society and within families, with special consideration for the unique cultural dynamics of Bangladeshi families and communities.

One of these initiatives is Fathers Café, which provides a community platform for men to discuss the changing roles of father's in modern Bangladesh and to transform the tradition of low father participation in child-rearing and care. Another is Grandparents Groups which work with the older generation to promote male engagement in child-rearing and support women's agency at the household level. And of course, through our ongoing partnership with Sesame Workshop Bangladesh, we continue to deliver innovative media resources, including books, posters and puzzles, video content and a YouTube channel that champions gender transformative messages.

Already significant progress has been made in engaging parents and caregivers in nurturing-care activities. Families are reporting that they feel better equipped to support their children, both boys and girls, to thrive. Father's engagement in

The impact:

160 early childhood centres were supported, benefitting 3,306 children.

4,560 parents reported improved nurturing care of their children.

100 Fathers Cafés were established

2,155 fathers reached in Barguna and 914 in Dhaka.

Fathers report they are actively engaging in household work, taking care of their wife and other female family members during pregnancy, and **creating equal opportunity for boys and girls to thrive.**

Fathers are also **encouraging other fathers in their community** to engage in household activities, child caring and spend more time with their families.

127,447 views and 5,553 shares of the media resources developed in partnership with Sesame Workshop Bangladesh (SWB), promoting positive parenting, and male engagement in nurturing care

3,500 community members attended live performances by Sesame Workshop Bangladesh

childcare has increased at the household level and reports indicate that fathers are actively engaging in the nurturing of their loved ones, especially children aged 0 to 8. The data also indicates that other male members of the family, such as uncles, brothers, and grandfathers, are playing an active role in helping new mothers with infant care, demonstrating a marked shift in gender norms.



Md. Khabir cooking a meal for his family



My perception underwent a remarkable transformation thanks to the Fathers Café.

I participated in many sessions of Fathers' Café, which helped me recognise the shared responsibility of both male and female members of the family in household chores and also child development.

Now, I actively assist my wife with household duties, spending quality time with my children. My family bonding is now stronger and we are happier than before. Working as a passionate advocate for gender equality, I always try to spread awareness among my friends and neighbours, inspiring others to take the responsibilities of their family."

– Md. Kabir, father and member of Fathers Café.

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.

Over the past year, the hunger crisis in the Horn of Africa has been a central focus of Plan International Australia's work, from our advocacy and influencing work (pg. 26), our appeals, and our humanitarian response programming. The COVID-19 pandemic, the climate crisis and the war in Ukraine created the perfect storm for global hunger, and for the past year, more than half a million people in Ethiopia, South Sudan and Yemen alone have been at risk of catastrophic famine.

As a founding member of the Emergency Action Alliance (EAA), a large portion of Plan International Australia's response to the hunger

crisis has been possible due to this collective funding mechanism, which, in 2023 raised a combined total of \$5.1 million to address the urgent needs arising from the hunger crisis.

The EAA is a coalition of 15 Australia-based aid organisations that uses its reach and resources to save lives around the world. Together, we combine our capacity to raise more money, for greater impact. Enabling us to deliver a targeted response to international emergencies, and reach more people in their greatest moment of need.

Kebele, a mother in Ethiopia, has her arm measurement taken to check for malnutrition

Plan International Australia

The impact:

In South Sudan

191,339 people

were reached by food distribution

308,259 children under 5 and 29,557 pregnant and lactating women were screened for malnutrition and admitted to targeted supplementary screening programs

Targeted supplementary screening programs had an **average cure rate of 97%**

49,377 students

were reached by school feeding programs

199,073 people

received cash and voucher assistance in South Sudan

In Ethiopia

32 health facilities

in Yabelo and Gomole woredas (administrative divisions in Oromia region) were reached.

We provided **training and support** to healthcare workers and local women's groups on nutritional guidelines and service delivery.

We conducted monthly nutritional screening for **8,311 boys, 8,199 girls, and 4,206 women.**

We distributed drought resistant seeds to **4,800 households/families**, and cash assistance to help families meet basic needs in Ganta-Afeshum and Gulomekeda woredas (in Tigray region).



Women collect food aid during distribution in South Sudan's Pibor county

How is our response gender-transformative?

As always, our emergency response is delivered with a gender lens, not only aiming to provide immediate relief to those most affected but also aiming to empower women and girls, recognizing the unique risks they face during crises and their pivotal role in building resilient communities.

Recognizing the disproportionate impact on women and girls, we apply a gender lens in the following ways:

- **Research-Informed Approach:** Investing in feeding women and girls has shown to dramatically improve the situation for families and communities in hunger hotspots. School meal programs, such as those implemented by the World Food Programme (WFP) in partnership with Plan International, boost enrolment and attendance among girls, contributing to increased future income and reduced vulnerability.
- **Inclusivity in South Sudan:** In South Sudan, we supported the formation of Project Management Committees with half of the members being female. Helpdesks were staffed with both male and female monitors, providing participants with the option to report issues to a staff member of their choice.
- **Consideration for Vulnerable Groups:** During food distribution, special consideration is given to people with disabilities, the elderly, and pregnant or lactating women, ensuring timely receipt of their entitlements.
- **Gender and Protection Officers:** Gender and Protection Officers were recruited to address protection concerns at food distribution sites and in schools. Stakeholders were made aware of safeguarding and prevention of sexual exploitation and abuse policies before implementation.

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.

This year, our advocacy and campaigns team have been working on a number of different issues, mobilising public support, garnering media attention and using evidence of impact to influence decision makers to create significant change.

