

PLAN INTERNATIONAL SWITZERLAND

# ANNUAL REPORT

# 2020

JULY 2019 – JUNE 2020

«My personality  
has become stronger  
and my self-confidence  
increased.»

## ENAS

17-year-old Enas from Syria  
has fled to Egypt and is taking  
part in the «Hope Together»  
project run by Plan International  
Switzerland



Plan International Switzerland is  
compensating its carbon footprint in  
cooperation with carbon-connect.



[www.plan.ch](http://www.plan.ch)

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# DEAR READERS,

This year has been a difficult one for all of us. COVID-19 continues to test the resilience of individuals, families and communities in their daily life in extraordinary circumstances. Like with many other organizations, the impact of the pandemic on our work across the world has been challenging, however the commitment and dedication of our colleagues and teams has been remarkable. In Switzerland and many other countries all over the world, Plan International launched a COVID-19 appeal as globally we adapted over 100 of our programmes to respond to the crisis. This allowed us for example to help children continue learning despite school closures through offline and virtual learning modules or radio and TV programs. To highlight the impact of the virus on children's protection, education and the increased risk of gender-based violence and exploitation of girls and women, Plan International published its [Living Under Lockdown – Girls and COVID-19](#) report, calling on governments to address the problems children and particularly girls are facing in their COVID-19 response.

**«My fear with this virus is that women will really suffer. We will suffer over food. Men will abuse us. Because if I don't have food and a boy has food, and I ask him for help, he will ask me for sex before he gives me some. This is the suffering I am talking about.»**

**Janet (14), Liberia, 2020**

In 2020, Plan International Switzerland also launched its five-year Strategy to 2025 with a goal to deliver greater impact for vulnerable children, especially girls and bring about transformative change in their lives. This strategy is framed around the Plan International Global Strategy and its ambition of enabling 100 million girls around the globe to learn, lead, decide and thrive and sets out our strategy for programming, advocacy and fundraising efforts. An important and critical component of our Swiss strategy is the recognition that Plan Switzerland itself cannot alone achieve any of the outcomes around gender equality and believes in the power of partnerships to advance children's rights. We know we are stronger when we work together, harnessing the expertise and resources of our foundations, major donors and corporate partners to deliver long-term, sustainable change in the communities in which we work. Together, we develop innovative solutions and seek fresh, bold perspectives. Our new strategy gives

us a clear direction of travel for 2021 and beyond and we stand firm in our commitment to achieving equality for girls and giving every child every chance.

In addition, new leadership came to Plan International Switzerland at the beginning of January 2021. Andreas Bürge, Plan International Switzerland's founding Board Chair, and Suba Umathevan, Chief Executive Officer, both stepped down and can be proud of what they left behind. Together with a strong and talented team, we are excited and proud to take over and lead Plan International Switzerland into the future. We thank Andreas Bürge and Suba Umathevan for their valuable insights and commitment with Plan International.

Both of us have been associated with Plan International for many years and believe whole heartedly in its purpose and vision and stand firm in our promise to continue our work with communities and partners to ensure that girls, children and vulnerable groups are protected and supported to create a more resilient, equal and sustainable world.

Finally, we wish to extend a heartfelt thank you to every sponsor, supporter, donor and volunteer. None of this is possible without you. As we look forward, we will continue to raise the voices of children and particularly girls as they demand a better future here in Switzerland and around the world. Thank you for helping to make our plan a reality.



*K. Candrian*

**KARINA CANDRIAN**

Chair Plan International  
Switzerland

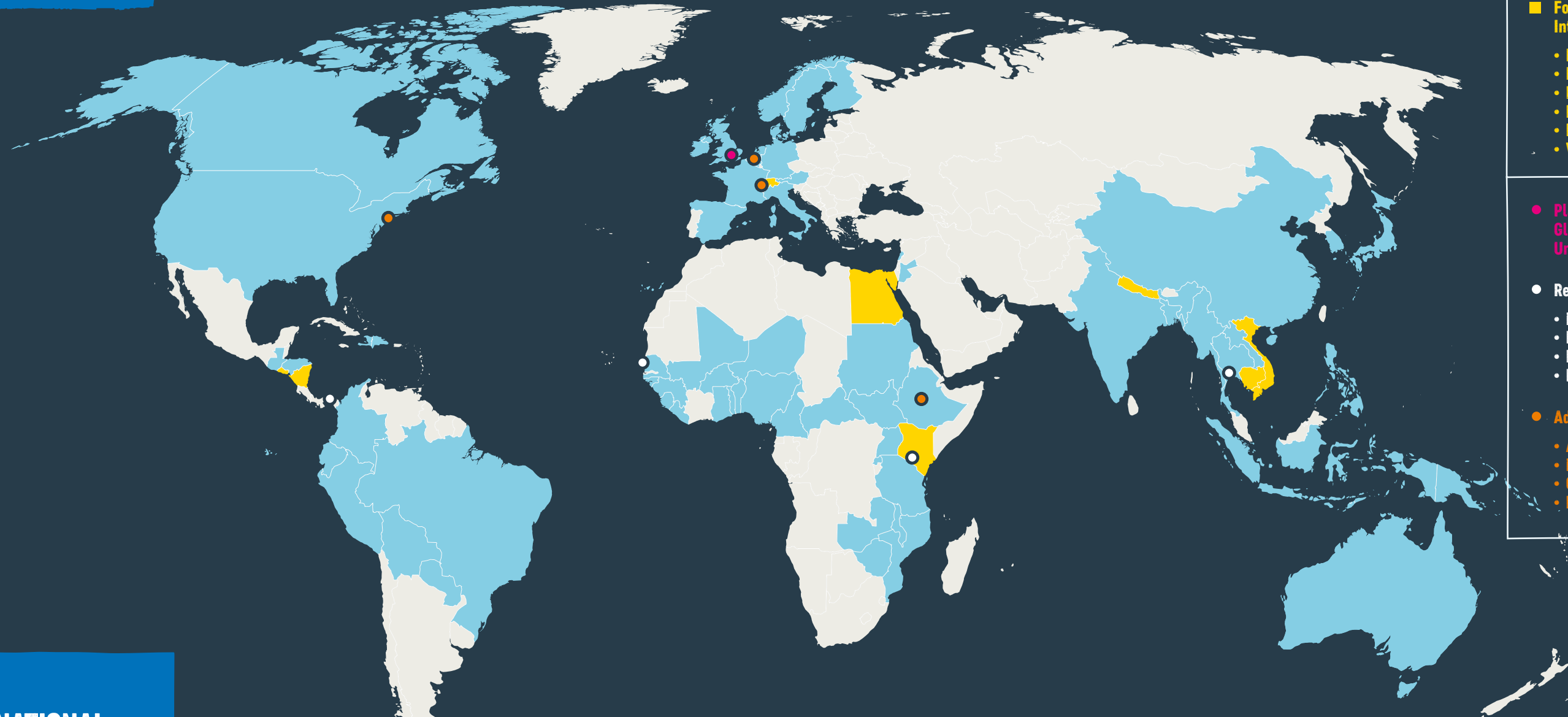


*Rashid Javed*

**RASHID JAVED**

CEO Plan International  
Switzerland





- Countries in which Plan International is active
- Focus countries of Plan International Switzerland
  - Egypt
  - El Salvador
  - Kenya
  - Nepal
  - Nicaragua
  - Vietnam

