



PLAN
INTERNATIONAL

PLAN INTERNATIONAL WORLDWIDE ANNUAL REVIEW

2019



Cover photo: Happy school children, Ecuador. Credit: Plan International / Carlos Aguirre.

This page: Young people at a Girls Get Equal workshop, Nepal. Credit: Plan International.

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BUILDING PARTNERSHIPS TO
TRANSFORM CHILDREN'S LIVES
FOR OVER 80 YEARS

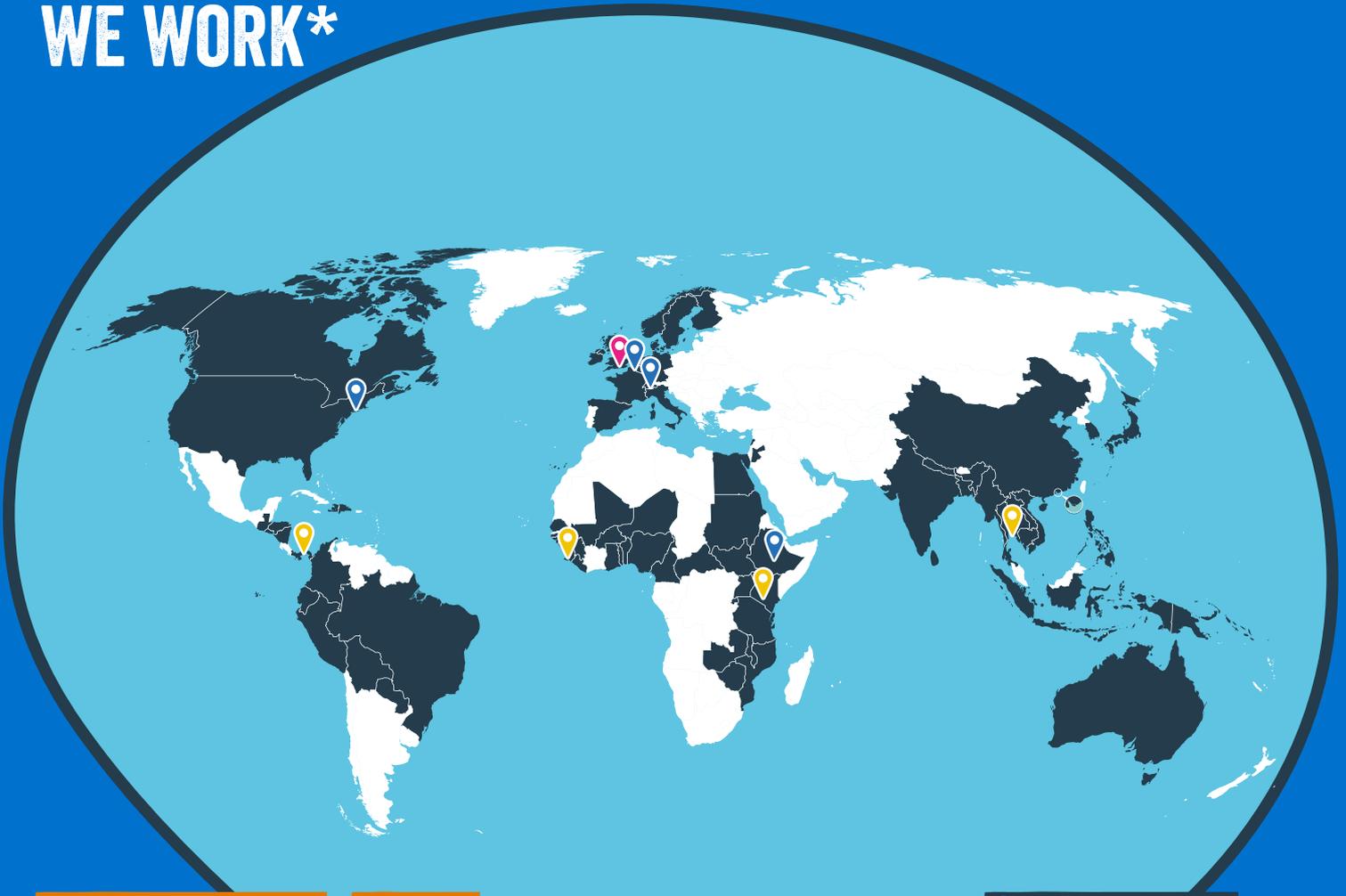


Supporters sponsored
1.2 MILLION CHILDREN

*Total adjusted to compensate for double-counting across different programmes

WHERE

WE WORK*



AFRICA AND MIDDLE EAST

Benin
Burkina Faso
Cameroon
Central African Republic
Egypt
Ethiopia
Ghana
Guinea
Guinea-Bissau
Kenya
Jordan
Lebanon
Liberia
Malawi
Mali
Mozambique
Niger
Nigeria
Rwanda
Senegal
Sierra Leone
South Sudan
Somalia**
Sudan
Tanzania
Togo
Uganda
Zambia
Zimbabwe

AMERICAS

Bolivia
Brazil
Canada
Colombia
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Nicaragua
Panama
Paraguay
Peru
USA

ASIA

Bangladesh
Cambodia
China
Hong Kong, SAR of China
India
Indonesia
Japan
Korea
Laos
Myanmar
Nepal

Pakistan
Philippines
Sri Lanka
Thailand
Timor-Leste
Vietnam

EUROPE

Belgium
Denmark
Finland
France
Germany
Ireland
Italy
Netherlands
Norway
Spain
Sweden
Switzerland
UK

OCEANIA

Australia
Papua New Guinea
Solomon Islands

ADVOCACY OFFICES

Addis Ababa
Brussels
Geneva
New York

REGIONAL OFFICES

Bangkok
Dakar
Nairobi
Panama City

GLOBAL HUB

OUR PURPOSE

We strive for a just world that advances children's rights and equality for girls, and we motivate our people and partners to:

- empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability
- drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face
- work with children and communities to prepare for and respond to crises, and to overcome adversity
- support the safe and successful progression of children from birth to adulthood

FOREWORD

2019 was an exciting year for Plan International. We are well and truly underway with our global strategy to transform the lives of children and, in particular, 100 million girls in five years.

The launch of our new global youth-led campaign for gender equality, Girls Get Equal, saw our biggest invitation yet to join the movement for girls' rights. We are supporting girls around the world to stand up and say, "We're young. We're bold. And we mean business." By our year's end the campaign was active in 62 countries.

The number of programmes with gender equality and girls' empowerment at their core continues to grow. Our response to the Lake Chad Crisis in West Africa, run by our offices in Cameroon, Niger and Nigeria, and our West and Central Africa Hub, was one of the first regional approaches to the emergency. It has established Plan International as a leading humanitarian organisation and drawn international attention to the critical needs of girls and young women affected.

In 2019 we had an impact on the lives of over 40 million children across 77 countries.

We could not achieve any of this without our supporters and partners. Strong partnerships are key to delivering on the promises in our strategy. That is why we attended the Women Deliver Conference in June 2019, the world's largest gathering of the gender equality movement. It was a pivotal moment to connect with new and existing partners to reinforce our drive for girls' rights.

In the year ahead, we want to truly 'walk the talk' of empowering young women and this means transforming our own organisation. As an inclusive organisation, we will increase our support for girls and young women to lead the change that the world needs.



**Anne-Birgitte
Albrechtsen, CEO**



**Joshua Liswood,
Chair**

STRATEGY

PLAN INTERNATIONAL'S GLOBAL STRATEGY TO 2022

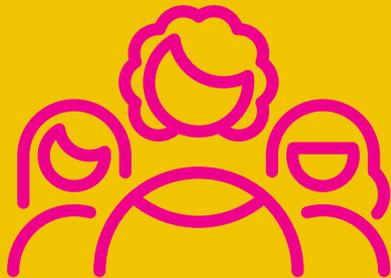
Our ambition is to transform the lives of 100 million girls through our five-year strategy.

Our work is inspired by the United Nations' Global Goals, and in particular, achieving gender equality by 2030.

Without equality, no other goal can be truly met.

2019 was the strategy's second year.

