



The charity for
girls' equality

ANNUAL REPORT

2022

WE STRIVE FOR A JUST WORLD THAT ADVANCES CHILDREN'S RIGHTS AND EQUALITY FOR GIRLS.

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We engage people and partners to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination, 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

Our Values

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

- We strive for lasting impact
- We work well together
- We are inclusive and empowering
- We are open and accountable

Find out more:

planau.me/policy-child-protection

planau.me/feedback-complaints

Front cover: Yekaba, 13, Ethiopia. With the help of Plan International, Yekaba stopped her own wedding from taking place.

This page: Children play at an Early Childhood Care and Development centre in Tanzania.

About this report

This report sets out Plan International Australia's progress and achievements between 1 July 2018 and 30 June 2019. We have referred to this period as '2019'. For more information about the topics covered in this report, visit plan.org.au

The land on which we stand

As an organisation working within Australia, we are committed to standing in solidarity and working in partnership with the Indigenous people of this land. Having begun work on our Reconciliation Action Plan, we are committed to continuing with this process and our journey towards reconciliation.

Aboriginal and Torres Strait Islanders embody a spirit of resilience to which we aspire. Just as our work around the world is characterised by working with and respecting local knowledge, history and culture, we are committed to reconciliation in Australia. To all Aboriginal and Torres Strait Islander people, Plan International Australia acknowledges the ongoing injustices and that sovereignty was never ceded. We've heard the Uluru Statement from the Heart and your call for Makarrata. We pledge to stand alongside you to build a brighter future for your young people and their communities based on justice, truth-telling and self-determination.

LETTER FROM THE CEO



Looking back on the year that was – and my first full year as CEO of Plan International Australia – I'm filled with an overwhelming sense of pride. Pride for the work we've done, for the incredibly capable and talented people who do the work, and for the generous and passionate community of supporters like you that make it all possible.

Creating lasting impact is always at the forefront of our work with children and their communities, and addressing the root causes of inequality and discrimination is the most sustainable and effective route we know.

For more than 80 years now, Plan International has been committed to supporting the most vulnerable children in society, and in far too many cases, that still means girls. Around the world, millions of girls are still being married as children. Millions of girls are missing out on an education. And millions face violence and harassment, and often have little say over their bodies and their futures. But it doesn't have to be this way.

When girls are empowered to speak up, know their rights and lead, they can create a better, more equal world for all of us – including boys and men. Limiting gender norms hold everyone back, and when we work together to break them, everyone wins.

At the time of our last annual report, the aid and development sector was dealing with reports of sexual misconduct. Despite a range of protective measures, sadly the sector is not immune to the abuse of power. Incidents of this nature are completely unacceptable and given our work with children and young people, we recognise our responsibility to root out this kind of abuse, to ensure the safety and wellbeing of all those we work with.

Trust is the lifeblood of our line of work – and not just for those we work with. The Australian Government needs to be sure that its funding professional, well-managed organisations that are accountable to their stakeholders and capable of delivering quality development outcomes. That's where accreditation comes in.

Accreditation is a deep-dive operational review that NGOs are required to undergo every five years. It serves as a quality assurance

marker, confirming which organisations are recognised by the government as its most effective partners.

In April, it was time for Plan International's routine accreditation review, and it's with great pride that I share this news – our fantastic and talented team successfully passed, and received glowing endorsements against government standards! The assessors applauded some of our programming as the bravest in the sector, praising our calibre and professionalism – especially that of our child safeguarding culture, our financial systems, and the work we've done to bolster our codes and procedures to prevent sexual abuse and harassment.

It's important that we always uphold the trust you so graciously place in us, and that's why I'm proud to share this news with you, in addition to updates on all the positive change you are contributing to in the world.

Standing up for girls' rights in our work is one thing, but ensuring we walk the talk is just as important. We are committed to providing a safe and inclusive working environment where all staff and associates are treated with dignity, courtesy and respect. That's why this year we've reviewed how we live up to our values around gender equality and inclusion and created an action plan for improvements.

I'm excited for the period of renewal and growth that comes with change, and as we embark on the journey that is our next three-year strategy, we are committed to ongoing learning and improvement.

We'll strive to create lasting impact for children and their communities, to empower boys and girls to challenge the gender norms holding them back, and we'll continue to amplify the voices of girls and young women around the globe. Because a better now for her means a better future for everyone.

Thank you for always standing with us.

Susanne Legena
CEO, Plan International Australia

LETTER FROM THE CHAIR



In my seven years as the Chair of Plan International Australia, I've seen this incredible organisation undergo many transitions and achieve many great things.

In our last Annual Report we pledged to continue our work towards a more equal world, and to ensure policy and practice better reflect the unique challenges faced by adolescent girls. Looking back on our achievements this year, I can confidently say we've done just that.

We were quick to respond to disasters, providing emergency relief and ongoing support in Sulawesi, Mozambique, Zimbabwe, and Malawi. We grew our research around the impact on girls in emergencies. We released a ground-breaking youth-led report and saw our Solomon Islands Youth Champions campaigning for girls' education. Across the organisation, we honed our focus on girls and continued addressing gender inequalities. We reached 29,568 children and their communities through Child Sponsorship. And closer to home, we nurtured our partnership with Goṅ-Däl Aboriginal Corporation, and saw our volunteer Youth Activists leading engagements with key decision makers in Sydney and Melbourne to create safer cities for everyone.

The end of this financial year marked the completion of our three-year strategy, and reflecting on the achievements inside this report, it's important to acknowledge the context in which that progress was made.

It has been an incredibly difficult fundraising environment with continued declines in the contribution by the Australian Government to overseas aid and development, and an ever increasing competition for the charity dollar from multiple worthy organisations in Australia.

This is why I never take a single dollar contributed to our work for children for granted and why our financial results for this year, while not where we want or need them to be, are tracking in the right direction. The financial outcome for 2019 is an improvement on the previous year. We're seeing changes in the recent trend of deficits and we're establishing a positive trajectory towards surplus.

We have steadily been working to bring our budget back in to balance and made

some difficult decisions this year to right-size our organisation, tighten controls and find efficiencies wherever we could. We know that to have lasting impact or achieve any kind of long-term change we need to maintain ongoing financial sustainability and that is what we are committed to doing.

At the Board of Directors table this year, we were sad to say goodbye to Brian Babington who has made an incredible contribution to Plan International, both in Australia and at the international level as a long-standing member of the International Programme Committee.

But with goodbyes also comes renewal. We've welcomed some incredibly talented new board members, Louise Eyres, Anita George and Tim Lo Surdo, each with unique skills and expertise, that will no doubt help us navigate our next strategy – you'll meet them on pg 41.

One of the things that sets Plan International apart from other organisations is the way we work with local partners. We conduct research and collaborate with the communities we're working with, to identify the changes they'd like to see. We amplify the voices of those we work with, because they can speak for themselves. And we learn and adapt to achieve the greatest impact.

This approach has been particularly evident in our ever-evolving partnership with Goṅ-Däl Aboriginal Corporation, and this year we've made sure that our work in North East Arnhem Land reflects our commitment to reconciliation by implementing a Reconciliation Action Plan, which you'll hear more about on pg 14.

Going into our new strategy, we've acknowledged the need to work with men and boys at a deeper level to continue challenging the gender norms that hold everyone back. We'll continue working towards our vision for a more equal world, ensuring children's needs are met and girls' voices are heard, and as always, we thank you for making all of this possible.

We couldn't do this work without you.

Gerry Hueston
Chair, Plan International Australia

OUR STRATEGY

This year, we came to the end of our 2017-2019 strategy 'Creating New Value'. While we've achieved much during this strategic period, we have also had to learn and adapt to the times. Our focus for the next strategic period is on maintaining our impact, promoting gender equality and securing financial sustainability for the long term, so that we can continue to have lasting impact.

Our Impact

Australia, the Pacific and Globally

- Our program in North East Arnhem Land has established a strong partnership with the Goj-Däl Aboriginal Corporation, and supported them to provide a voice and services to homeland communities in this region. Training and school based activities have assisted children and young people to access educational services to enhance their life opportunities.
- We've expanded our programs in the Pacific, with new grant-funded programs being initiated in Bougainville and New Ireland in Papua New Guinea, and Disaster Ready programs starting up in Fiji. Existing programs in PNG have already provided sexual and reproductive services to vulnerable young people in Bougainville, and our *Safer Cities* Program in the Solomon Islands has engaged city authorities to introduce safety measures for girls in Honiara.
- We've led two areas of global leadership within Plan International – Early Childhood Development and Youth Economic Empowerment – expanding services and support to vulnerable children and young people, particularly girls and young women, across a number of countries including Sri Lanka, Vietnam, and Myanmar.
- Our Disaster Management Programs provided life-saving support to highly vulnerable girls and boys affected by disasters in Myanmar, Bangladesh, Indonesia, South Sudan and Zimbabwe.
- Our food and livelihood programs provided school based meals and take home rations

to 288,000 children in Cambodia and South Sudan, emergency food rations to 292,000 vulnerable people in Myanmar and South Sudan, and livelihood support to 84,000 people in Zimbabwe and South Sudan.

- Our multi-country *Water4Women* programs have supported women in Indonesia and Solomon Islands to enhance their leadership in accessing water and sanitation services, and provide a healthy environment for young children to thrive in their communities.

Combining advocacy and programming

- We worked with adolescent girls in the Solomon Islands to research their experiences and opinions about accessing secondary education. In a country where less than 1 in 10 girls complete secondary school, this ground-breaking research has taken a participatory approach that puts the underrepresented voice of girls at the centre. Our Youth Champions in the Solomon Islands are using this research to advocate with their government to change education policies so that all young people have the chance to complete secondary school.
- We partnered with Plan International Uganda to support girls and young women to lead a campaign for improved city safety in Kampala. The solidarity campaign led to significant commitments from the Kampala Capital City Authority to make changes such as improving lighting and street naming, ensuring buildings meet accessibility standards, and running a public awareness campaign to change attitudes around street harassment.
- We analysed the Australian Government's aid strategies and investment plans to identify how Australian aid is supporting adolescent girls. This resulted in a new report, *It's Our Time*, which highlighted the gaps in support for adolescent girls, and profiled the success Plan International Australia has had through its programs. Our ongoing advocacy has been successful in influencing the Department of Foreign Affairs and Trade (DFAT) to review and strengthen its support for adolescent girls through Australia's aid program.



Young women take part in a Satefy Walk in Honiara, Solomon Islands, to show which places in their community make them feel safe and unsafe.

- We joined more than 160 organisations in the Kids Off Nauru campaign. The campaign was successful in ensuring all children were removed from offshore processing facilities in Nauru, and generated unprecedented support and awareness amongst the Australian public regarding the rights of children who are refugees.

Programs that transform the world for girls

- Our *Gender Based Violence* program in Lebanon supported girls and young women to cope with the trauma of violence and displacement, and helped them to develop coping strategies and resilience.
- Our *Safer Cities* programs in Vietnam, Uganda, Solomon Islands, and Myanmar have helped girls and young women to access more opportunities by improving their safety in urban settings.

Leading a global movement for girls

- We recruited a new cohort of volunteers for our *Youth Activist Series*. After a competitive selection process, 10 activists from NSW and Victoria were selected, ranging in age from 16 to 24 and representing diverse cultural and linguistic backgrounds. The Youth Activists have undertaken media and advocacy training, and have been working alongside Plan International Australia to campaign for gender justice and equality.
- We released new research into city safety for girls in Sydney, Kampala, Delhi, Madrid and Lima. Our report, *Unsafe in the City*, contained the world's largest crowdsourced data set about street harassment, and became the centrepiece of Plan International's global advocacy and communications around International Day

of the Girl. In Australia, the research and advocacy led to positive commitments from the NSW state government, city councils, transport providers and businesses.

