

PLAN INTERNATIONAL SWITZERLAND

ANNUAL REPORT

2023

JULY 2022 – JUNE 2023



PLAN
INTERNATIONAL

“It’s time to talk with and not just about young women in politics.”

BETTINA BRUNNER (22)

during the #GirlsTakeover on the
International Day of the Girl (page 22)



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



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DEAR READER,

Imagine the following: a world in which all children, regardless of the region in which they grow up, have access to education; a society that recognises and respects girls and young women as equals in all areas of life and, in which they can develop freely, without fear of violence or sexual assault; a world that is prepared to counter the effects of climate change. This does not just sound like a nice vision, it is our mission. That is exactly what Plan International stands for and that's what drives us in our work.

In the past financial year, we were once again able to invest over 82 per cent of donations directly in the implementation of our projects. This enabled us to successfully conclude five projects and to launch five new ones, including one in Switzerland. The pilot project “Swiss Champions of Change” (page 12) was carried out with apprentices from H&M and IKEA and empowers young women and men to advocate for gender equality, diversity and the participation of apprentices in their companies. “I’d love it if all young people in an apprenticeship had access to this course,” was the positive conclusion of one project participant.

We are very aware of the challenges that an increasingly complex world brings with it. This makes it even more important not to lose sight of our goal and to capture moments of success. Because they are what motivate us every day to continue to protect, promote and empower girls and young women in particular. Find out more about our programme work and read our success stories on the following pages.

Last but not least, an update on our own behalf. Since last spring, Plan International Switzerland is being managed by three Co-Directors. With our wealth of experience from different backgrounds and a highly skilled team, we look to the future with confidence and are proud and grateful to have you at our side.

All the best,



**ELIZABETH
KIEWISCH**



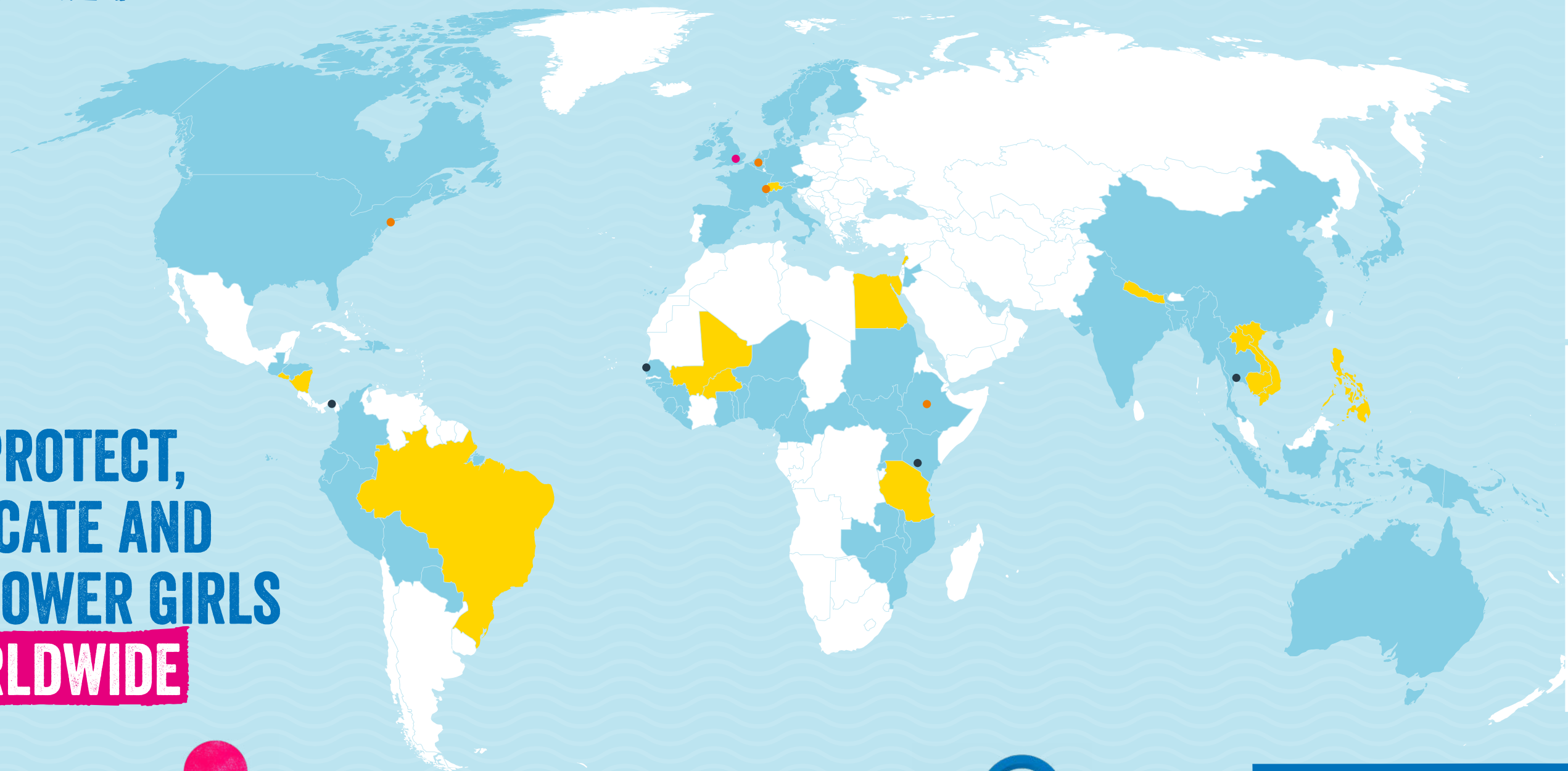
**HILLECHIEN
VAN DER KLAUW**



**JOCHEN
STARK**

Co-Directors, Plan International Switzerland

TO PROTECT, EDUCATE AND EMPOWER GIRLS WORLDWIDE



- Countries in which Plan International is active
- Project countries of Plan International Switzerland
 - Brazil
 - Burkina Faso
 - Cambodia
 - Egypt
 - El Salvador
 - Laos
 - Lebanon
 - Mali
 - Nepal
 - Nicaragua
 - Philippines
 - Tanzania
 - 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.



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.



WHAT PLAN INTERNATIONAL HAS ACHIEVED GLOBALLY IN THE FISCAL YEAR 2023

ADVANCING CHILDREN'S RIGHTS AND EQUALITY FOR GIRLS SINCE

87 YEARS

ACTIVE IN
83 COUNTRIES

REACHED OVER
41.5 M CHILDREN WORLDWIDE

INCLUSIVE AND QUALITY EDUCATION FOR OVER
10.4 M GIRLS, BOYS AND YOUNG ADULTS

IMPROVED ACCESS TO EDUCATION FOR MORE THAN
4.3 M GIRLS

IMPROVED SEXUAL AND REPRODUCTIVE HEALTH FOR OVER
4.3 M GIRLS

BETTER START IN LIFE FOR OVER
7.1 M GIRLS

Numbers: Plan International Global Hub, Fiscal Year 2022/2023

OUR PROGRAMME WORK 2023

Plan International Switzerland's programme work promotes girls and young women in the areas of education, resilience, protection against harmful practices and economic empowerment of children and young people. Five new projects or new project phases respectively were launched in the past financial year, with a particular focus on economic empowerment and education.

AFRICA

COMPLETED PROJECTS

NEW NEW PROJECTS

EGYPT

MY PROJECT, MY FUTURE

ECONOMIC EMPOWERMENT

Project description
Women's full and equal participation in society is closely linked to achieving higher levels of development, sustainability and social well-being. In Egypt, however, this goal is often difficult to achieve, and even more so the further one gets from the economic and social epicentre of the country. In Upper Egypt, the future of many young women is determined by patriarchal gender roles that prevent them from fully developing, choosing their professional future and participating in public life. In this region, the family is often the first obstacle for women on the path to a self-determined future.



GENDER-TRANSFORMATIVE PROGRAMME WORK – FOR A SUSTAINABLE IMPACT

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



Young female entrepreneurs are given advice on how to set up their own business.

The project focuses on building competences and developing entrepreneurial skills in young women so that they can implement and successfully manage income-generating projects. It also strengthens their communication, negotiation and leadership skills.