Hunger

- Through our Help Fight Famine campaign, we pushed the Australian Government to deliver an additional \$69 million emergency assistance package to support famine affected communities.
 - Together with other humanitarian organisations and diaspora voices, we organised supporters to raise this issue with key decision-makers in Canberra, organised a day of action, and lobbied key decision-makers to act urgently to fight hunger. The funds will go towards providing food, water and other essential support, and we continue to advocate for \$81 million in urgent famine relief, as the scale of the hunger crisis grows
- Plan generated 1,093 pieces of media coverage on the hunger crisis, accounting for 39% of our media this year, and a tenfold increase on last year's hunger coverage.
- We released the [Running on Empty](#) report in August 2022 which focused on the impact of the hunger crisis on girls. An op-ed written by Michael McCormack, Shadow Minister for International Development heavily referenced this report, and was a key influencing moment in persuading Government.
- Plan was instrumental in setting up and supporting an ABC media trip with the acclaimed *Foreign Correspondent* program, resulting in an entire episode in March 2023 that focused on the hunger crisis in Somalia, and in particular, its impact on women and girls. This episode reached an audience of 55.7 million, and generated a further 267 pieces of online and broadcast coverage mentioning Plan. The episode and associated online coverage included a link to our hunger fundraising appeal which led to a further \$20,000 in donations. It has been viewed on Youtube more than 1.3 million times, and has won major Australian media awards.

Plan International Australia CEO Susanne (second from left) was joined by other NGO CEOs for a lobbying trip to Canberra.



Advocating for Education

- In 2022/23, we launched a campaign asking the Australian Government to commit \$24 million over three years to *Education Cannot Wait*, the UN Global Fund for Education in Emergencies and Protracted Crises.
 - In January, we asked supporters to post a photo of themselves on their first day of school, and we saw over 600 of our supporters write to Minister for International Aid and the Pacific, Pat Conroy, asking for a commitment to the *Education Cannot Wait* fund. So far no commitment has been made, and we continue to advocate.
- In April 2023, we launched our ['From Crisis to Classroom: Understanding the effects of disasters on girls' access to education'](#) report and our [Case for Investment for Education Cannot Wait](#). This was sent to 52 Parliamentarians. We conducted four MP meetings on the issue, as well as with the Ambassador for Gender Equality.
 - We had 53 pieces of media coverage, with an estimated reach of 66.5 million people, following the report release. Our CEO Susanne Legena appeared on ABC Breakfast and Radio National Breakfast, with stories on SBS and ABC online, to maximise leverage and visibility to Parliamentarians and Minister Conroy.



Youth Activist Series

- Previously only open to young people in Sydney or Melbourne, we wanted to increase representation and diversity of experience of our Youth Activist Series (YAS) program in 2023. We expanded it nationally and saw Youth Activists recruited from Western Australia, Queensland and regional New South Wales, in addition to Sydney and Melbourne. We hope to continue to grow representatives from other states and territories in 2024!

Youth Activists in focus

- Iremide, YAS 2022, presented at the Australian Parliamentary Inquiry into the Rights of Women and Girls.
- Grace, YAS 2022, facilitated a youth breakfast at the Women Deliver Pacific Regional Conference in June 2022.
- Allyza and Angelica, YAS 2023, presented at the Women Deliver Pacific Regional Conference in June 2022.

Our 2023 Youth Activists



Voices for Change report

- YAS worked alongside young people from Vietnam and Indonesia to explore what political participation looks like to young people, and what changes they want to better support their voices to be heard by decision makers. This culminated in the *Voices for Change* report.
 - Our YAS travelled to Canberra to meet with nine MPs about the recommendations from their report, hosted a joint roundtable with UNICEF Australia and the Minister for Youth Anne Aly, and we hosted an online roundtable with the Ambassador for Women and Girls, Christine Clarke, CSC.
 - Youth Activist Janice appeared in an 8-minute interview on ABC's Afternoon Briefing program segment alongside Ash Streeter-Jones, CEO of Raise our Voices Australia.

Represent Us

- Bringing together leading activists, artists and thought-leaders, our *Represent Us* event set out to imagine how democracy in Australia can better deliver for young people. One of the most powerful things to come out of the event were the testimonies from teenage boys about how they were driven to think differently about gender equality.



This experience was very eye opening for me because I knew that inequality was an issue, just not to this extent. I now know what some women must go through to do almost anything in their lives. Women or anyone should not face abuse because of the colour of their skin nor because of their gender."

- Oliver, Year 9



A Tough Period report

- To mark World Menstrual Health Day this year, we released *A Tough Period*, a two part report, focusing on how multiple crises are impacting the ability of young people to manage their periods safely and with dignity.
 - The report generated 81 pieces of media coverage, with highlights including SBS, the Guardian, ABC News TV and radio, Womens Agenda, and The Project, and several social media influencers shared the report.
 - The report was used across the Plan Federation as a media and advocacy tool ahead of Menstrual Health Day and disseminated to all UN agencies and INGOs via the Inter-Agency Standing Committee newsletter, the longest-standing and highest-level humanitarian coordination platform of the UN System.

Government Relations

- Adolescent girls are consistently overlooked and underserved in Australia's aid budget, with less than 5% of funding going towards programs that specifically target the needs of adolescent girls. In late 2022, the Australian Government announced a review of Australia's aid strategy and we advocated for a specific focus on children and young people, particularly adolescent girls:
 - In August 2022, we published our *Girls to the Front: Time for Foreign Aid to See Adolescent Girls* policy brief, and CEO Susanne Legena met with Parliamentarians on the issue.
 - We made two submissions to the review of Australia's aid strategy, including a joint submission with Childfund Australia, and another joint submission with Childfund Australia, Save the Children Australia and Oaktree.
 - While we were happy with the focus on gender equality and addressing the climate crisis in the Government's new strategy, we were disappointed that the policy didn't include stronger consideration of children and young people, particularly girls. We are now working with the Department of Foreign Affairs and Trade (DFAT) to ensure that the distinct needs of adolescent girls and young women are reflected in the new gender equality strategy.

Gender Compass

- Based on the groundbreaking '*Climate Compass*' project in Australia, *Gender Compass* is a first-of-its-kind research project which segments the broader Australian public into six groups according to their beliefs, policy preferences and behaviours in relation to gender equality.
 - Working closely with our research partners, Heartward Strategic, and our research advisor, Dr Rebecca Huntley, the unique segmentation analysis was conducted on data gathered through an online survey of 2,522 Australians aged 16 years and over, conducted in mid-2023.
 - To build a more gender-equal society, it is critical to shift social norms. Gender Compass helps us achieve this by acting as a tool through which we can design targeted communications that effectively target people based on their views and work to shift views to support a more equal world.
 - Until now, there has been little research identifying how best to engage with the Australian public's existing attitudes on gender equality. Gender Compass fills the fundamental knowledge gap around who we should be speaking to, what we should be speaking to them about and what they consider the biggest challenges blocking a gender-equal future. The report has been shared publicly and is available for all to use.

