

UNGC COMMUNICATION ON ENGAGEMENT (COE)

PLAN INTERNATIONAL

Period covered by this Communication on Engagement

From: May 2021 To: May 2023

Part I. Statement of Continued Support by the Chief Executive Officer, Plan International: Stephen Omollo

12 May 2023

To our stakeholders,

I am pleased to confirm that Plan International reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our 4th submitted Communication on Engagement with the UNGC: covering the period of May 2021 - May 2023. We welcome feedback on its contents.

Plan International's new [2022-2027 Global Strategy "All Girls Standing Strong"](#) is designed to deliver significant change for girls and boys: putting a special emphasis on gender equality. Our aim is to reach 200 million girls over this period and enable them to *LEARN, LEAD, DECIDE* and *THRIVE*.

These priority areas of work are embodied in our humanitarian and development work as follows: *LEARN* (Inclusive Quality Education; and Skills and Decent Work), *LEAD* (Young people driving change); *DECIDE* (Sexual and Reproductive Health and Rights) and *THRIVE* (Early Childhood Development; and Protection from Violence).

In order to achieve our Global Strategy, it is essential that we work with partners across sectors and recognise the important role that the private sector plays in the achievement of the Sustainable Development Goals. Our collaboration with the UN Global Compact has supported both those missions, and we are dedicated to expanding on the work that is currently being done.

This Communication on Engagement is a joint submission outlining all actions that the 13 different UNGC-member offices of our organisation have taken to support the UNGC and its Principles. We will be sharing this information with all of our stakeholders. Additionally, [Plan International's World Wide Annual Review 2022](#) provides a comprehensive report of the impact of our work across the entire organisation this past year and is available on our website.

Kind regards,



Stephen Omollo
CEO, Plan International

Part II. Description of Actions

All Plan International offices are encouraged to become active members of their local Global Compact Networks. As of 2023, Plan International has 13 offices who are active UNGC members including our Global Hub (headquarters): Brasil, Colombia, Denmark, Ecuador, France, Germany, Guatemala, Indonesia, Japan, Netherlands, Paraguay and Spain.

This CoE reports on the efforts that each of these offices have made over the past two years to work directly with local Global Compact Networks and to embody the UNGC Ten Principles in all of our programming, influencing and partnership work wherever possible. This report hereby demonstrates Plan International's commitment to the UN Global Compact at a global level.

PLAN INTERNATIONAL BRASIL

Plan International Brasil has been an active member of the UNGC since July of 2020 and elected to complete and submit a detailed, independent Communication on Engagement report in October 2022: which is available on the [Plan International Brasil](#) UNGC participate page in Portuguese. We do have an English translation of this report available: if you would like to be sent a copy, please [contact our Plan Brasil colleagues here](#).

The complete report outlines all of Plan Brasil's activities that support the objectives of the UN Global Compact and Sustainable Development Goals between July 2020 and October 2022.

Plan International Brasil currently participates in two thematic groups in the Global Compact: **Gender and Race and Human Rights**. Part 3 describes five programmes that have contributed to these efforts and how they directly relate to the Sustainable Development Goals.

PLAN INTERNATIONAL COLOMBIA

Between July 1, 2021, and June 30, 2022, Plan International Colombia implemented **33 projects (24 for Development and 9 for Humanitarian Action)** across **195 municipalities in all districts of the country**: reaching **732,846 people directly and 2.7 million indirectly**. This means that we had a **growth in our participant coverage of 47%** compared to the previous period.

58% of the total number of participants during the period were girls, boys, adolescents, and young people; **40% of participants** were fathers, mothers, caregivers, and community leaders, and **2% of the total** were public servants and institutional agents. These figures are broken down by project in Part 3.

These figures are the result of having strengthened our programmatic actions in the territory, overcoming the adaptation dynamics due to COVID-19, and leaving virtuality scenarios aside but partially maintaining the remote operation in our interventions. We continued with our focus on larger humanitarian action projects with migrant and refugee populations; prioritized influence initiatives in which we participated; and worked with public servants and institutional agents.

We made great efforts to utilise data as a key tool: building upon our collection of evidence and drawing up roadmaps for the implementation of our actions. We remain committed to the 2030 Agenda and its motto of leaving no one behind in any of the territories and communities in which we work. We advocate that girls, boys, adolescents, and young people reach their full potential regardless of their sex, race, ethnicity, sexual orientation, if they are or were victims of violence, or if they have any disabling conditions.

PLAN INTERNATIONAL DENMARK (PLAN BØRNEFONDEN)

At PlanBørnefonden there are a variety of projects and work that are contributing to the Sustainable Development Goals and, at the same time, adhering to the principles of the UN Global Compact. The primary themes of our work over the last two years have been access to education and clean water; climate and green

transition and fighting for political change for the rights of children and young people.

Partnerships are key to achieving the SDGs and PlanBørnefonden works with several companies that support our work and create positive change for children and young people across the world.

Poul Due Jensen Foundation: According to the UN, approximately half of the world's population experience severe water shortages for long or short periods of the year. One of these places is Togo, where PlanBørnefonden works with the **Poul Due Jensen Foundation** to make clean water available in some of the villages where the need is greatest.