Timeframe	February 2022 – January 2024
Who benefits from the project?	500 young Egyptians from different communities in Upper Egypt
Achievements	<ul style="list-style-type: none">✓ A total of 413 young women were selected to participate in the project activities.✓ As the project promotes environmentally friendly practices, 399 young women and their parents participated in awareness-raising sessions for entrepreneurs.✓ In addition, a skills and career centre was established in the local Community Development Association (CDA).✓ Furthermore, awareness-raising events and community dialogues were organised for young women and their parents and leaders to strengthen the position of young women in their communities and to address the problems of discrimination and violence against women at work.



Project participants in Aswan at an information event.

EGYPT

TOWARDS AN EMPOWERING FUTURE

NEW YEE

Project description
The overall objective of the project is for young women and men to improve their economic self-reliance and to be empowered to fight gender inequality in an increasingly protective and supportive environment. This will be achieved through entrepreneurship training activities. This includes financial literacy and life skills training to equip young entrepreneurs with the necessary skills and knowledge to start and run their businesses. Particularly promising business ideas are supported by a grant to boost business operations. Other young people benefit from targeted vocational training tailored to their individual needs.

The project addresses issues around gender equality using Plan's Champions of Change method. The method is creative, participatory, engaging and modern in its approach. The programme targets both girls and boys with the aim of developing young people's skills as peer educators on gender equality and girls' rights.

Timeframe	July 2022 – July 2027
Who benefits from the project?	1200 families, approximately 2400 individuals
Achievements	In the initial phase of the project, the baseline survey, the registration of participants for the entrepreneurship training and the completion of the training with the first groups of young people were successfully carried out. In addition, a network of partner organisations and government agencies was established to ensure the sustainability of the project.

EGYPT

FUTURE LEADERS

YEE PROTECTION

Project description
This project aims to improve the leadership skills and social cohesion of Syrian refugees and Egyptian host communities. Young women and men develop their leadership skills to promote gender equality and combat gender discriminatory social norms, and support their peers to advocate for these issues. This in turn will lead to increased interaction between Syrians and Egyptians, which they can use to address issues they both face in their communities.

Another aim of the project is for children and young people, with the support of their parents, to take protective measures, have access to prevention and response information and services, and support and promote non-violent behaviour.

Timeframe	May 2022 – December 2023
Who benefits from the project?	550 young women and men, 30 % of whom are likely to be Egyptians at risk, 70 % Syrian refugees; 300 young people aged 18–24, of whom at least 50 % are women; 250 parents and adults (at least 50 % women)
Achievements	<ul style="list-style-type: none">✓ 300 boys and girls successfully completed the Youth Academy modules and activities.✓ 5 initiatives were carried out under the leadership of young people.



Before the training, I was always very shy and did not want to speak in groups. Now, through the training, I have gained the confidence to express my opinion.

— YOUNG PROJECT PARTICIPANT

BURKINA FASO / MALI

CREDIT AND KNOWLEDGE BUILDING ✓

EDUCATION ECONOMIC EMPOWERMENT

Project description

“Building Credit, Building Knowledge” completed its project activities in September 2022. 40 Village Savings and Loan Associations (VSLA) groups were formed in Burkina Faso and 12 VSLA groups in Mali. These groups were trained on income-generating activities and provided with materials or seed money to start their activities. Group members cited solidarity, greater financial independence and the ability to contribute to household expenses as the most important benefits. Most importantly, the groups were able to accumulate significant savings. All groups continue to be active, although insecurity remains a challenge in both countries. Local support for the activities by community actors suggests a high degree of sustainability, as does the financial success of the groups to date.

Timeframe October 2021 – September 2022

Who benefits from the project?

Burkina Faso: **1290 people**; Mali: **300 people**

Achievements

In both countries, VSLA groups enabled members to increase their savings and build up considerable, shared resources. These savings go a long way in helping parents cover school costs and become more financially independent.



Members of the **Youth Savings Group**.

Club for mums and dads to exchange ideas and information.

“ Since VSLA was founded, I have been saving 2000 FCFA (about 2.90 CHF) every week. This has enabled me to take out a loan to cover the needs of my school children to buy school supplies, clothes and other materials.

— **SALMAN, MOTHER OF SIX CHILDREN IN MALI**

TANZANIA

PROTECTING GIRLS FROM HARMFUL PRACTICES

PROTECTION FROM HARMFUL PRACTICES FGM/C



Project description

This project aims to help prevent harmful practices that lead to child, early and forced marriage and female genital mutilation (FGM/C) in the Mara region of Tanzania:

- The resilience of adolescent girls is strengthened, especially those girls who are potentially at risk of child marriage, FGM/C and other forms of abuse.
- An enabling environment is created for the promotion of girls’ rights and gender equality, as both are related to the elimination of the above-mentioned risks.
- To achieve the results, the project targets girls and boys at the individual level, but also addresses challenges at the family level by reaching out to parents and mobilising communities and duty bearers to support girls to resist child marriage and FGM/C.



Timeframe April 2021 – March 2024

Who benefits from the project?

1080 girls and boys in schools participating in discussions on children’s rights and prevention of FGM/C; **240 community members** participating in dialogues and discussions on FGM/C; **80 influential leaders** take action against FGM/C; **40 boys and men** actively participating in media programmes/dialogues to raise awareness about FGM/C

Achievements

- ✓ 192 debates were held in primary and secondary school clubs.
- ✓ 1080 club members, including 720 girls from 12 girls’ clubs and 360 boys from 12 boys’ clubs, participated in debates with various motions/issues challenging FGM/C and early forced marriage.
- ✓ 64 peer educators were trained on sexual and reproductive health and rights (SRHR) and received a SRHR and life skills toolkit for reference.
- ✓ 889 girls and boys were reached during community events covering topics such as puberty, early pregnancy, gender-based violence, menstrual hygiene, FGM/C, early marriage, sexual violence and good reporting channels.
- ✓ 24 teachers (12 women and 12 men) from primary and secondary schools were equipped with knowledge on life skills.
- ✓ 212 community members (90 women, 122 men) were reached through community dialogues geared towards awareness raising and prevention of harmful practices, especially FGM/C as the community approaches the “FGM season” at the end of this year.
- ✓ 20 parent groups (10 mothers’ groups and 10 fathers’ groups) discussed gender-based violence, the role of the father as head of the family, the impact of child marriage, FGM/C prevention, supporting girls and violence against children and women.
- ✓ 20 men and 33 boys have held talks, dialogues and meetings among their peers through community radio (SACHITA radio) on gender equality, the role of men and boys in preventing violence against children and harmful practices.
- ✓ 13 established Child Protection Committees are active and involved in detecting, preventing and responding to cases of violence against children in their communities.
- ✓ 144 religious leaders (107 men and 37 women) were reached through interfaith meetings in all 10 villages.

ASIA

CAMBODIA

AN EDUCATION FOR LIFE ★ NEW

EDUCATION WASH

Project description

Construction of a new lower secondary school building in Sekong and in Kaing Cham, equipped with educational, water, sanitation and hygiene facilities, including menstrual hygiene facilities.

Timeframe January – December 2023

Who benefits from the project?

Girls: 192; Boys: 141;
Teachers: 10 (5 female, 5 male)

Achievements

- ✓ The construction of the school has an impact on the quality of education and children no longer have a school journey of 5 to 10 km.
- ✓ Provision of school furniture, teacher desks and chairs, student desks and chairs, and whiteboards for lower secondary schools in Sekong and in Kaing Cham.
- ✓ Two school building committees were formed and trained in basic supervision of school buildings, technical specifications and reporting.
- ✓ Construction and equipping of a standard school latrine with three blocks (1 for girls with integrated MHM, 1 for boys and 1 for children/people with disabilities), a group hand washing station, a school water pumping system and water storage tanks at the school in Sekong.

A **school club** in Magoto.



Read the project report on page 18



Inside look into a preschool.

LAOS

READY, SET, SCHOOL!

EARLY CHILDHOOD DEVELOPMENT WASH

Project description

This project aims to improve the educational opportunities of children under the age of 5 in Bokeo Province, Laos. The children benefiting from this project are mainly from rural areas and ethnic minorities who are excluded from public early childhood education and care services due to their geographical isolation. By participating in summer preschool programmes (SPP), these children are prepared for the transition to primary school and their equal opportunities in the education system are strengthened.