- Plan International Global Hub, Woking, United Kingdom
- Regional Offices
  - Bangkok, Thailand
  - Dakar, Senegal
  - Nairobi, Kenya
  - Panama City, Panama
- Advocacy Offices
  - Addis Ababa, Ethiopia
  - Brussels, Belgium
  - Geneva, Switzerland
  - New York, USA

## PLAN INTERNATIONAL SWITZERLAND

Plan International Switzerland is an independent Non-Profit-Organisation and part of the global Plan International network. Since its foundation in 2006, Plan International Switzerland is working to advance gender equality and children's rights in different parts of the world.

Our programmes create the conditions for adolescent girls and young adults to be educated, protected and economically empowered.

## COMMITMENT WORLDWIDE

### THE GLOBAL NETWORK IN NUMBERS

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020:

ADVANCING CHILDREN'S RIGHTS AND EQUALITY FOR GIRLS FOR OVER

80  
YEARS

ACTIVE IN

75  
COUNTRIES

50  
M  
CHILDREN REACHED

VOCATIONAL TRAINING FOR  
4.7  
M  
YOUTH

BETTER ACCESS TO EDUCATION FOR  
6.1  
M  
GIRLS

IMPROVED SEXUAL AND REPRODUCTIVE HEALTH FOR  
5.5  
M  
GIRLS

IMPROVED SKILLS AND WORK OPPORTUNITIES FOR ALMOST  
1.2  
M  
YOUNG WOMEN



### TRANSPARENT AND AUDITED

Plan International is a member of Accountable Now, a cross-sector platform for civil society organizations working internationally. Together, we commit to being transparent, responsive to stakeholders and focused on delivering impact. We signed [the twelve commitments](#) of the Global Standard for CSO Accountability, respect the human rights and work ethically, professionally and independently.



# THIS IS WHAT WE HAVE ACHIEVED TOGETHER!

Education, youth economic empowerment, protection and security as well as resilience were the focus areas of Plan International Switzerland's program work in financial year 2020. Gender equality plays a significant role in all projects. Find out where we were active and what we were able to achieve to improve children's, and especially girls', lives.



**Parents discuss ways to generate income** in a savings group set up with the help of Plan International Switzerland. Economic empowerment is one of many aspects that go into combating female circumcision.

## AFRICA

### EGYPT

#### HOPE TOGETHER

ECONOMIC EMPOWERMENT SOCIAL COHESION

The project contributes to improving the autonomy of Syrian refugees and Egyptian host community members in Damietta and Alexandria, two provinces in the north of Egypt. The goal is to improve their financial literacy and social agency, and to increase social cohesion. We also support them in starting their own businesses. The project targets two age groups: adolescents between 15 and 17 and adults between 18 and 45.

**TIMEFRAME** OCTOBER 2018 – SEPTEMBER 2021

#### PROJECT PARTICIPANTS

250 GIRLS	250 BOYS
750 WOMEN	750 MEN

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020

- ✓ 1,004 Syrian refugees and Egyptian host community members (643 women) trained on entrepreneurship and financial literacy
- ✓ 142 cash grants distributed to launch businesses
- ✓ 150 entrepreneurs from the first phase of the project supported to consolidate their businesses
- ✓ 293 youth (154 girls) joined 18 youth clubs to improve social cohesion



Due to the variety and integration between the Syrian and Egyptian, girls and boys inside the sessions, I learned to integrate and harmonize inside the community. The sessions were a great mix between useful information and fun.

— YOUTH CLUB PARTICIPANT



**Having their own business** not only improves the financial situation of Syrian refugees, it also gives them a task and new encouragement to overcome their hardships.





## GENDER TRANSFORMATIVE PROGRAMMING – FOR LASTING IMPACT

Our goal for the future is for all of our programs to be gender-transformative. A gender-transformative approach tackles the root causes of gender inequality and reshapes unequal power relations in the long term. Holistic promotion of gender equality is at the heart of an intervention, for example by empowering girls and women and engaging boys and men.

## KENYA

### STOPPING FGM/C

ENDING HARMFUL PRACTICES GENDER EQUALITY  
ECONOMIC EMPOWERMENT

In this project, we work with communities, girls and boys, and local government authorities to prevent female genital mutilation/cutting (FGM/C). Interventions include community mobilization and sensitization, income-generating activities and savings groups for parents and former circumcisers, scholarships and mentoring to keep children, especially girls, in schools, and capacity building for local authorities to respond to cases of FGM/C.

## SENEGAL

### BETTER HEALTH FOR WOMEN AND GIRLS

GENDER EQUALITY SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

BIRTH AND HEALTH REGISTRATION

In five countries, Plan International is working with partners to improve the health of vulnerable women, adolescent girls and children by tackling gender inequality. This is one of the main causes of maternal and child deaths. Plan International Switzerland supports the project in Senegal.

By engaging male community members, training health workers, improving health facilities and strengthening general health knowledge for youth and families, this initiative also helps to better promote health throughout the community. The project directly benefits a total of 1.3 million people.

TIMEFRAME	JANUARY 2016 – OCTOBER 2020
PROJECT PARTICIPANTS	
341,000 CHILDREN	512,000 WOMEN, INCL. 109,000 ADOLESCENT GIRLS

TIMEFRAME JULY 2017 – AUGUST 2020

#### PROJECT ACHIEVEMENTS

- ✓ 4,400 girls and boys trained and empowered to become agents of change against FGM/C and child marriage
- ✓ 5,186 community members sensitized on FGM/C, child marriage, teenage pregnancy and other aspects of gender-based violence
- ✓ 324 village chiefs and elders as well as 280 religious leaders sensitized and convinced to abolish FGM/C and child marriage
- ✓ 1,960 girls reached through Alternative Rites of Passage
- ✓ 25 circumcisers and aides reformed
- ✓ 146 parents supported in their livelihoods through participation in saving groups and livelihood trainings
- ✓ 146 boys and girls supported with a scholarship for them to continue secondary education
- ✓ 300,000 people reached through radio shows to raise awareness on FGM/C and reporting mechanisms in times of COVID-19



# LATIN AMERICA

One component of our project in El Salvador is to promote the emotional, social, linguistic and motor skills of the children who live with their **mothers in prison**.