LEGO Foundation: The World Bank estimates that for every year a girl goes to school, her lifetime income goes up almost 12 per cent. This also applies to children living in areas affected by crises and conflicts. PlanBørnefonden, with the support of the **LEGO Foundation**, is working on three different projects focusing on giving children better access to learning through their favourite activity: play.

The Novo Nordisk Foundation: For young Syrian refugees in Jordan – especially young female refugees – the prospects of having an education or a job are often very poor. With the **Najahna: Education and jobs for young Syrian refugees in Jordan program**, PlanBørnefonden is leading a collaboration to create better education and job opportunities for young Syrian refugees in Jordan.

Nature Planet is a Danish leading supplier of gift items to zoos, aquariums, museums and family parks throughout Europe. The company has a strong sustainability focus in their design and production, and at the same time they have an ambition to make a noticeable, positive difference for vulnerable children. Therefore, they donate five per cent of their revenue from a collection of Plan teddy bears to selected PlanBørnefonden projects. **Nature Planet** has been a valued Plan partner since 2009.

Søstre Grene has collaborated with PlanBørnefonden since 2018, supporting girls' and young women's access to education in the most vulnerable urban areas of East Africa. Most recently, **Søstre Grene** donated a substantial amount to PlanBørnefonden's work with Ukrainian refugees in neighbouring Moldova.

PLAN INTERNATIONAL ECUADOR

Plan International has been present in Ecuador for over 60 years and we celebrated our 6 decades of working in the country during 2022. During this time, we have managed to transform the lives of **thousands of people** in a positive way, especially girls and young people through hard work focused on the development of the communities: most of them in rural areas.

We are currently present in **12 provinces**, and we implement **approximately 40 projects**. Our 2022 results report is available [here](#) and the publication that we produced for our 60th anniversary is available [here](#). As an organization, we have **certification until 2024 from SGS International** that verifies that we are a strong, responsible and transparent organization that offers services in accordance with international standards and regulations.

We carry out development projects and work to respond to natural and man-caused emergencies. Our areas of intervention prioritize women and girls and aimed to provide access to:

- Financial assistance, food, education, information, hygiene supplies, and contraceptive methods;
- Prevention and response to violence, mainly: Gender, sexual and online violence; and
- Development of entrepreneurship with the leadership of women, for the economic and social recovery of families.

PLAN INTERNATIONAL FRANCE

Plan International France joined the UN Global Compact in April 2012 and has consistently prioritised the pursuit of the UNGC Principles and SDGs in our own work as well as through the strategic brokering of private sector partnerships who also seek such alignment. Please find below the actions that Plan International France has taken to contribute to the Sustainability Development Goals over the past two years.

General Lobby & Advocacy Work – Plan International France has worked to influence *political parties and government institutions* to include the right to a quality education and gender equality in French legislation. Plan International France also conducts advocacy on children's rights within the *Childhood Group of the Humanitarian and Development Coordination*, which brings together 19 French NGOs. In addition, Plan International France has actively advocated for the Sustainable Development Goals with French civil society actors, through various coalitions (*Coordination Sud, Coalition Education*).

Skills and Opportunities for Youth Economic Empowerment – Plan International France has worked with corporates and educational institutions around the world to support over **7,000 young people in Egypt, India and China** to obtain better employment. Plan International France worked closely with local companies through social mentoring and personalized counsel to ensure the elimination of discrimination in the workplace.

Private Sector Partnerships & Networks - Plan International France has actively promoted the Global Compact's Principles with its **over 21 corporate partners**, and furthermore suggested the Global Compact to new and existing corporate partners. Plan International France has participated in internal events of its corporate partners to contribute to the awareness of the Sustainable Development Goals. Lastly, Plan International France has promoted the UN Global Compact principles through participation in global events, such as *Convergences-Forum Mondial 3Zéro* (2021 & 2022), *ChangeNOW Summit* (2022), *Empow'Her Festival* (2022).

PLAN INTERNATIONAL GERMANY (PLAN INTERNATIONAL DEUTSCHLAND)

Plan International Germany continues to deliver education and information on topics related to the Global Compact and its Principles: including actively promoting the UN Global Compact's Principles within its corporate partnerships, and furthermore suggesting the Global Compact to new and existing corporate partners. Plan International Germany is aligned with the 10 principles of the Global Compact and based Sustainable Development Goals, in particular: 'gender equality', 'health and wellbeing' and 'quality education'.

Since October 2020, Plan International Germany has formed a private sector partnership with *Beiersdorf* that has the shared goal of empowering girls and young women to claim their right to education and protection from gender-based violence and early marriage. Among other things, we want to achieve this with school scholarships, school materials, workshops on gender-based violence and mentoring programs for girls and young women at risk.

As part of these projects, we strengthen child protection mechanisms in communities and schools: educating teachers as well as parents on how to protect girls and young women from gender-based and sexual violence. Other activities include the distribution of hygiene kits and information materials to help contain the spread of COVID-19.

PLAN INTERNATIONAL GUATEMALA

Plan International Guatemala is aligned with the 10 principles of the UNGC and the SDGs: with particular focus on 'gender equality'. Plan Guatemala was a vocal member of the *Guatemala Global Compact Local Network* board until October 2022 when the local network changed its operating structure to have a more regional focus.