Progress on transforming the lives of 100 million girls by 2022



IN 2018

18.1 MILLION

IN 2019

21.6 MILLION

GIRLS BENEFITTED FROM OUR PROJECTS*

Progress on putting gender equality at the heart of our programmes

42%

2018

43%

2019

Percentage of all programmes that are gender transformative

Advances in girls' rights influenced by Plan International in 2019**



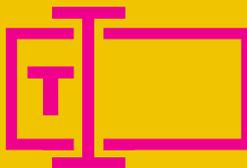
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CHANGES TO LAWS, POLICIES, REGULATIONS AND PLANS AT LOCAL, NATIONAL AND INTERNATIONAL LEVELS



15

CHANGES IN NATIONAL AND LOCAL DECISION-MAKERS' ATTITUDES AND BEHAVIOURS



22

CHANGES TO PROCEDURES AND PRACTICES BY GOVERNMENTS AND OTHER INSTITUTIONS



10

COMMITMENTS TO INVESTMENTS AND SERVICES SUPPORTING GIRLS' RIGHTS

* Figures may include individual girls reached in both years, and they cannot be combined to give a total of unique girls reached.

** Based on reports from 62 Plan International offices

UP TO 2022 WE WILL:

DELIVER GREATER IMPACT FOR VULNERABLE CHILDREN, ESPECIALLY GIRLS.

- By:
- working where violations of children’s rights and inequality for girls are the greatest
 - being transparent and accountable to those we work with
 - working with women, men, girls and boys to advance the girls’ rights movement
 - putting gender equality and girls’ empowerment at the heart of every new programme
 - becoming the world’s leading girls’ rights organisation

INFLUENCE GREATER CHANGE AT LOCAL AND GLOBAL LEVELS.

- We will:
- collaborate with others to drive policy change and investment in children’s rights and equality for girls
 - support communities to hold governments to account

TRANSFORM GIRLS’ LIVES

All our programmes will focus on enabling vulnerable and excluded children to **learn**, **lead**, **decide** and **thrive**, across **our six main areas of work**.

LEARN

So they are able to succeed in life and work, we are working to ensure:

- governments invest in all children completing secondary **education**
- children in conflict and emergency settings, and especially girls, are educated in safety
- young people have the **skills and opportunities to work** and manage money

LEAD

So they are able to engage in **activism** on issues that affect them, we are working to ensure:

- children and young people have a stronger voice
- decision-makers build ways for them to voice their opinions
- governments establish and enforce laws that advance their rights to speak out

DECIDE

So girls have control over their own lives and bodies, we are working to ensure:

- communities eliminate harmful practices like child marriage and female genital mutilation
- governments act for adolescent **sexual health and rights**
- young people get quality sexual health services and sex education
- young people play an active role in preventing sexual violence in emergencies

THRIVE

So vulnerable and excluded children grow up cared for and free from violence and fear, we are working to ensure:

- they receive the **early childhood** care they need to be healthy, educated and protected
- governments, communities and families work to end **violence** and change the beliefs, attitudes and behaviours that cause girls harm.

A YEAR OF GLOBAL ACTION FOR GIRLS' RIGHTS

SEPTEMBER 2018

A voice for girls in crises

The High-Level Conference on the Lake Chad Region brought together key organisations to strengthen the response to this complex crisis. We used our report *Adolescent Girls in Crisis: Voices from the Lake Chad Basin* [↗](#) to ensure girls' specific needs were not ignored.

This work was included alongside research from the Rohingya crisis and South Sudan in a [global report](#) [↗](#) in time for the United Nations' General Assembly. It provided a never before seen perspective from girls enduring the world's most protracted crises.



THE GLOBAL GIRLS' SUMMIT

OCTOBER 2018

Global campaign launch

The global youth-led campaign for gender equality [Girls Get Equal](#) [↗](#) launched on the eve of the Day of the Girl in 47 countries. The campaign has three core demands for girls – equal freedom to speak out without fear of violence, equal power to take the lead and shape the world around them, and equal representation in media and entertainment – to challenge the stereotypes and discrimination that hold them back. By the end of June, the campaign was active in 62 countries.



OCTOBER 2018

A record-breaking #GirlsTakeover

Over 2000 takeovers took place in 60 countries in a global display of girls' power and leadership potential. Takeovers included the Prime Minister of Timor-Leste, Vice President of Uganda, the news desk at BBC Africa, deputies at the National Assembly of Ecuador, parliamentarians in Senegal, the CEO of Ethiopian Airlines, Deputy Secretary-General of the UN and Executive Director of UN Women.

"We are capable of making a difference. We have the ability to lead," said Esther, who took over a management role in Liberia.

- In Nepal, 900 girls took over 300 community radio shows, talking about the Girls Get Equal campaign and the inequalities they face in their country.
- In China, we worked with 15 local influencers to reach 13.5 million users on the social media platforms Weibo and WeChat with messages about girls' equality.





© Plan International / Fabricio Morales

OCTOBER 2018

Unsafe in the City

This ground-breaking research, based on more than 21,000 online reports from girls and young women living in Delhi, Kampala, Lima, Madrid and Sydney revealed they were suffering relentless harassment and abuse in their cities.

“All girls have the right to feel safe in their city,” said Anne-Birgitte Albrechtsen, CEO of Plan International. “[Unsafe in the City](#) provides the evidence to present to city bosses and planners, to encourage them to work with girls and young women to bring about change in our cities.”

OCTOBER 2018

Global action for local safety

To support youth advocates in Kampala, Uganda, calling on local authorities to make their city safer for girls, our offices in Australia and Belgium gathered 7000 signatures on an international Girls Get Equal petition. The authorities listened to the young people and agreed to improve safety and to campaign against street harassment.

DECEMBER 2018

Action for refugees

The Global Compact on Refugees – an international agreement between UN states on how to deal with large-scale crises – included strong references to the rights and needs of children, particularly girls, as a result of our advocacy alongside other NGOs and states. Access to education, services and opportunities were called out, along with increased efforts to prevent and respond to all forms of violence, and a push for increased political participation.

FEBRUARY 2019

Challenging silence around periods



Almost 55,000 people called for a period emoji to be added to the global emoji keyboard to challenge the silence and stigma surrounding periods. The campaign was a success, and UNICODE began work to get this important emoji installed on smartphones across the globe.

MARCH 2019

#IsayItsNotOK

Plan International UK campaigned successfully to get street harassment acknowledged in the UK government's national strategy to end violence against women and girls.

MARCH 2019

Brazil bans child marriage

Brazil, the country with the fourth highest number of child brides in the world, passed a law banning the marriage of under-16s. The change came after campaigning from women's rights organisations, and a Plan International petition with 12,000 signatures demanding better protection for girls at risk.

WOMEN! SHARE YOUR POWER

MARCH 2019

Share your power

On International Women's Day we reached out to girls' most important allies, women, to highlight how crucial their support for girls can be in driving gender equality for all. During this popular and successful Girls Get Equal action, we asked women to inspire, encourage and mentor girls as they speak out for what they believe.



APRIL 2019

Girls and tech

Girls' access to technology and ICT skills is vital for gender equality. On Girls in ICT Day we drew attention to the digital gender gap and called for global leaders and educators to address it. Nine countries hosted 16 events training and supporting girls to become creators of technology and online content, while staying safe online.



JUNE 2019

Youth on a global stage

Plan International took 30 young global campaigners to Women Deliver, the world's biggest gathering on gender equality to make sure girls' voices were heard. Fatu, 20, from Sierra Leone, took the stage in a discussion about girls' education with the First Lady of Sierra Leone, Fatima Maada Bio and former Australian PM Julia Gillard. "I felt so powerful," said Fatu. "I was the only young person in that panel of inspirational women, and I'm presently seeing myself as the first female president of Sierra Leone!"



JUNE 2019

Taking the Lead

The [Taking the Lead](#) research found that a majority of girls aspire to be leaders, but nine out of ten believe women in leadership positions are treated worse than men. More than 10,000 girls across the world told us what holds them back. "We know from this research 62% of girls believe in themselves. But we need society to believe in us too. We need to smash stereotypes which limit our strength," said Erika, a 21-year-old youth advocate from Ecuador, launching the report at Women Deliver.

JUNE 2019

Working together for change

At the Women Deliver conference we launched our [Girls' Plan](#), designed to challenge the many intersecting barriers that hold girls back from birth right up to adulthood. It details 6 key areas where investment is needed for girls and provides a holistic approach for partner organisations to work with us to overcome these injustices.



JUNE 2019

Data to drive change



Equal Measures 2030 launched its groundbreaking [Gender Index](#) measuring the progress of gender equality and the priorities of the Sustainable Development Goals to help drive government action. Plan International is a founding partner in Equal Measures 2030, which uses data to ensure girls' and women's rights become a priority in areas including health, climate change, economic opportunities, property rights and gender-based violence.