## EL SALVADOR

### HOPE BEHIND BARS

EARLY CHILDHOOD DEVELOPMENT PROTECTION FROM VIOLENCE EDUCATION  
SEXUAL AND REPRODUCTIVE HEALTH RIGHTS

The overall objective of the project is to institutionalize the Comprehensive Early Childhood Development Training Program for women deprived of liberty as part of the Governmental Penitentiary Model «I Change». This is done through the development and launch of a corresponding training program, strengthening and sensitizing governmental institutions about the difficulties faced by children living in penitentiaries together with their mothers. In addition, we support children leaving the prison at the age of five and help them adapt to their new family and community environment.

**TIMEFRAME** FEBRUARY 2019 – APRIL 2021

#### PROJECT PARTICIPANTS

**600 FEMALE PRISON INMATES** **35 PENITENTIARY TECHNICAL STAFF**

**181 CHILDREN OF IMPRISONED MOTHERS**

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020

- ✓ Modules of the «Training Program for Women Inmates of Child-bearing age with a Child Rights Approach» completed and submitted for validation to the National Criminological Council and General Directorate of Penitentiaries
- ✓ Women's prisons in Izalco and Zacatecoluca supported with 340 hygiene and menstruation kits
- ✓ Adjusted programming to the current context implementing virtual activities with women and their children as well as prison staff

## EL SALVADOR

### OPPORTUNITIES FOR YOUTH IN EL SALVADOR

#### YOUTH ECONOMIC EMPOWERMENT

This project aims to improve the social and economic situation of young adults and especially young women in El Salvador and to integrate them into the labour market. By providing training, seed grant funding, and technical guidance, we help youth to start their own business or gain employment. We work with a gender sensitive approach and a focus on innovative methods like Green skills, and Climate Smart Agriculture.

**TIMEFRAME** MARCH 2018 – NOVEMBER 2020

#### PROJECT PARTICIPANTS

**246 WOMEN** **164 MEN** **2 YOUTH NETWORKS**

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020

- ✓ 173 youth (58 % women) trained in entrepreneurship
- ✓ 73 youth received seed capital to start their own businesses
- ✓ 105 youth (69 % women) trained on job-specific technical skills
- ✓ 37 youth (54 % women) placed in decent employment







In the community of Mechapa, Department of Chinandega, Nicaragua, a group of young people which was formed through our project practices **what to do in an emergency**.

## EL SALVADOR AND NICARAGUA

### PROTECTION FROM FLOOD

DISASTER RISK REDUCTION RESILIENCE EDUCATION

In collaboration with



In partnership with eight different organisations around the world, we work to increase funding for flood resilience, strengthen resilience policy and improve flood resilience practice. As a core member of the Zurich Flood Resilience Alliance (ZFRA), Plan International Switzerland is currently implementing the programme in El Salvador and Nicaragua. From January 2021, we will expand our activities to Myanmar and Vietnam to work towards a better understanding of community resilience and gender inclusion, and to influence national resilience policies in all four implementing countries.

« I feel empowered in my abilities and I am proud of my business. I want other women to feel the same way. I encourage them to believe in themselves and become more independent.

— ESTEFANY, HAS BUILT UP HER OWN BUSINESS (A PLANT NURSERY) AND EMPLOYS SEVERAL PEOPLE

TIMEFRAME JULY 2018 – DECEMBER 2024

#### PROJECT PARTICIPANTS (EL SALVADOR)

9,125 GIRLS AND WOMEN  
9,121 BOYS AND MEN

MINISTRIES OF EDUCATION AND ENVIRONMENT, UNITED NATIONS INSTITUTIONS

#### PROJECT PARTICIPANTS (NICARAGUA)

5,123 GIRLS AND WOMEN  
4,448 BOYS AND MEN

NICARAGUAN INSTITUTE FOR TERRITORIAL STUDIES AND THE CIVIL DEFENCE AND SUB-NATIONAL PUBLIC STAKEHOLDERS LIKE THE MUNICIPAL MAYOR'S OFFICE AND THE MINISTRY OF EDUCATION

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020 (EL SALVADOR)

- ✓ Food baskets provided to vulnerable families affected by COVID-19 and tropical storm «Amanda-Cristobal»
- ✓ Emergency kits incl. personal protective equipment and training materials provided to response teams and communities
- ✓ Video co-produced with the Ministry of Environment to improve disaster prevention and response by concerned institutions
- ✓ 2 post-event studies in response to the floods due to tropical storm «Amanda-Cristobal» implemented and disseminated

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020 (NICARAGUA)

- ✓ The Nicaraguan Institute for Territorial Studies (INETER) now includes aspects of community flood resilience in its work plans
- ✓ At the local level, we developed joint actions with education authorities aimed at increasing flood resilience at community and school level
- ✓ Strengthening community-based organisations, individual households and school-based organisational structures led to better community resilience to floods





In Hue City, Vietnam, many children are street workers. With education and vocational training, we support the children and their families to **break the cycle of poverty**.

## ASIA

### CAMBODIA

#### COMMUNITY PRESCHOOL CONSTRUCTION IN SIEM REP

EDUCATION WATER, SANITATION AND HYGIENE (WASH)

For several years, we have been preparing children for school in Siem Rep Province in Cambodia and training teachers so that children receive quality education. In addition, we build wells so that communities have access to clean water.

TIMEFRAME		
MARCH 2019 – JULY 2021		
PROJECT PARTICIPANTS		
73 GIRLS	59 BOYS	24 TEACHERS
652 WOMEN	602 MEN	
ACHIEVEMENTS IN FINANCIAL YEAR 2020		
✓ 6 school rooms and 7 wells constructed		

### NEPAL

#### GIRLS LEARNING EQUALLY IN SINDHULI

EDUCATION GENDER EQUALITY WATER, SANITATION AND HYGIENE (WASH)

In Sindhuli province, we promote educational opportunities for equal learning in 24 schools. In particular, we take into account the needs of girls, children with disabilities and Dalits (members of the still strongly discriminated caste of «untouchables»). The goal is for all girls and boys to complete a high-quality basic education leading to effective learning outcomes in secondary school.

We achieve this through:

- Safe and accessible learning facilities
- WASH facilities including menstrual hygiene
- Responsive care and parental education
- Training on inclusive and gender transformative education
- Lobby for advocacy and gender-transformative education

TIMEFRAME		
JANUARY 2018 – DECEMBER 2020		
PROJECT PARTICIPANTS		
382 GIRLS	357 BOYS	41 TEACHERS
359 WOMEN	84 MEN	
ACHIEVEMENTS IN FINANCIAL YEAR 2020		
✓ 20 schools equipped		
✓ 15 schools have had WASH facilities installed		
✓ Trainings for teachers completed		
✓ Continuation of teaching despite coronavirus		

« The project's activities have increased our self-confidence and enabled us to find a place in society.

— SHARMILA, PROJECT PARTICIPANT

### NEPAL

#### YOUNG WOMEN EMPOWERMENT

GENDER EQUALITY ECONOMIC EMPOWERMENT

This project aims to empower young women in the Parbat region. We promote the establishment of women's cooperatives in which the women generate and manage income and take collective action to counter inequality, violence and discrimination. We support the women's organisations with capacity building in life skills, professional skills, advocacy, organisational efficiency and networking.