International Day of the Girl

- In 2022 we celebrated the 10th anniversary of International Day of the Girl. We teamed up with Future Women to host a sell-out breakfast event in Melbourne, with 250 attendees. The event featured a number of celebrity guests including Plan ambassador and Future Women co-founder Jamila Rizvi, singer/songwriter Clare Bowditch, and AFLW player Darcy Vescio.
 - We launched our *Girl, Interrupted* report at the event, and Plan International Australia dominated media coverage on the day, with 682 media mentions. The ABC's News Breakfast program attended the event and featured multiple live crosses. We were featured in outlets including the ABC, SBS, The Australian, The Age's Sunday Life magazine, Channel 10's The Project, Canberra Times, Refinery29, Pedestrian, MSN, Triple J Hack, Women's Agenda, 9Honey and many others.



Partnering for purpose

Partnering with Plan International is a way for businesses who share our vision to make a tangible contribution to a more equal world, whether that's as a financial donor, or by working with us to reach audiences, shift attitudes and influence change.



Footprints Network

10 years of support

The partnership:

Through our 10-year partnership, The Footprints Network has supported 25 of our projects across 16 countries. By harnessing the cumulative power of micro-donations and their compassionate community, they've invested more than \$570,000 to address key areas of food and livelihoods, health and education, leadership and empowerment and gender-based violence. Together, we're making significant change to move girls and their communities towards a brighter tomorrow.

The Footprints Network is an initiative by nib's travel insurance brands World Nomads and Travel Insurance Direct, offering their customers the opportunity to leave a positive footprint in the world through micro-donations at checkout. Through the generosity of their travellers, The Footprints Network supports a range of community projects across the world focusing on the Sustainable Development Goals (SDGs) to create change and shift the world onto a more sustainable and resilient path.

What we did together:

This year the Footprints Network supported the *Safer Cities* project in Honiara. Adolescent girls seldom feel safe in their cities. They experience sexual harassment, physical violence, exploitation, insecurity and are often excluded from decision making processes that impact their safety, wellbeing and access to even the most basic services. A baseline report completed with adolescent girls from Honiara in 2019 found of

the 236 girls who participated only 7% said 'they always feel safe in public'.

The project's overarching objective is to build safe, accountable and inclusive cities with and for adolescent girls in all their diversities. In Honiara, the program aims to increase girls' safety and access to public spaces, increase their active and meaningful participation in urban development and governance, and their safe mobility in the city. Preventing and addressing gender-based violence, including sexual harassment in public spaces and transport sectors was also a key focus.

The impact:

- In FY23, 720 youth participated in weekly Champions of Change (CoC) training, providing an opportunity for young people to critically reflect on gender issues, transform deeply held beliefs relating to gender and challenge existing power structures. CoC fosters youth-led collective action, equipping young people with skills to pursue activism as they define it, while connecting them to youth groups and civil society organisations to drive change.
- Using what they had learnt 40 young people held a public art exhibition to amplify their voices and raise awareness of gender-based violence.
- 60 adolescent girls participated in safety walks and community mapping, identifying safety issues within their local communities. Data collected was presented to local government and used to campaign for change.

Plan International Australia



Tennis Australia

The partnership:

This year Plan International Australia embarked on its first sporting partnership with Tennis Australia. Founded in 1904, Tennis Australia is the governing body of tennis within Australia, conducting national and international tennis tournaments, including the Australian Open, and promoting tennis and participation across the country. As experts in youth engagement and gender equality programming, Plan worked alongside young people and staff at Tennis Australia to co-design and deliver *Learn 2 Lead*. This pilot leadership program for young women and gender diverse young people aged 14-18, provided advice on child safeguarding, feminist leadership and youth engagement.

What we did together:

Many young women and gender diverse young people aged 14-18 face barriers to involvement in local community sport and staying engaged and feeling empowered to step into leadership positions in their club. A large majority of young girls drop out of sport at just 15 years old. *Learn 2 Lead*, is an eight week program that provides an opportunity for young people to co-design a youth leadership program that equips girls and gender diverse young people in the tennis community with leadership skills and knowledge to create change in their tennis club.

The program aims to build leadership skills, embed more youth voices in the local tennis community, and engage more young women and gender diverse young people in leadership opportunities within tennis. In FY23, 23 participants aged 14-18 graduated from the *Learn 2 Lead* pilot program across NSW and Queensland.

All participants reported an increase in:

- Skills and knowledge on feminist leadership
- Public speaking, effective communication
- Engaging decision makers
- Community engagement
- Navigating challenging conversations

Participants then applied what they had learnt in the program to a real life scenario through implementing an Action Learning Project in their local tennis clubs to address a challenge

Annual Impact Report 2023



My key learning is to tell your own story to connect with others, and to find power within your story. Speaking up will inspire others."

– QLD participant

"The Learn 2 Lead program was so encouraging, particularly as I've felt alone and isolated as the only girl in most squads for a long time."

– NSW participant

"I loved being involved in the [co-design] process and I felt like it meant that the program was more tailored to us, and it made it more engaging."

– NSW participant

young girls face in tennis. 90% of participants are on track to achieve their Action Learning Project by the end of 2023, with projects ranging from creating all-girls squads, to supplying free sanitary items at tennis clubs.

The impact:

- 91% of participants had increased awareness of future leadership opportunities in tennis, almost half had enrolled in a coaching course and a quarter had plans to apply for a leadership role in their local tennis club.
- Participant evaluation data showed that the *Learn 2 Lead* program had a direct impact on participant's engagement in tennis and confidence, with 84% of participants increasing their involvement in tennis, and 65% of participants feeling very confident in making their voice heard in their local tennis club – nearly a 50% increase from pre-program evaluation.

Plan International Australia will continue to work with Tennis Australia to implement the *Learn 2 Lead* program across six other states and territories in FY24.

Amplify your impact

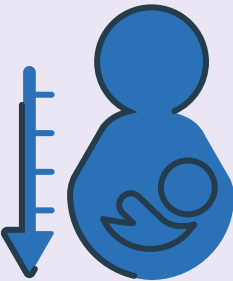
The Girls Education & Empowerment Fund

The Girls Education & Empowerment Fund (GEEFund) is Plan International Australia’s newest multi-year giving initiative that aims to supercharge your support to tackle the many barriers that stop girls from receiving an education.