Adding Value

New value for our private supporters

- In 2019 we launched a monthly e-newsletter and *Ubuntu*, our new flagship magazine, enabling us to engage with our community of supporters more regularly and keep them up-to-date with the life changing work their support makes possible around the world.
- We saw successful take up of *Change for Girls*, a new way for supporters to contribute on a monthly basis.
- We continued building our campaigning activity to offer more opportunities for the Australian public to be a part of the movement for girls' rights, like our *Safer Cities* solidarity campaign in Uganda and our Solomon Islands campaign for girls' education.
- Through the implementation of supporter contact preferences, we have given our supporters even more choice as to how and when we interact with them.

New innovation for institutional supporters

- We have continued to pave the way when it comes to best practice in emergency response, building on our research into the impacts on girls in emergencies, with the fourth instalment in the *Adolescent Girls in Crisis* series, *Voices from Beirut*. We are using such research to inform our responses and change our practice.

Value from strategic alliances and partnerships

- We've championed working with local organisations and partners, and in the Pacific we have seen the benefits of local expertise in our programming.
- We continue to work with others in the sector on innovations, including a way to combine our efforts in times of crisis, ensuring funds reach those who need it most.

Exploring new social enterprises

- While we have not commenced a social enterprise as such, we have developed innovative technological solutions such as the Youth Employment Solutions (YES) platform. Through this platform we can conduct labour market scans, and utilise TESSA (Training and Employment Support Services Assistant), a chat-bot assisted CV builder that uses artificial intelligence. We are expecting to deploy these solutions with partners in the Pacific.

Communicating our excitement

- We led significant community engagement efforts to promote gender equality, using research, communications and campaigning to spark public discussions on issues such as girls' leadership ambitions around the world; online harassment and abuse of women in sport; and the role of men and boys in supporting girls' safety in public spaces.
- Plan International Australia was mentioned in the media 3,564 times. This was double last year's result, reaching a combined audience of more than 3.2 billion, raising awareness and support for our work and building a greater understanding of the challenges faced by children and girls around the globe.
- Our Ambassadors generously gave their time and voice to support our work. Author Benjamin Law came on board as a new Ambassador, while Jan Fran helped to drive awareness around city safety by hosting our podcast *Sexism and the City*. Parenting expert Steve Biddulph shared information about our programs and fundraising appeals with his community of supporters.

Leading digital experiences

- In December, we launched the podcast *Sexism and the City*, hosted by Jan Fran that dealt with issues around sexism and harassment. This reached the top of its

category at launch and has been listened to by people across the world, helping promote our work and the challenges that girls face in cities globally.

- Following the success of our *Sexism and the City* podcast, independent media and creative advertising agency Cummins & Partners created a pro bono campaign to raise awareness around helping women feel safer when walking alone at night. The campaign was promoted on Spotify and achieved significant engagement and awareness.
- We added BPay, along with PayPal as alternative payment options. Both have proven to be trusted methods for donations and payments.

The culture, curiosity, capability and creativity of our people

- We invested in building the capability of our staff through coaching tools and training programs, covering areas including safety for women in the field, people leadership, diversity and inclusion training, child safeguarding, and workplace sexual harassment and discrimination.
- We created and updated policies for greater alignment with our values including Talent Acquisition, Harassment, Sexual Misconduct, Bullying and Discrimination, and Complaints Handling and Whistle Blowing.
- We built upon our commitment to ensure a safe, equitable and inclusive workplace culture through all-staff training, improved recruitment practices, a pay equity review, a new two-year Gender Equality and Social Inclusion Action Plan, an accessibility audit and drafting a Reconciliation Action Plan.

MONITORING, EVALUATION AND LEARNING



Children pump water from a borehole constructed by Plan International in Ghana.

As part of our commitment to continued learning and improvement in our work, Plan International Australia undertakes annual reviews across our program portfolio, to identify areas of strength, those in need of improvement, and to share learning across the organisation.

The 2018 annual review focused on assessing how inclusive particular projects are, and to what extent they help to break down the underlying attitudes, behaviours and structures that prevent girls in particular from reaching their full potential.

This assessment was both timely and relevant, because it occurred alongside the development of our next strategic plan, which will also continue to strengthen the organisational focus on inclusive programs that have gender equality at their heart.

The review found that our programs were consistently targeting both boys and girls, fostering equal participation within the programs and achieving improvements in girls' and women's status, particularly in their households.

It also highlighted our excellent track record in developing influential practice models and research that has contributed to equal and inclusive outcomes in a range of sectors and beyond our own projects. For example, our Gender and WASH Monitoring Tool has not only been used to explore and monitor gender relations in Plan International's WASH projects – it has also been referenced and used by a range of WASH stakeholders, including the Vietnam Government, DFAT's Water for Women Fund and the strategies of other international NGOs.

Some valuable learnings taken from the review were that we need to strengthen our

programming targeting men and boys, and deepen our work around gender norms and behaviour change across Plan International.

As part of our efforts to ensure evidence-based programming, 2019 saw us integrating the findings of key evaluations and research into our practice.

For example, we supported the design of a new program in Ethiopia and Uganda, aimed at improving the lives of South Sudanese refugees, especially adolescent girls and young women.

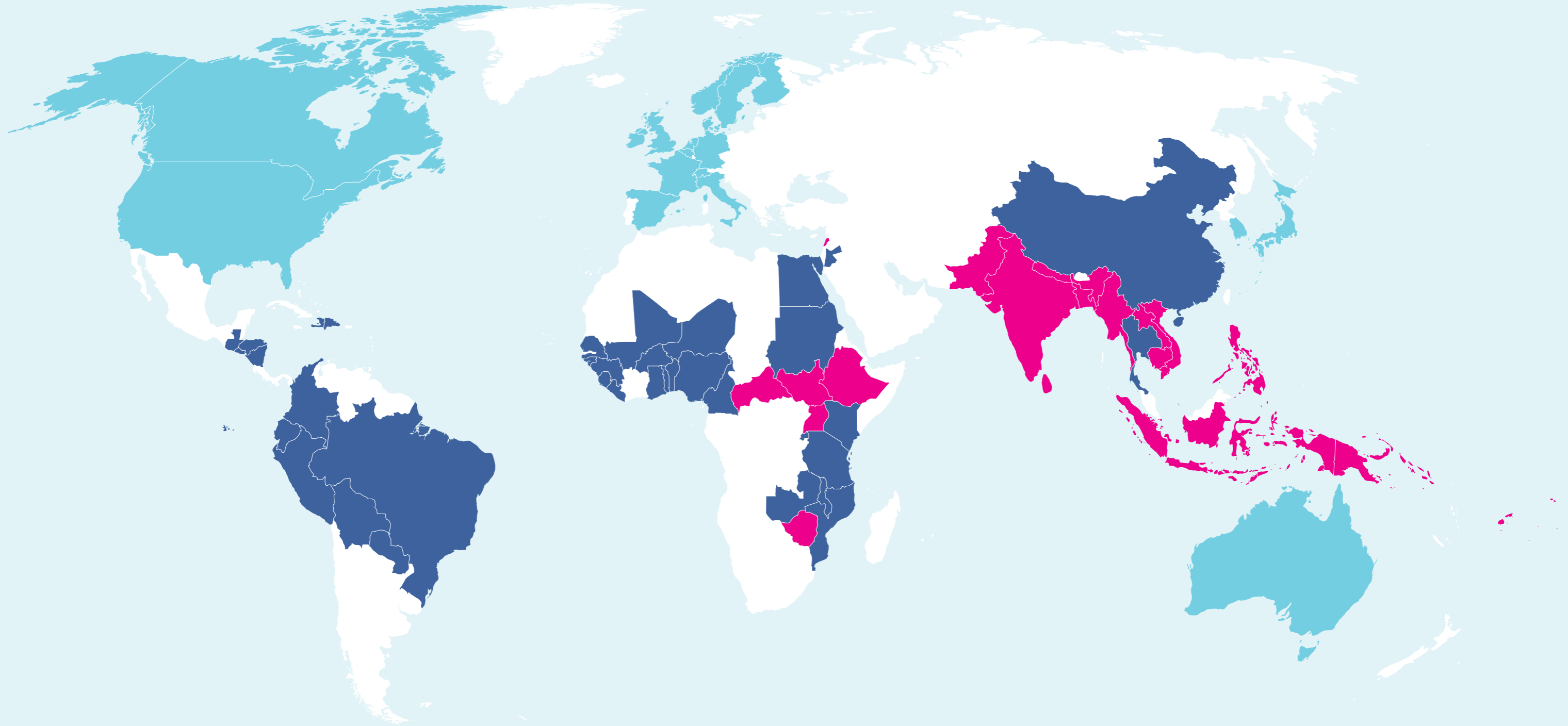
The program design was based on the findings of our *Adolescent Girls in Crisis* research report series and thorough scoping work with girls and women living in refugee and host communities in Ethiopia and Uganda.

In Bougainville, we supported an extensive scoping exercise, involving more than 500 adolescent girls and boys and young women and men, which focused on young people's experiences with education, work and decision-making, as well as their perceptions around gender roles in households and communities.

A thorough evaluation of Plan International's Sexual and Reproductive Health programming was also conducted in 2019 and combined with the scoping data, formed the basis of Plan International's new Youth Empowerment Program in the Central Region of Bougainville. The program will aim to ensure young people are empowered to make better choices and influence their environment in order to lead safe, healthy and productive lives.

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

WHERE WE WORK



Plan International works in more than 75 countries towards a just world that advances children’s rights and equality for girls. Our Australian-managed programs assist children in more than 25 countries, and child sponsorship funds support programs across the Federation.

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

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

OUR AUSTRALIAN PROGRAM

Plan International Australia supporters would be aware that we have been spending time exploring the value we may be able to bring to selected Indigenous communities in and around the Miyarrka (Arnhem Bay) region of East Arnhem Land in the Northern Territory (NT).

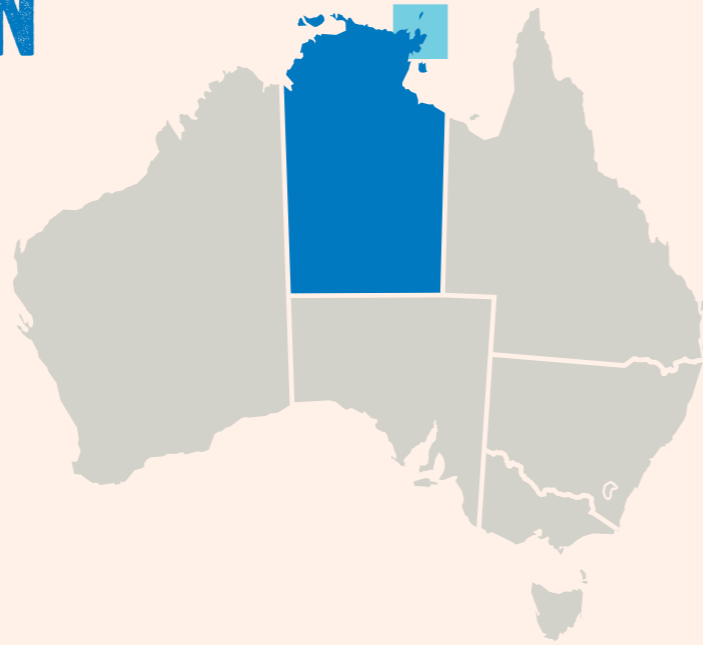
For the past two years Adam Greig, our northern Australia advisor, has been living and working with communities in this area. His immersion in local community life has allowed us to participate in conversations around what is happening in homelands, to consider where we might add value and most importantly, to foster a relationship built on mutual trust and collaboration.

Importantly, we were originally invited into these communities through our connections with the Rotary Club of Melbourne. Rotary Melbourne has a long-standing relationship with homelands in this region through their support for the work of acclaimed anthropologist Neville White.

Plan International always takes a long view in working with communities. A strong and sustainable local partner with income of their own and robust governance was important for our long-term program presence and capacity to deliver for children and young people over time.