JUNE 2019

Groundbreaking convention on violence at work

The International Labour Organization adopted the first ever convention on violence and harassment in the world of work. Following advocacy by Plan International and allies, the convention acknowledged the unique vulnerabilities of girls and young women, plus a broad range of unacceptable workplace behaviours, in a historic win for gender equality.

QUALITY, INCLUSIVE EDUCATION

We want vulnerable and excluded children, particularly girls, to have the education they need to succeed in life. This means promoting quality education that is accessible to all.

THE WORLD TODAY

Every child has the right to education, yet there are many barriers to learning, particularly for girls and the most vulnerable. Worldwide, 262 million children and youth, of whom 130 million are girls, are denied education. This is due to gender discrimination, disability, conflict, natural disaster and a lack of government spending. At a global level, there is now a focus on improving access and quality of schooling for girls.

WORK IN 2019

We aim to remove barriers to education for vulnerable children, especially girls, by working with a range of partners including education ministries, communities and schools. This includes work on teaching and learning, school governance and school infrastructure to improve accessibility and access to sanitation facilities, and also influencing attitudes and policies. Activities this year included getting more children into school – particularly girls and children with disabilities – training teachers to improve girls' education and changing parents' attitudes to girls' education.



4,557,548
GIRLS
WITH BETTER ACCESS
TO EDUCATION

€86 MILLION
INVESTED IN EDUCATION

EDUCATION IN EMERGENCIES
PROGRAMMES IN
23 COUNTRIES

GLOBAL SNAPSHOTS

Promoting quality education for all: In Ghana, our learning programme for young people enabled 22,295 out-of-school children to begin formal education. Digital learning centres in Delhi, India, are providing online access to education for 80,000 girls from slum areas. This project is preparing to expand to four other India cities. We are supporting gender-sensitive teacher training in Cameroon, Guatemala, Nepal, Malawi, Burkina Faso and Sudan.

Influencing government spending and policies: Plan International influences education policy wherever we work. In Honduras we successfully advocated for policies preventing violence in education centres. In Sierra Leone, we are helping develop a teacher's code of conduct to enhance girl's safety in school. In Bangladesh, we are part of the body overseeing revision of the education curriculum. In Ecuador, we worked with the Ministry of Education to train 59,598 teachers and 1,263,947 families on gender-based violence and preventing drug use.

Scaling up work on gender and inclusion: We are on the board of key international entities such as the Global Partnership for Education, while at a country level we work with governments and education networks to promote gender and inclusion. In Niger, we helped develop the National Strategy for Girls' Training and Education. In Nepal, our work improving school

accessibility and providing learning materials has benefited 1,613 children with disabilities. In a region of Malawi, we used the media and community meetings to encourage parents to send all children, including those with disabilities, to school, leading to 8,371 more children enrolling.

Supporting education in emergencies: An increasing proportion of our work is in emergency response and ongoing humanitarian crises. Following the earthquake in central Sulawesi, Indonesia, we built temporary schools for 3,000 children. In Zimbabwe, following Cyclone Idai, we trained 120 teachers and education officials in counselling, who then trained colleagues. In Ecuador we worked with ECHO and UNICEF to provide education kits for migrant children from Venezuela and helped the government to improve access to schooling for this vulnerable group.

Protecting children's education from disasters: In countries across Africa, Asia and Latin America, our safe schools work helped improve school buildings in disaster-prone areas, and helped children prepare for emergencies. In Nicaragua, we support 60 emergency school brigades, where 837 girls and 712 boys are developing skills in disaster risk reduction. They have learned to mitigate risks at home, school and in their communities, and identify dangerous sites, safe zones and evacuation routes.

HOME LESSONS HELP GIRLS



©Plan International

Cox's Bazaar, Bangladesh, is one of the world's largest refugee camps, home to thousands of Rohingya who have fled neighbouring Myanmar. Plan International is helping ensure the camp's children can begin or continue their education, which is vital for their current and future wellbeing. With the support of UNICEF, we're schooling 13,520 children, aged three to 14, at 700 learning centres. Crucially, 660 of these are home-based.

This innovative approach increases the number of safe

learning spaces, especially for girls who are often forbidden by their families to travel around the camp. It also means more young teachers have a job.

Fatema, 21, teaches from her home in the camp. A mother of three, she is able to work while caring for – and teaching – her own children. Fatema, who was unable to continue her studies when she married, now also takes part in training run by Plan International. "I am happy that I am a teacher now," she says, "as I like children and I am also learning many things myself."

BOOSTING GIRLS' DIGITAL SKILLS

Globally, only 3% of female students in higher education choose courses on information and communication technologies. Plan International China is changing the perception that careers in technology are only for men by supporting girls to learn digital skills. Alongside ASML Foundation, we are running a digital skills project for 1,200 children, at 20 schools in Shaanxi Province. Xi, 12, attends a technology club at her school where she learns to programme robots. "I am now interested in things that people think only boys love doing," she says.



SKILLS AND DECENT WORK

We want vulnerable and excluded young people, especially young women, to be resilient, gain knowledge and skills, access opportunities and engage actively in decent work of their choosing.

THE WORLD TODAY

Young people are significantly more likely to be unemployed than adults. Among those who are working, roughly 156 million in emerging and developing economies are defined as working poor, not earning enough to lift themselves out of poverty. In addition to low pay, young people often have informal, part-time or temporary jobs. Young women are frequently less able to take paid employment because of early marriage, pregnancy, limited access to education or because they are doing unpaid household work.

WORK IN 2019

We work with communities, businesses, governments and others to ensure young people, especially women, have the knowledge, skills and opportunities to get a job and earn and manage money. We place a strong focus on work-based learning, such as internships and on-the-job training. We increasingly work with the private sector to provide services and promote gender-equal workplaces.



€46 MILLION
INVESTED IN SKILLS AND WORK

985,687
GIRLS
WITH IMPROVED SKILLS AND
WORK OPPORTUNITIES

GLOBAL SNAPSHOTS

Supporting vulnerable young people, especially young women, to make a decent living: In Nepal, we are working with local government, the private sector and employer associations in the tourism and hospitality sector to provide safe, accessible, work-based learning for 700 young women. In the Philippines, following typhoon Yolanda, we helped 668 young people, 49 per cent of whom were people with disabilities, to establish and develop small businesses. With support from the European Union, we are providing funding and training to help young women set up solar energy businesses in Senegal, Mali and Niger. Childcare services for young mothers from marginalised groups in Vietnam are enabling them to generate an independent income.

Working with young people through savings groups: Savings groups provide access to finance and are a way of training young people in financial literacy and life skills, to help them find jobs or start a business. In Colombia, 4,590 people received training in financial skills through savings groups. In Burkina Faso, savings groups support young women to engage with local authorities – 200 girls took part in a women’s leadership campaign. The A Working Future savings group model is building links between savings groups and the private sector in Uganda and Tanzania so young people can more easily find job opportunities.

Building skills for life and work: In Peru, our Entrepreneurs of Tomorrow project, funded by Scotiabank, has trained 46,531 students from 40 schools in business skills. In Indonesia and the Philippines, our YES! Digital Ecosystem uses e-learning to build skills in young people, especially girls. Plan International Guatemala, in partnership with Samsung, used virtual reality headsets to reach young people from remote communities with a fun learning experience.



Girl uses an e-learning platform to gain skills, Indonesia ©Plan International

Influencing spending and policies that support youth employment: Our work with government in El Salvador to support youth employment resulted in 3,570 young people getting a job and 517 setting up a business. In Burkina Faso, we worked with youth organisations, the private sector and the government to develop training, skills certification and more work placements for young people. In Zimbabwe we brought together banks and government ministries to address young people’s need for better financial services, resulting in a new system of loans. In Nicaragua, we enabled young women to attend technical courses that have previously been seen as only for men, such as metallurgy, building construction and motorcycle repair. We persuaded one of Indonesia’s largest employer associations to commit to more job opportunities for young people and better protection of women at work.

ROLE MODELS HELP TO INSPIRE CHANGE



© Plan International

Not so long ago, Mammy was a single mother, selling charcoal on the highway in Taima, Sierra Leone. Now this refugee from Liberia is training to be a teacher.

Sierra Leone has a huge shortage of teachers, especially women, whose presence in schools can encourage more girls to attend. We are supporting teacher training for 476 marginalised young women from the districts of Kono, Kailahun, Kenema and Port Loko.