It works by pooling your contributions with other donors to leverage it for more funding from Plan’s institutional partners – effectively multiplying your impact by turning \$1 into \$2 (or more). GEEFund is designed to create change that does not just impact girls’ lives now but drives change for future generations.

In 2023, GEEFund was able to secure a 9x leverage rate on donor contributions, meaning for every \$1 invested by our GEEFund community, \$9 of institutional funding was unlocked.

What makes GEEFund special is how we approach the issue of girls’ education. We address all the barriers that prevent her from accessing and completing a quality education, so that she is empowered to pursue a life of her choosing.



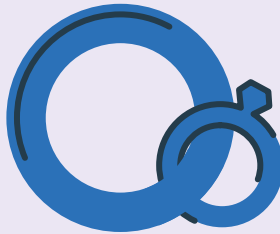
BARRIER 1

Stunting & Poor Childhood Development



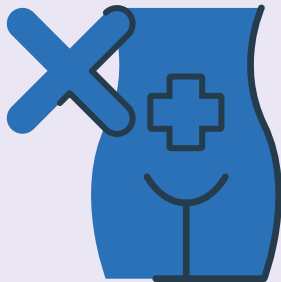
BARRIER 2

Poor Access to Clean Water & Sanitation



BARRIER 3

Gender-based Violence & Child Marriage



BARRIER 4

Lack of Sexual & Reproductive Health Rights



BARRIER 5

Poverty & Economic Hardship



BARRIER 6

Crises & Emergencies

One of the keys to the success of GEEFund is our strong community of multi-year pledgers. Supporters of GEEFund are asked to make an annual pledge of \$5,000 for five years. This generosity allows us to leverage significant funds from institutional donors. Institutional grants typically require a public gift match (usually

5-10%). By committing to a multi-year pledge of a meaningful amount, we can create a reliable income stream to ensure an ongoing gift match, which then unlocks multi-year grants from institutional partners and ensures we can support projects long enough to see true transformation for communities.

Here is a snapshot of how GEEFund performed in 2023:

55
GEEFund
Supporters

\$2.5M
pledged

\$4M
unlocked

194,687
girls and
families
impacted

9x
leverage rate
on donor
contributions

By joining our community of GEEFund pledgers, you have the power to help create a better, and more equal world for all children – one where girls can take their rightful place as equals. Hear from one of our GEEFund supporters on why they support this powerful initiative:



As a father of two beautiful intelligent girls and a paediatrician, to see so many girls around the world not be able to reach their full potential is a global tragedy. This is why I have committed over the next 5 years to support Plan International’s vision with the Girls Education & Empowerment Fund to promote global change and empower girls’ health, literacy, and education.”

- Dr Gary Leong, GEEFund Pledger

To learn more about the impact created through GEEFund in 2023, scan the QR code:



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 83 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 \$8,100 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 FY23:



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 more proud to have them on board!



Yasmin Poole
Award winning speaker, writer and youth advocate



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



Benjamin Law
Journalist, columnist, TV screenwriter and author



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. FY23 was the final year of Sally Treeby’s term as Chair and we would like to acknowledge the tremendous contribution Sally has made, as well as long serving board member Jason Pellegrino, whose term also expires in December 2023, and Abiola Ajetomobi who stepped down in August. We thank them for serving with passion and commitment to our organisation and mission. We also congratulate Tim Lo Surdo who was re-elected in December 2022.



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
(Will be re-elected in December 2023 for another term, due to expire in December 2026)



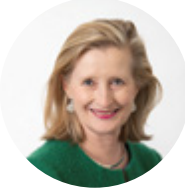
Tim Lo Surdo
Elected: June 2019
Current term expires: December 2025



Marsha Beck
Elected: September 2020
Current term expires: December 2023
(Will be re-elected in December 2023 for another term, due to expire in December 2026)



Vanessa Ng
Elected: September 2020
Current term expires: December 2023
(Will be re-elected in December 2023 for another term, due to expire in December 2026)



Belinda Howell
Elected: September 2020
Current term expires: December 2023
(Will be re-elected in December 2023 for another term, due to expire in December 2026)



Abiola Ajetomobi
Elected: September 2020
Stepped down in August 2023

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 (inc. superannuation)	Number of Executives in Group
\$340,000 to \$389,000	1
\$190,000 to \$239,000*	3

*Range reflective of Full Time Equivalent (FTE). 1 exec works part time



By the numbers:

A year in review

Driven largely by a reduction in COVID-19 related projects, revenue decreased by 6% compared to the prior year, to \$65.6m. Within that

- there was a significant decline in the grants portfolio to \$38.9m (15% decrease) including a drop in Australian Humanitarian Partnership funding of \$4.7M offset by an increase in World Food Programme funding of \$1.2m.
- However fundraising income had a modest increase of 2.5% to \$24.9m. This is a solid result when operating in an uncertain economy with high inflation, and is testament to the dedication of our supporters.

Plan's investment portfolio returned an impressive result over the prior year with a realised gain of \$88K. Dividends and distributions returned \$1m income which was directed towards our programming and underpinned our financial result for the year.