Over the last 12 months, we have identified Goṇ-Däl Aboriginal Corporation (GDAC) as a well-suited long-term partner, and we have transitioned from working beside to working *with* GDAC. This natural evolution has occurred because Plan International Australia has prioritised the communities GDAC was primarily established to serve: the very remote Yolṇu homelands surrounding the small township of Gapuwiyak in North East Arnhem Land.

We were working together so closely that we seconded Adam to GDAC to help them progress a range of pressing issues. These included the development of their strategic plan, applying for government service contracts and infrastructure grants, and negotiating with government agencies and the other corporations working in the region.



We are proud to say that Adam's time with GDAC has helped the corporation to develop two businesses that are now generating enough income to employ a manager, as well as to successfully pursue a range of opportunities. These include acquiring a major infrastructure grant for combined adult education and business incubation facilities across Gapuwiyak and Homelands, a sub-contract to provide activities in Homelands for the Commonwealth's Community Development Program (CDP), and work with the NT Government to facilitate their local decision-making policy and process.

In a surprising but welcome development and after expressing our support for a NT Government funded teacher at the Donydji Homeland school, the new principal made a contractual offer to Adam to resume his teaching position in Donydji. Since August, Adam has been working alongside local Yolṇu teacher Joanne Yindirri, teaching four days a week and working for Plan International Australia and GDAC one day a week.

We are pleased to report that strengthening the school has supported families to return to Donydji and tripled attendance. It is wonderful seeing Adam in his classroom element and we appreciate his personal commitment to the young people of the region.



Our CEO Susanne learns the art of weaving from Joanne, a teacher at the local school in the homeland of Donydji. Her art is sold through the Gapuwiyak Culture and Arts Centre.

Partnering with Goṇ-Däl

Being invited into a community is always a privilege, and this year Plan International Australia and Goṇ-Däl Aboriginal Corporation (GDAC) recognised and formalised our mutually beneficial and productive working relationship, by signing an agreement to work together for the benefit of all Yolṇu clans and people living in and around the Miyarrka (Arnhem Bay) region of North East Arnhem Land.

The agreement was first signed in Melbourne in June following a celebratory art exhibition on Wurundjeri land, 'Napurr dhu Gurrpanmirr Dhuwal Miny'tji – Sharing Our Designs and Patterns', which featured Yolṇu artists, and introduced and launched the partnership between Plan International Australia and GDAC.

It was signed again during a visit by Plan International Australia's leadership team to Arnhem land in September, on Yolṇu land in Raymangirr and Yalakun homelands. In making this agreement, we confirmed our efforts together will be guided by the intersection

of GDAC and Yolṇu values, aspirations and priorities, and Plan International Australia values, priorities and areas of expertise.

We have made a conscious effort to play a supporting role to GDAC. Yolṇu voices will be the first heard on issues relating to their well-being, and Yolṇu people, through their corporation, will continue to drive our partnership. We recognise that the benefits of living and learning on homelands are heavily interdependent on the economic development of these wonderful communities, and our interest in GDAC's Lifelong Learning strategic priority will continue alongside our support for this.

Looking to the future, there is no doubt the partnership will continue to evolve. We will continue supporting GDAC to build its capacity so the corporation can enable homelands communities to develop and prosper for the benefit of Yolṇu families, young people and children, especially girls, to 'learn, lead, decide and thrive'.

Desley visits the beach in the small homeland of Yalakun. She is the niece of Yangjipuy, a GDAC board member.



Goŋ-Ḍäl Aboriginal Corporation

Goŋ-Ḍäl Aboriginal Corporation is a social enterprise and registered charity based in Gapuwiyak, a remote town in North East Arnhem land, Northern Territory. GDAC's vision is: Yolŋu peoples living culturally strong, healthy, self-determined and economically independent lives in Homelands and Gapuwiyak.

Their strategies for achieving this vision are:

1. Developing businesses, enterprises, industry, learning and employment pathways
2. Delivering and leveraging government services and programs
3. Building alliances and partnerships

Significantly, the corporation takes its name from a warrior and Ḍalkarra (Ceremonial Leader and a Law Man of the highest authority for Yirritja Clans). He was given the familiar name of 'Goŋ-Ḍäl' by his brothers because he displayed these qualities in everything that he did. 'Goŋ' means hand and 'Ḍäl' means strong, firm, and steady. Throughout his life, Goŋ-Ḍäl worked tirelessly to unify Yolŋu clans. The roots of the corporation come from the work, skills and leadership of Goŋ-Ḍäl and the other men and women who were the founders of Gapuwiyak and Homelands communities; and its inspiration from their vision for self-determination. For more information visit: <https://gongdal.com.au>

Homelands are places of strength, opportunity and safety

Homelands are places where members of related clan groups choose to live on their traditional land within a foundation of Yolŋu law, away from the issues and problems in the bigger town communities.

In homelands, Yolŋu people have strong spiritual connection to their land, Yolŋu law, and cultural values, knowledge and practices, meaning they retain a far higher degree of

autonomy. By living on and managing their own clan lands, resources and affairs, Yolŋu people have greater power to make decisions affecting their lives, and more opportunities for economic development and reducing dependence on government. The result of this is a healthier, happier and safer living environment for elders, families, children and young people.

Reference: laynhapuy.com.au/our-homelands

Our commitment to reconciliation

The journey toward reconciliation with Indigenous Australia is one that Plan International Australia takes very seriously, and is reflected not only in our work with GDAC, but through the implementation of a 'Reflect' Reconciliation Action Plan (RAP).

Led by a core group of dedicated staff, we've explored partnerships and relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and how we can contribute to this.

A number of initiatives and activities have been undertaken to increase cultural awareness within the organisation and we've highlighted the significance of key awareness days such as Close the Gap, National Reconciliation Week and NAIDOC Week amongst staff and via our social media channels.

On January 26, Plan International Australia gives employees the opportunity to show solidarity with Aboriginal and Torres Strait Islander communities by not recognising the public holiday and opting to work instead.

Increasing internal cultural awareness and competency through training is also an important initiative and earlier this year a group of 15 employees attended an all-day session at the Koori Heritage Trust. The RAP Working Group are currently exploring options for this type of training to be available to all staff in 2020.



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 Inclusive Education, Early Childhood Development, and Youth Economic Empowerment.

Following the earthquake and tsunami, a girl in Sulawesi, Indonesia receives a back-to-school kit. This kit helps children to return to the classroom and helps restore a sense of stability in their lives.

LEARN

STRONGER TOGETHER

STANDING WITH GIRLS FOR THEIR RIGHT TO AN EDUCATION

In the Solomon Islands, ninety-three per cent of girls do not graduate high school. We've been working with adolescent girls across three locations to influence policy change so that all girls can complete their secondary education and reach their full potential.

“What makes it hard for all young women and girls in the Solomon Islands to have the chance to go to and complete secondary school or have a second chance to complete informal education? What are the stumbling blocks or barriers?”

This was the research question, co-designed with adolescent girls in the Solomon Islands, that would lead to *Our Education, Our Future* and *Stronger Together*, the two groundbreaking youth-led reports Plan International Australia launched in June this year.

In keeping with our commitment to amplify girls' voices, these reports were *their* research, *their* voice, and *their* call for change. The photographs featured in the reports were captured by adolescent girls using a Photovoice approach, and represent the barriers that prevent them from accessing and completing their secondary education, as well as the changes they want to see.

The barriers include:

- School fees
- Relationships, marriage and early pregnancy forcing girls out of school
- Difficulty travelling to school
- Culture
- Family problems
- Bullying and peer pressure
- Lack of quality education and inclusive infrastructure
- Lack of disability inclusive education

The girls received training to capture reality, symbolic and arranged scene photographs, and then spent a week creating, taking and captioning the photos that appear in the reports.

Three months later, the girls viewed and commented on the draft report and validated the findings and policy recommendations.

Our Education, Our Future provides a policy and contextual analysis to the adolescent girls' report, *Stronger Together*. Of all the barriers identified in the report, schools fees was deemed the biggest individual barrier.

The report calls on governments, donors, schools, communities and families to create the conditions that will bring about transformative change in the lives of adolescent girls, by removing these barriers and allowing them to complete their secondary education.

“Above all, we want you to respect adolescent girls and listen to what we have to say. We want there to be gender equality in Solomon Islands – and especially for all girls to be able to be in, and complete, secondary school so that we can be role models and leaders of the future.”

— Youth Champions Elizabeth (21), Elima (21) and Aroma (17) addressed the audience at the launch of the report

Our Solomon Islands Youth Champions, Elizabeth, Aroma, Katrina, Margareth and Elima officially launched the report in the Solomon Islands at an event attended by more than 50 guests, including officials from government ministries, representatives from the Youth Parliament, Australian and New Zealand High Commissions, UN Women, the National Education Board, civil society organisations, disability organisations and other international non-government organisations.

The Youth Champions are now working with the Ministry of Education to improve girls' education, and thousands of Australians have signed an open letter in support of their campaign to change the policy around school fees, to help more girls complete high school.

“This photo shows how girls get tired, sweaty and hungry before we reach school because we have to walk so far to school.”

This image was created, taken and captioned by adolescent girls from the Solomon Islands.



What is the Photovoice approach?

Photographs taken using the Photovoice approach aim to represent the realities of the photographer's life, in this case an adolescent girl in the Solomon Islands. The photos are captioned by the photographer and used to convey their reality to policy and decision-makers, to create social change.

This is an effective approach because seeing what someone else sees is often more powerful than simply being told about it, and it is hard to deny reality when faced with a visual representation of someone's lived experience.

LEADERS IN EARLY CHILDHOOD

When it comes to the Early Childhood Care and Development (ECCD) space, we're leading the way within Plan International globally. This year, thanks to our generous supporters, we've been working in Myanmar to address inequalities during childhood and beyond, providing parents with the information they need to give their child the best possible start in life.

Early childhood – up to the age of eight – is the most important developmental phase in a person's life. In these early years – especially the first 1000 days when a child's brain development is at its most rapid – foundations are laid that are critical for future wellbeing and resilience, mental and physical health, intellectual progress and social interaction.

However, around the world millions of children are denied the start to life they deserve. Poverty, conflict, disaster and disability can impact a child's ability to thrive, and so can being a girl.

A preference for sons, which occurs in many parts of the world, sees girls especially at risk during early childhood and this can translate to girls being prioritised last, underfed and undernourished, neglected and not provided with adequate health care.

As the Early Childhood Care and Development lead within our global organisation, Plan International Australia is working to put a stop to this cycle, so that all children can survive and thrive.

When children are healthy and well cared for, they're more likely to complete their education on time, learn essential life skills and enjoy lifelong good health. In turn, their own children are advantaged and are able to break the inequality cycle.

We're collaborating with local partners around the globe, supporting them to start parenting groups in their communities, breaking down gender norms by engaging with mothers, fathers and influential community members.

For example, in Myanmar, we've been working in Central Rakhine State – one of the country's most disadvantaged regions – to improve early childhood wellbeing and strengthen policy and practice around early childhood.

Working with local communities, we've established eight parenting groups this year, reaching more than 187 parents, and groups established earlier in the project continue to meet in 30 villages.

The parenting groups support fathers to be emotionally and practically engaged in their child's upbringing and ensures both parents have access to the tools and education they need to end the cycle that disadvantages girls from birth. This can include breastfeeding support, the importance of nutrition and food hygiene, tracking children's progress and learning how to engage in stimulating care and play for their child's brain development.

In Rakhine State, we're piloting an adapted curriculum in the parenting groups, which includes content relevant to conflict-affected settings, equipping parents with tools to cope with stress, help children deal with trauma and assist them to identify sources of support.

Early Childhood Care and Development is a foundation for achieving many of the Sustainable Development Goals, and governments and decision makers must prioritise it in order to achieve them by 2030.

As a global organisation, we work across many different areas, but resourcing these areas to create the most impact can be a challenge.



Parents attend a parenting group session in Myanmar. These groups will be replicated in Rakhine state, where community members are impacted by conflict and insecurity. Recognising this, the parenting groups will have a strong focus on parental coping strategies, psychosocial support and developing support networks.