Timeframe April 2022 – March 2025

Who benefits from the project?

A total of 2438 beneficiaries, including 1339 girls, 600 summer pre-school children, 40 SPP class teachers and assistants, 750 parents, 48 national, provincial and district education staff and 1000 primary school children from the WASH activities

Achievements

- ✓ In October 2022, an introductory meeting was held for the key Plan staff. The meeting covered all important elements of the project such as programme overview, activity and budget plan, reporting, monitoring and evaluation.
- ✓ Training courses for the project staff for the 10-week Summer Pre-school (SPP) were conducted to explain the detailed steps. In addition to the technical knowledge provided by the trainers from the Ministry of Education and Sports, the participants also learnt about the challenges, were introduced to teaching tools and how to create a child-friendly environment for the implementation of the SPP.

NEPAL

EQUAL AND INCLUSIVE EDUCATION

INCLUSIVE EDUCATION

A reading event at school.



Project description

The main objective of this project is to provide young students with a basic education focusing on reading, writing and arithmetic, with special attention to girls and children with disabilities. The aim is to improve their learning skills in reading and mathematics and thus make up for the educational gaps caused by school closures.

In addition, the project aims to promote basic STEAM skills, broaden the curriculum and make it more relevant. The project will also focus on supporting students who have dropped out of school and help them resume their education. It will also raise awareness in the community about the importance of continuous education for girls, minorities and children with disabilities.

Timeframe July 2021 – July 2024

Who benefits from the project?

A total of 3405 schools, 210 teachers (by promoting an inclusive learning environment in school), 1866 parents, 38 out-of-school children/teenage girls were enrolled in their age-appropriate class.

MHM and STEAM training for teachers.



Achievements

- ✓ In all 24 project schools (early childhood development to third grade), model classroom support was successfully implemented (provision of basic learning materials, setting up of well-equipped classrooms, favourable seating arrangements and decoration of walls with educational content). This resulted in increased school attendance of the students.
- ✓ 318 pupils with learning difficulties (143 girls and 175 boys) benefited from support in remedial classes.
- ✓ 36 teachers (14 male, 22 female) were trained in inclusive education and management.
- ✓ Menstruation-friendly toilets were installed in two schools serving 331 adolescent girls. The provision of this vital support has led to improved school attendance, especially among girls.

Read the success story on page 19

- ✓ 659 parents, school management committee, parent-teacher associations and teachers (410 female, 249 male), were sensitised on gender sensitive care.
- ✓ 739 students, teachers and school administrators (427 female, 312 male) actively participated in an orientation session on creating a youth-friendly learning environment in schools.
- ✓ The project not only transformed classrooms, but also encouraged systemic change and long-term investment in education: through this project, the local government recognised the importance of education and agreed to allocate budgetary funds to support model classes and remedial education in the following financial year (July 2023 – June 2024).

VIETNAM

FIT FOR THE FUTURE

ECONOMIC EMPOWERMENT VOCATIONAL EDUCATION GENDER EQUALITY

Project description

This project improves the employability of disadvantaged youth, especially young women aged 18–24, in the IT sector and provides more economic security for project beneficiaries and their families. The technical IT training is complemented by English courses and social skills training and empowers young women to engage in the male-dominated IT sector.

To this end, the project takes a holistic approach to education by combining technical IT training (graphic design, 3D modelling and web coding) with English and life skills training (e.g. values, team building, communication, reproductive health) and labour market preparation training (CV preparation, job interviews, work expectations).



Timeframe September 2018 – September 2022

Who benefits from the project?

630 800 disadvantaged young people (50 % women); partner organisation REACH and its 40 permanent employees; FPT Polytech College and its 40 IT trainers; 500 companies in the IT sector (100 existing network partners of REACH and 400 of FPT) participating in network activities and providing training, apprenticeship or employment opportunities

Achievements

- ✓ 495 disadvantaged youth participated in a 3-month vocational training course in 2D graphic design (at least 40 % female).
- ✓ 90 disadvantaged youth (at least 40 % female), participated in a 6-month vocational training course in 3D modelling.
- ✓ 60 disadvantaged young people (at least 30 % female) participated in a 6-month vocational training in programming.
- ✓ 170 disadvantaged young people (80 % female) participated in 12-month vocational training in IT.
- ✓ 445 graduates (at least 40% female) of the web design programme are employed in a related occupation.
- ✓ 135 graduates (at least 30 % female) of the 3D Modelling and Coding programme are employed in a related profession.
- ✓ 153 graduates (50 % female) of the IT programme are employed in a related occupation.
- ✓ 60 % of the young people placed kept their job for a period of at least 6 months.

REACH has been a reliable partner of Plan International for many years and has been successful with its holistic approach to training: 80% of the graduates find permanent employment, with average salaries well above those of their peer group.

SWITZERLAND

SWISS CHAMPIONS OF CHANGE

EMPOWERMENT EDUCATION GENDER EQUALITY

Project description

The “Swiss Champions of Change” pilot project empowers young women and men to champion gender equality, diversity and participation in their companies. In this way, today’s pioneers become the role models and leaders of tomorrow. The 10-day programme takes participants on a reflective journey of self-discovery, deconstructing gender roles and empowering them to consciously deal with stereotypes, prejudice and discrimination. Participants are supported in questioning gender and diversity-related obstacles in their (working) everyday life and in recognising their own strengths and resources – as far as possible detached from social attributions – and thus taking responsibility for their own career and life goals.

At the end of the programme, the participants have the opportunity to contribute their own ideas for promoting gender equality and a lived diversity in the companies. This gives them a voice and the opportunity to participate. In this way, change takes place on both an individual and structural level.



A look inside the workshops.



“ I think it would be wonderful if all young people in apprenticeships had access to this course. — WORKSHOP PARTICIPANT



Participants discuss stereotypes and social expectations and exchange ideas.

Timeframe October 2022 – October 2023

Who benefits from the project?

31 trainees from two companies (IKEA and H&M)

Achievements

- ✓ Development of the “Swiss Champions of Change” curriculum (3 modules: Identity and Leadership/Gender and Diversity/Future Ambitions).
- ✓ Accompaniment of the trainees in the development of their own projects for the promotion of gender equality and a lived diversity in the companies.
- ✓ 72 % of the surveyed participants stated that they had noticed a change in themselves as a result of the CoC programme (with regard to their own perception, communication, assessment of other people, ability to work in a team, self-confidence, ability to reflect, their own goals, etc.).
- ✓ 68 % think that they have the prerequisites and the necessary self-confidence to take on a leadership role later on (13 % partially).
- ✓ 63 % say they have the confidence and ability to contribute to equal opportunities in their company through their own actions in the role of “Champions of Change Ambassadors” (13 % partially).
- ✓ 91 % recommend that the CoC programme be shared with more apprentices (5 % partially).

ACTIONS TAKEN

The following actions (projects) were developed by the participants at the end of the programme and are currently being implemented in the companies and will be in the coming months.

- **Communication campaign “Without you there’s no us” (H&M):** Over a period of 12 months, the participants create nine different articles in which they raise awareness among all H&M employees in Switzerland about the importance of diversity and equality in their daily work through different media such as podcasts, video clips, interviews etc.
- **Action day (IKEA):** The participants of the Champions of Change programme organi-

se a workshop day for all 2nd year trainees where they share some of the content from the programme with other apprentices. They act as multipliers and gain their first experience as workshop leaders.

- **From trainees to shop owners (IKEA):** Trainees from the 3rd year take over the complete responsibility for a small area in their store for a certain period of time. In this way they learn to take responsibility and gain their first experience in a management function.
- **Free hygiene products for all employees (IKEA):** Free hygiene products should be provided for all employees. As there are currently no gender-neutral toilets at IKEA, the free products should also be available in the men’s toilets.

LATIN AMERICA

BRAZIL

BRIDGES TO THE FUTURE

YEE EDUCATION SRHR

Project description

The Bridges to the Future project aims to empower young people, especially young women, to achieve social inclusion, live free from gender-based violence and pursue their life goals. The project takes into account the social context and economic inequalities in the city of São Paulo and aims to address social challenges such as teenage pregnancies and the lack of economic opportunities for young people, especially women, by focusing on the southern and western neighbourhoods and promoting empowerment of girls and communities.