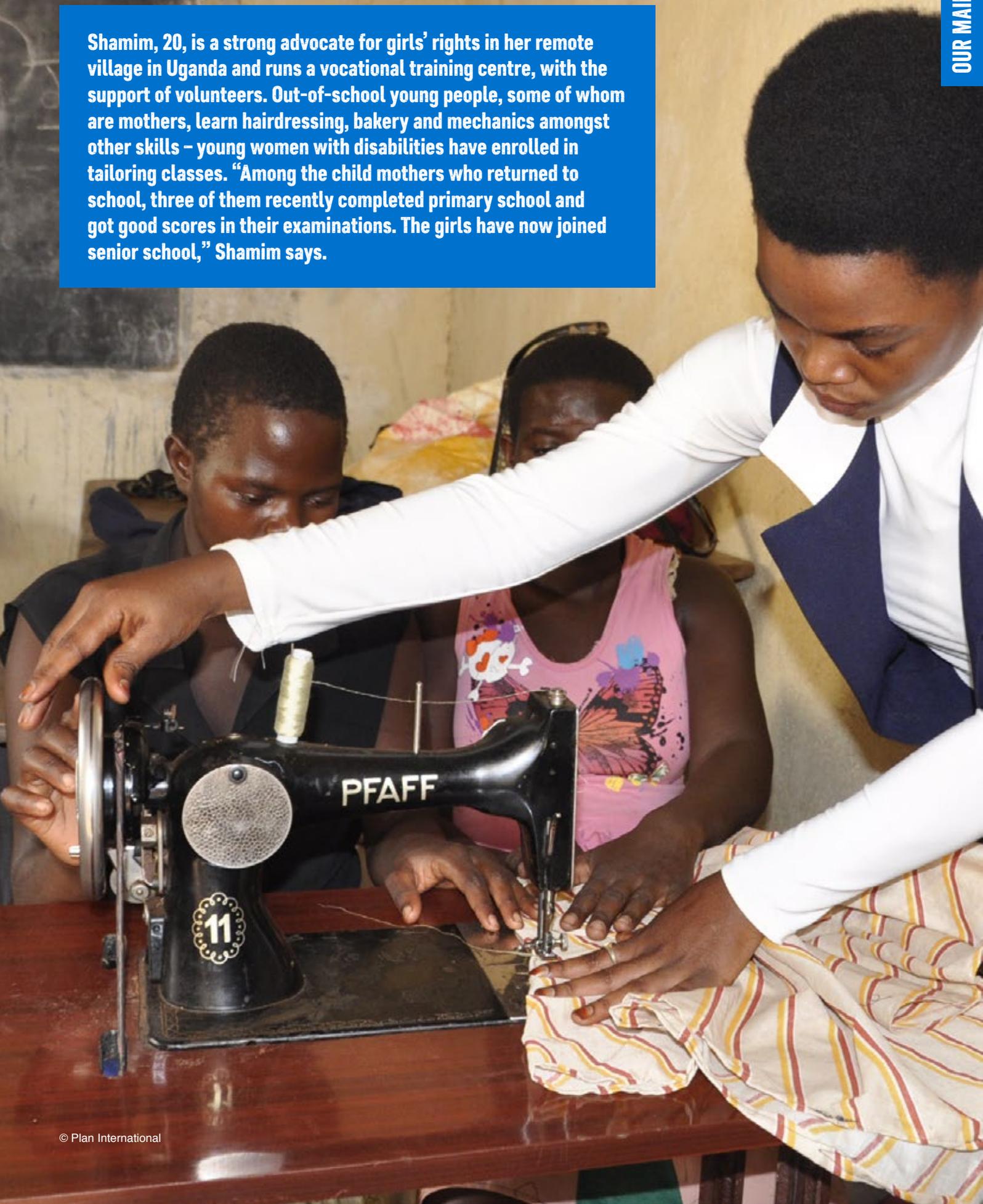
Young women like Mammy. She dropped out of education because

her family were too poor for her to carry on. Our Plan International UK-supported project provided distance learning tuition fees, a living allowance, and a mentor to help with her study and on-the-job training.

“The arrival of student teachers has greatly helped my school,” says Mr Tarawally, Head Teacher of the Roman Catholic School in Tombodu. “Now we have these student teachers, we are also able to get more girls into school, as they are seen as role models.”

YOUNG PEOPLE LEARN SKILLS FOR A BETTER FUTURE

Shamim, 20, is a strong advocate for girls' rights in her remote village in Uganda and runs a vocational training centre, with the support of volunteers. Out-of-school young people, some of whom are mothers, learn hairdressing, bakery and mechanics amongst other skills – young women with disabilities have enrolled in tailoring classes. “Among the child mothers who returned to school, three of them recently completed primary school and got good scores in their examinations. The girls have now joined senior school,” Shamim says.



YOUNG PEOPLE DRIVING CHANGE

We want girls, boys and young people to have the power to take action on issues that matter to them. We want them to shape the decisions that affect their lives by leading change within their own communities and influencing decisions at higher levels.

THE WORLD TODAY

Young women and men aged 15 to 30 are the best-educated generation ever – 1.8 billion people who are an incredible source of potential. Youth in many countries is clamouring for a greater say in how societies are configured. This year saw major mobilisations of young people, from US gun control protests to the school strikes against climate change. These worked best when democratised and localised, enabling people to have greater ownership of their struggles.

WORK IN 2019

We are supporting young people – particularly girls and young women – to have greater influence over decisions that affect their lives. We collaborate with youth groups, train young people in leadership and influencing skills, and work to create cultures where girls and boys can advocate for their rights. Youth participation is also promoted within Plan International itself, via Youth Advisory Panels in a number of countries.



€60 MILLION
INVESTED IN SUPPORTING
YOUNG PEOPLE TO DRIVE CHANGE

2,618,131
GIRLS
SUPPORTED TO BE ACTIVE CITIZENS



Girls participate to a workshop to feed back on a draft policy proposed by the Minister of Health, Timor-Leste ©Plan International

GLOBAL SNAPSHOTS

Nurturing collective action by young people – especially girls: In the Dominican Republic, we supported more than 60 youth groups to advocate for young people's rights and gender equality. We have trained dozens of girls and boys in Mali in digital activism to promote access to education, health services and employment. In the Philippines, Nepal and Vietnam, we supported youth-led radio programmes that disseminate information about child rights. In Egypt and Lebanon, our life skills training has enabled young people to identify problems in their communities, design solutions, secure funds and work with local officials to implement them.

Supporting young people to influence decision-makers: In Zimbabwe, our Safe and Inclusive Cities project trained 607 young people to engage with local authorities. Five young people are now part of a task force consulting on the National Youth Policy. We worked with young people from slum communities in Sierra Leone to help them ensure the government addressed inequality where they lived. In Nepal, we helped set up 25 young women's organisations campaigning against gender inequality, gender-based violence and caste-based discrimination. Nepal's authorities are consulting these groups on matters that affect girls and young women. From 2015-19, Plan International Sweden worked with the Swedish International Development Cooperation Agency and about 150 local partners in 21 countries to support young people to be agents of change in their communities. The €50 million programme enabled them to influence areas such as protection, sexual and reproductive health, and participation in decision-making.

Strengthening young people's roles in humanitarian action and building community resilience: A youth engagement project in Nigeria enables young people to meet peers from different ethnic, religious and social backgrounds to build inter-communal tolerance. Over the year, 12,640 people took part in the project. Many of our offices worked with young people on gender issues in disaster risk management. In India, 3,716 women and girls took part in training that included first aid and what to do following an emergency. We enabled 3,000 young people in East Nusa Tenggara, Indonesia, to take part in village meetings for the first time, discussing child protection and preparing for emergencies; 169 villages were involved.

Influencing governments to support young people's civil rights and political empowerment: In Uganda, we worked with partners in the Girls' Advocacy Alliance, supported by Plan International Netherlands, and young people from Girls Rights Clubs to petition the government and ensure a new law was amended to criminalise child marriage. We collaborated with the women's rights organisation FADA in Timor-Leste to establish a new women's commission which is regularly consulted by parliamentarians and also prepares young women to be candidates for local government. In Liberia, we are helping strengthen youth groups and their networks to ensure they are consulted by local and national authorities on youth issues in urban development.



NURTURING TOMORROW'S FEMALE LEADERS

“We need more women leaders because they understand and have come through the same challenges girls face,” says Francelina, 17, from Timor-Leste. Francelina is a member of the Women’s and Girls’ Participation project, that supports girls to take part in decision-making that affects their lives and has contributed to the rising number of female village chiefs in her country. “I see that many more women are involved and I am inspired,” says Francelina.