“I know better how to protect my daughter and apply my knowledge practically in my house. The more time I spend with my daughter by playing and reading stories, the more we are getting closer.”

That's why, across the entire organisation the decision was made to focus our vision and champion six areas of global distinctiveness. With our pivot to focus on girls' rights, these areas outline clear investment priorities for ensuring a gender equality lens is applied to our work.

The following six areas were agreed upon in Plan International's global strategy:

- Inclusive quality education
- Skills and opportunities for youth employment and entrepreneurship
- Girls, boys and youth as active leaders of change
- Sexual and reproductive health and rights
- Early childhood care and development
- Gender responsive child protection

Plan International Australia is leading the way within Plan International globally, by developing ECCD models that work, and can be replicated and shared for best practice.

Mother of one, Than Than Oo says she had little knowledge of child rights and development, but since joining a Plan International-supported parenting group, she's noticed positive changes in her relationship with her four-year-old daughter.

“I have good understanding about child rights and importance of care and development,” she says. “Now my parenting is changing and is kinder than before. [My daughter] said that she was very happy playing together with me. That made me very happy because she never mentioned that before.”

Globally

53,357 PEOPLE

benefitted from Early Childhood Care and Development (ECCD) and Education programs

14,616 GIRLS AND 12,443 BOYS

were reached

In Rakhine State

560 CHILDREN

are now attending playgroups

188 PARENTS

attended the eight parentings groups that were established

79 PEOPLE

attended awareness raising sessions on child safeguarding, protection and reporting

FREE TO BE

Our Safer Cities work has evolved in amazing ways over the last four years and looking back we have seen some incredible outcomes and progress as a result.

For the first time in history, more people inhabit urban areas than rural ones and while cities are meccas for opportunity, they are home to high levels of violence and harassment too.

The fear of violence robs girls of their ability to move freely in their own city and excludes them from fully participating in a society that they have every right to enjoy safely.

For the last four years, we've been working with our volunteer Youth Activists, young people, community leaders, governments and transport bodies, campaigning for policy and practice change and challenging attitudes and behaviours towards women and girls, to make cities safer for everyone.

In 2016, we adapted elements of our global *Safer Cities for Girls* program in Melbourne through the development of *Free to Be*, an interactive digital online map, which allowed girls to share areas where they do and don't feel safe in their cities. After testing the project in Melbourne, we worked with young women and Plan International globally, to implement the project in five cities around the world – Sydney, Lima, Kampala, Delhi and Madrid.

Monash University helped us analyse the data from the five cities, and the findings then became the basis for Plan International's *State of the World's Girls* report, which we released on International Day of the Girl in October 2018.

Coinciding the report launch with the biggest day on our calendar allowed us to shine a light on street harassment, bringing widespread attention to the scale, frequency and impact it has on girls and the need for law, policy and behaviour change, to increase girls' participation in public spaces.

Leading up to and following the launch, we worked with young women in several of the cities, running campaigns and engaging in direct advocacy with decision-makers to see the recommendations of the report fully implemented.

City authorities reported how powerful the voices of our Youth Activists were in bringing the often hidden issue of street harassment to life, and many authorities have welcomed the



Youth Activists lead a Girls' Safety Walk in Sydney.

contribution of young women and girls in the design of public spaces in their cities.

Following our Youth Activist led Girls' Walks in Sydney and Melbourne, Metro Trains, the Greater Sydney Commission and the NSW Government Architect pledged to support the elimination of street harassment, taking meaningful steps to integrate our recommendations into their practice.

Internationally, the project has also seen successful results – we worked closely with Plan International Uganda and *Safer Cities* Kampala Youth Advocates to develop a solidarity campaign based on the recommendations. After receiving the Youth Advocates' asks regarding improved lighting, signage for streets and the need for a public awareness campaign about the impact of street harassment on girls, the Kampala Capital City Authority recognised the need for change and agreed to implement the requests – an excellent result!

Cities aren't usually designed with the insights of women and girls, yet they use them equally. Thanks to *Free to Be*, for the first time, clear and powerful data on the safety and inclusion of girls and young women is available, and the combination of the data, and girls' stories provides valuable evidence for decision makers, service providers and city advocates, when it comes to addressing the harassment of girls and women in public spaces.

We're continuing to work with stakeholders in Melbourne and Sydney to ensure they are committed to implementing the recommendations. Globally the *Safer Cities for Girls* program has seen great success – in Vietnam, the program saw the issue of girls' safety formally included in the Government's Gender Bureau and Women's Union action plans and budgets, and the program is growing and continues to address gender based violence and street harassment all over the world.

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.

Ayalnesh, 32, helped stop her niece, Yekaba from being forced to marry at the age of 12 in Ethiopia.

LEAD

BUILDING RESILIENCE

Over the course of Plan International's 80 year history, we've seen how a lack of resources, poverty and crisis can amplify the inequalities faced by girls and the vulnerability of all children. This year, we've been working in urban settings to ensure that children and their communities are protected, prepared and resilient in the face of these challenges.

During emergencies, children are especially at risk, particularly if they haven't been included in conversations and training on safety in emergency and early warning signals for disaster. Knowing how to protect oneself in these situations can mean the difference between life and death.

In June this year, we successfully completed our *Youth in Action* project in Indonesia along with the *Build Up - Building Urban Resilience Among Vulnerable Communities* project in the Philippines.

Spanning two years, the projects revolved around capacity building within urban communities, with a focus on strengthening a community's ability to assess safety risks and protect themselves during a disaster.

In Manila, *Build Up* sought to promote children's rights and safety, the inclusion and engagement of children and young people in decision making and city planning, and to prepare all members of the community in coping with disaster.

Working with marginalised communities in West and East Jakarta, the *Youth in Action* project had similar objectives, with the addition of community resilience building in the face of climate change.



23-year-old Jen now trains young people in Disaster Risk and Resilience (DRR) and girls' advocacy.

23-year-old Plan International Philippines Youth Leader Jen (pictured above) participated in training through the *Build Up* project and now works with young people, engaging them in activities and education campaigns on Disaster Risk and Resilience (DRR) and girls' advocacy.

Before getting involved with Plan International, Jen had been forced to leave school for financial reasons, but she managed to work hard and save money to continue her education. Her desire to be of service to her community drives her to continue working with Plan International, and not only has it had positive outcomes for those she works with, but it's helped Jen develop the confidence to step into a position of leadership too.

"[Plan] really helped [me]. I used to be so shy around people. Through constant attendance to seminars, my confidence level was really built up."

1,754 ADULTS AND 662 CHILDREN

in vulnerable communities in Manila were reached through the project, strengthening their ability to cope in the face of disaster.

50%

of the population in every village has an increased understanding of the importance of including children, girls and women in conversations about safety in disaster.

498 CHILDREN

participated in educational activities related to keeping themselves safe when a disaster strikes.



Participants paint the wall of a mushroom cultivation centre in the Philippines during a resilience-building arts workshop.

What is Child Centred Urban Resilience?

To ensure our programs are designed to address the unique challenges that exist for children and young people in an urban environment, we've developed a framework that guides us to look at the city from their perspective.

Known as the Child Centred Urban Resilience Framework (CCURF), we've employed this approach in projects in Manila, Jakarta and Yangon since 2016.

The framework focuses on four areas, to bring about transformative change in the lives of the most vulnerable and marginalised children and youth. The four areas are:

Sustain Lives

Ensuring life sustaining needs are met – for example, access to health and protective services and education, a safe, reliable water source and the ability to provide for oneself financially. We've been addressing these needs through WASH (Water, Sanitation and Hygiene) projects, child safeguarding measures and vocational training for employment.

Mobilise the Community

Ensuring the community is committed and engaged in child safeguarding. We deliver child protection training to stakeholders and encourage the involvement of children and young people in community development planning, to ensure their voices are heard.

Make Safe Places

Ensuring the safety and needs of children are considered when designing urban spaces and infrastructure, and providing information regarding this in a child-friendly way, for example, through posters or performances.

Promote integration.

Ensuring children are included in emergency preparedness. This includes empowering children to participate and have their voices heard in community development and planning, as well as integrating child and human rights into policies and plans.

ENDING CHILD MARRIAGE

Thanks to your generous support during our 2019 end of financial year appeal, we were able to raise more than \$275,000 towards our work, including to help end child marriage – a contribution that has the potential to be life-changing for many girls, just as it was to Yekaba.

We're committed to creating a more equal world for girls – that means protecting their rights, helping them to stay in school and ensuring they feel safe and in charge of their bodies and their futures. All of these things can help girls avoid the risks associated with child marriage.

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

Your support has had a huge impact in working towards ending the practice. Just last year, Yekaba (13) was able to stop her own marriage with the skills, knowledge and support she received through participating in Plan International's Girls Advocacy Alliance.

Your generosity makes our efforts to combat child marriage possible in other places too. This year in Nepal for example, our global program 18+ (Ending Child, Early and Forced Marriage) empowered girls to avoid marriage, stay in school and make decisions about their future by giving them a space to meet and discuss child rights, sexual and

reproductive health and the negative aspects of child marriage.

19-year-old Sabina (pictured below, right) helped facilitate one of the children's clubs using street drama and theatrical performances to warn against the negative outcomes of child marriage, and her commitment to the cause was successful in stopping a number of child marriages in her community!

And in India, since stopping her own child marriage, 21-year-old Shalini (pictured below, left) has helped more than 2,500 children in her district obtain birth certificates to prevent child marriages. Ending the practice of child marriage is about girls gaining agency over their lives and their choices and Shalini knows that education is one of the surest ways to make that happen.

“If they [girls] are not educated, they won't be able to do any kind of work and they will always have to depend on other people. An educated girl can be independent. They can make their own decisions and they can do things for themselves.”

— Shalini, 21, India



Shalini, 21, is advocating for the end of child marriage in India.



Sabina, 19, is standing up for girls' rights in Nepal.

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.

Yekaba, 13, Ethiopia. With the help of Plan International, Yekaba stopped her own wedding from taking place.

DECIDE

DECIDE

EMPOWERING YOUTH IN BOUGAINVILLE

In our last annual report we introduced you to women and healthcare workers in Bougainville, where we've been working to improve access to sexual, reproductive and maternal health care knowledge and services. After a successful two-year pilot period, we're now in the process of integrating our Adolescent Sexual and Reproductive Health project into a new holistic Youth Empowerment program.

In central Bougainville, we've been training health care workers and engaging with young people to improve their access to maternal health care, sexually transmitted infection (STI) treatment and vital knowledge around safe sex practices.

In close partnership with government health departments and communities, we established a dedicated health clinic within the district hospital, which has seen 665 clients to date, more than half aged between 15–29 years. And local health care workers have also helped to spread awareness and information, delivering community outreach and in-school training around sexual and reproductive health throughout five communities.

Anne, a local community health care worker has seen too many girls trapped and forced into futures they didn't choose. "Some women have a choice about when they have children," she says, "but a lot of women don't. It's like the man is the boss and they want their wives to continue having children – that's how they see it."

To counter this, we've been working to provide all young people with sexual and reproductive health information, particularly those who it may not have been available to in the past, namely young women and girls.

Through the project, we were able to reach and improve the knowledge of 2,800 adolescents and young people and provided 1,400 young people with access to services,



Rayleen, 19, is studying to become a healthcare worker in PNG.

empowering them to claim their rights and make informed decisions about their bodies and their futures.

The project was implemented in partnership with Autonomous Region of Bougainville (ARoB) Department of Health, Department of Education and Department of Community Development, along with upper primary and secondary schools, and the Arawa Health Centre.

Following the success of the pilot, we've now entered an exciting new phase that will see it integrated alongside two other existing projects in Bougainville (Positive Masculinities and Youth Project) to form one comprehensive Youth Empowerment Program.

Together with local development organisations, government agencies and community leaders, the new three-year program will help foster a supportive environment for change, addressing the complex challenges facing young people and empowering them to transform gender norms in their community.