However, the Global Compact is implementing a new 2021-2023 global strategy that has established a multi-country strategy to Central America and Panama. This structure will be coordinated from Guatemala and

includes: Costa Rica, El Salvador, Honduras, Nicaragua, Panamá y República Dominicana. For that reason, the local network will no longer operate and is currently transitioning to a multi-country network.

Activities and campaigns that sought to embody the UNGC Human Rights Principles and Labour Principles are further detailed in Part 3 and include: Plan Guatemala's 2021 ***Girls Get Equal*** and 2022 ***Girls Get Equal Power campaigns; International Day of the Girl (IDG) 'take-overs'*** and our ***Youth Economic Empowerment*** program that has made great strides using our "***Conexiones***" methodology.

PLAN INTERNATIONAL INDONESIA

Plan International was first established in Indonesia in 1969 as an International NGO and has since evolved into a local *Yayasan* since 2017. Known as both Yayasan Plan International Indonesia and also as Plan Indonesia, we have been a member of the UN Global Compact since April 2016. Plan International Indonesia has also submitted a [separate Communication of Engagement in April 2022](#) that further details these results.

During this period, Yayasan Plan International Indonesia has actively participated at series multi-stakeholders dialogue in ***IGCN on Business and Human Rights***: with specific attention to Children's Rights. We have participated in ***IGCN Insight – One Year Dialogue on the Omnibus Law on Job Creation*** that was conducted on 17 November 2021 and ***Serial Discussion on Business and Children's Right Working Group (BCRWG)***, which emphasised the conditions of parents and children during the pandemic and the impact on children's education. We also routinely joined the ***IGCN network events*** to engage and network with other members.

Plan International Indonesia has incorporated UNGC principles throughout all of its work. We have projects that supports various SDG implementation such as: economic empowerment, protection of women and children, gender equality, empowerment of women and girls, water and sanitation, sexual and reproductive health rights, early childhood education and disaster risk management.

PLAN INTERNATIONAL JAPAN

Plan International Japan joined the UN Global Compact in April 2019. Since then the office has been: connecting with and building productive private sector partnerships in pursuit of the UNGC Principles as well as contributing to the achievement of the SDGs by promoting them to our partners.

Japan's local UNGC Network (GCNJ) has 14 subcommittees: one of which is the SDGs subcommittee, for which Plan Japan has represented as co-chair since June 2022. The responsibilities of this post include coordinating SDG-related meetings every few months with other co-chair members, which we believe is of value to member companies. The SDG subcommittee consists of ***approximately 183 companies*** with ***270 people*** belonging to this SDG subcommittee.

PLAN INTERNATIONAL NETHERLANDS

At Plan International Netherlands there are a variety of projects and work that are contributing to the SDGs while also adhering to the principles of the UN Global Compact. These are:

General Lobbying and Advocacy: Plan International Netherlands has been actively involved in influencing ***political parties and their election manifestos*** to include the SDGs, due diligence legislation based on the *UN Guiding Principles for Business and Human Rights*, and the *OECD Guidelines for Multinational Enterprises* as an agenda item.

Plan International Netherlands also participated in several consultation forums regarding the ***Ministry of Foreign Trade and Development Cooperation's*** new policy memorandum, advocating to include themes related to the rights of girls such as Sexual and Reproductive Health and Rights (SRHR) and gender equality. The results of these efforts as well as our successes with ***the Dutch House of Representatives*** are further detailed in Part 3.

Through programs such as ***She Leads***, Plan International Netherlands endeavours to contribute to the freedom of civil society actors: most notably (young) Women's Rights Organizations. Plan Netherlands fights for their right to freedom of expression and association; aims to counter shrinking civic space, and advocates for policy coherence (sustainable growth, tax justice, sustainable and fair trade) in collaboration with like-minded organisations. Alongside Plan International France, we were also active participants in the ***EU-Africa Summit***.

Skills and Opportunities for Youth Economic Empowerment: In 2021 and 2022, Plan International Netherlands worked with corporates and corporate foundations (such as ***Accenture, ACT Commodities, AkzoNobel, GSRD Foundation, TUI Care Foundation*** and ***ASML Foundation***) and educational institutions around the world to support young people to obtain decent employment.

Accenture Partnership: Plan International and ***Accenture*** have been working in partnership since 2010: focusing on youth economic empowerment and equipping youth, especially young women, with the skills they need to succeed in the future as well as environmental sustainability.

To help close the digital gender gap, ***Accenture*** and Plan International collaborate to mark ***Girls in ICT Day***. The aim of the event is to unlock the digital power of girls by providing them with workshops that give girls hands-on experience with different IT applications. The event is set up to connect girls with female role models in the field of ICT, so they can explore if this sector is an option for them to study or work in. In 2020, we organized ***the Girls in ICT Day*** online, due to the COVID-19 restrictions. In 2021, the restrictions were lifted, and the event was held at 3 locations in the Netherlands with similar events organized amongst others in China and Finland.