TIMEFRAME	
MARCH 2017 – AUGUST 2020	
PROJECT PARTICIPANTS	
6,960 WOMEN	73,000 PEOPLE ARE INDIRECT BENEFICIARIES
ACHIEVEMENTS IN FINANCIAL YEAR 2020	
✓ 16 active cooperatives	
✓ 20 young women received speech and presentation training	
✓ Status and respect of women in the communities improved (e.g. rate of women allowed to move alone increased from 35 to 80 %)	

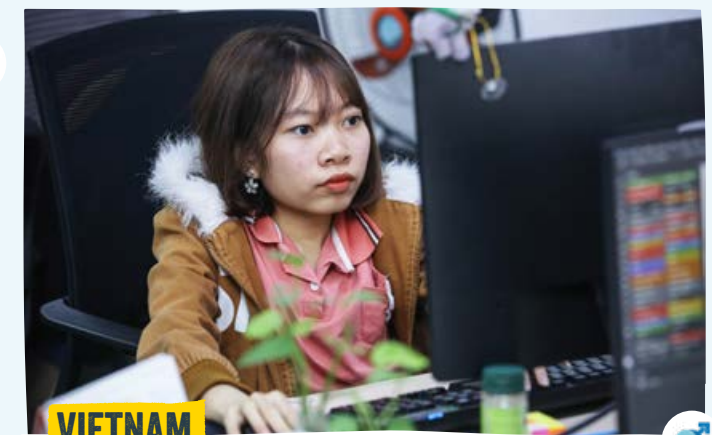
### NEPAL

#### CAREER OPPORTUNITIES FOR YOUNG WOMEN IN TOURISM

GENDER EQUALITY ECONOMIC EMPOWERMENT

The project empowers young women through asset building giving them access to sexual and reproductive health and rights (SRHR) services and growth in self-confidence and enhanced capacity to engage in decision making processes. The project aims to challenge existing gender norms in Nepal's tourism industry by empowering young women, promoting their decent employment and influencing the private sector.

TIMEFRAME	
AUGUST 2018 – JULY 2021	
PROJECT PARTICIPANTS	
500 WOMEN	
ACHIEVEMENTS IN FINANCIAL YEAR 2020	
✓ Training of administrative matters	
✓ Agreements with tourism agency obtained	



### VIETNAM

#### FIT FOR THE FUTURE

GENDER EQUALITY ECONOMIC EMPOWERMENT

VOCATIONAL TRAINING

With this programme, we enable disadvantaged young people to pursue a professional career in the IT sector. The project targets young adults, especially young women between the ages of 18 and 24. It aims to change the norms in the IT sector, which has so far been dominated by men. In training courses lasting from three months to one year, the students acquire professional and life skills and are supported in job placement.

TIMEFRAME		
JULY 2018 – DECEMBER 2021		
PROJECT PARTICIPANTS		
400 WOMEN	400 MEN	80 TEACHERS
		500 COMPANIES
ACHIEVEMENTS IN FINANCIAL YEAR 2020		
✓ 125 new students trained		
✓ 138 graduates placed in decent jobs		
✓ 55 teachers received gender-sensitivity training		
✓ 8 communication campaigns conducted for sensitization and recruitment of new students		

« I used to be a pessimistic person. In the Fit for the Future programme, I learned not only IT skills, but also English, communication, planning and life skills in general. I am much more motivated and believe in myself.

— THUONG (21), COMPLETED A GRAPHIC DESIGN COURSE AND NOW EARNS HER OWN LIVING

## VIETNAM

### A BETTER FUTURE FOR STREET CHILDREN IN HUE

EDUCATION ECONOMIC EMPOWERMENT

The aim of this project in Hue City is to improve the situation of street children and working children. We help young people and their families to increase their financial security, for example with savings groups or vocational training to increase their employment opportunities. We offer disadvantaged children protection and access to education by covering school fees or providing educational materials.

TIMEFRAME AUGUST 2017 – JUNE 2021

#### BENEFICIARIES

156 GIRLS 189 BOYS 3 LOCAL NGOs AND THEIR EMPLOYEES  
315 WOMEN 195 MEN

50 GOVERNMENT OFFICIALS AND LOCAL LEADERS

50 LOCAL BUSINESS LEADERS

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020

- ✓ 364 disadvantaged children, (189 girls, 175 boys) supported for schooling
- ✓ 228 youth received loans, vocational training and/or counselling
- ✓ 43 parents received loans, 9 new saving groups established
- ✓ Staff of partner organizations, women's union, volunteers and project saving groups trained on child protection issues

The figures for women and men include young adults between the ages of 18 and 30, as well as parents. The planned number of children benefiting from the project has already been exceeded.



This drawing was submitted by a student as part of an **online school contest** on traffic safety during school closures due to COVID-19.

## VIETNAM

### SAFE WAY TO SCHOOL

CHILD PROTECTION EDUCATION

The overall goal of this project in Thai Nguyen City is to increase safety for children on their way to and from schools. We achieve this by improving infrastructure measures, increasing road user compliance with national road traffic laws, and improving safety of bus transportation for children.

TIMEFRAME JUNE 2018 – NOVEMBER 2020

#### PROJECT PARTICIPANTS

10,000 STUDENTS FROM UP TO 10 SCHOOLS  
500 – 1,000 STUDENTS COMMUTING TO AND FROM SCHOOL ON PUBLIC BUSES  
500 TEACHERS AND 200 SCHOOL STAFF, BUS DRIVERS AND SERVICE STAFF

#### ACHIEVEMENTS IN FINANCIAL YEAR 2020

- ✓ Design profiles for improvements approved for 4 schools, works started at Doc Lap Elementary School
- ✓ Series of online road safety education events conducted in collaboration with teachers during school closures due to COVID-19
- ✓ Ha-Lan bus company adopted internal guidelines for traffic safety for children



# MORE SAFETY ON THE WAY TO SCHOOL

Thai Nguyen City in Vietnam is a junction connected to several national and inter-provincial roads. In recent years, mixed traffic on the roads has increased. Factors such as poor road conditions and lack of knowledge of and compliance with road traffic rules have led to more accidents and road fatalities. Very often, the accidents involve children. Plan International Switzerland implemented a project between June 2018 and November 2020 to counteract this problem.

Because accidents were particularly frequent near schools, we focused on improving safety on the way to school. We mainly promoted better infrastructure measures, increased compliance with national road traffic laws by road users, and greater safety for children in bus transport. According to surveys, our sensitization work has had an effect on the students: they watch out more carefully before crossing the road, use crosswalks more often when they are available, and are more aware of the road infrastructure (crosswalks, markings for pedestrians, warning lights, designated areas for drop-off and pick-up, etc.) around the school.