YOUNG ADVOCATE GIVES CHILDREN A VOICE

Rachida has been a passionate advocate for girls’ and children’s rights in Niger since she was 14. Now 25, she has joined the Nigerien Advisory Platform for Children and Youth, established with the support of Plan International, and received training in leadership, advocacy and life skills. “This platform is a space that gives children a voice. It offers them an opportunity to grow and become better citizens. It teaches them about their rights and how to defend themselves against violence and child marriage,” explains Rachida.



GIRLS LEAD CALL FOR EQUALITY

Margarita has become a confident leader on girls’ rights since participating in the Girls and Women Leading for Gender Equality project run by Plan International El Salvador and Equal Measures 2030. Since then, she has worked with children in different communities, sharing what she’s learned. “The empowerment that we are achieving is really great,” says Margarita. “Doors are opening up for us when we discover that we can speak up about our rights and help other girls who are suffering the same things.”

SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

We want vulnerable and excluded children, particularly girls, to have control over their lives and bodies. We want them to be able to make informed choices about sexuality and relationships, and if and when to have children.

THE WORLD TODAY

Complications during pregnancy and childbirth are a leading cause of death for 15- to 19-year-old girls. Yet access to sex education, contraception and safe abortion is under unprecedented political attack. Moreover, millions of girls and young women in humanitarian crises lack access to essential life-saving sexual and reproductive health services. To meet the Sustainable Development Goals' ambitions for gender equality the world must address girls' sexual and reproductive health and rights.

WORK IN 2019

To support girls' and young women's health and rights, Plan International works to change attitudes, behaviours, laws and practice and to promote sexuality education and services for adolescents. Our drive to end harmful practices, such as child marriage and female genital mutilation (FGM), continues to grow. Tackling unwanted teenage pregnancies through education, quality services and protection from violence is a priority. We work with individuals – including changing attitudes among men – communities, schools, governments and other partners.

IMPROVING SEXUAL AND
REPRODUCTIVE HEALTH FOR
6,218,418
GIRLS

€58 MILLION
INVESTED IN SEXUAL AND
REPRODUCTIVE HEALTH AND RIGHTS

GLOBAL SNAPSHOTS

Eliminating harmful practices: In Egypt we helped establish community-level committees to address FGM, and local leaders are running awareness-raising campaigns, declaring their intention to stop the practice. Together with Nigerian Islamic religious leaders, we developed a manual on gender equality and the effects of harmful traditional practices on girls. The manual was used to train 64 religious leaders who also participated in radio shows in Nigeria to challenge discriminatory beliefs and practices. In Brazil during the Women's World Cup, we supported a campaign encouraging fathers to support equality for their daughters, and to challenge child marriage.

Reducing unintended adolescent pregnancy: In Cameroon, we used village savings and loans groups to train more than 600 parents and community members in adolescent sexual and reproductive health, including contraception. In remote areas of Zambia and Malawi we are supporting projects training young people to distribute contraceptives to peers. We support girls in Lebanon who are married, mothers and those who have experienced violence, by providing sexuality education and access to services, including family planning. In Loreto, Peru, we work with teachers and health providers in 50 indigenous communities to prevent early and unwanted pregnancy.

Promoting sexual and reproductive health services, information and education for adolescents: In Ethiopia, Kenya, Malawi, Mozambique, Zambia, Pakistan and Indonesia, 32,000 young people have received education about sexuality from the Yes I Do alliance supported by Plan International Netherlands, CHOICE, Rutgers, KIT Royal Tropical Institute and Amref. Our community education activities in India on menstrual hygiene and reproductive health reached 20,000 adolescent girls. In Ghana, 30 extra-curricular clubs enabled girls to learn about sexual health. We worked with the government and teenagers in Paraguay to develop a teenage health app. Through the Young



Girls take part in an FGM awareness session, Egypt
©Plan International / Heba Khalifa

Health Programme, we have trained more than 1,200 peer educators in India, Brazil, Kenya and Zambia. In Laos, we used a human-centred design approach to co-create effective learning materials with young people.

Influencing laws, policies and budgets: In many of the countries where we work, including Bangladesh, Laos, El Salvador, Togo and Peru, Plan International has helped shape national guidance on education about healthy bodies, relationships and sexuality. We successfully advocated for laws prohibiting child marriage in Brazil and Mozambique. We also helped ensure adolescent girls were included in a new Human Rights Council resolution on reducing preventable maternal deaths in emergencies.

Promoting positive masculinity among boys and men: In Mozambique, Malawi and Zambia, an approach called Champions of Change engaged boys and men in dialogue around gender equality and rights to motivate them to question child marriages. In Nepal, we helped adolescent boys develop the skills to challenge gender inequality and harmful practices like child marriage and Chhaupadi, where girls have to stay away from the home during menstruation.

LOCAL LEADERS CHALLENGE HARMFUL PRACTICES

Harmful practices, such as 'cleansing' in Nkhotakota, Malawi – a tradition of men having sex with girls once they reach puberty – can lead to unwanted pregnancy, early marriage and girls dropping out of school.

Plan International, in partnership with Ntchisi Organization for Youth and Development, and with financial support from the Swedish government, is working with local leaders and their wives to address harmful practices. We have trained 20 wives of local

chiefs as part of a network advocating for children's rights and girls' education.

As a result, 257 girls, most of whom had dropped out of education because of early marriage or pregnancy, are now back in school.

Says one of the girls, 16: "The chiefs' wives visited me at the house of the man... to encourage me to return home and go back to school. Luckily, my parents were counselled by the same women and were very supportive. I am glad to be back in class."

EDUCATION TO END SEXUAL EXPLOITATION

Marelin, 19, says sexuality education will help decrease the high levels of child sexual exploitation in her community: “If you give a young child the comprehensive sex education she deserves, by the time she grows up, she’ll be able to make an informed decision about who to have sex with and when.” She leads a group of young activists in our Down to Zero project which supports campaigning by survivors of sexual exploitation and those at risk. A total of 2,000 young people have participated in the project across the Dominican Republic.



EARLY CHILDHOOD DEVELOPMENT

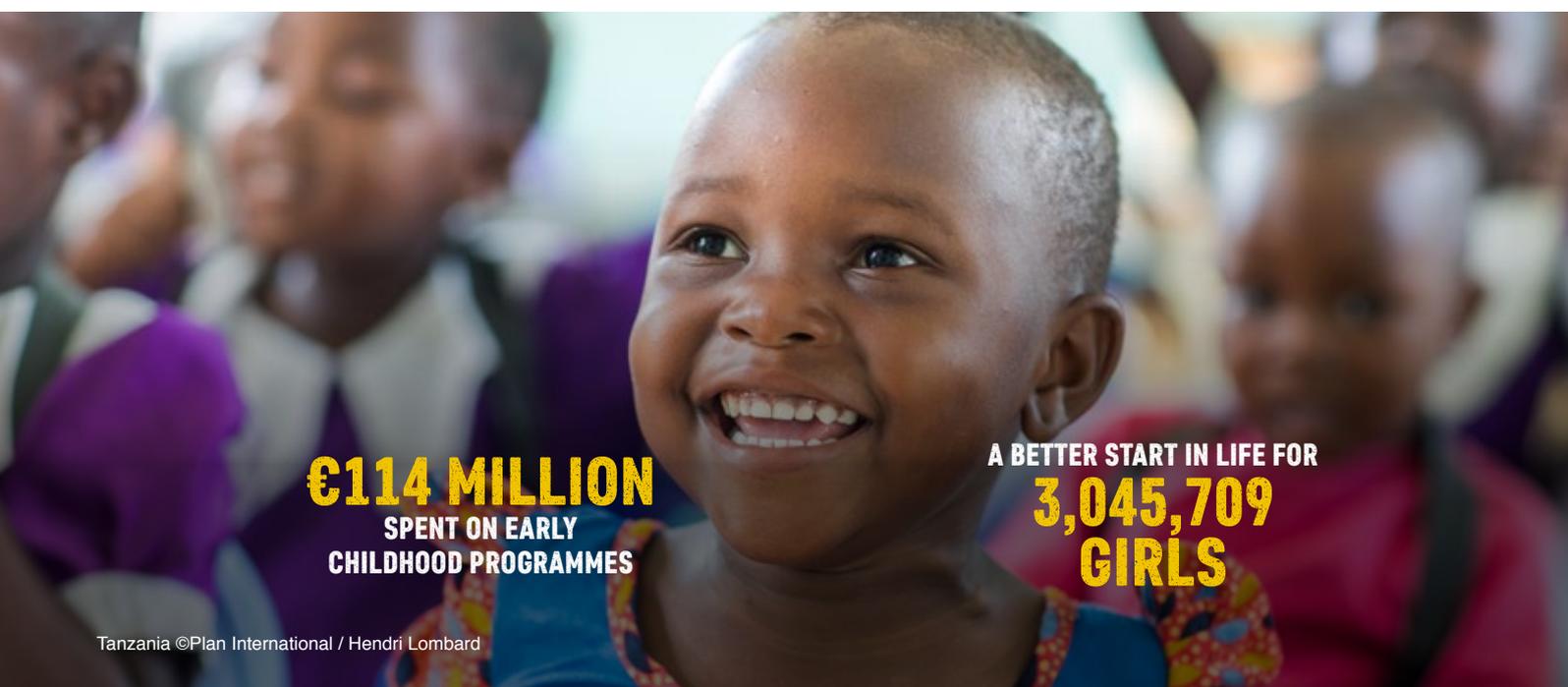
We want vulnerable and excluded young children, particularly girls, to grow up well cared for and equally valued.