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).

Learn, 20, with her baby daughter Minea in Cambodia.

WE
THRIVE

THE GENDER DATA REVOLUTION

Gender data has the potential to significantly progress our work towards a more equal world and Plan International Australia has been working to build technology that better captures data that can make a difference to girls' lives.

Up until now however, the lack of data on women and girls has hindered efforts to advance gender equality, by not providing a full picture of the barriers holding them back.

Take school attendance amongst girls, for example. All girls have the right to an education, but right now 130 million girls are not in school.

Traditionally, data will tell us these numbers, but what else can it tell us about the ones who aren't? Without all the information – in this

case, adequately measuring how many girls leave school for various reasons, including marriage, pregnancy, sexual violence, school fees, the list goes on – how can we even begin to address the problem?

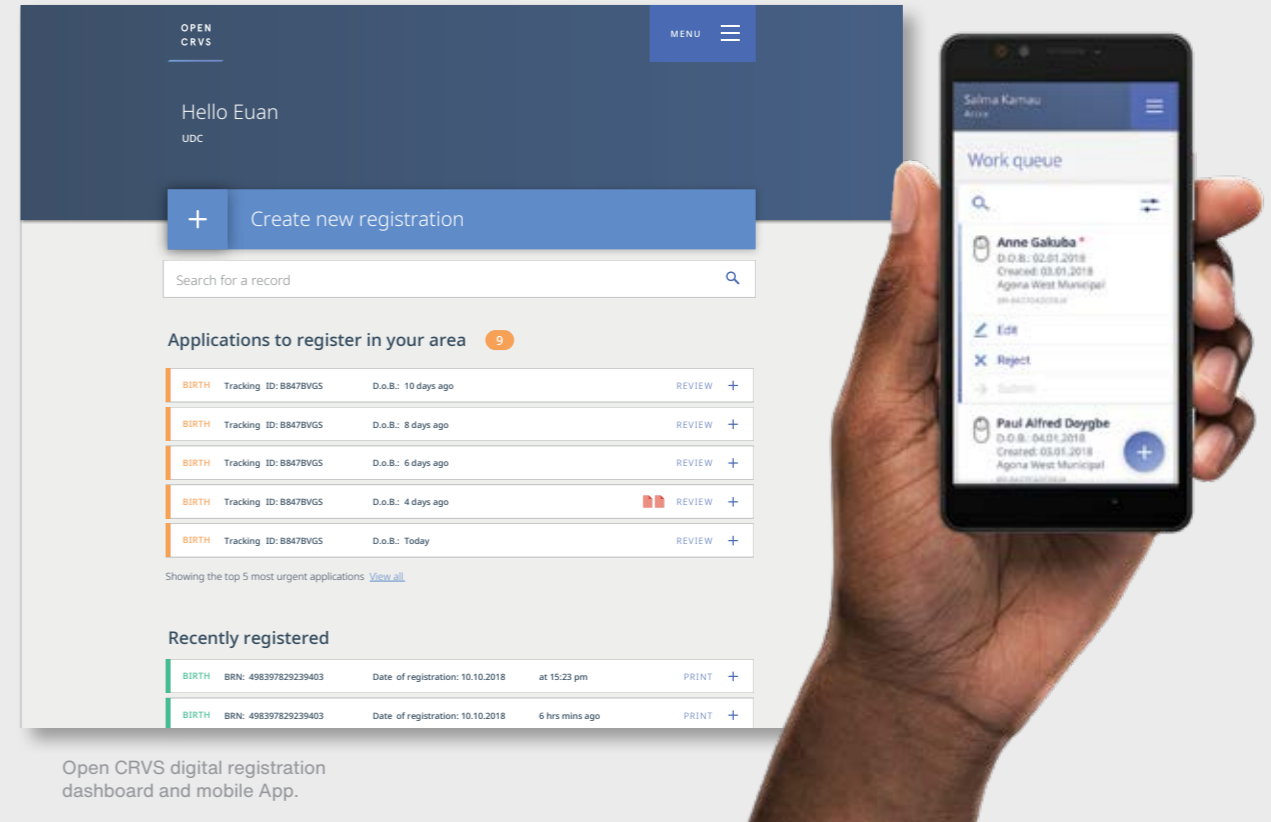
When it comes to data, women and girls are among the most invisible because current data collection fails to reflect the specific challenges they face – and other data relevant to their lives is not being captured at all.

Gender data is essential to creating a more equal world – that's why we're investing in digital technology to better capture valuable data on women and girls, which can in turn provide evidence of the need for funding and policy change.

What is Gender Data?

The term 'gender data' refers to data that adequately reflects differences and reveals inequalities in the situation of girls, boys, women and men.

Mbetsa, a mother from Kenya, receives birth certificates for all of her children.



Open CRVS digital registration dashboard and mobile App.

How can digitising data help?

Digitising enables fast access to live data in real time, it provides visual representation of data making it easier to read and has greater reach, increasing access to information with the potential to cultivate change.

How is Plan International working in the digital data space?

OpenCRVS (Open Civil Registration and Vital Statistics) is the open-source civil registration software product we've developed, to ensure that all children are registered and receive a much needed birth certificate that can protect them from early marriage, child trafficking and child labour.

Civil registration provides individuals with the documentary evidence required for recognition of their legal identity, allowing them to access healthcare, education, employment and social welfare.

OpenCRVS is an efficient way to ensure every individual on the planet is recognised, protected and provided for from birth, and using this data, the system will also standardise the inclusion of women and girls in government decision-making.

In January, OpenCRVS was successfully demonstrated to the Government of Bangladesh and has been formally adopted for trial in two districts in 2020, with a view towards nationwide roll-out.

“Girls and women count, so we need to count them. Data on gender can increase the visibility of girls’ and women’s lives. When we count them and invest in their health, rights and wellbeing, they lift up entire countries – and everybody wins.”

— Katja Iversen, Women Deliver President and CEO

When designed with a gender lens, the CRVS system produces critical evidence for governments to improve policies, services, and protections that address the unique needs of women and girls – for example, if we know where women are dying during childbirth we can provide targeted educational and health services to address the root causes. And this is how data can play a vital role in achieving gender equality.

WASH IN SCHOOLS

Together with our partners at Live & Learn Environmental Education, we're working with schools, communities and health facilities in the Solomon Islands to improve knowledge and practice related to water, sanitation and hygiene (WASH).

In West Guadalcanal province, we're in the second year of our four-and-a-half year project, *New Times, New Targets*, which aims to improve the health and wellbeing of approximately 15,000 Solomon Islanders across 60 rural communities, eight rural health clinics and 22 schools.

Clean, safe and reliable water is not only essential to children's health, but also to their ability to focus and thrive during the school day. Prior to starting work in West Guadalcanal, we found that only 56% of schools we visited had a functioning water supply and 78% of schools don't have separate latrines for girls and boys.

A similar picture exists in rural communities where only 13% of households have access to a toilet.

When sanitation and water is lacking, the impacts are felt by all children but particularly by girls and women, who often bear the brunt of water and sanitation related housework, and need to manage their menstruation.

To address these inequalities, and attain more effective and sustainable water and sanitation outcomes, we're actively involving all people within the community – women, men, marginalised groups and people with disabilities – and ensuring the voices of women and girls are heard in decision making within the *New Times, New Targets* project.

We're working closely with Solomon Islands government staff at the national level, to strengthen water and sanitation policy and standards, specifically addressing gender inequality and closely collaborating with provincial government partners to better budget, monitor and support water and sanitation in communities, schools and clinics.

The project not only instils good habits in children, but also trains teachers and parents to promote and influence good sanitation, hygiene and menstrual health practices too. At a grassroots level, we're working to enable school management, teachers and community leaders to better understand, analyse and improve their water and sanitation infrastructure and practices.

This includes considering the impacts of a changing climate by supporting communities, governments, schools and clinics to better plan for and develop more sustainable and resilient water and sanitation practices.

To further our impact, we are actively gathering evidence and honing our approaches to improving rural water supply and sanitation. We are documenting the lessons and successes and sharing them in a practical way with government, partners and other organisations in the sector within Solomon Islands and the Pacific.

Already we've achieved our first 'open defecation free' community, a key ambition of the project across all 60 communities and we've trained 30 participants from various organisations on our Gender and WASH Monitoring Tool.

Australian Aid



The New Times, New Targets Project is an Australian aid initiative implemented by Plan International Australia in partnership with Live & Learn Environmental Education on behalf of the Australian Government's Water for Women program.

Students at a primary school in West Guadalcanal, Solomon Islands.

PLAN INTERNATIONAL AUSTRALIA

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

14-year-old Khurshida and her family live in one of the largest Rohingya refugee camps in the world. Plan International is working in Cox's Bazar, running youth clubs and education programs, and working to reunite unaccompanied children with their families.

SURVIVE

STANDING WITH SULAWESI

Our supporters were quick to respond in September last year when the coast of Central Sulawesi Province, Indonesia was rocked by a 7.4 magnitude earthquake and tsunami. Since then, thanks to your generosity, we've been able to reach 10,445 children with our emergency response.

Following the earthquake and tsunami in Sulawesi, Plan International distributed hygiene kits, water filters, menstrual hygiene supplies, recreational kits, and educational material around child rights to communities, to raise awareness of the increased risks children and girls face in crisis settings.

Working with local partners, our efforts also included the formation of mobile recreational and child friendly spaces, giving children and young people a safe place to play and learn.

Though our emergency response ended in June this year, the recovery process continues and our colleagues in Indonesia remain in affected areas, supporting rehabilitation and reconstruction.

Around 1,200 schools were damaged during the disaster, and many schools remain closed across the region, indefinitely disrupting children's education and development.

Together with the District Education Office, Plan International has been providing disaster preparedness training for teachers and students, and setting up temporary learning spaces and toilet facilities at schools damaged during the earthquake. This, combined with the distribution of back-to-school kits is restoring a sense of stability in children's lives and allowing them to continue their education.

10,445 CHILDREN

were reached through our emergency response efforts

1,112 BACK-TO-SCHOOL KITS

were distributed

18 CHILD-FRIENDLY SPACES

were formed



A young girl takes part in a drawing activity at a child friendly space in Central Sulawesi.



A Plan International staff member runs a lesson at a child friendly space in Central Sulawesi.



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

The aftermath of the earthquake and tsunami in Palu City, Indonesia.



A young boy showing off his colouring-in. After surviving the trauma and uncertainty of natural disaster, our child friendly spaces provide a safe place for children to be kids again.

SURVIVE

SURVIVE

ADOLESCENT GIRLS IN CRISIS

As our *Adolescent Girls in Crisis* research evolves, so too does our understanding of the impact a crisis has on the lives of girls and women. The fourth instalment in the series, *Voices from Beirut*, draws on learnings from previous reports and applies them to an urban refugee setting in Lebanon, where we've been working to support children, adolescents and young people.

Having welcomed an influx of 1.5 million Syrians and 28,800 Palestinians fleeing the conflict in Syria since 2011, Lebanon is now home to the largest number of refugees per capita in the world, and 50 per cent are children.

Our existing research into crisis settings has shown that everyday inequalities are heightened by violence, poverty and displacement, making children even more vulnerable in these environments. And girls, whose needs and voices aren't often heard, are particularly at risk.

Produced in partnership with Monash University's Gender, Peace and Security research centre, *Voices from Beirut* was released in June, and generated evidence of the risks and challenges faced by adolescent girls aged between 10 and 19, from refugee and vulnerable host communities in Beirut.

The research found that 69% of girls felt unsafe travelling around the city alone during the day and 87% felt unsafe at night. Girls' freedom of movement is greatly restricted by families to protect them, but this further limits their access to services and their ability to socialise with their friends and engage in public life.

The report set out a series of advocacy recommendations aimed at governments

and decision makers, to raise awareness of the unique plight of adolescent girls in urban refugee settings, and ensure their safety, needs and participation are considered and included in community planning processes.