BEFORE

→ For more results of the project, see the opposite page



BEFORE

# «THE «NYAMBURA» DRUM BEATS HAVE FALLEN SILENT»

In Kenya, one in five women has undergone some form of female genital mutilation/cutting (FGM/C). Although the government banned FGM/C in 2011, the harmful practice is still carried out. In Tharaka Nithi county, the numbers are particularly high. However, with our project to combat FGM/C, we have managed to bring about a change in mindset.

«I did not for once consider that FGM/C can be shunned by this community. But the «Nyambura» drum beats that used to celebrate girls after going through the cut have been silenced», says a former circumciser. From July 2017 to August 2020, Plan International Switzerland carried out a project in Tharaka Nithi to combat female circumcision by taking a holistic approach. FGM/C not only has severe health consequences for those affected, but it also is closely related to problems such as lack of education and dropping out of school, child marriage and poverty. In order to sustainably protect girls from FGM/C, we worked on four main levels:



A youth mentor explains on the radio what to do if you hear about a potential case of female circumcision and how to take legal action against it.



## 1 SYSTEMS STRENGTHENING AND CHANGE IN MINDSET

Judiciary officers and community members are increasingly aware of the importance of preventing FGM/C and child marriage, and are increasingly ready, willing and able to take corrective action where and when necessary. Since the beginning of the project, more FGM/C perpetrators have been arrested.

## 2 COMMUNITY ACTION

We sensitized religious leaders, trained youth as agents of change, reformed circumcisers and aides, organized dialogue sessions with boys and men, and conducted radio shows to raise awareness and disseminate messaging relevant to FGM/C and other child protection issues. Furthermore, a number of Alternative Rites of Passage were organized, providing the girls an alternative to female initiation into womanhood.

«In the past, FGM was a permission  
to marry, but now education is a  
permission to marry.»

Mkalla (34), campaigns against FGM/C in a men's group



### 3 WOMEN'S ECONOMIC EMPOWERMENT

A crucial aspect in moving away from the FGM/C practice was to empower women economically, creating alternative sources of income for former circumcisers and aides, and ensuring that girls and boys of the most vulnerable families remain in school. We established a total of ten savings groups for parents and former circumcisers. This has enabled them to increase their income. For the former circumcisers, it is also an important platform and motivation to stay true to their promise to stop cutting. The savings groups are self-managed and run by the local women and therefore make an important contribution to the sustainability of the project.



**The sensitization work was successful:** Members of the Njuri Ncheke Elders, the socially most highly placed council of elders of the Meru (ethnic group in Kenya), are now actively campaigning against FGM/C.

« I feared being an outcast and deeply wondered who would marry me. But with interaction with girls and boys from other communities I have found the practice weird and uncivilized and this has built my confidence, especially in realizing that FGM is no longer necessary. My joy is that girls from my village are slowly transforming and are refusing to go through the cut.

— JOAN (15)

### 4 ACCESS TO QUALITY EDUCATION

Secondary education is one of the strongest protective mechanisms for young girls against FGM/C, early marriage and teenage pregnancies. Within the framework of this project, we supported 146 students with school fees. Many of them are now studying at University, Higher Technical Colleges or learning a profession.

Throughout the project, the recruitment of young men as agents of change has proved particularly helpful. The Champions of Change interventions had sensitization impact on the targeted girls and boys, empowering them to take a stand against FGM/C.

→ All results of the project in figures can be found on page 7



Girls sing to inform people about the consequences of FGM/C and the benefits of education.



During an «Alternative Rite of Passage»

# SUPPORTING GIRLS' RIGHTS DURING A PANDEMIC

On March 11, the World Health Organisation declared COVID-19 a global pandemic. As governments around the world closed schools and large sectors of the economy, and ordered people to stay at home, it became clear that the health crisis would also become a socio-economic crisis.

Girls, young women, people with disabilities and LGBTIQ+ persons were most likely to suffer these secondary impacts due to their age, gender and other factors. The risks girls faced included increased risk of violence, exploitation, trafficking, child labour and other harmful practices such as child, early and forced marriage and female genital mutilation. Drawing on our experience from the West Africa Ebola outbreak of 2014 until 2016, seizing opportunities to strengthen girls' rights has been a central pillar of Plan International's response. Our early focus was on: supporting education; child protection; COVID-19 prevention awareness and community engagement; and support for sanitation and hygiene, including handwashing among vulnerable populations.



**In Kibera, Kenya's and the whole Africa's largest informal settlement,** most girls rely on free sanitary pads distributed in their school. With the closure of schools due to COVID-19, they no longer had access to them. Plan International has been distributing menstrual products in Kibera and supporting girls to access safe shower facilities.

## NUMBER OF PEOPLE REACHED

WEST AND CENTRAL AFRICA  
**20.4 M**

ASIA AND PACIFIC  
**12.8 M**

MIDDLE EAST,  
EASTERN AND SOUTHERN AFRICA  
**12.3 M**

LATIN AMERICA AND CARIBBEANS  
**3.9 M**

Despite lockdown measures bringing unprecedented operational challenges, including limitations on access and a shift to remote working, as of June 19, 2020, Plan International had reached a total of 49,402,480 people\* through its COVID-19 emergency response programmes worldwide. Through these efforts we aim not only to limit the secondary impacts of the pandemic, but to strengthen the role of girls and build back better.

Plan International Switzerland co-financed the global COVID-19 emergency relief measures in the financial year 2020 with nearly 80,000 Swiss francs.

\*Figures include TV, radio and social media awareness campaign reach numbers for some countries



I want the girls of this  
world to have opportunities  
to live their own lives –  
with a basic education and  
in freedom. That's why  
I support Plan International  
Switzerland. »

**STEFANIE  
HEINZMANN**

Singer and ambassador for Plan  
International Switzerland



# PROTECTED, EDUCATED AND EMPOWERED

**Last year, Plan International Switzerland adopted its new Strategy 2025. We will be even more involved in the area of girls' rights and make a significant contribution to gender equality. We will continue to support all children but aim to play a leading role in delivering transformative change for girls because we believe that this is the key to building a more just world.**

Plan International Switzerland's strategy is framed by the Plan International Global Strategy and its ambition of enabling 100 million girls to learn, lead, decide and thrive. In addition, our work is guided by the United Nations Global Goals for Sustainable Development, in particular gender equality by 2030. An increasingly large base of evidence demonstrates that investments in girls and young women have enormous multiplier effects in their communities – from improved education outcomes to enhanced economic growth.

Plan International Switzerland's mission is to create the conditions for adolescent girls and young adults to be protected, educated, and economically empowered.

Through effective partnerships with donors, inclusive development programs and advocacy work, we will work to safeguard girls' basic needs and strategic interests and tackle the root causes of inequality and discrimination based on gender and social status.

In our programmes, we use the gender-transformative approach and actively engage girls, women, boys and men in finding solutions. Recognizing adolescence and the transition to adulthood as a critical period for the most disadvantaged, Plan International Switzerland focuses particularly on girls and young women aged 12–24 years.