THE WORLD TODAY

In many low-income countries, more than two-thirds of young girls and boys are at risk of poor development, and only one in five are in pre-primary education: the situation is worse for children affected by conflict and disasters. Children who fail to achieve their potential in early childhood are less likely to enter and complete school, learn essential life skills or be healthy. In October 2018, the heads of G20 countries agreed that investment in early childhood development should be a high priority, recognising for the first time its importance for breaking the cycle of poverty and inequality.

WORK IN 2019

Our programmes promote nurturing care for young children, encompassing play and education, health, nutrition and protection. We worked with parents, caregivers, community groups, service providers and other organisations – including in several crises. In 2019 we focused in particular on gender-responsive parenting and early learning approaches, and on work to promote men's engagement in nurturing care. As part of this, we launched new guidance on male engagement and contributed to a major report by Mencare and Promundo, calling for more men to share responsibilities for unpaid care and domestic work.



€114 MILLION
SPENT ON EARLY
CHILDHOOD PROGRAMMES

A BETTER START IN LIFE FOR
3,045,709
GIRLS

GLOBAL SNAPSHOTS

Working with parents/caregivers to promote nurturing care for girls and boys, free from gender-bias: Parenting programmes for nurturing care were implemented in many countries, including Honduras, El Salvador, Myanmar, Mali and Sierra Leone. In Nigeria, in a project supported by Plan International Canada, community health volunteers visited 407,087 households providing guidance on new-born and post-natal care. In Uganda, we targeted men to raise awareness of maternal and child health: 77,620 women and 75,127 men were reached. In China, we promoted reading with young children, using digital platforms for book borrowing and virtual support for parents. We piloted a games-based mobile-phone app in Indonesia to provide nutrition education for parents in remote areas. Nearly half our parenting programmes included elements aimed at fathers and men. For instance, in Jordan, our work with Syrian refugee parents emphasised engaging male partners alongside mothers and in Ecuador, our Fathers Who Care campaign reached more than 396,000 people.

Supporting community-managed programmes: We supported communities to run and manage early learning centres across all regions, including 250 in Bangladesh, 166 in Nicaragua and 90 in Ethiopia. In Egypt we have been improving the capacity of early childhood service providers, which includes promoting education for young girls. We also supported emergencies programming: 6,000 children affected by the crisis in South Sudan benefited from our work with UNICEF rebuilding early learning centres, training teachers and supporting parenting sessions; and in



*A girl with her father at an early childhood centre, Uganda
© Plan International / Anne Ackermann*

Uganda 16,000 children benefitted from our support to 30 early childhood development centres in 12 refugee settlements for South Sudanese communities.

Influencing early childhood policies and practice: In Cambodia, we worked with the government to revise the pre-school curriculum and introduce gender awareness guidance and training for teachers. In Bolivia, we helped draft the national early childcare bill, ensuring it included gender and child protection. In Rwanda, we ensured that the government's National Early Childhood Development Programme included a strong focus on positive parenting – an approach now being used by other organisations in the country. Plan International Vietnam trained 720 government health workers in maternal and child nutrition.

POSITIVE PARENTING ON A NATIONAL SCALE



©Plan International / Erik Thallaug

Plan International is working with the Vietnam Women's Union to roll out an innovative approach to early years care across the country.

Our parenting education model, implemented in ethnic minority areas, not only focuses on developing learning skills for young children, but works with adults on positive parenting – issues such as hygiene, nutrition, child protection, birth registration and girls' rights.

The parenting model takes an active-learning approach, as opposed to a one-way lecture. It includes printed materials for trainers and facilitators, and a picture book for parents.

Key to successfully rolling it out as a national education framework approved by the Vietnam government, is the gradual transfer of ownership of the model to the Vietnam Women's Union. After piloting in the provinces of Lai Chau and Kon Tum, it is now part of the organisation's national programme reaching 115,852 women members in 39 provinces.

One Women's Union member of staff says from Kon Tum province says: "I have worked in government agencies for many years but I have never seen anything like the parenting handbook before."

PRE-SCHOOL BENEFITS CHILDREN AND THEIR COMMUNITIES

Aline has been a high-performing student ever since attending pre-school at the age of four. Whilst she learns new things, her mum Speciose can go to work and earn a living. Men and women also participate in positive parenting sessions at the pre-school. “I feel proud of Aline,” says Speciose. “This has changed my thinking towards girls’ education and women’s empowerment.” The success of the project has encouraged local authorities to increase investment in pre-school services.

PROTECTION FROM VIOLENCE

We want vulnerable and excluded children, particularly girls, to grow up free from violence, fear or discrimination and we work with families, communities and governments to end all forms of violence against children.

THE WORLD TODAY

Every year, at least one billion children experience violence of some kind – including at home, in school or in conflict situations. Girls, children with disabilities and those from disadvantaged groups, such as migrants, are disproportionately affected. Children now account for 30 per cent of those who are trafficked, with sexual exploitation being the main reason. More countries are committing to improving how they address violence against children, but there is a significant gap between policy and implementation.

WORK IN 2019

We work to tackle the root causes of violence against children, especially girls, and strengthen protective family environments and services for those who have experienced violence. We are working in emergency situations and on community-based solutions, supporting positive parenting and involving children in their own protection.

€79 MILLION
SPENT ON CHILD PROTECTION

GENDER-SENSITIVE
CHILD PROTECTION FOR
6,842,355
GIRLS

CHILD PROTECTION IN
EMERGENCIES PROGRAMMES IN
34 COUNTRIES

GLOBAL SNAPSHOTS

Working with others to end all forms of violence against children: In Burkina Faso, we are encouraging community-based child protection by engaging with local leaders and their communities on the issue of female genital mutilation and child marriage. We are supporting police training in more child-friendly procedures in Kenya and Cambodia. Our Down to Zero project in the Dominican Republic trained youth peer educators, parents, and staff from the tourism sector, security forces and local child protection system on preventing sexual exploitation of children, particularly girls. In the Philippines, we worked with Microsoft, Google, Facebook, Twitter and Globe Telecom to provide training in online safety for children and their parents.

Tackling gender-based violence: We are challenging social norms that underpin violence against girls – reaching 13,202 people in Zimbabwe, for example, through activities such as parenting clubs. In Sri Lanka, we trained school teachers and 1,430 parents on positive parenting and discipline techniques. In Nicaragua, we trained 407 community leaders, some of whom work with indigenous Miskitu children, in detecting and reporting signs of gender-based violence. In many countries we are working to involve children in their own protection. In Nepal, we engaged 5,852 children through children and adolescent girls' clubs; some volunteered as radio journalists to stimulate discussion within communities on child marriage and human trafficking.

Advancing gender-sensitive child protection in emergencies: In Ethiopia, where we have a focus on protection from child marriage, FGM and child labour, children are using suggestion boxes in refugee camps to raise concerns about abuse. In response to the Rohingya crisis in Myanmar, we are providing gender-sensitive child protection services. These include mobile support services and child-friendly spaces for 6,412 children to improve their wellbeing and help protect themselves from future risks. Among Syrian refugees in Lebanon, we are tackling gender-based violence and child labour. We do this through a combination of responses to issues such as children dropping out of school due to underage marriage, and addressing root causes through community leaders and parents. In Egypt, we worked with children from refugee and host communities to raise awareness of child rights, forms of abuse and how to report violence.