To raise awareness of inequalities, the youth will participate in the Champions of Change training. This activity aims to improve young people’s knowledge, attitudes and practices so that girls and boys, in all their diversity, gain more control over their bodies and sexuality, to prevent unwanted pregnancies and child marriages, and to know how to recognise, prevent and seek help for violence against children.

“ Through the project’s activities, young people can learn about and reflect on important health issues such as the prevention of unwanted pregnancies and sexual reproductive rights. They also receive support to achieve a higher level of education and ensure their economic self-sufficiency.

— ANA JULIA GONZAGA TRAVARES, ADMINISTRATIVE DIRECTOR OF THE PARTNER INSTITUTE BLANDINA MEIRELLES

The project team of Plan International Brazil.



Timeframe July 2022 – July 2027

Who benefits from the project?

A total of 4880 young people; 2960 in the SRHR sector, 960 in education, 960 in youth work

Achievements

In the first year of the project, an introductory phase laid the groundwork for the start of activities by conducting a baseline study. The activities started with rounds of talks about gender as well as visits to job fairs for young people.

EL SALVADOR

EDUCATECH – INSPIRING YOUNG GIRLS FOR STEM PROFESSIONS

INCLUSIVE EDUCATION GENDER EQUALITY

Project description

While technology is one of the main drivers of social and economic change today, there are still hardly any women working in this field. To address this gap, Plan International is implementing EDUCATECH – a project that aims to deconstruct gender roles by motivating and empowering adolescent girls to continue their academic education to pursue STEAM careers.

Plan International will also empower girls by providing support in mathematics and a STEAM scholarship so that they can pursue STEAM careers. In addition, Plan International will conduct an awareness campaign with parents and teachers, as well as train teachers in gender-specific trainings so that they can inspire girls to pursue STEAM careers after finishing school.



A workshop at the Huizucar school centre, El Salvador.

Timeframe May 2022 – May 2023

Who benefits from the project?

1126 boys, girls and young people from 13 schools; **39 teachers** (17 women and 22 men)

Achievements

- ✓ The project ended with 1126 children sensitised and oriented on STEAM professions.
- ✓ 39 teachers from 13 education centres were trained on STEAM professions.
- ✓ 308 children and youth received science and arts empowerment workshops.
- ✓ 29 technical team members from the Ministry of Education, Science and Technology were trained in knowledge management.
- ✓ 42 scholarships were awarded to girls from the project to continue their vocational education.

Timeframe June 2021 – October 2023

Who benefits from the project?

3546 adolescent girls attending 8th and 9th grade and the first and second year of high school; **108 adolescent girls** attending the first and second year of high school; **7092 parents** and **54 teachers**

Achievements

- ✓ Development of a gender-specific methodological guide for promoting STEAM careers among girls.
- ✓ 3556 students (3055 girls and 501 boys) in 8th and 9th grade and 1st and 2nd grade high school were informed and encouraged to pursue STEAM careers.
- ✓ 90 % of the girls are aware of the importance of empowering themselves and continuing their studies.
- ✓ Mathematics classes were introduced and the indicator of 108 girls attending the classes was exceeded and the target of 203 girls was reached.

EL SALVADOR

EDUCATECH 2.0 – INSPIRING YOUNG GIRLS FOR STEM PROFESSIONS

INCLUSIVE EDUCATION GENDER EQUALITY

Project description

With the aim of closing the gender gap and bringing about a sustainable change in mentality, Plan International and UNICEF designed a project that aims to deconstruct gender roles by motivating and empowering girls, adolescents and young women in particular to pursue their academic education in a STEAM career. Mothers, fathers and other relatives were also sensitised to support students and train teachers to support girls and adolescent women in pursuing their STEAM careers.

This is an additional project in collaboration with UNICEF to the EducaTech project that has already been implemented in El Salvador since 2021.

Workshops for trainers and children.



EL SALVADOR

HOPE BEYOND BARS

EARLY CHILDHOOD DEVELOPMENT SRHR

Project description

The already completed projects “Hope Behind Bars I + II” have helped to give mothers in prisons the necessary training to be more attentive to their children’s developmental needs and to build a positive and loving relationship with their children.

The third and final phase, called “Hope Beyond Bars”, specifically targets children and mothers leaving prisons at this difficult stage, as well as their families. With this project, Plan International aims to help create a conducive and friendly environment for the reintegration of children in prison into the family, community and school. At the institutional, family and community levels, the conditions are created for the appropriate reintegration of children in prison into a harmonious and healthy environment.

Read the success story on page 20

Timeframe June 2011 – June 2023

Who benefits from the project?

A total of 273 people: 65 children, 120 family members, 63 mothers who are in prisons, 25 government officials

Achievements

- ✓ 65 children were able to increase their emotional and social security to cope with the transition process from prison to their families or foster families. Their mothers attended training sessions to learn how best to care for their children’s emotional needs. The boys and girls were also cared for outside the prison to ensure that they were enrolled in school and received regular medical care. In addition, some children with special psychological needs were cared for.
- ✓ 25 government officials were trained in the implementation of the transition route on how to care for young children as they leave prison and join their families outside prison.
- ✓ 120 families were supported to improve the inclusion of children leaving prison. The guide developed by Plan International was adopted by the government, ensuring the sustainability of the project.

“The activities we did with our children were very important for us. We have created an emotional bonding and learned to deal with our emotions and conflicts in a more constructive way. [...] our lives started to change.”

— MOTHER WHO PARTICIPATED IN THE PROJECT

EL SALVADOR

YOUTH ECONOMIC DYNAMISM

YEE GENDER EQUALITY



Project description

The project aims to reduce poverty and exclusion among participants and enable them to improve their living conditions through formal employment or the development of sustainable start-ups. The project provides support and technical assistance and is implemented in the departments of La Libertad, San Salvador, Chalatenango, Cabañas and Cuscatlán. As part of the activities, young people were trained in specific areas that were identified as relevant in the respective geographical areas. In addition, the youth received support in career guidance and job applications. In the entrepreneurship activities, young people were trained in an innovation boot camp to develop their business model. Successful participants were supported with a grant to start their business.

Plan International has already implemented two phases of the project in El Salvador in the districts of Chalatenango, La Libertad and San Salvador. In this 3rd phase of the project, the valuable experiences of the first two phases were transferred to the new areas of Cabañas and Cuscatlán.

Timeframe June 2021 – June 2023

Who benefits from the project?

489 participants

Achievements

- ✓ 189 young people were placed in jobs.
- ✓ 68 new enterprises were founded.
- ✓ 113 % increase in turnover of young entrepreneurs.

FLOOD PROTECTION

DRR/DRM RESILIENCE TO FLOODS ADAPTATION TO CLIMATE CHANGE



Project description

The Zurich Flood Resilience Alliance (the Alliance) is a cross-sector partnership focused on finding practical ways to help communities in developed and developing countries strengthen their resilience to flood risks. The Zurich Flood Resilience Alliance is made up of partners from the humanitarian, NGO, research and private sectors working together to increase public and private investment in evidence-based, community-based flood resilience.

As an implementing partner of the Alliance, Plan International Switzerland supports programme work to achieve the Alliance's vision in El Salvador, Nicaragua, Vietnam and the Philippines by leveraging our long experience in community-based project work and our well-established relationships with humanitarian institutions at the national level.

Timeframe

July 2018 – December 2024 (phase 2.0)
July 2018 – December 2024 (El Salvador + Nicaragua)
January 2021 – December 2024 (Vietnam)
July 2021 – December 2024 (Philippines)

Who benefits from the project?

Number of beneficiaries to be reached by the end of the project: **a total of 347 089**; El Salvador: 27 636; Nicaragua: 25 439; Vietnam: 64 347; Philippines: 229 667

Achievements

- ✓ Successful completion of the FRMC midline study in El Salvador and Nicaragua.
- ✓ Our tool, the Flood Resilience Measurement for Communities (FRMC), helps us identify resilience gaps at the community level, which are then translated into resilience-building interventions. The interim and final studies help us to better understand the extent to which our interventions have strengthened community resilience.

ECUADOR

BUILDING RESILIENT CITIES

DRR/DRM RESILIENCE TO FLOODS ADAPTATION TO CLIMATE CHANGE

Project description

Strengthening community resilience to flooding through the implementation of the Climate Resilience Measurement for Communities (CRMC) programme in Guayaquil and Portoviejo.