We prioritize on the following areas:

**1** **ENDING HARMFUL PRACTICES  
(PROTECTED)**

We will work towards a world where all girls can live their lives free from harmful practices such as child marriage or female genital mutilation / cutting (FGM/C). Ending harmful practices is a multidimensional problem that requires action at every level, from government, communities, families, schools, individuals and civil society organizations.

**2** **INCLUSIVE AND QUALITY EDUCATION  
(EDUCATED)**

Young people—particularly girls—successfully transition to and succeed in safe, inclusive, and transformative primary, secondary and post-secondary education opportunities that prepare them to be self-sustaining, productive leaders within their communities.

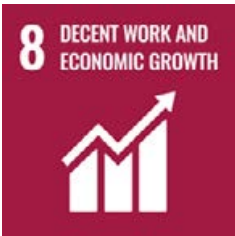
**3** **SKILLS & WORK  
(EMPOWERED)**

Young people – particularly young women – have access to quality skills training and financial services to successfully transition to decent work that provides income to support their needs, and their ability to advance skills, roles, and responsibilities in an increasingly enabling environment.

Plan International Switzerland will maintain a secondary focus on resilience to help girls grow up in safe communities and realize their full potential and thrive.

**UNITED NATIONS SUSTAINABLE  
DEVELOPMENT GOALS**

With our work, we make an important contribution to achieving the following United Nations Sustainable Development Goals. Without achieving gender equality (Goal No. 5), none of the other goals can be truly achieved.



# GENDER EQUALITY IN SWITZERLAND

On the occasion of International Women's Day on March 8, 2020, Plan International Switzerland published a report on gender equality in Switzerland. The results show: Three out of four young people are optimistic about gender equality. However, optimism drops as soon as young women enter the workforce and try to build a career.

In addition to its activities abroad, Plan International Switzerland has already implemented projects in Switzerland, such as mentoring programs to support young women in their professional orientation. The women's strike in summer 2019 was the trigger to take a closer look at the gender equality situation in Switzerland and to survey 1,002 young women and 1,242 young men between the ages of 14 and 24, as well as 714 women between the ages of 24 and 40.



## Key findings from the survey:



It's going in the right direction, but very slowly. We are taking three steps forward and one step backward rather than the other way round. »

♂ MAN, 23





« As a woman you are generally taken a little less seriously.

♀ WOMAN, 24

« In my work, I have noticed from the allocation of tasks that women are sometimes less trusted and underestimated.

♀ WOMAN, 27

The results of the survey show that there is still a lot to be done in order to achieve gender equality, especially in the work environment: Almost one in two women have experienced discrimination at work.

Another conclusion from the survey is that this is a structural problem caused by societal and cultural expectations. Both boys and girls blame stereotypes for the persisting gender inequality.

Optimism alone is not enough. Action is needed to firmly embed equality in our political and economic institutions. Only then can we recognize and respect the talent and choices of every individual – regardless of gender or tradition.



« Boys and men drew on a larger number of female role models.



The [full report](#) can be accessed here.



During an information event, students learn about the **Fit for the Future** program.

## A STRONG PARTNERSHIP FOR MORE GIRLS IN IT



**To be «fit for the future»: That is the wish of many young people - and the name of our IT project in Vietnam. Together with our project partner, the Adecco Group Foundation, we want to open up new perspectives for disadvantaged youth.**

Vietnam's technology sector is growing rapidly. At the same time, there is a lack of IT specialists. With the «Fit for the Future» project, we offer young people from Hanoi and rural areas a realistic chance to have a professional career in IT – and thus an opportunity to break the cycle of poverty.

### Good prospects of finding a job

The project targets 800 disadvantaged young people, with a special focus on young women. The aim is to increase the participation of women in the IT sector, which is currently dominated by men. In courses lasting from three to twelve months, participants learn not only technical skills but also social skills such as how to prepare for a job interview. 81 percent of all graduates have found a job – despite the strong economic impact due to COVID-19 (as of June 2020).

### Adecco as an active partner

«We want to make a lasting difference in the lives of people who have difficulty in finding work because of their age, background or disability.» Cynthia Hansen, Head of Adecco Group Foundation. Adecco is dedicated to contributing to the project not only financially, but also with its expertise. In July 2020, the Managing Director of Adecco Hanoi gave a presentation on the labour market situation, especially in the IT sector, highlighting challenges and opportunities. A total of 500 young people attended the event – on site or virtually.

**Creating perspectives for young people together:** Employees of Adecco Vietnam, the Adecco Group Foundation, Plan International Switzerland and Plan International Vietnam, and the partner university FPOLY at a meeting in November 2019.







# THANK YOU!

To all the  
**9,700**  
**DONORS**  
who financially contributed to our work  
in financial year 2020.

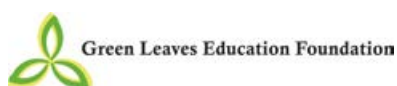
In total, we raised  
**6 M**  
**SWISS FRANCS**  
in donations.

**81%**  
**OF THE REVENUE**  
went directly into  
project work.

## WE WOULD LIKE TO THANK

- all our sponsors. With your commitment, you change the lives of children, families and entire communities.
- all our donors. With your regular or one-time contributions, you create a better world for children and especially girls.
- all the cantons and municipalities, parishes and associations that take responsibility for the future of girls and boys with their contributions.
- all the foundations that have supported us in the past year.
- all companies that set an example for a fairer world.
- all the ambassadors who are campaigning for greater justice and making our cause heard.
- all the volunteers, board and advisory board members of Plan International Switzerland who work on a pro bono basis for our cause.

## A SPECIAL THANKS GOES TO



Many other major donors, such as the **Swiss Agency for Development and Cooperation (SDC)** and the **Medicor Foundation Liechtenstein**, also supported us in our mission in financial year 2020. We thank all of them for their valuable contribution.

# FINANCIAL STATEMENT 2019–2020

## FINANCIAL RATIOS

**81 %**  
PROJECT EXPENDITURE  
CHF 4.46 M

**11 %**  
COMMUNICATIONS  
AND FUNDRAISING  
CHF 0.59 M

**8 %**  
ADMINISTRATION  
CHF 0.44 M

**ALLOCATION OF FUNDS 2020**  
CHF 5.49 M TOTAL

**32 %**  
SPONSORSHIP  
CHF 1.95 M

**1 %**  
RENTAL INCOME AND  
OTHER INCOME  
CHF 0.02 M

**11 %**  
INSTITUTIONAL  
DONATIONS  
CHF 0.66 M

**8 %**  
SINGLE DONATIONS  
CHF 0.47 M

**37 %**  
FOUNDATIONS  
CHF 2.22 M

**SOURCE OF FUNDS 2020**  
CHF 6.07 M TOTAL

**11 %**  
REGULAR  
DONATIONS  
GIRLS' FUND  
CHF 0.75 M





# REPORT OF THE STATUTORY AUDITORS

## ON THE LIMITED STATUTORY EXAMINATION TO THE GENERAL MEETING OF PLAN INTERNATIONAL SWITZERLAND, ZURICH

As statutory auditors, we have examined the financial statements of Plan International Schweiz, which comprise the balance sheet, operating statement, statement of changes in equity and notes, for the year ended 30 June 2020. As permitted by Swiss GAAP FER 21 the information in the performance report is not required to be subject to the statutory auditors' examination.