Promoting improved child protection, policies and laws: In Ascension de Guarayos, Bolivia, we played a pivotal role in a new law against trafficking children, adolescents and women. Our advocacy work in Liberia led to a new domestic violence act. In Togo, we trained 5,825 children on reporting violence through the Ushahidi online platform and a helpline. In Nigeria, we have trained local governments, authorities, volunteers, and staff from the Ministry of Women's Affairs and Social Development on child protection, case management, prevention and response to gender-based violence.

WORKING TOGETHER TO END ONLINE EXPLOITATION



An estimated 100,000 Filipino children are trafficked each year – and the numbers are growing at an alarming rate with the rise of online exploitation. As part of our drive to end violence against children, we have partnered with the Philippines government and service providers on recovery and rehabilitation for children in Manila and Quezon City.

Children like Angela, 15, who was coerced by her sister into performing sexual acts in front of a computer for a paying online audience.

We provide specialist training on child sexual exploitation,

labour and trafficking to government bodies, charities and individuals. We have also set up community-based child protection mechanisms, including peer-to-peer training workshops: 15,000 children have taken part in activities in Manila to protect themselves from online sexual exploitation.

Angela is now safe in a government care home. "I have enrolled on a food and beverages course at a vocational training school while I wait for junior high school to begin," she says. "One day I hope to finish school and become a flight attendant."

A young girl with cerebral palsy is seated in an orange wheelchair, looking up and smiling. She is wearing a yellow shirt and grey pants. Three women in orange shirts are standing around her, one holding a grey jacket. The background shows a shelter with blue and white walls.

SAFETY IN DISASTERS

The Fuego Volcano eruption in Guatemala in June 2018 destroyed the home village of Ruth, 10, and her mother, Alba. They took refuge in a shelter where Plan International provides a safe physical and emotional environment. Ruth has cerebral palsy and requires special food and care. Fortunately, the shelter offers medical services, giving them access to a doctor when they need one. “Because of the donations we have received, my daughter now has a wheelchair, making it easier to get her where we need to go,” says Alba. “I see her playing with other children, getting involved in the community and this makes me truly joyful.” Over 13,600 children received psychosocial care following the eruption.

THE POWER OF PARTNERSHIPS



We work with partners across the world to advance children's rights and equality for girls and young women.

WE PARTNERED WITH

over
27,700
community
organisations

over
2,800
non-governmental
organisations

750
corporate and private
sector institutions



The power of technology

Plan International works with Accenture to find new ways to support vulnerable and disadvantaged young people to find a first job or start a business. Our Wired for Work collaboration in Indonesia and the Philippines uses digital approaches to equip marginalised youth, particularly young women, with life and technical skills. In the Philippines, our AI-enabled Training and Employment Support Service Assessment (TESSA) chatbot uses Facebook Messenger to provide personalised coaching to build resumes and identify skills, training and employment opportunities. Under this global partnership, we expect to skill more than 48,000 people across Africa, Europe, Latin America, North America and Southeast Asia by 2021.



The power of play

Plan International's partnership with Chelsea Football Club uses football to help provide vulnerable children the opportunity for a childhood. The club supports our work in Jordan's Azraq refugee camp, home to more than 36,000 Syrian refugees, almost two-thirds of them children. Chelsea Chairman Bruce Buck says, "I know that Chelsea fans will share our pride in what we are achieving with Plan International here in Jordan and throughout the world." During a visit to the camp, Chelsea ambassador Katie Chapman (pictured) and Chelsea Foundation coaches led training sessions for more than 600 girls and boys. "You feel like you can accomplish anything when you win a football match," said Lamees, a girl who took part.

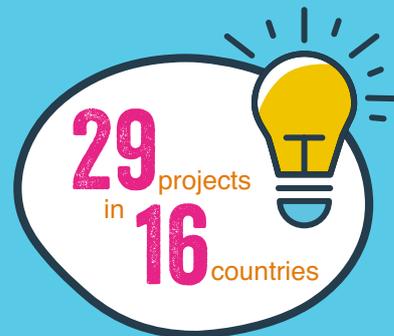


The power of advocacy

We have joined with partners including the United Nations Population Fund (UNFPA), UN Women and UNICEF across Africa and Latin America in the EU-UN Spotlight Initiative to Eliminate Violence against Women and Girls. Together we advocate to change laws and challenge harmful attitudes and behaviours which cause gender-based violence and discrimination. In El Salvador we are working to prevent violence and harmful practices at a community and individual level. With UNFPA and El Salvador's education ministry we are developing school-based training in education about bodies, relationships and sexuality using digital platforms. The partnership aims to train 150 school principals, 300 teachers, 54,000 students and 27,000 parents.

Interested in partnering with Plan International?
Visit plan-international.org/working-partnership

INNOVATION ADVANCES EQUALITY FOR GIRLS

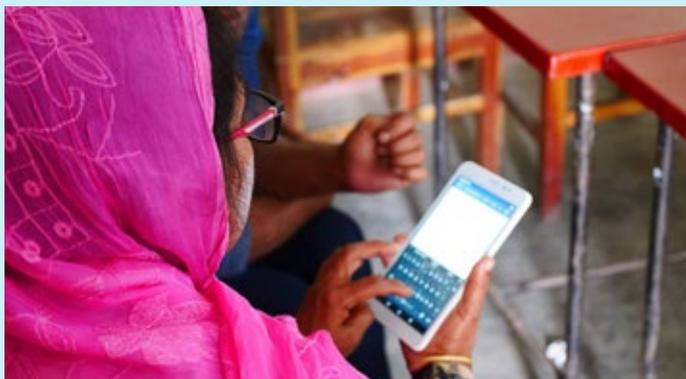


We are embracing experimentation to develop innovative and bold new approaches.



Social media groups help girls raise their voices

Our Girls Out Loud project uses social media to give girls a safe space to openly discuss issues. The insights gained are used to find solutions to the problems they face and support them to become leaders on these issues in their communities and beyond. The project was piloted in Colombia where over 600 girls use a closed and moderated Facebook group to discuss girls' rights, abuse, sexual health and education. Following its success in Colombia, the project will also be launched in Dominican Republic, Guatemala, Senegal and the United Kingdom.



Transforming birth registration

Globally, 290 million children under five do not have a birth certificate. These children do not exist in the eyes of their governments and are not able to exercise their rights. Having identified several common issues that lead to countries having low birth registration rates, we are developing an open-source digital civil registration and vital statistics system with and for the people it serves. OpenCRVS is free, adaptable and designed to be shared globally. We are working with the Government of Bangladesh to pilot OpenCRVS and register the births of 10,000 children. Ariful, a health worker from Bangladesh, says, "The system reduces errors and makes our work more efficient."