Timeframe November 2021 – October 2024

Who benefits from the project?

A total of 40 927 people; 14 633 who are permanently affected; 26 339 who are materially affected

Achievements

- ✓ CRMC baseline study completed in all 23 project communities.
- ✓ Project agreements concluded with various stakeholders.



It is women who mobilise relatives to protect themselves from floods. They provide logistical support to cope with the aftermath. Therefore, it is important that they are involved in decision-making on flood prevention.

— MS LUU THI THUY, TRAINED FIELD WORKER FROM TRIEU LONG COMMUNE, QUANG TRI PROVINCE



WE STAND UP FOR CHILDREN WORLDWIDE.
www.plan.ch

MIDDLE EAST

LEBANON

STRENGTHENING EDUCATIONAL OPPORTUNITIES IN TIMES OF CRISIS

EDUCATION DURING CRISES CHILD PROTECTION

Project description

The project ensures that the most vulnerable children in North Bekaa, who are out of school or at risk of dropping out, access and retain education. Targeting children and youth (6–17 years), their caregivers, educators and communities, it takes a holistic, inclusive and conflict-sensitive approach to meet their educational needs and promote social stability.

Plan International and the Lebanese Organisation for Studies and Training (LOST) are implementing the proposed intervention to ensure access and retention of the most vulnerable children in North Bekaa who are not attending school or are at risk of dropping out.



A **school** in one of the camps.



Inside look during a **school lesson**.

Timeframe October 2021 – September 2024

Who benefits from the project?

3820 boys and girls between 6 and 17 years of age; **1700 parents**; **75 teachers/educators/pedagogues**

Achievements

- ✓ 686 children (315 boys, 295 girls) learned basic skills in reading, writing and arithmetic.
- ✓ 580 children in public schools took part in support measures.
- ✓ 335 parents and caregivers participated in information sessions on child marriage, child labour, etc.
- ✓ 82 girls and boys and caregivers received specialised/focused psychosocial support.
- ✓ 287 girls and boys participating in community-based psychosocial support (protection) activities.
- ✓ 284 PSS kits distributed.
- ✓ 2668 rechargeable cards distributed.

ABBREVIATIONS

FGM/C	Female Genital Mutilation / Circumcision
YEE	Youth Economic Empowerment
VSLA	Village Savings and Loan Associations
SRHR	Sexual and Reproductive Health and Rights
WASH	Water, Sanitation and Hygiene
MHM	Menstruation Health Management
STEAM	Science, Technology, Engineering, Arts and Mathematics
COC	Champions of Change
DRR/DRM	Disaster Risk Reduction / Management
CRMC	Climate Resilience Measurement for Communities
FRMC	Flood Resilience Measurement for Communities
LOST	Lebanese Organisation for Studies and Training
PSS-KITS	Psychosocial Support Kits

“READY, SET, SCHOOL!”

Anna Alder, partnerships coordinator visited the project.

It's Thursday, 10th of August 2023, and we are in the north of Laos on the border with Thailand, more precisely in Bokeo – one of the poorest provinces in the country, where Plan International Laos has been working since 2007. My programme colleague Riley and I are visiting our project “Ready, Set, Go – Jumpstarting Primary School Education”.

In Laos, the performance of primary school students in reading, writing and mathematics is significantly lower than in neighbouring countries, mainly due to poor preparation for school, language problems and inadequate teaching methods. This project focuses on children from villages where the population is too small and remote to have a state preschool. It also involves training for teachers and awareness-raising workshops for parents to support learning.

Today, we're on our way to the mountain village of Houaylom Nai, one of the four villages we'll be visiting this week. As it's rainy season, it's impossible to get there by car. We therefore bought rubber boots at the market in Tonpheung the evening before so that we would be able to tackle any muddy paths. Luckily, the weather was dry and sunny as we set off for the 2.5 km to the village, accompanied by the managers of the country office in the capital Vientiane, staff from Bokeo and representatives from the Ministry of Education.



After an hour's walk we reach the mountain village of Houaylom Nai.



Children pass on their new knowledge to their brothers and sisters.

After one hour, we reached Houaylom Nai. Around 400 people live in 100 households, of which three-quarters have electricity. Many of the older residents are illiterate or have returned to the village after primary school due to a lack of financial resources for higher education. The village has a small school with 50 students and 2 teachers and had no preschool until the project was launched. We are already in the penultimate week of the programme and 18 children aged between 5 and 7 are enrolled. After observing the classes, as the children sing a song to learn the alphabet, we are able to talk to the parents and teachers about the progress of the project.

During our discussion, the village chief tells us how his daughter, who cried and didn't want to go to school at first, has gained confidence in herself and happily shares every day at home what she has learnt. Children pass on their new knowledge to their brothers and sisters. This may include the national language, but also the importance of regular handwashing and brushing their teeth, which enables siblings to benefit indirectly from the project.

On that morning, we have further discussions in small groups with the parents, who notice major changes in their children's social behaviour. The parents who participated in the workshops report how the sessions with the project team have helped them to better support their children in learning at home and to become more aware of the importance of education, particularly for girls.

We thank the people in the village for their time and openness in welcoming us. Before the end of the visit, some of the parents surprised us with a delicious Laotian meal that they prepared for us. “Khob Chai Rai” – many thanks for this wonderful gesture! Afterwards, we set off again, grateful for having witnessed the progress and success of the project at first hand, and with the hope of being able to improve the chances of these children in the education system in the long term.

A SCHOOL'S JOURNEY OF TRANSFORMATION



The Shree Satidevi Primary School in Sindhuli was established in 1989. It has enrolled 59 students and employs four dedicated teachers. This community-based school faced challenges in providing quality education due to a lack of proper infrastructure and resources.

Most of its students come from economically disadvantaged backgrounds, making their access to education difficult. The school is situated in a remote, challenging hillside location where a student walks for 20 minutes to an hour to reach the school. Students from remote areas had to walk dangerous paths with steep slopes every day. This difficult travel with the absence of conducive learning environments resulted in low student attendance and hindered children's educational progress.

Recognizing the urgent need for change, Plan International Nepal joined hands in 2021 to implement a comprehensive project aimed at transforming the educational landscape of Shree Satidevi Primary School. The project focused on providing quality education, improving classroom management, and offering visual learning support for students. Additionally, the project brought technology-based learning to the school, enabling young students to access educational content and explore the vast world beyond their village.

The innovative and inclusive teaching methods were felt throughout the school, as students' regularity and enthusiasm for learning reached new heights.

Better infrastructure and a conducive learning environment

To ensure the safety and ease of access for students, paved paths were constructed along the steep slopes, connecting the upper and lower buildings of the schools. This infrastructure reduced the fears of parents and instilled a sense of confidence in the students, fostering a conducive learning environment.

Also, the project provided various training programs to enhance the pedagogical skills of the teachers. These programs equipped them with innovative and inclusive teaching methods, empowering them to deliver effective and engaging lessons. The transformative impact of these initiatives was felt throughout the school, as students' regularity and enthusiasm for learning reached new heights.

The project extended its support beyond academics. Stationery, school bags, uniforms, and other educational materials were provided, relieving the financial burden on families and promoting equity within the students. Furthermore, clean drinking water facilities and well-maintained toilets were established, fostering hygiene and ensuring a healthier school environment. The impact of these initiatives has been truly transformative. Students, once burdened by the challenges of their circumstances, now radiate joy and personal growth.



“HOPE BEYOND BARS” – A NEW LIFE AFTER IMPRISONMENT ✓

Jackeline shares her experience with our project.

My name is Jackeline, I'm 33 years old, and I live in San Miguel, in the eastern part of the country. I would like to share my experience and the positive influence that the project “Hope beyond the Bars” had on my life as a mother deprived of freedom. I was introduced to this project through a selection process at the correctional facility. I was in the maternity section, and the supervisors of each dormitory selected people who had links with gangs. That's how I met Flora (Early Childhood Specialist) along with Plan International.

These gestures were small
but meant a lot to us
because they helped us find
meaning in our lives. ”

I was overwhelmed, had no one's help, and felt powerless. The situation inside the prison was complicated, especially with the children. My son was a year and a half old at the time, and the lack of proper attention for children inside the prison was a problem.