The other two programs from the ***Accenture*** partnership - ***YES! Digital Ecosystem platform*** and the ***Green Entrepreneurship Pilot*** will be further detailed in the Labour Principles and Environmental Principles sections alongside Plan Netherlands' new ***Strategy on Climate and Environment*** in the latter.

TUI Academy: To address the dual challenge of youth unemployment and (sexual) exploitation of children and youth, ***TUI Care Foundation*** and Plan International, ***along with other country-specific partners***, set up the ***TUI Academy*** in the Dominican Republic and Thailand. The ***TUI Academy Thailand*** is co-financed by the ***Fund against Child Labour***, commissioned by the ***Netherlands Ministry of Foreign Affairs***.

The Saksham Skills and Opportunities for Youth Employment and Entrepreneurship program has been set up to bridge the skills gaps for youth lacking the skills required by the market. The COVID-19 pandemic has massively disrupted livelihood and employment across industries in India, particularly inflicting a heavy toll on young workers, curtailing gainful employment opportunities and undermining their career prospects. The project is supported by ***AkzoNobel***. Besides a financial contribution, the Dutch multinational ***AkzoNobel*** also offers 300-500 project participants a training at the ***AkzoNobel Painting Academy*** in Delhi. A market-assessment and guidance by Plan International ensures that all jobs offered to youth are considered as decent jobs.

PLAN INTERNATIONAL PARAGUAY

Plan International Paraguay is part of the ***Human and Labour Rights Board of the Global Compact***, which has developed several workshops, trainings and initiatives aimed at companies participating in the network and civil society organizations, in support of SDG 4, SDG 5 and SDG 8.

In Part 3, this report will detail and measure the success of a number of our initiatives that align with the UNGC Human Rights Principles through the education provided in our learning spaces (with support from our corporate partner ***Fundación Banco Itaú***) and our ***Leadership School for Girls*** that sought to empower young women and to train teachers to continue this work as facilitators.

It will then further highlight our efforts towards the UNGC Labour Principles with the 'take overs' held in collaboration with many of our partners in our ***Girls with Equality*** campaign and ***Sape'a program*** that

prioritised upskilling participants towards greater employability and providing access to internships and even secure employment in some cases. Plan International Paraguay's Institutional Report on the impact made over FY22 can be found [here \(in English and Spanish\)](#).

PLAN INTERNATIONAL SPAIN (PLAN INTERNATIONAL ESPAÑA)

Plan International España is aligned with the Global Compact's principles and is currently developing a variety of Project to contribute with them. Some such projects include:

The ***International Day of the Girl*** annual campaign (November 11th) contributes specifically to SDG5. It includes activities in which institutional representatives as well as other public and private entities can collaborate and participate with Plan España. During the recent years, we have carried out several acts in collaboration with the ***Spanish Congress of Deputies***.

We have also developed campaigns such as ***#PonteEnMiPerfil (#GetOnMyProfile)*** against the cyber bullying; ***#Girls4Real*** for media and digital literacy; ***#EqualPowerNow*** to boost the participation of young women in politics, to raise awareness and gather support on issues and challenges relevant to achieve equality and ***#GirlsTakeOver*** with our corporate partners to make inequality visible and create referents for leadership and female participation.

Youth For Change is the youth participation group of Plan International España, which has assumed key spaces and forums for the fulfilment of its 2030 Agenda. Such spaces include the ***United Nations General Assembly; COP27*** and other relevant events such as the ***Mobile World Congress***, where they have had the platform to share their needs and opinions.

Safer Cities for Girls is a global initiative where we have worked at a local level with ***different Spanish municipalities in Madrid, Barcelona, Seville and Valencia*** to study the perception of safety among young women and offer recommendations to develop measures that allow us to build safer cities that are inclusive for all people.

Women4IT is a program that was developed from 2018 to 2023 to promote digital skills among young women and contribute to reducing the digital gender gap – in addition to promoting partnerships and concrete & innovative solutions to increase the number of girls and women in the ***EU Digital Agenda***. Within this project, our partnerships with companies such as ***LinkedIn, Accenture Foundation, SACYR, IBM and CHEP*** have been fundamental for the mentoring activities, inspirational talks and workshops.

Plane@: Since 2017 we have been carrying out this socioeconomic and labour project that seeks to improve the employability of young people between the ages of 16 and 24, which contributes to SDGs 4, 8, and 10. We offer support and training for the development of their basic and technical skills for employment in their transition to adult life: through personal development activities, employment guidance, specialized training and preparing them for work environments.

Green Challenge for Youth project was launched in 2022 in support of SDGs 8 and 13. It aims to improve the employability of unemployed young people through training in the field of photovoltaic solar energy: with training in sustainability, practical activities and job placement.

Ukrainian Refugee Child Friendly Spaces: Since the rise of the conflict in Ukraine, we have been working with Ukrainian boys, girls, young people who are refugees in Spain through ***Child Friendly Spaces*** in which we carry out educational and recreational activities. We have also worked with Ukrainian women doing social and labour orientation sessions to improve their employability.

Part III. Measurement of Outcomes

HUMAN RIGHTS PRINCIPLES 1-2

At Plan International, championing and upholding human rights is at the core of our purpose and programmatic work: with particular focus on children's rights and equality for girls. We strive for a just world, working together with children, young people, our supporters and partners.