In addition to these recommendations, the report has also helped to inform our work in Lebanon.

This year, together with International Medical Corps (IMC), and in coordination with local authorities and organisations, we established a Youth Empowerment Program. The program includes the provision of psycho-social support to young people in the community along with case management services for survivors of gender-based violence – and we've seen some extremely positive outcomes as a result.

21 groups have been formed as part of the Youth Empowerment Program and participants have reported increased self-esteem and confidence. The program has also seen young men and women working together on various community-based projects, breaking down limiting gender norms and fostering a greater sense of community.

Within the first 12 months of our project with IMC, we reached close to 6,000 children, adolescents and young people in Lebanon (51% of the overall project target) for less than a third of the total project budget.

In its current form, the project will continue until mid-2020 and after that, we're hoping to scale up our activities and involvement in Lebanon and replicate the project in Jordan, ensuring the rights and needs of all children and adolescents are prioritised in both locations.



“Coming here makes me happy. Happiness is not something I have at home.”

— Raghad, 12, from Syria

12-year-old Raghad (pictured above) attends a Plan International supported children's centre for refugees in Lebanon.

Since fleeing Syria, she has been living with her mother and six siblings in a rundown house, and not so long ago she was facing the prospect of being forced out of school to earn money and support the family.

“I have a little sister who was born prematurely and needed a heart operation in a hospital in Beirut.” Raghad explains.

“It cost a lot of money that we now need to pay off. My father doesn't give us any support at all.”

When staff at the children's centre heard about Raghad's concerns, they decided to speak to her mother and offer support, to allow Raghad to continue her education. Our children's centres are a safe space for children like Raghad to make friends, escape their worries and access psychosocial support.

7,117

children, adolescents and young people were reached by the project

4,294

case management consultations were provided in relation to gender based violence and access to other services

30 GROUPS

were established within our Youth Empowerment Program

PARTNERS WITH PURPOSE

Our family of business supporters is growing, with a movement of like-minded businesses using their profit for purpose and their influence to drive change. Here's just some of what they've helped us achieve in the last year.

Australian-owned organic food company **Whole Kids** reached their goal of providing 500,000 nutritious meals to school children in Cambodia as part of Plan International's school feeding program.

MindTribes, who build cultural capability and inclusion in many of Australia's largest companies, donated 10% of their revenue to ensure even the most disadvantaged girls and women can access quality education and decent employment. They're also lending their expertise to review Plan International's gender and cultural diversity in the workplace.

The **Woodside Development Fund** supported an early childhood development project in the Ayerwady region of Myanmar, which worked with mothers and fathers in 50 towns to improve the learning outcomes of their children and help them thrive.

Communications technology specialists **Pyrios** invited their clients and suppliers to a bespoke AFL Grand Final event where they highlighted our work in the Safer Cities space, and invited their networks to join in with their support.

Femeconomy, who champion brands that have significant representation of women in all levels of business, are connecting us to companies committed to working together to achieve gender equality.

Staff at **Study Group International** have raised over \$600,000 since they started supporting us in 2013. Through raffles, cycling tours, movie nights and fun runs, they've supported education projects across the globe that are matched by their Head Office.

Through their workplace giving program, **World Nomads** fund training and mentorship programs to enable women in Sri Lanka to find decent employment or start their own businesses. They also engage their customers to be involved – when someone purchases World Nomads travel insurance they're encouraged to make a micro-donation to support community-development projects around the world.

Micro-donations like this are an incredibly powerful way to build collective impact. E-commerce platform **i=Change** has made it easy for brands such as Kayser, Bird & Knoll, Matea Designs, With Jean, Tully Lou and more to make a donation with every online purchase to support menstrual hygiene education in schools.

Finally, we partnered with **The Growth Faculty** to showcase some truly incredible female leaders. In late 2018 we were thrilled to be part of Nobel Peace Prize winner Malala Yousafzai's tour. Her education activism has inspired a generation of girls both in Australia and in countries where we work. And in 2019 we provided our business network with the opportunity to hear from research professor Brené Brown on the power of vulnerability and new ways of approaching leadership.

Our phenomenal partners, through their financial support, business expertise and generous networks, have helped achieved some amazing things for girls and their communities, and supported Plan International to expand our networks and reach. We can't thank them enough, and look forward to another year of partnerships, innovation and growth.

“Whole Kids have been working with Plan International for over three years now and have a partnership based on our strongly aligned values. We are both striving for a happier, healthier world for kids. In January 2019 we reached our goal of providing 500,000 breakfasts to school children in Cambodia through Plan International's School Feeding Program.”



“We felt so strongly about our project with Plan International and we'd had so many conversations around generational change and how if we challenge mindsets and broaden our children's perspectives, this could translate into children as agents for change.

Accompanied by Plan International, my daughter Chloe and I, along with a small group of young Australian girls and their mothers visited the project we've been supporting in Cambodia and documented our journey through the eyes of the children.

We set off in April and it was the most incredible thing we have done as a business to date. To witness two worlds coming together and seeing these children share a mutual learning experience was amazing, as was seeing how our business is having a real impact. Truly understanding the complete picture of the breadth of Plan International's work is pushing us forward as a business, so we can make this impact bigger and truly use our business to create real and meaningful change in the world.”

—
Monica Meldrum,
Founder, Whole Kids

After spending some time in the Cambodian school's learning garden, the children came together to share stories and knowledge about the different types of food they grow.



40 YEARS OF SUPPORT

Our work is powered by the generosity of supporters around the globe. Here in Australia, our passionate community is committed to building a more equal world where all children can thrive, and for more than 40 years, the Lyngå family have been doing just that.

Canberrans Gösta and Pauline Lyngå first crossed paths with Plan International in the 1970's – they had three young daughters of their own, and began sponsoring two children, one in Ecuador and the other in Burkina Faso.

Passionate advocates for Plan International's work over the decades Gösta and Pauline, with the Canberra Friends of Plan group, hosted scores of events to raise awareness and funds in their local community.

More than 40 years later, their youngest daughter Claire reflects on the family's

sponsorship journey and recalls the excitement of receiving letters from the other side of the world.

Pauline has since passed away, but Claire remembers it was her mother who was the most dedicated to writing letters to the family's sponsored children, even writing some of them in her beginner's Spanish.

"Mum was very interested in global matters and was very aware of how people live in different countries," she shares. "I think she identified what would be a good thing to do to make things better in the world, and then she went about doing it in a fairly uncomplicated, straightforward way."

In 1995, Claire was able to see the work her family supported in Burkina Faso firsthand, when she and her sister Ellen arranged to visit a Plan International supported community as part of their itinerary for a trip to Africa.

Gösta and former sponsored child, Adama in Burkina Faso.



Gösta (left) and Pauline Lyngå (far right) presenting awards at a Canberra fundraising event hosted by Friends of Plan Canberra.



Pauline raising funds and awareness at a Plan International charity stand, in 1995.

“It was very important for me to understand that even though the focus is on the child, you are lifting the whole village, the whole area, everybody is benefiting from the support.”

— Claire Lyngå

Guided by local Plan International community workers, the sisters visited key projects and Claire says she and her sister were glad to see the education projects that were helping girls access jobs, as well as the construction of a maternal health centre.

"There was really a sense that Plan International was achieving a lot in those villages (through supporting) schools, water facilities and health centres," says Claire. "What has always impressed me about Plan International is that there are so many local staff who know the local context. They understand why you can do some things, why you can't do certain things, what is appropriate. There was an integrity to the people we met."

While there, the sisters had the opportunity to meet one of the children their family sponsored, Adama (then nine years old) and his family. "We sat in this shaded area and talked with and got to know the family" tells Claire.

"It was very important for me to understand that even though the focus is on the child, you are lifting the whole village, the whole area, everybody is benefiting from the support."

Pauline's daughters now sponsor children too, and they are proud that her legacy lives on, supporting children and girls to access their rights through the gift she generously left to Plan International in her Will.

Today, Gösta still supports children through sponsorship – a 14-year-old boy in Burkina Faso and a 17-year-old girl in Cambodia – while his three daughters support other communities around the world. Now retired, Gösta recently took the opportunity to visit Burkina Faso and while there, he was able to meet with local Plan International staff and Adama – who is now a 26-year-old man and a farm worker in the community.

"You always wonder what happens to people," Claire reflects. "You wonder whether sponsorship made a difference. You are curious. So to see pictures of Adama, later on, and knowing that dad had managed to meet him, I thought that was amazing!"

Plan International would like to thank all of our Australian child sponsors for their contribution during 2019. Together we sponsored 29,568 children and their communities.

OUR COMMUNITY

In 2019:

29,568 CHILDREN

were supported by sponsors in Australia.

47,597 AUSTRALIANS

donated to our work.

41,920 REGULAR GIVERS

supported our ongoing work.

13,199 SUPPORTERS

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

50 SUPPORTERS

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

3,394 VOLUNTEER HOURS

contributed by 19 active volunteers, saw a saving of **\$112,000** across four departments.

Our Volunteers

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

This year we had 19 active volunteers, contributing 3,394 hours to the organisation. This equates to more than \$112,000 in savings, across four departments.

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

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



Executive Team

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

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

Remuneration

Remuneration (including superannuation)	Number of Executives in group
\$200,000 - \$279,999	1
\$180,000 - \$199,999	1
\$160,000 - \$179,999	3*
\$140,000 - \$159,999	1

*2 from 3 May onwards

Board of Directors

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



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



Philippa Quinn
Elected: November 2010
Current term expires: November 2019



Julie Hamblin (Deputy Chair)
Elected: November 2010
Current term expires: December 2019



Brian Babington (now finished)
Elected: March 2010
Current term expires: November 2019



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



Amanda McKenzie
Elected: July 2014
Current term expired: October 2019



Jason Chuck
Elected: July 2017
Current term expires: November 2020



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



Sally Treeby
Elected: July 2014
Current term expires: November 2020



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



Jason Pellegrino
Elected: July 2014
Current term expires: November 2020



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

In 2019 we received more than 150 applications for our board member positions and after an intensive round of interviews, we are confident we've found the right people to carry us forward into this exciting new strategic period.

Tim Lo Surdo is the Founder and National Director of Democracy in Colour - Australia's first racial and economic justice organisation led by people of colour.

Anita George is a lawyer and public policy leader, working across the intersection of global public health, human rights, sustainable development and international trade and investment law.

Louise Eyres is a global marketing leader with extensive experience in designing, developing and executing global marketing strategies across entire enterprises.

OUR FINANCES

Young people attend a Youth Village Savings and Loans group meeting in Uganda.

BY THE NUMBERS

Year in Review

Changing patterns was our ambition for the 2019 financial year, and in the third and final year of our strategy we indeed saw change.

In regards to revenue, we hoped to see a return to growth. While the year-on-year position reflects more of a holding position rather than growth, stabilising revenue at \$58M still represents a change to the recent pattern of revenue decline.

This offers a level of confidence that a pattern of growth will emerge soon – such as the case in 2019 for humanitarian funding through the Australian Humanitarian Partnership which took overall funding from the Department of Foreign Affairs and Trade to a level \$2.8M higher than last year.