Small activities with great impact

When I joined the project, we began receiving support from Plan International. They started motivating us with activities like Christmas gifts in December and gatherings. These gestures were small but meant a lot to us because they helped us find meaning in our lives. At one point, we began to have a reason to get up each day. We were excited because we had a schedule, a plan. I remember when we made piñatas, even though they didn't always turn out beautiful (laughs). But the important thing is that we tried to move forward. Every three months, we had an event that we looked forward to. It was a time of liberation and growth for all of us.

When I left the correctional facility, Plan International continued to support me, especially by providing school supplies for my son. If Plan International hadn't come, I wouldn't even be alive, I wouldn't be alive! As you hear it, because at that moment, I was in a bad place.

I want to thank God first and then Flora and Plan International because they took on the task of getting to know me, not just as an inmate but as a human being. I made a mistake, and as the problem-solving program says, we must acknowledge that we have a problem and seek for help.



My motivation to join this project was the need to express what I was feeling at that moment. I knew I couldn't share my feelings with other people in the correctional facility, and this opportunity provided an outlet for me to express what was going on in my mind and heart. Flora and the Plan International team became a fundamental support for me.

At that time, my situation was extremely difficult. I was experiencing an overwhelming mix of emotions, from love for my children to despair and the desire to die. I was in the worst situation of my life.

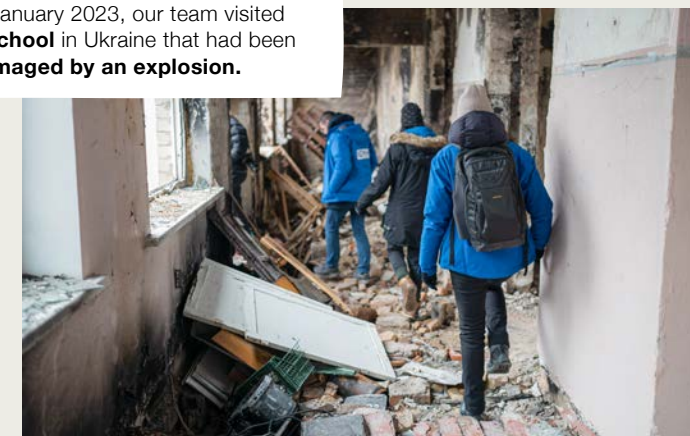
OUR WORK IN UKRAINE

One and a half years after the escalation of conflict in Ukraine, children and their families are still facing a humanitarian crisis each day. More than 40 % of the population is in need of humanitarian assistance.

Plan International's Ukraine Response is operating through a localised and partner-led model to respond to the complex and intersectional needs of children, especially girls, affected by the war. We are working closely with organisations in Moldova, Poland and Romania.

While we don't know how long the conflict will last, we know it has devastated the lives of countless children and families. Plan International and our partners will continue to be there – through conflict and as they rebuild and recover.

In January 2023, our team visited a school in Ukraine that had been damaged by an explosion.



WHAT WE ARE WORKING ON

Our strategy is adapted to the context and needs of girls, young people, and vulnerable populations. We strive to increase their resilience, well-being, and agency, by focusing on strengthening child protection systems, scaling up our response to gender-based violence and protecting the sexual and reproductive health and rights (SRHR) of girls, adolescents, and youth.

These are some of the ways we've been supporting children, young people and their families as well as frontline workers:

- **Child protection:** we are working to ensure children are protected from violence, abuse, neglect and exploitation and their families have support to prevent negative coping mechanisms.
- **Education:** we are ensuring uninterrupted access to safe, inclusive, quality education through the provision of tablets and computers for online learning, support with registration and learning materials for in person learning, as well as repairs and refurbishment to damaged schools.
- **Mental health and psychological support:** we are providing training and working to ensure girls, boys and youth, their families, caregivers and frontline workers have access to psychological support and mental health care.
- **Gender-transformative crisis response:** we aim to increasing women and girls' participation in decision-making and support our partners in their own gender-transformative work to tackle discriminatory behaviour and harmful social norms.



One of our local partners in Moldova distributing rucksacks and learning materials.

PRESIDENT OF THE SWISS CONFEDERATION FOR A DAY



President **Bettina Brunner** welcomes President **Ignazio Cassis**.

Bettina Brunner (22) took over from President of the Swiss Confederation Ignazio Cassis on the International Day of the Girl, as part of Plan International Switzerland's #GirlsTakeover campaign. In keeping with this year's global theme, "political participation of young women", the St. Gallen native and law student spent the day in the Federal Palace and gained exclusive insights into Cassis' office. She called on him to create more space for young women's voices in politics.



Bettina Brunner calls for **more young women's voices in Swiss politics**.

affect future generations and the International Day of the Girl promotes precisely that, why young people can and should help shape the future," says Cassis, thanking Bettina for her commitment.

After the first meeting a number of duties await Bettina: a meeting with the FDFA protocol is scheduled. Bettina is briefed on the meticulous preparations for the hand-over of the new Norwegian ambassador's credentials. In the afternoon, Bettina picks her up from her residence and accompanies her back to the Federal Palace, where she is greeted by the President of the Swiss Confederation. A highly official event with a strictly timed schedule. In between, a stop at the FDFA studio, where the President of the Swiss Confederation records two statements in four languages in a very short space of time.

Important media work

After Bettina was allowed to accompany Mr Cassis every step of the way on the International Day of the Girl, their role reversal ends at around 4.30 pm. "It was a pleasure," says the President of the Swiss Confederation. "You know that a seat on the Federal Council will soon be vacant, Ms Brunner?" jokes Cassis as they say goodbye. They both laugh. For both him and Bettina, however, the day is not over yet. She stays and answers questions from the press, as befits a head of government. And here, too, her message is clear: "It's time we talk with young women in politics, not just about them – it's time for girls to take over!"

"Mr Cassis, are you nervous too?" asks Bettina Brunner as she greets President Cassis in the Federal Palace on the International Day of the Girl. It is a special meeting for both sides: for Bettina, because she is taking on one of the highest offices in Switzerland for a day, and for Mr Cassis, because he is making room for a 22-year-old young woman. He is not nervous, but he is looking forward to the day.

A jam-packed day in the life of the Federal President

Immediately after the welcome address, Bettina opens the meeting of the Federal Department of Foreign Affairs (FDFA) in lieu of Cassis and proclaims: "I call for young women in particular to be promoted and encouraged to lead a self-determined life, which includes participating in political processes."

The plenary listens attentively. President Cassis also recognises the importance of this day: "Political life is about what affects everyone. Today's decisions



Highly official: Bettina welcomes the **new Norwegian Ambassador** at the Federal Palace.



THANK YOU

In the last fiscal year we have raised a total of

CHF 7.5 Mio.
in donations.

Over

82%

of the income went directly into our project work.

WE WOULD LIKE TO SAY A HEARTFELT THANK YOU

to our donors who supported our work in the fiscal year 2023.

This includes:

- our sponsors
- our donors
- cantons and municipalities, parishes and associations
- foundations
- companies
- our ambassadors
- our volunteers as well as board members of Plan International Switzerland who dedicate their time to support our work

With your commitment and your regular or one-off donation, you support the lives of children, families and entire communities and create a better world, especially for girls and young women.