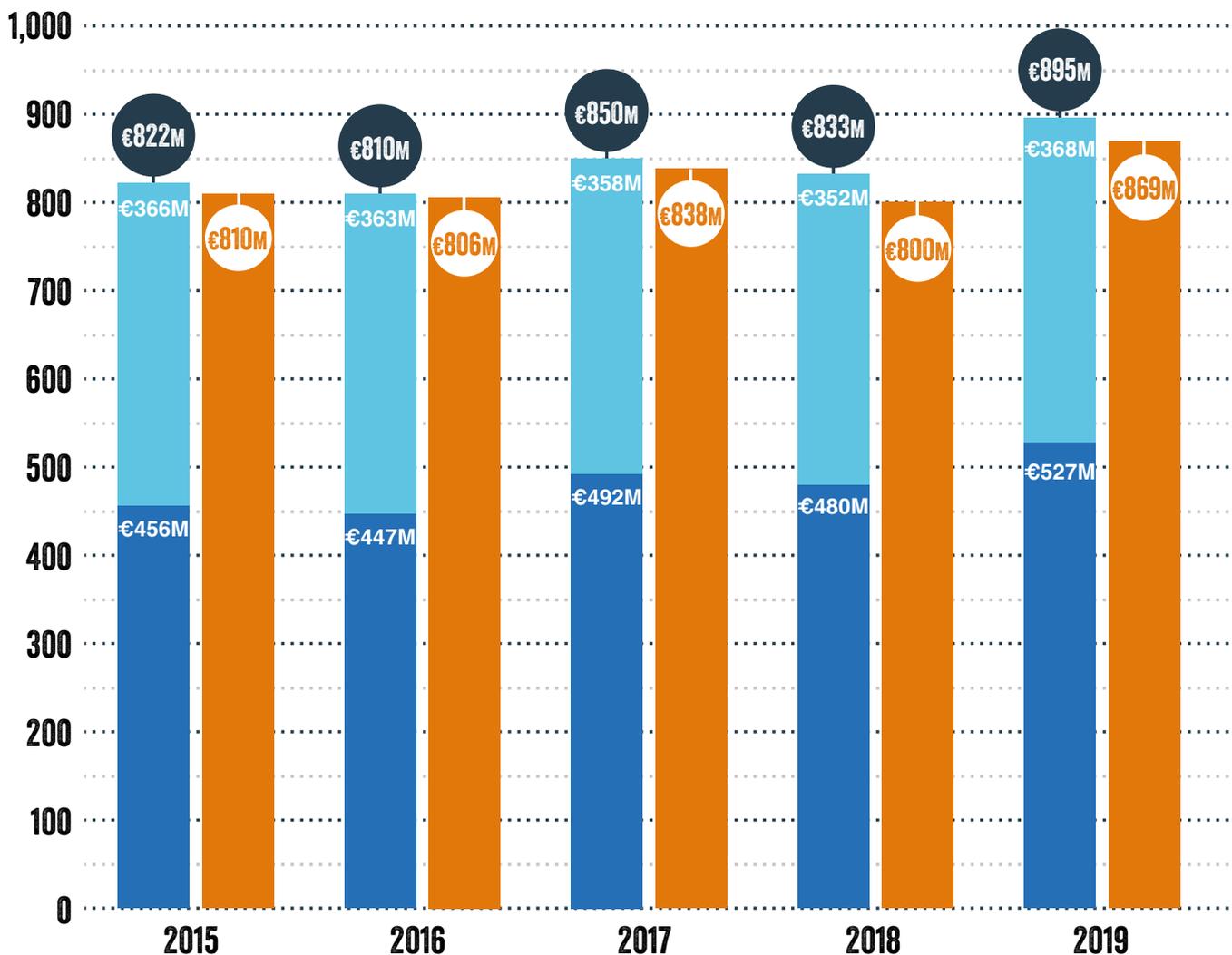
Income boost for young entrepreneurs

Plan Store supports young entrepreneurs from El Salvador to create quality products and sell them outside their communities. This is an agile pilot project that adapts based on feedback from customers. If it continues to be successful, Plan Store can be replicated across Central America. So far, the 54 young people who have sold their products have increased their income by 50%-70%. This has helped them care for their children or pay for their own higher education. Profits are also being used to support others to earn a living. One entrepreneur said, "With the income generated, we have increased production and generated more work for young women."

Want to learn more about innovation at Plan International?
Visit plan-international.org/innovation

2019 FINANCIAL OVERVIEW

ANNUAL INCOME & ANNUAL SPEND



TOTAL INCOME

- SPONSORSHIP
- GRANTS & OTHER SOURCES

TOTAL SPENDING

- INCLUDING FOREIGN EXCHANGE GAINS AND LOSSES



FOR EVERY €1 WE RECEIVED IN 2019, WE SPENT* ...

78 CENTS

Life-changing programmes for children, their families and communities

13 CENTS

on raising funds and attracting new supporters

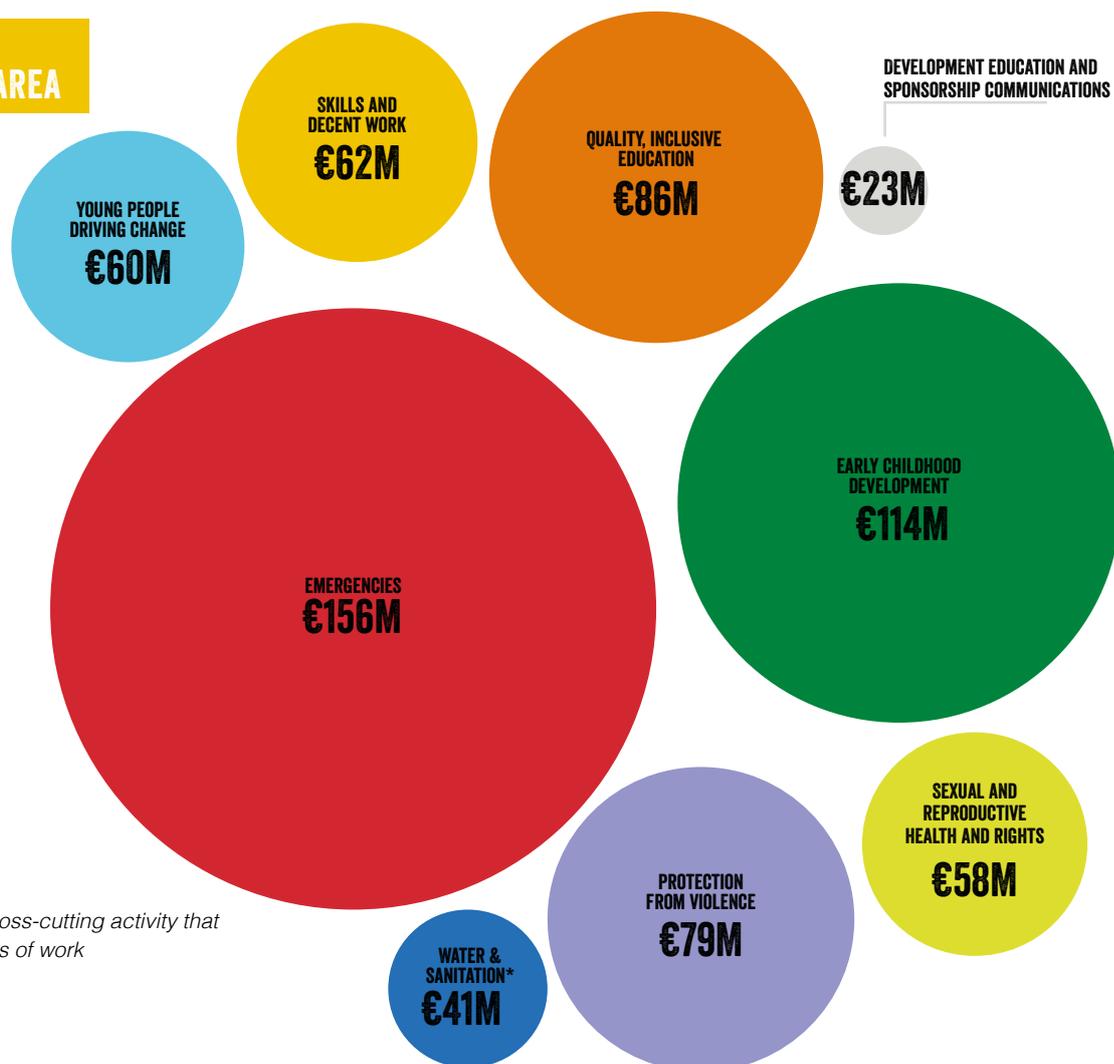
9 CENTS

on activities such as HR, finance and IT systems to make our programme work as efficient and effective as possible.

* excluding foreign exchange gains and losses

To see the full financial statements go to: plan-international.org/annualreview

2019 PROGRAMME EXPENDITURE BY AREA



* Water & Sanitation is a cross-cutting activity that supports our six main areas of work





OUR GLOBAL PARTNERS IN 2019 INCLUDED...

- Accenture
- Adecco Group Foundation
- AkzoNobel
- Asian Development Bank
- ASML
- AstraZeneca
- Bill & Melinda Gates Foundation
- Chelsea Football Club
- Citi
- Coca-Cola
- Credit Suisse
- Daiichi Sankyo
- DAZN
- ECMIA Continental Network of Indigenous women of the Americas
- Equal Measures 2030
- Fondation Botnar
- Geena Davis Institute on Gender in Media
- Generation Unlimited
- Girls not Brides
- Global Environment & Technology Foundation
- The Global Fund
- International Labour Organization (ILO)
- Joining Forces
- JPMorgan Chase Foundation
- Latter-day Saint Charities
- Microsoft
- Mira que te Miro
- Monki
- Procter & Gamble
- Scotiabank
- The Spotlight Initiative
- Takeda Pharmaceutical Company
- TUI Care Foundation
- United Nations International Children's Emergency Fund (UNICEF)
- United Nations Population Fund (UNFPA)
- UN Women
- The UN Refugee Agency (UNHCR)
- United Nations Educational, Scientific and Cultural Organization (UNESCO)
- Viacom
- Women Deliver
- World Food Programme

About Plan International

We strive to advance children's rights and equality for girls all over the world. We recognise the power and potential of every single child. But this is often suppressed by poverty, violence, exclusion and discrimination. And it's girls who are most affected. As an independent development and humanitarian organisation, we work alongside children, young people, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children. We support children's rights from birth until they reach adulthood, and enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children, and we are active in over 75 countries.

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