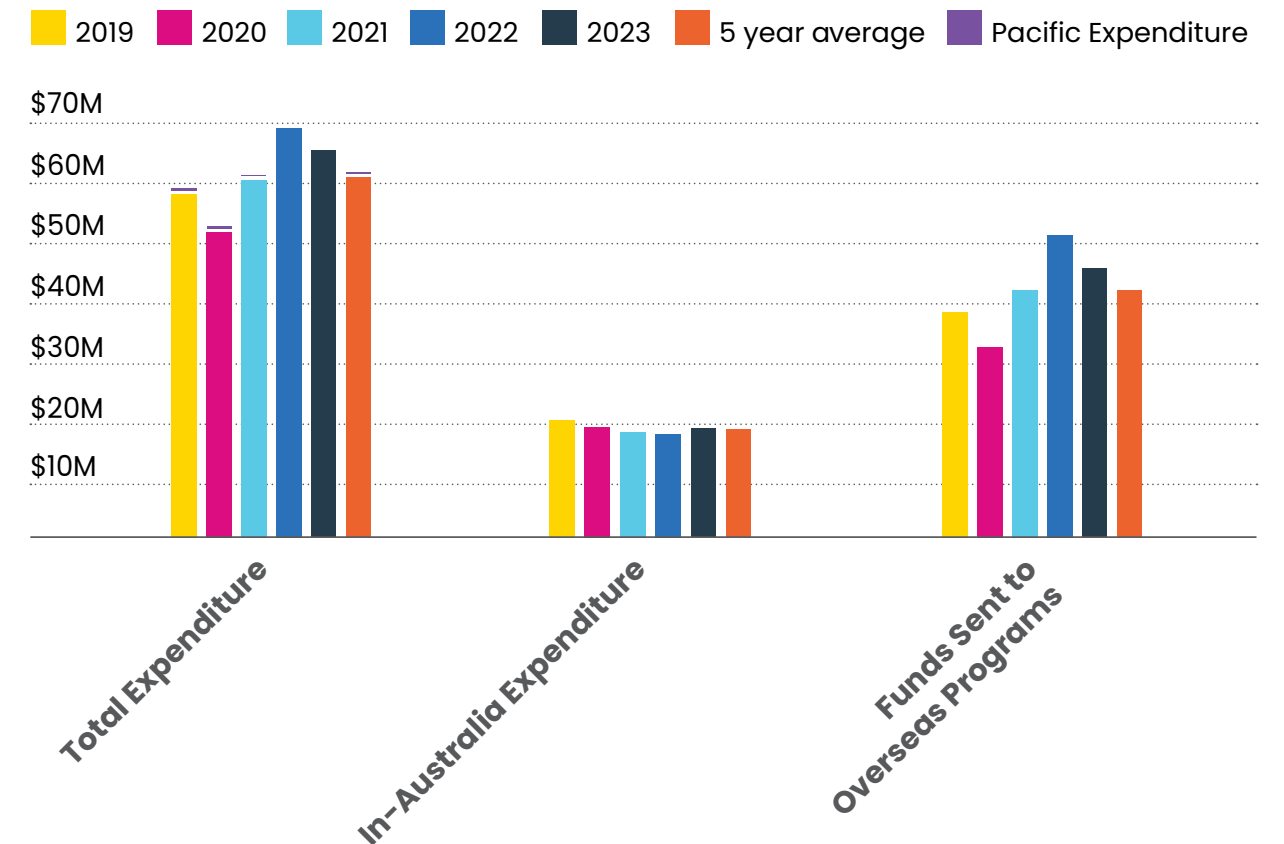
Overall, Plan's expenditure decreased by 6.7% over the prior year to \$65.4m, in line with the reduced grant remittance funding being sent to overseas programs (reduction of \$5.4m or 10.5%). A fundraising cost increase of \$1.4m over the previous year reflects investment for the future,

including 0.3m costs related to the commenced implementation of a new Customer Relationship Management (CRM) system for fundraising, and investment has been made in new regular giving and digital fundraising products. Community education increased by \$0.2m (or 10.5%) with reactivation of local programming and strengthening of local engagement.

We are proud that 80% 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 of \$182k further to additional funds invested into global remittances, to humanitarian crisis funds and to our impact in the Pacific. Plan 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. Plan's reserve balance as of 30 June 2023 is \$9.9m. We are confident that the organisation is financially well-positioned going into the new financial year 2023/24 as we continue to execute our business strategy.

Our finances

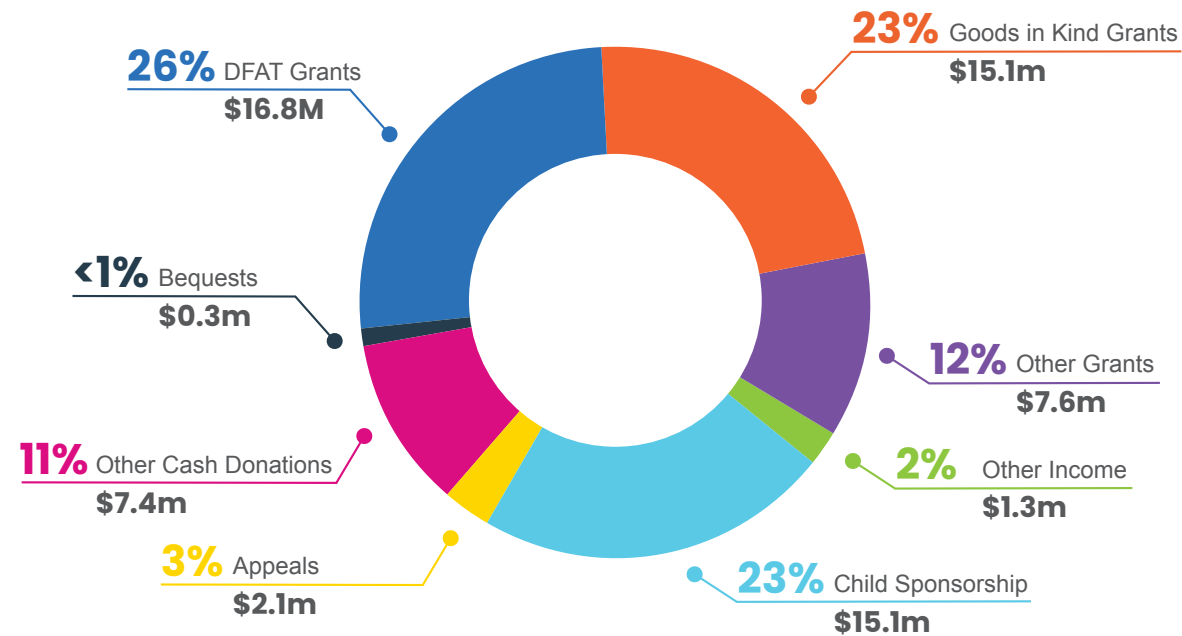


Clarita, 14; Sonia, 20, and Shirley, 17, are leadership school members at their school in Guatemala.