SPECIAL THANKS GOES TO:

bäbel & paul geissbühler stiftung

CAPITAL GROUP

Fondation Dora helping children

Gemeinde Riehen

Green Leaves Education Foundation

if innovation foundation

J&K WONDERLAND FOUNDATION

KAHANE FOUNDATION

SWISSLOS Kanton Aargau

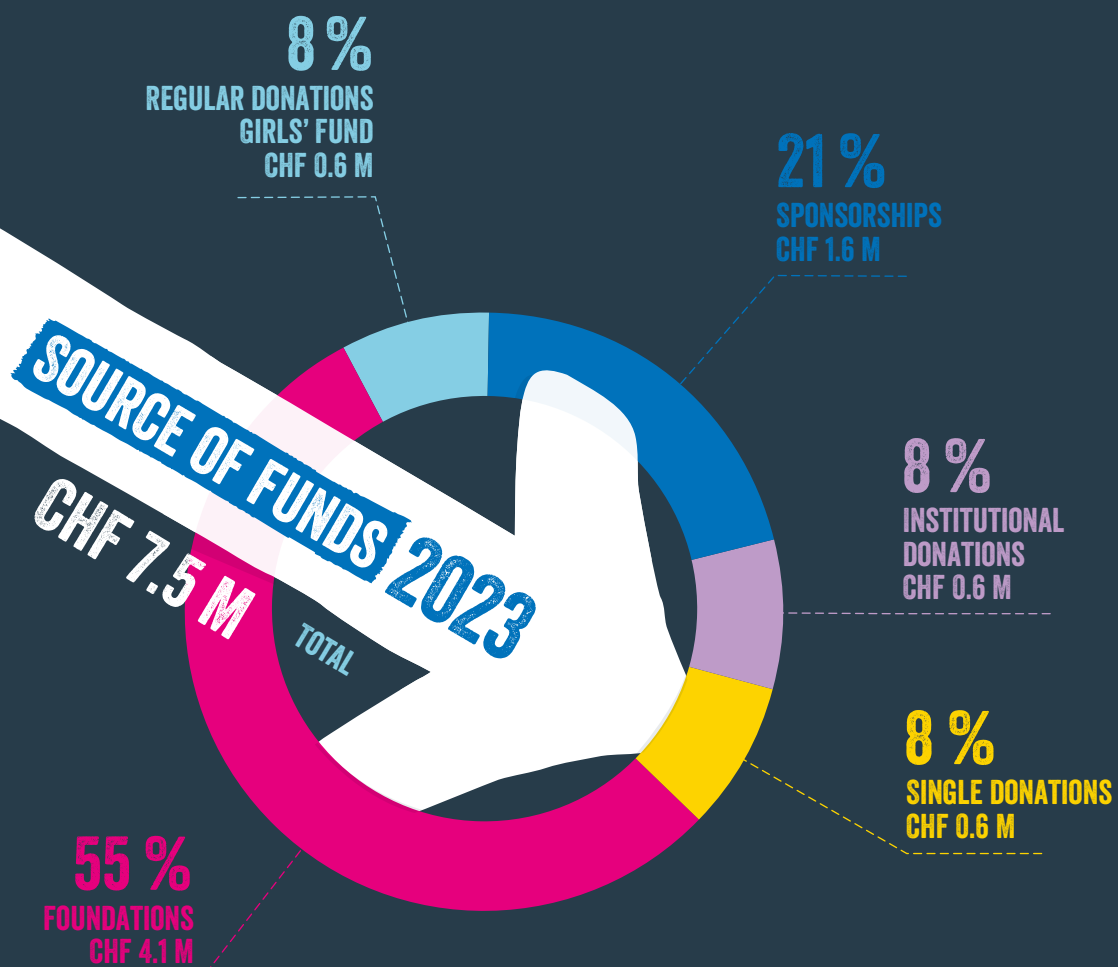
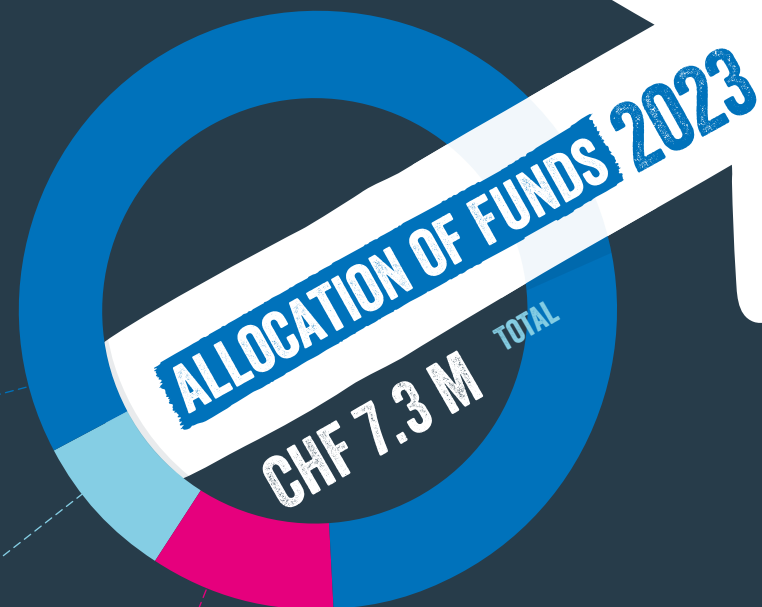
medicor foundation

ZURICH Foundation

We would also like to thank our major donors such as the **Swiss Agency for Development and Cooperation (SDC)**.

FINANCIAL STATEMENT 2022–2023

FINANCIAL RATIOS



REPORT OF THE STATUTORY AUDITORS

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

As statutory auditor, we have examined the financial statements (balance sheet, operating statement, cash flow statement, statement of changes in equity and notes) of Plan International Schweiz for the year ended 30 June 2023. As permitted by Swiss GAAP FER 21 the information in the performance report is not required to be subject to the statutory auditor's 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 Association 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 the Limited Statutory Examination. This standard requires that we plan and perform a limited statutory

examination 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 necessary in the circumstances. However, the testing of 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

Regina Spälti
Licensed audit expert
Auditor in charge

Nazanin Yousufzai

Zürich, 11 October 2023

BALANCE SHEET

ASSETS

Cash and cash equivalents		3'234'359.88	1'768'484.21
Other short-term receivables	3.1	12'235.12	16'128.42
Prepayments		9'133.11	524'000.00
Prepayments and accrued income	3.1	0.00	16'572.80
Current assets		3'255'728.11	2'325'185.43

Rental deposit		30'404.75	30'404.75
Property, plant and equipment	3.2	3'909.77	3'453.28
Non-current assets		34'314.52	33'858.03

3'290'042.63 **2'359'043.46**

LIABILITIES

Payables from goods and services		16'791.30	9'408.40
Other current liabilities	3.4	594'064.44	78'753.90
Support and sponsorship liabilities	3.3	519'093.89	427'753.56
Accrued liabilities and deferred income	3.5	245'3720..09	101'693.80
Current liabilities		1'375'321.72	617'609.66

790'871.17 **586'534.88**

Unrestricted reserves		1'123'849.74	1'154'898.92
Organization Capital		1'123'849.74	1'154'898.92

3'290'042.63 **2'359'043.46**

INCOME STATEMENT

INCOME STATEMENT

Donations		5'940'486.42	6'966'277.74
Sponsorships		1'571'470.03	1'886'401.90
Other income		200.00	250.00
Operating income		7'512'156.45	8'852'929.64

Project expenditure International		-4'957'500.53	-6'436'421.58
Project expenditure Switzerland		-3'576.75	0.00
Personnel expenses Projects	4.2	-770'032.96	-528'644.80
Advocacy expenses		-28'491.32	-9'901.75
Personnel expenses Advocacy	4.2	-145'932.87	-82'810.57
Sponsorship communication		-46'909.70	-51'056.88
Travel expenses		-51'683.78	-17'233.65
Total project expenses		-6'004'127.91	-7'126'069.23

Marketing		-422'773.76	-496'995.77
Personnel expenses	4.2	-321'456.80	-331'490.42
Total Fundraising expenditure		-744'230.56	-828'486.19

Personnel expenses	4.2	-271'365.73	-284'560.51
Rental expenses	4.1	-75'606.60	-69'985.20
Property insurance / cleaning		-13'272.40	-14'575.30
Administrative expenses		-190'589.41	-85'014.77
Depreciation	3.2	-3'765.36	-7'978.42
Total administrative expenses		-554'599.50	-462'114.20

-7'302'957.97 **-8'416'669.62**

209'198.48 **436'260.02**

Exchange gain / loss		-33'377.79	-123.03
Currency translation gains		0.00	1'112.43
Bank charges		-2'533.58	-6'691.11
Interest income		0.00	-30.15
Financial results		-35'911.37	-5'731.86

173'287.11 **430'528.16**

Change in fund capital		-204'336.29	-327'333.70
Allocation to organizational capital		31'049.18	-103'194.46