All Plan International Entities are bound by our **Global Safeguarding Policy** (updated November 2022), which concerns the protection of any child, adult participants and/or member of a community where Plan International works – and must be formally agreed to by all staff members, volunteers, contractors, associates and visitors of Plan International.

Each Plan International UNGC member office has successfully contributed to the mission of the UNGC Human Rights Principles in the following ways:

PLAN INTERNATIONAL BRASIL

As explained in Part 2, Plan International Brasil elected to complete and submit a detailed, independent Communication on Engagement report in October 2022, which is available on the [Plan International Brasil UNGC participate page](#) in Portuguese (please [contact our Plan Brasil colleagues here](#) for an English translation of the report).

Part 3 of Plan Brasil's report provides three tables grouped by the SDGs in question and then by three of Plan International's Global Outcome Areas (Learn; Lead; Decide & Thrive) that Plan Brasil chose to contextualise the projects designed to achieve these goals. Each table describes the projects specified in Part 2 and includes analysis and measurement of the expected outcomes, project interventions and audience reach of each one.

Table 1: focused on SDG 3 'Good Health & Well-Being' & SDG 6 'Clean Water and Sanitation' in the context of Plan International's objective **"DECIDE: Girls have control over their lives and bodies, and make informed choices about their identity, relationships, and if and when to have children."**

Table 2: focused on SDG 5 'Gender Equality' & SDG 10 'Reduction of Inequalities' in the context of Plan International's objective: **"LEAD: Girls participate in and influence the social, economic and political decisions that matter to them."**

Table 3: also focused on SDG 5 'Gender Equality' & SDG 10 'Reduction of Inequalities' but in the context of Plan International's objective: **"LEARN: Girls have the education and skills they need to succeed in life and make a decent living."**

PLAN INTERNATIONAL COLOMBIA

Quality Inclusive Education: 5 projects were developed to promote inclusive and quality education in **172 municipalities and 32 districts of the country. 24,109 people** have directly benefited from these activities (**75% of the total were girls, boys, adolescents, and young people; and 73% of the total were women**).

The main thematic lines that have been worked on during this period have been:

- Promotion of access to quality education and to reduce the risk of school dropout for vulnerable children and adolescents affected by the Venezuelan migration crisis.
- Increased commitment of families and communities in learning processes and recognition of the right to education in safe and protective environments for children and adolescents.
- Strengthening the capacities of educational agents to provide comprehensive, inclusive, and gender-sensitive teaching.

- Training in alternative teaching methodologies (related to virtuality and remote education) to contribute to the strategies of continuity and school permanence.
- Qualification of educational attention from significant use of time, promotion, and school accompaniment for permanence, reduction of desertion, and the lag of students in the strategy of permanence of school residences.

Girls, Boys, and Youth as Active Drivers of Change: 25 projects focused on developing new leadership; actively exercising citizenship and positioning the youth in public and private spaces ***in 86 municipalities and 21 districts of the country. 1,243,346 people*** have directly benefited from these activities ***(74% of the total were girls, boys, and adolescents; 66% of the total were women)***.

The main thematic lines that have been worked on during this period have been:

- Empowerment of young people for the leadership of community initiatives related to raising awareness about non-communicable diseases and making informed decisions about health.
- Technical and operational strengthening of CSOs and youth organizations with an emphasis on gender equality and children's rights.
- Strengthening capacities for the recognition of rights and participation in public policy decisions related to care and reparation for victims and people affected by the armed conflict and the Venezuelan migration crisis.
- Execution of infrastructure works that seek community strengthening and the exercise of social control and accountability of rights.
- Governance exercise to influence decision-making spaces and address violence (especially gender violence and violations of children's rights) that includes the youth in the peace-building framework.
- Transformation of cultural imaginaries related to classism and geographic segregation that affect the effective enjoyment of rights.
- Addressing local challenges, led by girls and adolescents in school environments supported by technology and STEM.

Sexual and Reproductive Health and Rights: 12 projects prioritised developing the capacities of women and girls to make autonomous and informed decisions about their lives, bodies, and the exercise of their sexual and reproductive rights, in ***30 municipalities and 7 districts of the country. 32,369 people*** have directly benefited from these activities ***(75% of the total were girls, boys, and adolescents; 61% of the total were women)***.

The main thematic lines that have been worked on during this period have been:

- Empowerment of young people to lead community initiatives related to raising awareness about health, sexual and reproductive rights, and self-care.
- Strengthening in terms of the rights and services of sexual and reproductive health for migrants from Venezuela and host communities with a gender-focused approach.
- Increased understanding and promotion of menstrual care, self-care, and gender equality to reduce inequality gaps for girls.
- Sensitization of caregivers about sexuality in adolescents and care without stigma in sexual and reproductive health.
Promotion and prevention of gender-based sexual violence in humanitarian contexts and increase the quality of care in sexual and reproductive health services.

Early Childhood Development: 11 projects promoted the right to a healthy and protected life in early childhood, as well as maternal health from a differential and gendered perspective in ***37 municipalities and 10 districts of the country. 70,655 people*** have directly benefited from these activities ***(66% of the total were girls, boys, and adolescents; 64% of the total were women)***.