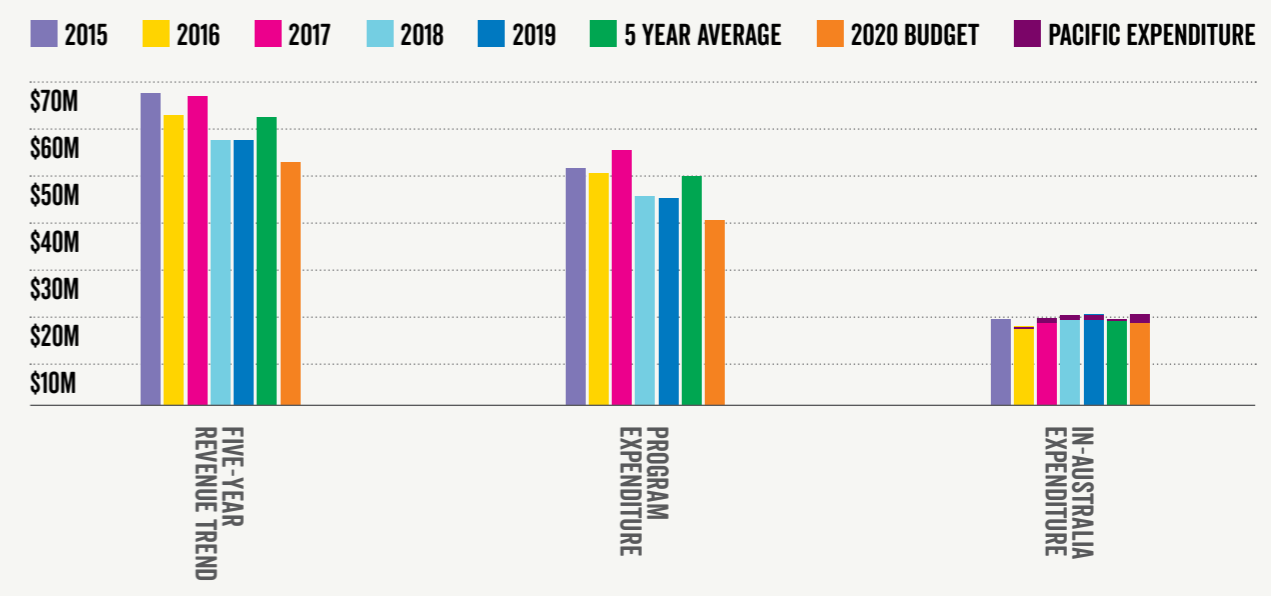
It was our goal to see our overall expenditure levels holding or lower than the five-year average, and in 2019 we achieved this, with overall expenditure 2.3% less than last year.

A number of expenditure measures were taken during 2019 to reach this outcome, including resetting commitment levels to the World Food Programme in Central African Republic and South Sudan, organisational

restructure and we also saved money operationally by improving our in-house IT capabilities.

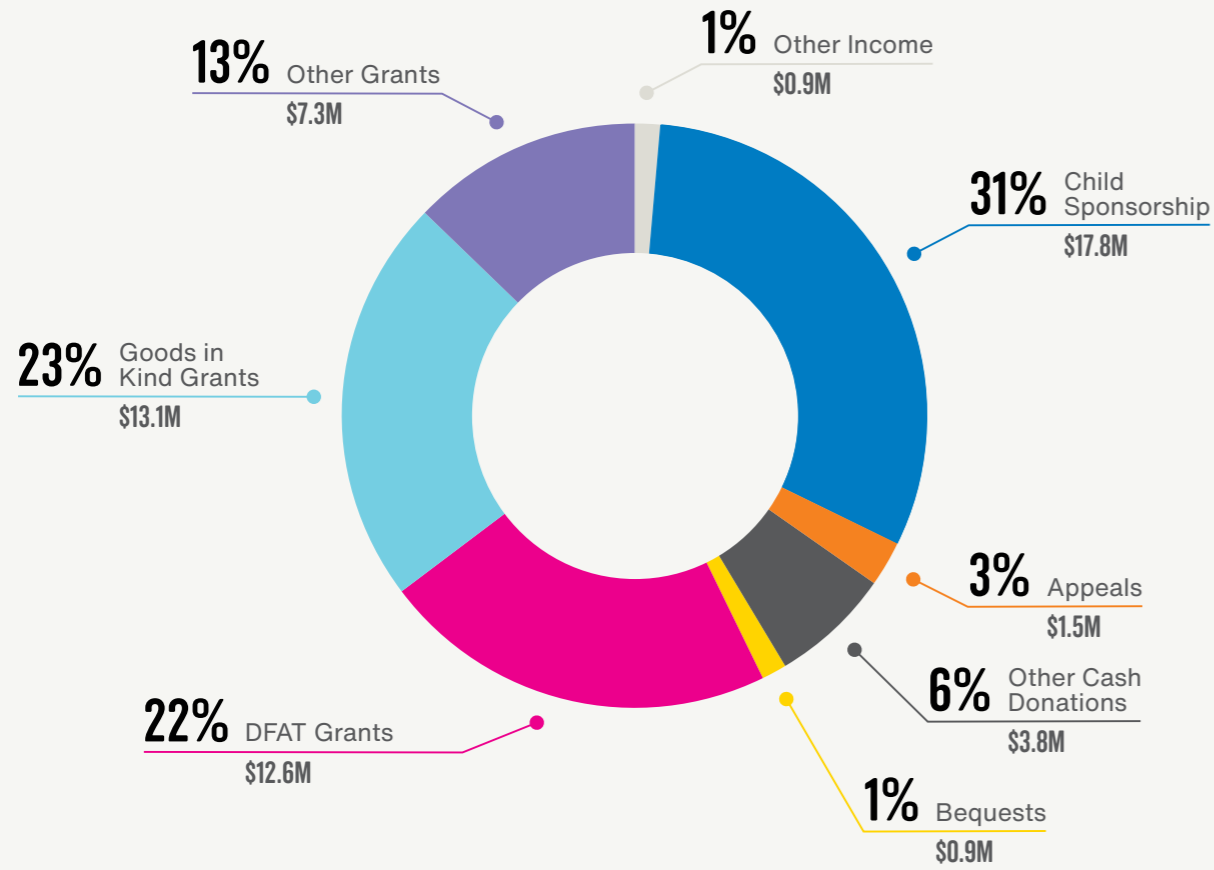
In regards to our balance sheet we aimed to see our reserves holding or growing year on year. Though a \$0.5K deficit represents a continued pattern of reducing reserves, the trajectory has changed significantly for the better and positions us to secure the change to holding or growing reserve levels in 2020.

2019 hallmarked a strategic investment in our brand and an ongoing investment is embedded in the new three-year strategy commencing in 2020. This investment is a further commitment to changing patterns and is expected to build our position in the market, forward revenue growth and lower costs of acquisition.

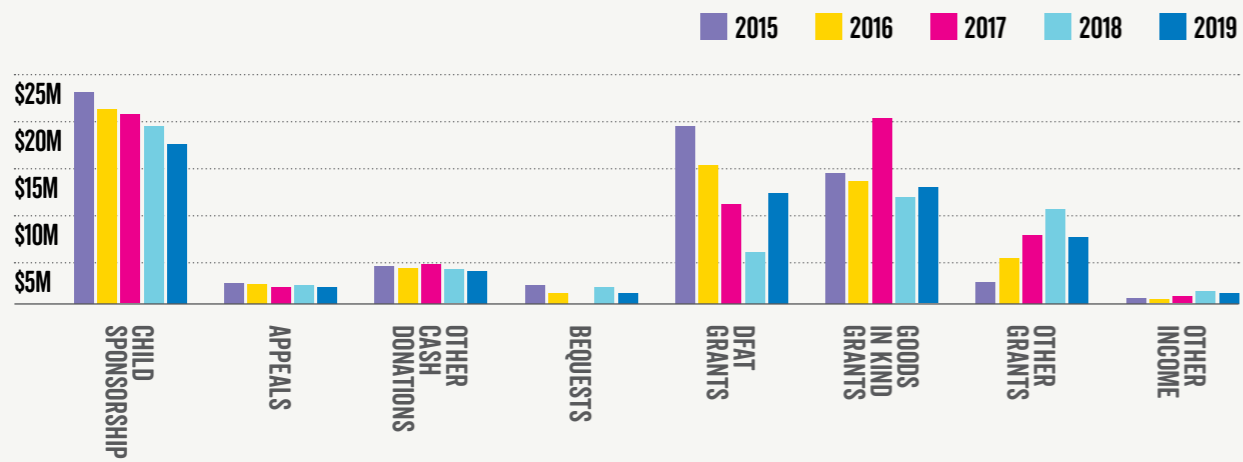


REVENUE 2018/19

Where our support comes from:



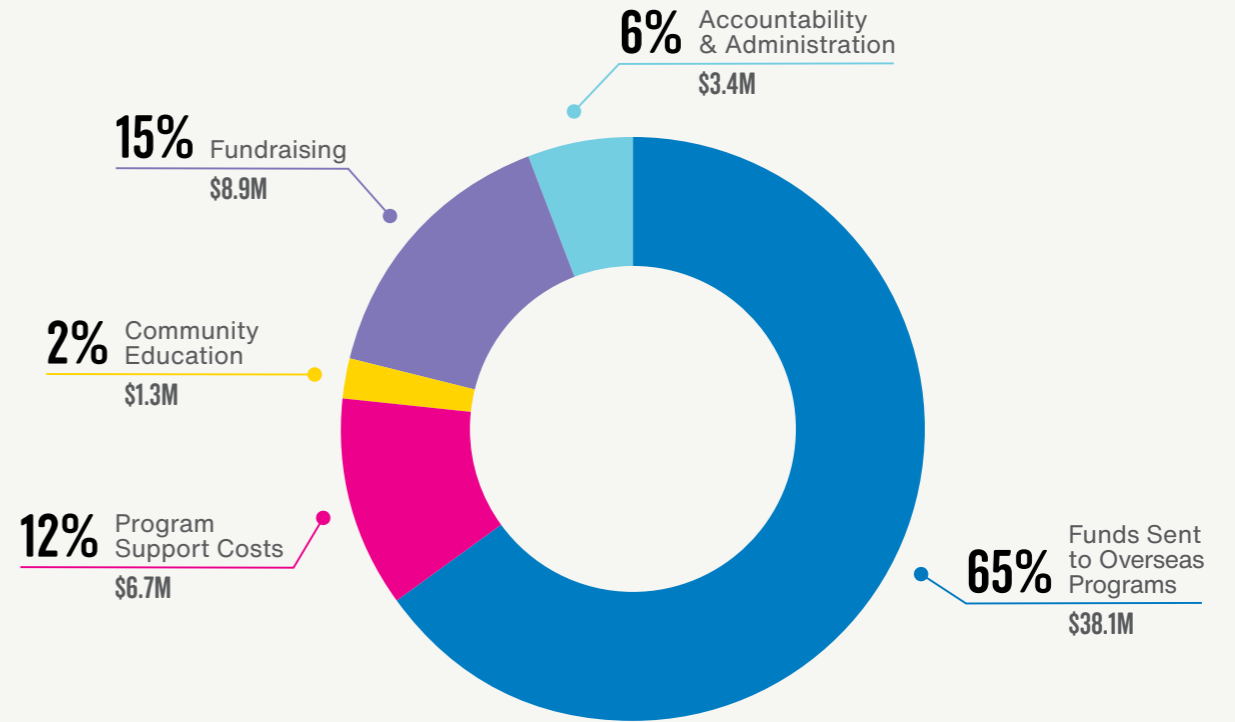
Five-year Revenue Trend by Source:



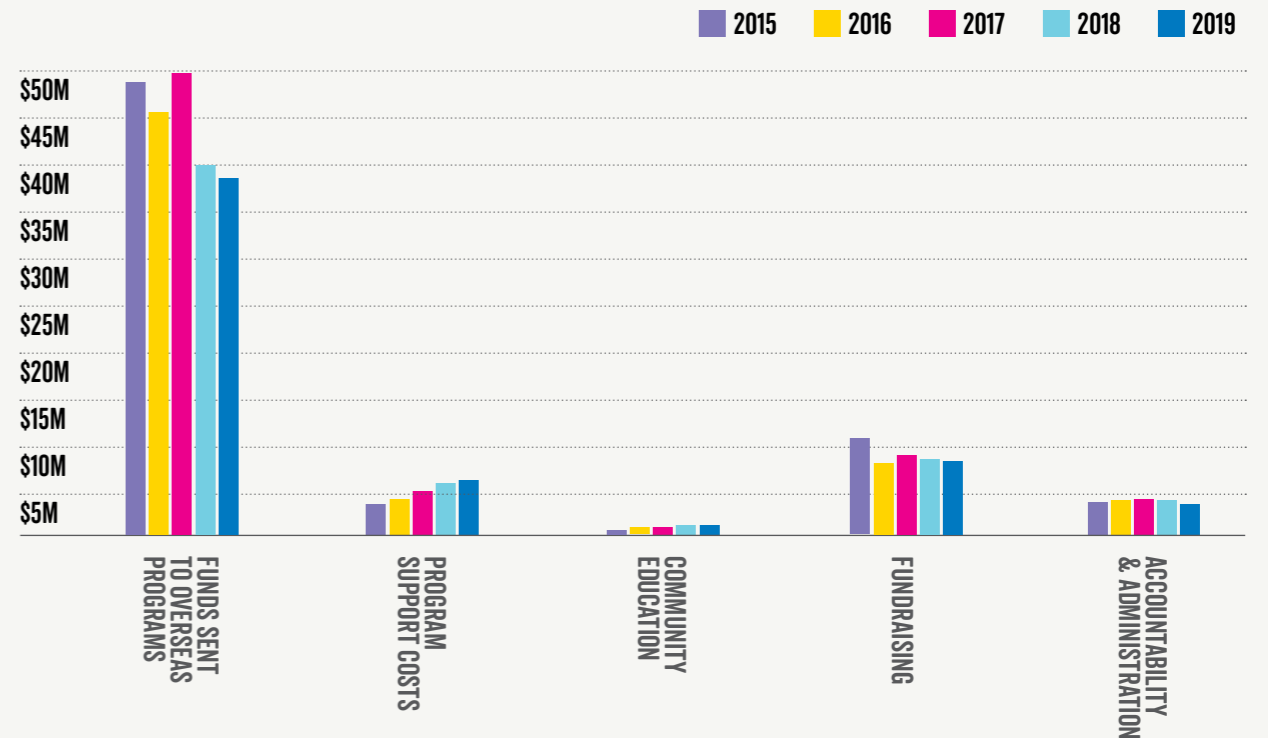
Note - DFAT grants shown in these charts include funding sourced from DFAT via Australian Managing Contractors.

EXPENDITURE 2018/19

How our resources were used:



Five-year Expenditure Trend by Type:



FINANCIAL STATEMENTS

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

Consolidated Statement of Comprehensive Income For the Year Ended 30 June 2019	2019	2018
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	17,825	19,847
- Appeals	1,524	1,656
- Other Cash Donations	3,820	4,041
	23,169	25,544
• Non-Monetary	-	-
Bequests and Legacies	901	1,425
Grants		
• DFAT	6,355	6,248
• Other Australian	7,926	6,219
• World Food Programme	13,104	12,752
• Other Overseas	5,621	4,668
	33,006	29,887
Investment Income	273	943
Other Income	147	406
Fair Value Gains on Financial Assets at Fair Value Through Profit or Loss	434	(379)
TOTAL REVENUE	57,930	57,826
EXPENDITURE		
International Aid And Development Programs Expenditure		
International Programs		
• Funds to International Programs	38,100	39,742
• Program Support Costs	6,660	5,815
	44,760	45,557
Community Education	1,321	1,305
Fundraising Costs		
• Public	8,779	8,875
• Government, Multilateral and Private	156	184
	8,935	9,059
Accountability and Administration	3,401	3,908
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	57,983	59,829
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	-	-
TOTAL EXPENDITURE	57,983	59,829
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	(487)	(2,003)
Other Comprehensive Income for the Year, Net of Tax	3	10
TOTAL COMPREHENSIVE (LOSS)	(483)	(1,993)

Consolidated Statement of Financial Position As at 30 June 2019	2019	2018
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	2,333	6,047
Trade and Other Receivables	325	1,031
GST Receivable	149	-
Financial Assets at Amortised Cost	1,054	1,176
Total Current Assets	3,861	8,254
Non-Current Assets		
Property, Plant and Equipment	293	375
Intangible Assets	158	192
Financial Assets at Fair Value Through Profit or Loss	8,097	6,174
Total Non-Current Assets	8,548	6,741
TOTAL ASSETS	12,409	14,995
LIABILITIES		
Current Liabilities		
Trade and Other Payables	1,492	1,494
Provisions	725	762
Deferred Revenue	3,019	4,726
Current Tax Liabilities GST Payable (Receivable)	-	259
Total Current Liabilities	5,236	7,241
Non-Current Liabilities		
Provisions	147	244
Total Non-Current Liabilities	147	244
TOTAL LIABILITIES	5,383	7,485
NET ASSETS	7,026	7,510
EQUITY		
Reserves	7,026	7,510
TOTAL EQUITY	7,026	7,510

Consolidated Statement of Changes in Equity As at 30 June 2019	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2018	7,505	5	7,510
Excess of Revenue Over Expenses	-	(487)	(487)
Other Amounts Transferred (to) or from Reserves	1,006	(1,006)	-
Other Comprehensive Income	3	-	3
BALANCE AT 30 JUNE 2019	8,514	(1,488)	7,026

KEY RATIOS

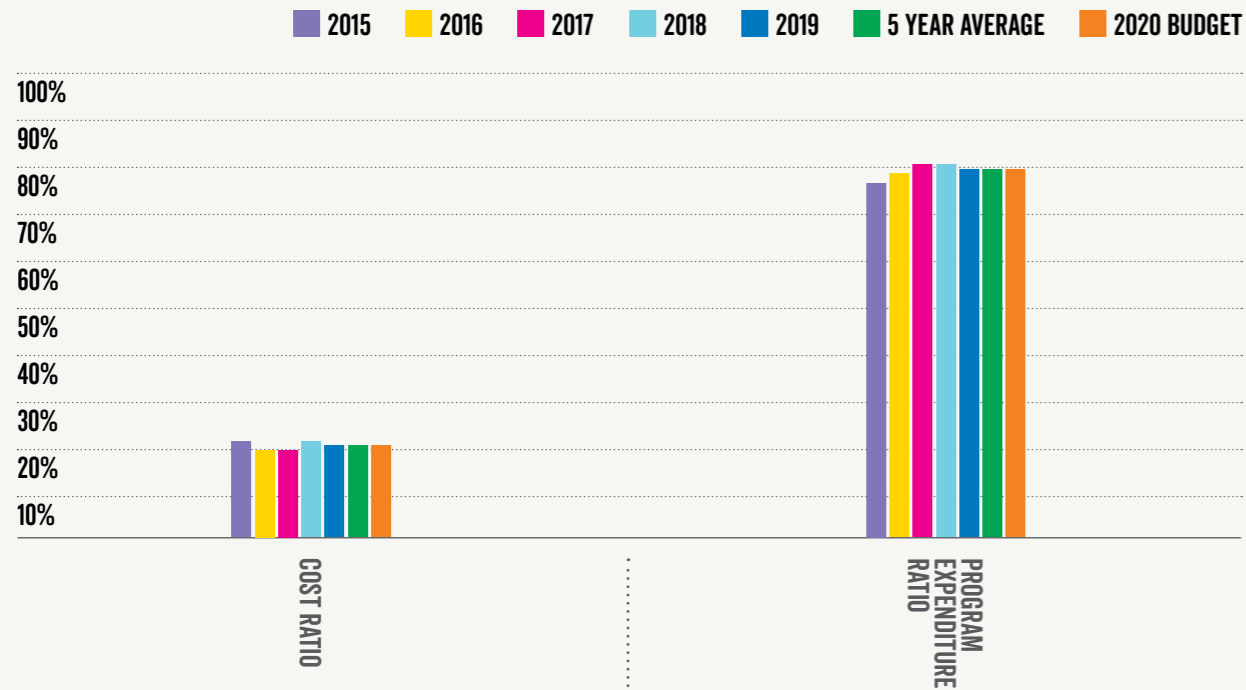
A critical metric for Plan International’s mission is our ratio of program expenditure. We work very hard to maximize expenditure on programs, while balancing that objective with the effort required to ensure the quality of our work and performance lives up to the highest of standards.

With that in mind, we are proud to report that, notwithstanding the pressure to hold or lower overall expenditure levels, our program

expenditure ratio is at 80%, consistent with our five-year average.

And in addition to that, our cost ratio has held at 21%, also consistent with our five-year average.

These outcomes represent the care that has been taken to uphold our mission and ability to respond to expenditure-related challenges without diminishing the quality of our work.



What is it?
Accountability, administration and fundraising costs stated as a percentage of total revenue. Accountability and administration costs include office facilities & rent, finance, I.T, people & culture, audit costs, depreciation and all insurance costs. Fundraising costs include promotional and marketing campaigns, payments to third party fundraisers, cost of staff involved in marketing and fundraising, production of mailing & fundraising materials, and donation-related bank fees.

What does it tell us?
This ratio shows what proportion of Plan International Australia’s revenue is being used to provide support services and fundraising activities. All businesses require support services to operate which may not be directly attributable to revenue generation. Plan International Australia attempts to minimise these costs whilst ensuring adequate support and facilities to maximise our impact for children. Additionally, Plan International Australia must spend money for fundraising purposes in order that it can maintain and grow its supporter base to provide funds for future international programs.

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

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

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

INDEPENDENT AUDITORS REPORT

TO THE MEMBERS OF PLAN INTERNATIONAL AUSTRALIA

Our opinion

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

What we have audited

The summary financial report is derived from the audited financial report of Plan International Australia for the year ended 30 June 2019. The summary financial report comprises:

- the summary consolidated statement of financial position as at 30 June 2019
- the summary consolidated statement of changes in equity for the year then ended
- the summary consolidated statement of cash flows for the year then ended
- the summary consolidated income statement and statement of comprehensive income for the year then ended
- the related notes to the summary consolidated financial statements
- the directors’ declaration.

Emphasis of matter – basis of accounting and restriction on distribution and use

We draw attention to Note 1 to the summary financial report, which describes the basis of accounting. The summary financial report has been prepared to assist Plan International Australia in complying with the reporting provisions of the *Australian Council for International Development (“ACFID”) 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 annual 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 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 16th October 2019.

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 annual financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

Paul Carr
PricewaterhouseCoopers

DKA

David Kennett
Partner

Melbourne, 16th October 2019



COMPLIANCE AND REGULATION

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

ACNC, Accounting Standards and ATO

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

Accreditation

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

ACFID

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

Fundraising

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

Workplace Relations Law

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

Privacy Policy

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



THANK YOU

Gifts in Wills

Many of our wonderful supporters have left a gift to Plan International Australia in their Will. In 2019 we received gifts from the estates of:

Mrs Alexa Barbara Mellor
Mr Anthony John McBeath
Mrs Diana Rosemary Vernon
Mrs Juliana M Griffiths
Miss Rita Lillian Cole
Mr Ross Loman Clifton
Mrs Thelma May McEachern
Mrs Iris Caddy
Miss Sheila Dawson (Inter-vivos)

Major supporters

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

ACME Foundation
Ms Charlotte Ahne
Mrs Rita M. Andre
Mr Leon Ball
Beeren Foundation
Birchall Family Foundation Trust
The Bluesand Foundation
Dr Sharmila Achar and Mr. Matthew Causley
The Ellingworth Legacy
Mr Gerry Hueston
Mrs Manpreet and Mr. Harvind Kler
Mr Marcus Lai
Mrs Barbara and Mr. Ian Paroissien
Mr Adam Raymond
RobMeree Foundation
Ms Jane Shamrock
Mrs Kerrie and Mr. Brian Tierney
Professor Jonathan Unger
W & M Toohey Charitable Foundation
Mr Cameron Williams

Institutional partners

Department of Foreign Affairs and Trade

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

 Asian Development Bank
 New Zealand MFAT
 Vital Strategies
 UNICEF
 World Food Programme
 Food and Agricultural Organisation
 Perpetual
 The Charitable Foundation
 World Bank
 International Organisation for Migration
 United Nations Development Programme

Business partners:



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



The charity for
girls' equality

13 75 26


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