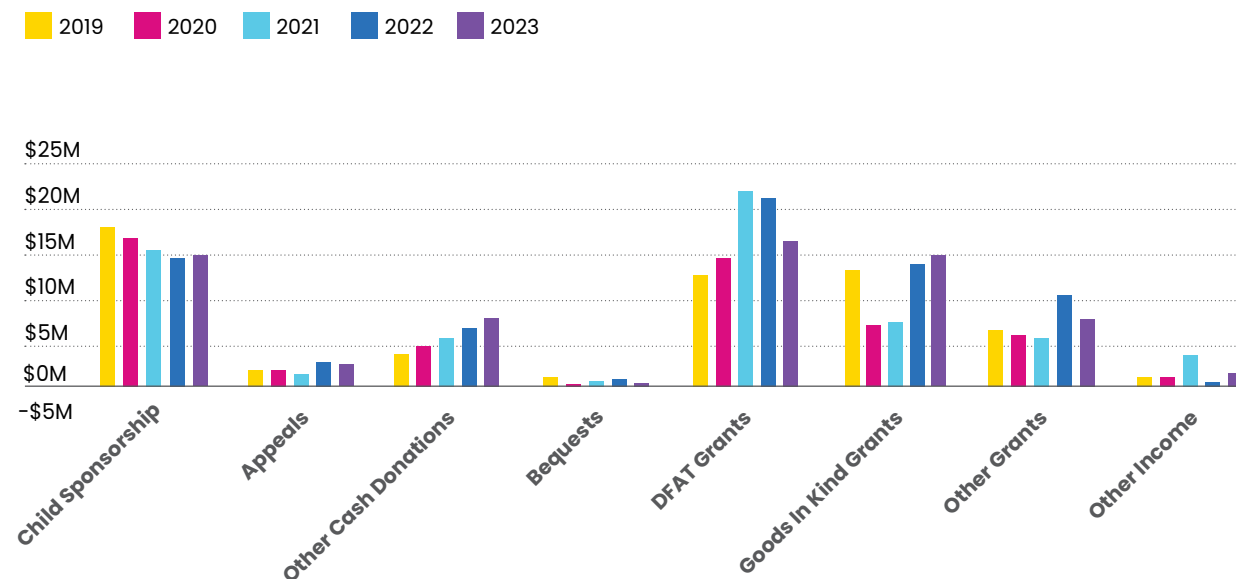


Revenue 2022/2023

Where our support comes from

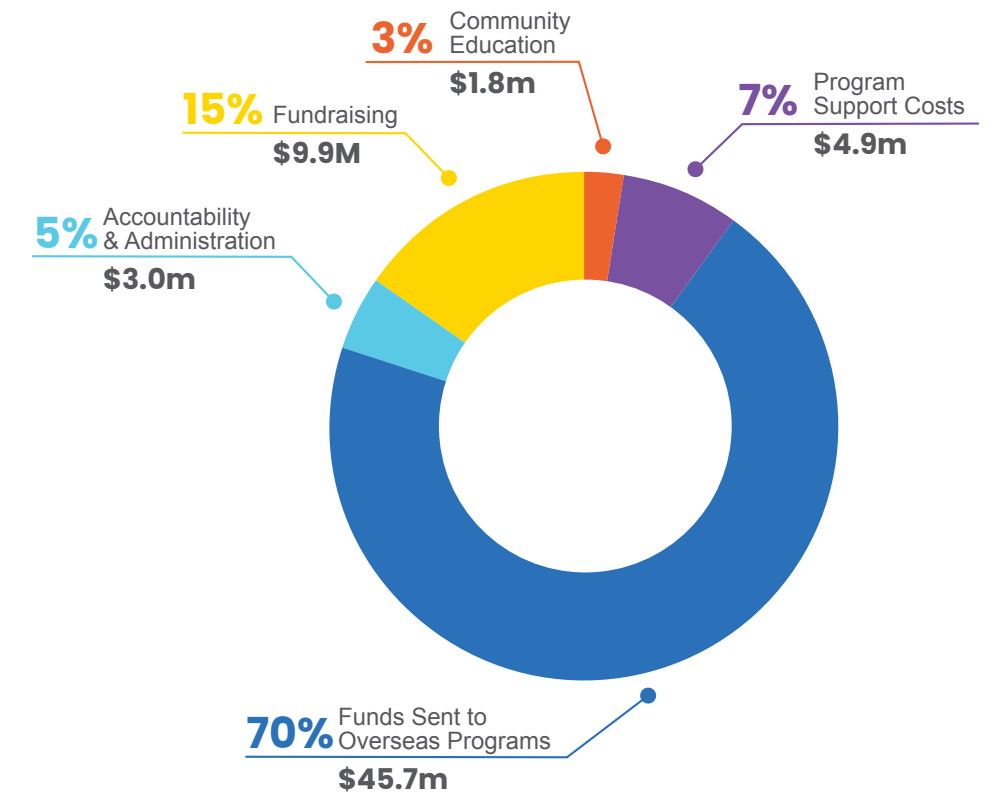


5 year revenue trend by source

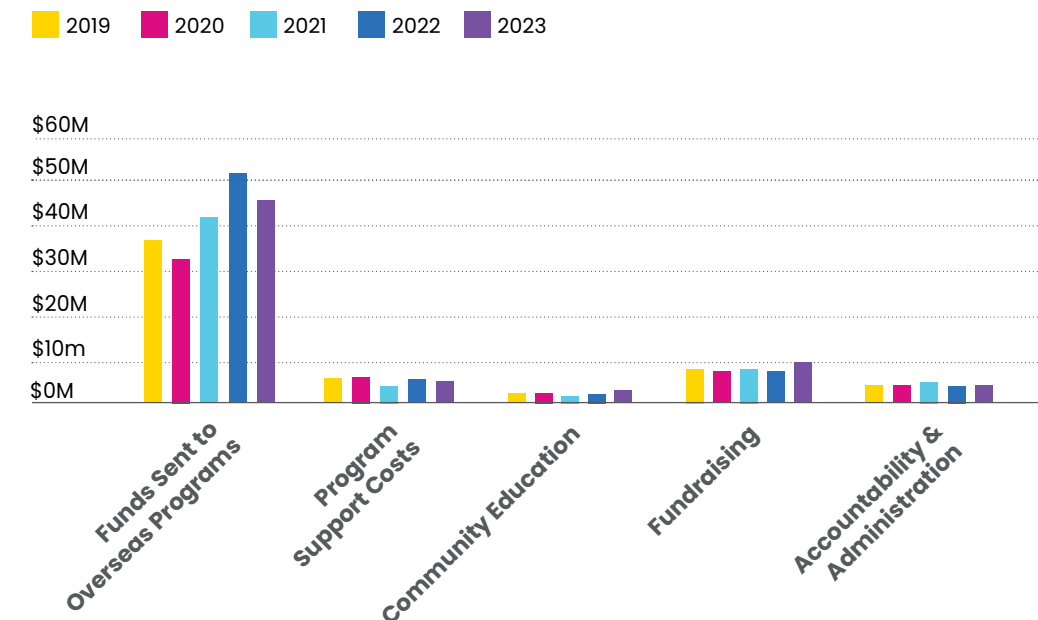


Expenditure 2022/2023

Where our resources were used



5 year expenditure trend by type



Key ratios

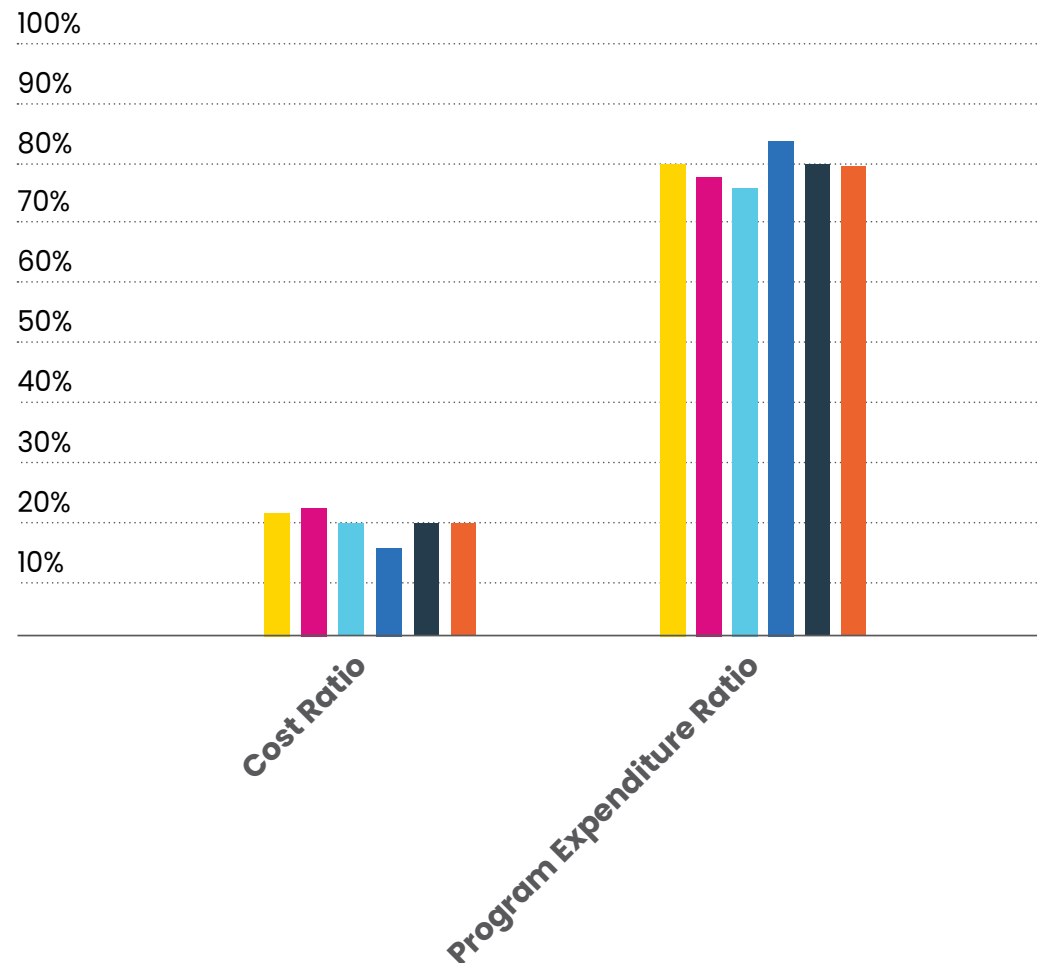
These latter costs are essential to ensure current programs are quality assured and compliant with the relevant standards, that future programs can be funded, that our supporter base can be effectively engaged and maintained, and that both can be supported adequately with appropriate systems and infrastructure.

There are two performance ratios that capture these commitments – the Program Expenditure Ratio and the Cost Ratio. The Program Expenditure Ratio has decreased slightly compared to the prior year to 80% and the 5 year average to 80% is maintained consistent with the

business model. This indicates Plan's commitment to optimising its spend on programs for children.

The Cost Ratio in FY2023 indicates the ramp-up in business activity as Plan's return to normal business post COVID-19 with investment in personnel and travel, direct fundraising investment costs as well the additional one-off investment in the new fundraising CRM which will provide ongoing benefits into the future. Cost remained contained in line with ongoing efforts to make operations and fundraising more cost efficient, and the strategic realignment and restructuring from our Recover & Reimagine strategy.

2019 2020 2021 2022 2023 5 year average



Independent auditor's 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 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 2023. The summary financial report comprises:

- the summary statement of financial position as at 30 June 2023
- the summary statement of changes in equity for the year then ended
- the summary statement of cash flows for the year then ended
- the summary statement of profit or loss and other comprehensive income for the year then ended
- the related notes to the summary 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 4 October 2023.