The main thematic lines that have been worked on during this period have been:

- Delivery of supplies and furniture to child development centres.
- Sensitization of caregivers about the cultivation of childcare worthy of the new generations: promoting positive practices of care and upbringing.
- Improvement of living conditions in initial health issues and assistance for maintaining households with pregnant women, lactating women, or children in the early childhood stage.
- Promotion of the adoption of essential family practices for the survival, nutrition, and healthy growth of daughters and sons in early childhood: including hygiene practices, water care, and sanitation.

Protection from Violence: 17 projects aimed at developing capacities for resilience, recognition, and participation in community protection mechanisms. They also fostered the development of behaviours that promote gender equality for the construction of environments free of violence and abuse in **167 municipalities and 32 districts from the country. 2,363,423 people** have directly benefited from these activities **(69% of the total were girls, boys, and adolescents; 68% of the total were women).**

The main thematic lines that have been worked on during this period have been:

- Development of educational activities in protective environments in scenarios of vulnerability and emergencies.
- Cultivation of dignity for the new generations, which includes components of child protection and guarantee of rights.
- Platforming shared experiences on gender and protection to strengthen and raise awareness about the daily lived experience in vulnerable school residences.
- Strengthening protective community environments and protection mechanisms for girls, boys, adolescents, and young people in the framework of comprehensive reparation for the armed conflict and the Venezuelan migration crisis.
- Psychosocial and socio-emotional support for victims and those at risk of suffering rights violations.
- Strengthening care routes and quality access to protection services and legal advice.
- Sensitization on children's rights, gender relations and equity, protection mechanisms, and prevention of gender-based violence.
- Recreational, cultural, protection, and life skills activities in community-based friendly spaces established for child protection.
- Guidance and legal support in cases of any form of violence, follow-up and accompaniment in protection cases, activation of care routes, psychological first aid, and training for risk recognition and protection behaviours.

PLAN INTERNATIONAL DENMARK (PLAN BØRNEFONDEN)

As described in Part 2, other successful partnerships PlanBørnefonden has led that are focused on supporting vulnerable children and the human right to quality education include our long-time working relationships with the **LEGO Foundation, Nature Planet** and with **Søstrene Grene** (the latter partnership recently expanded its mission of providing accessible education across East Africa to Ukrainian refugees in Moldova)

PlanBørnefonden fights for children's and young people's rights – also politically. **Collaborating with authorities and decision-makers** is crucial to creating positive change locally, globally and in Denmark. Therefore, PlanBørnefonden works to put focus on the rights of children and young people as well as on the political prioritisation and funding of them.

In addition to our programme work around the world, we also work to engage Danes in gender equality in the world and in Denmark. Therefore, we work with **Danish partners, ambassadors, media, politicians and other influencers** to create awareness about gender equality and PlanBørnefonden's work.

PLAN INTERNATIONAL ECUADOR

In Ecuador, we implement projects that promote leadership and gender equality to promote women's and girls' rights. As of 2022, we have supported **252 entrepreneurs: 70% of which are led by women**. Plan International Ecuador promotes the work of the **Girls' Movement** – a civil society organization with national scope for which approximately **600 adolescents and young people (mostly women) are members**.

Through this work, we have prepared shadow reports for the **Committee on the Convention on the Elimination of All Forms of Discrimination Against Women**, the **Committee of Human Rights**, and the **Committee of the Rights of the Child**, in collaboration with the **Centre of Reproductive Rights**. We have also advocated in the **Gender Roundtable of International Cooperation (MEGECI)**, for the elaboration of the alternative report to the **Universal Periodic Review** on the fulfilment of human rights in Ecuador.

The **Girls' Movement** is autonomous and seeks that all girls, adolescents and young women exercise their rights and live free of violence. It was formally constituted in 2018 – as a result of years of work by Plan International – in strengthening girls' leadership. It is a space for reflection and generation of proposals to transform the situations of daily social and gender inequality.

PLAN INTERNATIONAL FRANCE

Plan International France, together with its partners from **various French CSOs coalitions**, influenced significantly the new law on development and international solidarity (so-called "**LOP-DSLIM**", endorsed in August 2021: *LOI n° 2021-1031 du 4 août 2021 de programmation relative au développement solidaire et à la lutte contre les inégalités mondiales*) to ensure that gender equality, including girls, adolescent and young women' rights, are reflected as a priority of this law, as well as children's rights and quality inclusive education.

Plan International France also advocated with its partners to maintain and strengthen **the FSOF**, which is a **funding instrument dedicated to support feminist CSOs from the South**. France has allocated **128 million EUR** to this fund in its first 3 years of existence and the possibility of the renewal of this fund for at least another 3 years with the possibility of a similar financial contribution is a great achievement.

PLAN INTERNATIONAL GERMANY (PLAN INTERNATIONAL DEUTSCHLAND)

Working together with **Beiersdorf** since October 2020, Plan International Germany is working to empower girls and young women to claim their right to education and protection from gender-based violence and early marriage. The **Beiersdorf** partnership has resulted in projects implemented in **Brazil, Colombia, Ecuador, Ghana and Kenya**.