These financial statements prepared in accordance with Swiss GAAP FER, Swiss law and the association's articles of incorporation are the responsibility of the Board. Our responsibility is to perform a limited statutory examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law.

We conducted our examination in accordance with the Swiss Standard on Limited Statutory Examination. This standard requires that we plan and perform a limited statutory ex-

amination to identify material misstatements in the financial statements. A limited statutory examination consists primarily of inquiries of association personnel and analytical procedures as well as detailed tests of association documents as considered appropriate in the circumstances. However, the testing of the operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not give a true and fair view of the financial position, the results of operations and the cash flows in accordance with Swiss GAAP FER. Furthermore, nothing has come to our attention that causes us to believe that the financial statements do not comply with Swiss law and the association's articles of incorporation.

PricewaterhouseCoopers AG



Blazenka Kovacs-Vujevic  
*Auditor in charge*



Patricia Keller  
*Audit expert*

Zurich, 20 August 2020

# BALANCE SHEET

## ASSETS

Cash and cash equivalents  
Other short-term receivables  
Prepayments and accrued income

### Current assets

Rental deposit  
Property, plant and equipment  
Intangible assets

### Non-current assets

## LIABILITIES

Payables from goods and services  
Other current liabilities  
Support and sponsorship liabilities  
Accrued liabilities and deferred income

### Current liabilities

### Restricted fund capital

Unrestricted reserves

### Organization Capital

Notes	30.06.2020	30.06.2019
	1'644'065.36	881'483.99
	5.86	5.86
3.1	13'787.32	13'810.52
	<b>1'657'858.54</b>	<b>895'300.37</b>
	30'404.75	30'403.50
3.2	20'653.79	5'526.78
3.2	0.00	18'215.05
	<b>51'058.54</b>	<b>54'145.33</b>
	<b>1'708'917.08</b>	<b>949'445.70</b>
	9'230.70	8'800.50
3.4	56'428.55	27'706.60
3.3	375'935.27	430'995.01
3.5	300'203.36	100'693.72
	<b>741'797.88</b>	<b>568'195.83</b>
	<b>257'907.34</b>	<b>100'118.29</b>
	709'211.86	281'131.58
	709'211.86	281'131.58
	<b>1'708'917.08</b>	<b>949'445.70</b>



# INCOME STATEMENT

## INCOME STATEMENT

	Notes	2019/2020	2018/2019
Donations		4'104'401.26	3'605'958.68
Sponsorships		1'942'662.83	2'056'861.03
Rental income	4.1	8'575.00	20'580.00
Other income		17'835.87	24'975.75
<b>Operating income</b>		<b>6'073'474.96</b>	<b>5'708'375.46</b>
Project expenditure International		-3'815'108.61	-3'978'549.21
Project expenditure Switzerland		-78'177.62	-78'245.25
Personnel expenses Projects	4.2	-421'026.93	-391'955.20
Advocacy expenses		-20'137.00	-10'251.42
Personnel expenses Advocacy	4.2	-51'727.88	-50'526.49
Sponsorship communication		-67'210.00	-59'465.85
Travel expenses		-31'121.56	-37'442.27
Investment Plan International Inc.		27'613.75	0.00
<b>Total project expenses</b>		<b>-4'456'895.85</b>	<b>-4'606'435.69</b>
Marketing		-573'915.10	-395'218.85
Personnel expenses	4.2	-219'951.20	-147'641.47
Investment Plan International Inc.		208'520.50	0.00
<b>Total Fundraising expenditure</b>		<b>-585'345.80</b>	<b>-542'860.32</b>
Personnel expenses	4.2	-264'068.45	-286'883.02
Rental expenses	4.1	-68'365.45	-64'509.40
Property insurance/ cleaning		-8'074.35	-10'178.20
Administrative expenses		-71'372.73	-90'513.56
Depreciation	3.2	-28'488.77	-25'847.38
<b>Total administrative expenses</b>		<b>-440'369.75</b>	<b>-477'931.56</b>
<b>Operating expenses</b>		<b>-5'482'611.40</b>	<b>-5'627'227.57</b>
<b>Operating profit</b>		<b>590'863.56</b>	<b>81'147.89</b>
Exchange gain / loss		-937.63	-3'223.11
Currency translation gains		815.26	0.00
Bank charges		-4'873.11	-6'397.24
Interest income		1.25	10.54
<b>Financial results</b>		<b>-4'994.23</b>	<b>-9'609.81</b>
<b>Operating result before change in fund capital</b>		<b>585'869.33</b>	<b>71'538.08</b>
Change in fund capital		-157'789.05	23'401.71
Allocation to organizational capital		-428'080.28	-94'939.79
		<b>0.00</b>	<b>0.00</b>

# STATEMENT OF CHANGES IN CAPITAL

## CHANGES IN RESTRICTED FUND CAPITAL

	Starting Balance 01.07.2018	Allocations	Appropriation	Ending Balance 30.06.2019
<b>FUND CAPITAL</b>				
Girls' fund	120'395.56	952'508.88	977'508.80	95'395.64
Special projects fund	0.00	4'046.00	3'213.80	832.20
Emergency relief fund	1'371.24	9'333.60	8'988.88	1'715.96
Water fund	1'753.20	3'459.00	3'037.70	2'174.50
<b>Total fund capital</b>	<b>123'520.00</b>	<b>969'347.48</b>	<b>992'749.19</b>	<b>100'118.29</b>

Girls' fund: Projects in Egypt, Ethiopia, El Salvador, Mali, Malawi, Nepal, Niger, Vietnam, Central African Republic;  
Special projects fund: Projects in Vietnam; Emergency relief fund: Projects in Egypt, Nepal; Water fund: Projects in Cambodia

	Starting Balance 01.07.2019	Allocations	Appropriation	Ending Balance 30.06.2020
<b>FUND CAPITAL</b>				
Girls' fund	95'395.64	840'648.80	681'056.24	254'988.20
Special projects fund	832.20	5'200.00	4'798.00	1'234.20
Emergency relief fund	1'715.96	8'400.00	8'899.52	1'216.44
Water fund	2'174.50	420.00	2'126.00	468.50
<b>Total fund capital</b>	<b>100'118.29</b>	<b>854'668.80</b>	<b>696'879.76</b>	<b>257'907.34</b>

Girls' fund: Projects in Egypt, Burkina Faso, El Salvador, Nepal, Niger, Vietnam, Central Africa Republic;  
Special projects fund: Projects in Nepal and Switzerland; Emergency relief fund: Projects in Bangladesh; Water fund: Projects in Cambodia