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

Anthony Vlavianos
Partner



Financial statements

Consolidated Statement of Comprehensive Income	2023	2022
For the Year Ended 30 June 2023		
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	15,082	14,463
- Designated Projects	9,501	9,008
	24,583	23,471
• Non-Monetary	-	-
Bequests and Legacies	271	757
Grants		
• DFAT	16,842	21,576
• Other Australian	1,223	1,181
• World Food Programme	15,060	13,804
• Other Overseas	5,805	9,164
	38,930	45,725
Investment Income	976	412
Other Income	774	663
Fair Value Gains on Financial Assets at Fair Value Through Profit or Loss	88	-1,128
TOTAL REVENUE	65,622	69,901
EXPENDITURE		
International Aid And Development Programs Expenditure		
International Programs		
• Remittances to Associated Parties	45,726	51,249
• Program Support Costs	4,850	5,407
	50,576	56,656
Community Education	1,828	1,654
Fundraising Costs		
• Public	9,854	8,358
• Government, Multilateral and Private	9	39
	9,863	8,396
Accountability and Administration	3,023	2,917
Non-Monetary Expenditure	-	62
Total International Aid and Development Programs Expenditure	65,290	69,685
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	150	1
TOTAL EXPENDITURE	65,440	69,686
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	182	215
OTHER COMPREHENSIVE LOSS FOR THE YEAR, NET OF TAX	-	-
TOTAL COMPREHENSIVE INCOME/(LOSS)	182	215

Consolidated Statement of Financial Position	2023	2022
As at 30 June 2023		
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	5,256	5,380
Trade and Other Receivables	2,935	1,222
Prepayments	227	201
Current Tax Liabilities - GST Receivable	-	139
Financial Assets at Amortised Cost	517	517
Total Current Assets	8,935	7,459
Non-Current Assets		
Property, Plant and Equipment	237	275
Right-of-Use Assets	1,064	1,645
Intangible Assets	5	26
Financial Assets at Fair Value Through Profit or Loss (NC)	9,974	9,383
Total Non-Current Assets	11,280	11,329
TOTAL ASSETS	20,215	18,788
LIABILITIES		
Current Liabilities		
Trade and Other Payables	891	2,362
Lease Liabilities (C)	591	582
Provisions (C)	79	79
Employee Benefit Obligations	1,231	955
Deferred Revenue	6,853	3,676
Total Current Liabilities	9,654	7,654
Non-Current Liabilities		
Lease Liabilities (NC)	495	1,086
Provisions (NC)	131	131
Employee Benefit Obligations	73	227
Total Non-Current Liabilities	699	1,444
TOTAL LIABILITIES	10,344	9,098
NET ASSETS	9,871	9,690
EQUITY		
Reserves	9,871	9,690
TOTAL EQUITY	9,871	9,690

Consolidated Statement of Changes in Equity	Reserves	Retained Earnings Reserves	Total
As at 30 June 2023			
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2022	3,379	6,310	9,690
(Deficit)/Surplus for the Year	(25)	207	182
Other Comprehensive Income			-
BALANCE AT 30 JUNE 2023	3,354	6,517	9,871

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

Compliance & 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

Ashitha Joseph
Bethany Austin
Bronwyn & Edmond Chiu
Bruce Kruger
Carolyn Raymond
Di & Stefan Koser
Ean Nielsen
Elizabeth Lewis AM
Felicity Anderson
Geoff & Lauris Allen
Gerard Lonergan
Heather MacFarlane & Chris Payne
Helen Scorgie
Jane Pitkethly
Janet Raymond
Jenna Weeks
Jenny Edwards
John & Diana Rawson
Keren Murray
Lorraine Hendrata
Lorraine Hyland
Margaret Bullen
Margaret Thorn
Michael & Judi Smith
Michael Rogers
Patricia Freeman
Paul & Jan Kirton
Peter & Penelope Gaw
Peter Hermans
Shyama Jayaswal
Sue Rosen
Susanna Mason
Tony Fulton
YiZhong Zhuang

Gifts in Wills

Plan International Australia is incredibly grateful to have received donations from the following people who left us a Gift in their Will:

Valerie Henderson
Denis Klein
Stephan Center
Elaine McCullough
J C Tobin
Miss Anne Burke
John Frederick Pollard
Ernest Isles
Loeky Wiersma Charitable Fund

Girls Education & Empowerment Fund (GEEFund)

ACME Foundation
Adam Raymond
Alexander Austin & Nicole Mitchell
Amaroo Foundation
Anonymous ACT
Anonymous QLD
Anonymous VIC
Anonymous VIC
Barbara & Ian Paroissien
Beeren Foundation
Belinda Howell
Bill Handke OAM
Bill Moodie
Brian & Kerrie Tierney
Christina Herd
Claire Hatton
Count Charitable Foundation
David & Maxine Bachmayer
David Collins
Debra Russell
Dianne Sirl
Dr Gary Leong
Dr Ian Oppermann
Dr Malcolm Barnes
Ellingworth Legacy
Esentials Brands
Felicia Panoff
Gerry Hueston
Glenda Bawden
Gum Tree Foundation
Harris Twins Charitable Legacy
Helene Strawbridge
Ian A. Renard AM
Jason & Helen Pellegrino
Joan & Ian Ball
John, Carolyn, Camille & Isabelle Laker
Jon Watson
Julie Hamblin
Ken Spence & Kathryn Meikle
L&M Cowan Foundation
Leon Ball
Maia Ambegaokar & Joshua Bishop
Mario Mark Anders
Marsha Beck
Matt & Lana Bowen
Neil & Denise McKenzie
Peter & Annie Duncan
Ramesh Rajan
Robert McDougall
RobMeree Foundation
Sally Treeby & Stephen Dunne
Sharmila Achar & Matthew Causley
Stefan Dennis
The Madge Brown Charitable Fund
Ziyin Wang Gantner

Major Supporters

Andrew Gwinnett
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Antony Green
Dr Lindsay Sparrow
Fiona Crosby
Harv Kler
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Michelle Nightingale
Minderoo Foundation
Mulnot Foundation
Peter Hermans
Phil MacDonald
Rita Andre
The Harry Secomb Foundation
Trawalla Foundation
Vanmali Foundation
Viggo & Mary Pedersen
Women's Plans Foundation

Institutional Partners

Asian Development Bank (ADB)
Department of Foreign Affairs and Trade, (DFAT) including:
• Australian Humanitarian Partnership (AHP)
• Australian NGO Cooperation Program (ANCP)
• Water for Women (WfW)
The Elma Foundation
New Zealand Ministry of Foreign Affairs & Trade (MFAT)
United Nations Children's Fund (UNICEF)
United Nations Development Programme (UNDP)
UNWomen
Vital Strategies
World Food Programme (WFP)
WWF-Australia

Partners





Until we are all equal


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