Brazil: Through December 2022, the two-year project in São Paulo provided vouchers to families for food and basic supplies, mentoring programs for girls, and a financial subsidy for school attendance. Refugees received language instruction and we created educational opportunities for parents. In total, we reached **1,725 people** with this project.

Colombia: Through December 2022, the two-year project implemented a **Back to School** campaign in Bogotá and created safe spaces for children (youth clubs). We also conducted workshops on gender-based violence and sexual and reproductive health and rights, and distributed hygiene kits and education kits. In total, we reached **15,794 people** with this project.

Ecuador: From October 2020 to December 2022, we provided scholarships in Quito and Guayaquil to prevent school dropouts, opened youth clubs, educated youth about sexual and reproductive health and gender-based violence, and supported vulnerable families with cash transfers and hygiene kit distribution. In total, we reached **20,763 people** through this project.

Ghana: Starting in February 2021, we used radio technology to facilitate distance learning and build virtual learning capacity for teachers in the Eastern and Oti project regions through January 2023. In addition to implementing workshops on gender-based violence, we established youth clubs and drop-in centres for those affected by violence. In total, we reached **8,400 people** through this project.

Kenya: In Machakos and Homa Bay, Plan facilitated school scholarships for girls, supported their vocational training and initiated a mentoring program from February 2021 to January 2023. We also established rescue centres in police stations for survivors of sexual violence. In total, we reached **14,863 people** with this project. In addition to implementing workshops on gender-based violence, we also established youth clubs and drop-in centres for victims of violence. In total, we reached **8,400 people** with this project.

PLAN INTERNATIONAL GUATEMALA

As described in Part 2, Plan Guatemala's ***Girls Get Equal campaign*** – sharing the message of gender equality for girls with young people – reached **more than 850,000 people** in 2021 using diverse media channels. We continued this work in 2022 under the name ***Girls Get Equal Power campaign*** and also participated in ***International Day of the Girl (IDG)*** by facilitating **10 'take-overs'** where young girls are provided the opportunity to work with selected partners in powerful institutions to symbolically act as their leader for the day.

PLAN INTERNATIONAL INDONESIA

Plan International Indonesia has also submitted a [separate Communication of Engagement in April 2022](#) that further details these results. Over the past two years, Plan International Indonesia has shared some expertise to further the aims of Global Compact Local Network in Indonesia through participation in a series of dialogues and the IGCN forum. The expertise that we shared include:

Children's Rights and Equality & Leadership for Girls: Youth Coalition for Girls (YCG). As IGCN prioritises youth engagement to bring fresh ideas to address development issues through the Youth Forum, Plan International Indonesia has youth advocates in ***Youth Coalition for Girls (YCG)*** that are currently working with other youth-led organizations, governments and stakeholders to ensure implementation of SDGs, particularly for SDG 5: "achieve gender equality and empower all women and girls"

YCG's consists of **35 youth activists** across Jakarta Greater Area, Riau and East Nusa Tenggara. Their achievements include:

- Carried out campaigns to fulfil children's rights in the digital space, one of which is ***#IndonesiaTanpaPerkawinanAnak (#indonesiawithoutchildmarriage)*** at the ***2020 16HAKTP (16 Days Without Violence to Women)*** commemoration and succeeded in engaging **more than 1,000 young people** using the hashtags on Instagram;
- Partnerships with youth communities in the local area that provided education about child marriage, GBV, and dating violence with youth communities. They were also actively involved in making recommendations across the East Nusa Tenggara (NTT) community for fulfilling youth SRHR objectives in 2021 **with 8 other communities**;
- Involved in advocating the ***maturity of marriage legislation (Marriage Law) in efforts to prevent child marriage***;
- Participated in the ***Women Deliver Conference 2019*** in Canada; the ***Asian Youth Forum 2019*** in the Philippines and ***Girls Takeover 2017*** in Paris (detailed in the 'Labour Principles' section).

Water and Sanitation Hygiene (WASH): In the **2 WASH projects** implemented by Plan Indonesia, there was an intervention towards individual and groups sanitation entrepreneurship called ***WUSAN***. The difference between ***WUSAN*** and other sanitation businesses is that sanitation products are sold at lower prices, so that community's access to sanitation is easier.

For financial capital, ***WUSAN*** uses personal funds and funds from banks. ***WUSAN*** is a direct partner of Plan

Indonesia and has had its capacity increased through Financial Management training, GESI Training and Product Quality Testing. The number of **WUSAN** staff who are direct partners of Plan Indonesia is **56 sanitation entrepreneurs** consisting of individual and group entrepreneurs in East Nusa Tenggara and West Nusa Tenggara. The sanitation products that have been sold from **WUSAN are 97 toilet units, 2 toilet and latrine packages, 2 sanitary pads, 30 building block units, 1 sink unit, 1-unit water filter and 1 desludging packet.**

PLAN INTERNATIONAL JAPAN

Plan International Japan held staff training of **Planting Equality 2.0**: an initiative to encourage inclusive & gender transformative project development, which deepened awareness of and considerations of harassment, human rights, and gender equality – particularly for the programmatic staff.

The advocacy team compiled a recommendation paper on the food crisis, education and sexual health and reproductive rights (among other gender transformative issues), which was **submitted to the Japanese government** and posted was posted on Plan International Japan's website.