0.00 **0.00**

CASH FLOW STATEMENT

CASH FLOW STATEMENT

	2022 / 2023	2021 / 2022
Annual outcome (before allocation to organisational capital)	173'287.11	430'528.16
Depreciation on property, plant and equipment	3'765.36	7'978.42
Change in other current receivables	3'893.30	-16'122.56
Change in prepaid expenses and accrued income	16'572.80	183'311.02
Change in prepayments	514'866.89	-524'000.00
Change in trade payables	7'382.90	6'737.70
Change in other current liabilities	515'310.54	-20'891.45
Changes in sponsorships and sponsorships received in advance	91'340.33	63'200.79
Change in accrued expenses and deferred income	143'678.29	29'629.30
Cash flow from operating activities	1'470'097.52	160'371.38
Investment in property, plant and equipment	-4'221.85	—
Disinvestment of property, plant and equipment	—	—
Cash flow from investing activities	-4'221.85	0.00
Investment in financial assets	—	—
Disinvestment of financial assets	—	—
Cash flow from financing activities	0.00	0.00
Change in cash and cash equivalents	1'465'875.67	160'371.38
Cash and cash equivalents as at 01.07.2022	1'768'484.21	1'608'112.83
Cash and cash equivalents as at 30.06.2023	3'234'359.88	1'768'484.21
Statement of changes in cash and cash equivalents	1'465'875.67	160'371.38

STATEMENT OF CHANGES IN CAPITAL

CHANGES IN RESTRICTED FUND CAPITAL

	Starting Balance 01.07.2021	Allocations	Appropriation	Ending Balance 30.06.2022
Girls' fund	257'194.93	738'451.60	420'083.90	575'562.63
Special projects fund	763.84	4'570.00	1'371.00	3'962.84
Emergency relief fund	503.91	351'013.00	345'366.00	6'150.91
Water fund	738.50	120.00	0.00	858.50
Total fund capital	259'201.18	1'094'154.60	766'820.90	586'534.88

Girls' fund: Projects in Burkina Faso, El Salvador, Ethiopia, Malawi; **Special projects fund:** Projects in Nepal and Switzerland; **Emergency relief fund:** Projects for Ukraine Response, Colombia; **Water fund:** —

FUND CAPITAL

	Starting Balance 01.07.2021	Allocations	Appropriation	Ending Balance 30.06.2022
Girls' fund	575'562.63	937'773.83	925'555.60	587'780.86
Special projects fund	3'962.84	4'185.00	0.00	8'147.84
Emergency relief fund	6'150.91	428'801.00	240'897.94	194'053.97
Water fund	858.50	30.00	0.00	888.50
Total fund capital	586'534.88	1'370'789.83	1'166'453.54	790'871.17

Girls' fund: Projects in Egypt, El Salvador, Ethiopia, Laos, Libanon, Vietnam; **Special projects fund:** —; **Emergency relief fund:** Projects in Ecuador, for Ukraine Response, Syria Earthquake Response; **Water fund:** —

CHANGES IN ORGANIZATIONAL CAPITAL

	Starting Balance 01.07.2021	Allocations	Appropriation	Ending Balance 30.06.2022
Unrestricted reserves	1'051'704.46	103'194.46	0.00	1'154'898.92
Total organization capital	1'051'704.46	103'194.46	0.00	1'154'898.92

	Starting Balance 01.07.2022	Allocations	Appropriation	Ending Balance 30.06.2023
Unrestricted reserves	1'154'898.92	0.00	31'049.18	1'123'849.74
Total organization capital	1'154'898.92	0.00	31'049.18	1'123'849.74

NOTES TO THE FINANCIAL STATEMENT AS OF 30 JUNE 2023

1 GENERAL INFORMATION

The association Plan International Switzerland was founded on 3rd 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 2023. 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

	30.06.2023	30.06.2022
UVG/KTG/AHV (accident / daily benefit / old-age and survivors' insurance)	12'185.12	16'128.42
Donations / services not yet received	0.00	16'572.80
	12'185.12	32'701.22

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.

	Property, plant and equipment		Intangible assets	Total
	Furniture Depreciation 25 %	Communication / EDP Depreciation 50 %	Website Depreciation 50 %	
ACQUISITION VALUES				
Balance as of 01.07.2020	36'686.55	75'424.30	36'430.21	148'541.06
Additions	0.00	0.00	0.00	0.00
Disposals	0.00	0.00	0.00	0.00
Balance as of 30.06.2021	36'686.55	75'424.30	36'430.21	148'541.06
VALUE ADJUSTMENTS				
Balance as of 01.07.2020	-33'421.71	-67'257.44	-36'430.21	-137'109.36
Additions	-1'319.35	-6'659.07	0.00	-7'978.42
Disposals	0.00	0.00	0.00	0.00
Balance as of 30.06.2021	-34'741.06	-73'916.51	-36'430.21	-145'087.78
Book value as per 30.06.2021	1'945.49	1'507.79	0.00	3'453.28
ACQUISITION VALUES				
Balance as of 01.07.2021	36'686.55	75'424.30	36'430.21	148'541.06
Additions	0.00	4'221.85	0.00	4'221.85
Disposals	0.00	0.00	0.00	0.00
Balance as of 30.06.2022	36'686.55	79'646.15	36'430.21	152'762.91
VALUE ADJUSTMENTS				
Balance as of 01.07.2021	-34'741.06	-73'916.51	-36'430.21	-145'087.78
Additions	-1'319.40	-2'445.96	0.00	-3'765.36
Disposals	0.00	0.00	0.00	0.00
Balance as of 30.06.2022	-36'060.46	-76'362.47	-36'430.21	-148'853.14
Book value as per 30.06.2022	626.09	3'283.68	0.00	3'909.77

3.3 SUPPORT AND SPONSORSHIP LIABILITIES

Child sponsorships received in advance
Project sponsorships received in advance
Sponsorships received in advance

30.06.2023	30.06.2022
336'174.62	330'442.09
6'400.12	4'133.35
176'519.15	93'178.12
519'093.89	427'753.56

3.4 LIABILITIES TO PENSION FUNDS

As of 30.06.2023 there was a liability to the pension fund of CHF 26'812.60 (Prior year: CHF 27'850.05).

OTHER CURRENT LIABILITIES

Liabilities to pension funds and social insurances
Liabilities to Plan International Inc.

30.06.2023	30.06.2022
-125'829.40	-78'753.90
-468'235.04	0.00
-594'064.44	-78'753.90

3.5 ACCRUED EXPENSES AND DEFERRED INCOME

Vacation and overtime accruals
Other expenses

30.06.2023	30.06.2022
76'866.69	53'630.10
168'505.40	48'063.70
245'372.09	101'693.80

4 NOTES TO THE INCOME STATEMENT

4.1 RENTAL EXPENSES

Rental expenses
Net rental expenses

2022 / 2023	2021 / 2022
-75'606.60	-69'985.20
-75'606.60	-69'985.20

4.2 PERSONNEL EXPENSES

Personnel expenses Projects
Personnel expenses Advocacy
Personnel expenses Fundraising
Personnel expenses Administration
Total personnel expenses

2022 / 2023	2021 / 2022
-770'032.96	-528'644.80
-145'932.87	-82'810.57
-321'456.80	-331'490.42
-271'365.73	-284'560.51
-1'508'788.36	-1'227'506.30

4.3 ADMINISTRATIVE EXPENSES

IT maintenance, Office supplies
Legal advice
Board
Porti
Accounting
Audit expenses
Total administrative expenses

2022 / 2023	2021 / 2022
-70'049.56	-43'524.87
-10'440.30	0.00
-1'973.80	-1'222.40
-52'262.40	-13'128.55
-45'863.40	-17'244.00
-9'999.95	-9'894.95
-190'589.41	-85'014.77

5 FULL-TIME POSITIONS ON ANNUAL AVERAGE

The number of full-time positions on annual average is below 50 in reporting year 2022 / 2023 as prior year 2021 / 2022.

6 TOTAL AMOUNT OF ALL COMPENSATION TO THE EXECUTIVE BOARD

The members of the Executive Board received compensations in the amount of CHF 434'429.00, of that amount CHF 58'827 are compulsory employer contributions to social security. Since only one person was entrusted with the executive management of the organization in prior year, 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 acutal expenses and outlays.



I think the topics discussed are very important for dealing with people in the company. I often thought to myself that everyone in my office should be hearing this and not just me.

— PARTICIPANT
“SWISS CHAMPIONS OF CHANGE”
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Plan International's project work has made me realise how harmful female genital mutilation is and I see it as my duty to raise awareness in my community.

— YOHANA JAMES GHATI, MEMBER OF A
“MEN AND BOYS GROUP” IN TANZANIA
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