## CHANGES IN ORGANIZATIONAL CAPITAL

	Starting Balance 01.07.2018	Allocations	Appropriation	Ending Balance 30.06.2019
<b>ORGANIZATION CAPITAL</b>				
Unrestricted reserves	186'191.79	94'939.79	0.00	281'131.58
<b>Total organization capital</b>	<b>186'191.79</b>	<b>94'939.79</b>	<b>0.00</b>	<b>281'131.58</b>

	Starting Balance 01.07.2019	Allocations	Appropriation	Ending Balance 30.06.2020
<b>ORGANIZATION CAPITAL</b>				
Unrestricted reserves	281'131.58	428'080.28	0.00	709'211.86
<b>Total organization capital</b>	<b>281'131.58</b>	<b>428'080.28</b>	<b>0.00</b>	<b>709'211.86</b>



# NOTES TO THE FINANCIAL STATEMENT AS OF 30 JUNE 2020

## 1 GENERAL INFORMATION

The association Plan International Switzerland was founded on 3<sup>rd</sup> of July 2006. The headquarters of the association is in Zurich.

Plan International Switzerland pursues the goal of helping vulnerable children, their families and their communities in underdeveloped countries to satisfy their basic needs and to promote their ability to contribute to the improvement of their community. The association is committed to development cooperation and humanitarian aid.

## 2 ACCOUNTING PRINCIPLES

The accounting principles applied by the association are in accordance with the Swiss GAAP FER 21 accounting principles. Expenses and income are accrued on an accrual basis. Expenses and income apply to the respective accounting period. Cash and cash equivalents as well as receivables / payables in foreign currencies are reported in the balance sheet at the closing rate on 30 June 2020. The foreign currency valuation of the operating accounts is based on the daily exchange rates of the respective transaction. Receivables and liabilities in CHF are valued at nominal value.

## 3 EXPLANATORY NOTES TO THE BALANCE SHEET

### 3.1 PREPAID EXPENSES AND ACCRUED INCOME

UVG/KTG/AHV (ccident / daily benefit / old-age and survivors' insurance)
Donations / services not yet received

30.06.2020	30.06.2019
11'992.52	13'810.52
1'794.80	0.00
<b>13'787.32</b>	<b>13'810.52</b>

## 3.2 FIXED ASSETS

Fixed assets are shown in the balance sheet at their acquisition cost, taking into account depreciation calculated according to the straight-line method based on the corresponding useful life.

### ACQUISITION VALUES

	Property, plant and equipment		Intangible assets	Total
	Furniture Depreciation 25 %	Communication / EDP Depreciation 50 %	Website Depreciation 50 %	
Balance as of 01.07.2018	31'408.80	119'708.55	36'430.21	187'547.56
Additions	0.00	5'786.50	0.00	5'786.50
Disposals	0.00	0.00	0.00	0.00
Balance as of 30.06.2019	31'408.80	125'495.05	36'430.21	193'334.06

### VALUE ADJUSTMENTS

Balance as of 01.07.2018	-31'407.80	-112'337.05	0.00	-143'744.85
Additions	0.00	-7'632.22	-18'215.16	-25'847.38
Disposals	0.00	0.00	0.00	0.00
Balance as of 30.06.2019	-31'407.80	-119'969.27	-18'215.16	-169'592.23

### Book value as per 30.06.2019

**1.00      5'525.78      18'215.05      23'741.83**

### ACQUISITION VALUES

Balance as of 01.07.2019	31'408.80	125'495.05	36'430.21	193'334.06
Additions	5'277.75	20'122.98	0.00	25'400.73
Disposals	0.00	-73'209.33	0.00	-73'209.33
Balance as of 30.06.2020	36'686.55	72'408.70	36'430.21	145'525.46

### VALUE ADJUSTMENTS

Balance as of 01.07.2019	-31'407.80	-119'969.27	-18'215.16	-169'592.23
Additions	-694.45	-9'579.27	-18'215.05	-28'488.77
Disposals	0.00	73'209.33	0.00	73'209.33
Balance as of 30.06.2020	-32'102.25	-56'339.21	-36'430.21	-124'871.67

### Book value as per 30.06.2020

**4'584.30      16'069.49      0.00      20'653.79**

## 3.3 SUPPORT AND SPONSORSHIP LIABILITIES

	30.06.2020	30.06.2019
Child sponsorships received in advance	314'172.22	309'024.02
Project sponsorships received in advance	4'074.00	4'244.00
Sponsorships received in advance	57'689.05	117'726.99
	<b>375'935.27</b>	<b>430'995.01</b>



### 3.4 LIABILITIES TO PENSION FUNDS

As of 30.06.2020, there was a liability to the pension fund of CHF 22'587.50 (Prior year: CHF 16'035.25).

### 3.5 ACCRUED EXPENSES AND DEFERRED INCOME

	30.06.2020	30.06.2019
Vacation and overtime accruals	58'535.70	57'338.60
Audit costs	10'000.00	10'000.00
Other expenses	231'667.66	33'355.12
	<b>300'203.36</b>	<b>100'693.72</b>

## 4 NOTES TO THE OPERATING STATEMENT

### 4.1 RENTAL EXPENSES

	2019/2020	2018/2019
Rental expenses	-68'365.45	-64'509.40
Rental income from subletting	8'575.00	20'580.00
<b>Net rental expenses</b>	<b>-59'790.45</b>	<b>-43'929.40</b>

### 4.2 PERSONNEL EXPENSES

	2019/2020	2018/2019
Personnel expenses Projects	-421'026.93	-391'955.20
Personnel expenses Advocacy	-51'727.88	-50'526.49
Personnel expenses Fundraising	-219'951.20	-147'641.47
Personnel expenses Administration	-264'068.45	-286'883.02
<b>Total personnel expenses</b>	<b>-956'774.46</b>	<b>-877'006.18</b>

## 5 FULL-TIME POSITIONS ON ANNUAL AVERAGE

Personnel expenses consist of the expenses for 9.24 FTE on an annual average.

## 6 TOTAL AMOUNT OF ALL COMPENSATION TO THE EXECUTIVE BOARD

Since only one person is entrusted with the executive management of the organization the disclosure of her remuneration is waived.

## 7 VOLUNTARY WORK

The Board of Directors of Plan International Switzerland works on an honorary basis and is only entitled to reimbursement of actual expenses and outlays.



I have been a committed sponsor with Plan International Switzerland for many years.

— UWE ALTMAYER



We very much appreciate the open conversations and learning opportunities this partnership brings and the emphasis and knowledge of the importance of participation of girls and women.

— ROOS VAN KLEEF, PROGRAM DIRECTOR KAHANE FOUNDATION



I am delighted to be working with Plan and thus making a double investment in the future: climate protection and improving the position of girls.

— PASCAL FREUDENREICH, CEO AND FOUNDER OF CARBON-CONNECT AG