We have also launched **Safeguarding and Preventing Sexual Exploitation, Abuse and Harassment (PSEAH) as a policy** both within our organisation as well as externally. Plan Japan participates in working groups with other organizations to prepare Japanese versions of PSEAH to accompany our internal training sessions.

PLAN INTERNATIONAL NETHERLANDS

Plan International Netherlands' lobbying and advocacy efforts have borne many fruits. In the **EU-Africa Summit**, Plan International Netherlands & France worked closely with Plan International's EU office to advocate for the inclusion of (young) women and marginalized groups as an overall priority: which was clearly reflected in **the final statement of the EU Africa Summit.**

On 18th May 2022, after three years, the lobbying efforts of **Free a Girl, Defence for Children-ECPAT, ICCO** and Plan International to combat sexual exploitation of children and youth resulted in the allocation of **5 million EUR until 2026 by the Dutch government.** Finally, **The Netherlands Ministry of Foreign Trade and Development Cooperation** has included SRHR and gender inequality as key priority in the **Dutch Development Cooperation Policy.** After lobbying and advocacy efforts to pay more attention to menstrual health and hygiene, a motion for promoting menstrual health was **adopted by the Dutch House of Representatives** on 25th November 2021.

The **She Leads** initiative – financed by the **Netherlands Ministry of Foreign Affairs** – continues to grow in its mission to champion the rights of girls and young women to speak out and make an impact. Similarly, we are seeing great strides in the **European Union-funded Our Voices Our Choices** campaign that aims to improve compliance with international human rights policies and legislation by improving the lobbying skills and capacity of women and young people so they can make the responsible parties more accountable.

PLAN INTERNATIONAL PARAGUAY

During July 2021 - June 2022, in line with SDG 4, we promoted learning spaces and avoided school dropouts of **300 girls and boys** - with support from Fundación Banco Itaú. Additionally, **132 girls and adolescents** were trained with classes on good practices on the use of technology, such as online safety and cyber bullying while also fostering their creative and scientific skills in an environment of equality.

Additionally, **148 girls** participated in our **Leadership School for Girls**: a space for empowerment and strengthening of leadership where **96 teachers from the Ministry of Education** were also trained as facilitators. Plan International Paraguay's Institutional Report on the impact made over FY22 can be found [here \(in English and Spanish\)](#)

PLAN INTERNATIONAL SPAIN (PLAN INTERNACIONAL ESPAÑA)

Since the rise of the conflict in Ukraine, we have been working with Ukrainian boys, girls, young people who are refugees in Spain through **Child Friendly Spaces** in which we carry out educational and recreational activities. A total of **136 children** have participated in this program since June 2022 until now. We have also worked with Ukrainian women doing social and labour orientation sessions to improve their employability.

Safer Cities for Girls is a global initiative where we have worked at a local level with different **Spanish municipalities in Madrid, Barcelona, Seville and Valencia** to study the perception of safety among young women and offer recommendations to develop measures that allow us to build safer cities that are inclusive for all people and actively fight against human rights abuses.

LABOUR PRINCIPLES 3-6

Plan International engages in many different programs and partnerships that strive to advance labour rights; to champion gender equity and visible representation in the workplace; and to secure and strengthen employment opportunities and employability of participants- especially for the youth and in vulnerable and marginalised communities. In our own operations, Plan International has strict standards and procedures for screening the ethical practices of the companies with which we consider doing business and/or partnering as part of our own commitment to eliminating modern slavery.

All of our vendor and partnership contracts clearly outline non-negotiable ethical grounds for which the agreement would immediately be terminated that include (but are not limited to): allegations of child labour; forced and exploitative labour; unethical supply chains; violations of UN sanctions; bribery and corruption and discrimination on any grounds. Vendors are also required to sign a **“Non-Staff Code of Conduct”**.

Additionally, all Plan International Entities are bound by the **Corporate Partnerships Ethical Engagement Policy** (updated November 2022), which also establishes criteria for which industries within the private sector Plan International will not work with in any capacity based on their primary sources of income and brand association. Prohibited industries include alcohol; tobacco; armaments; pornography and gambling (with the exception of national lotteries). *The Policy* also includes a comprehensive list of industries and practices classified as ‘high-risk’ and therefore require a higher threshold of ethical assessment and decision-making level for approval.

PLAN INTERNATIONAL COLOMBIA

Skills and Opportunities for Youth Economic Empowerment: 12 projects have been implemented with activities aimed at developing life skills, financial skills, and capacities for economic empowerment towards access to decent employment and entrepreneurship opportunities: in **24 municipalities and 8 districts of the country. 134,786 people** have directly benefited from these activities (**70% of the total were girls, boys, and adolescents; 73% of the total were women**).

The main thematic lines that have been worked on during this period have been:

- Formation, strengthening, and accompaniment to local savings and credit groups as a strategy for generating community support networks.
- Training in gender-transforming life skills and vocational guidance with vulnerable populations.
- Support for initiatives and technical assistance to local enterprises led by women and the youth.
- Delivery of economic support for livelihoods and subsistence for vulnerable women affected by the Venezuelan migration crisis.
- Strengthening skills and knowledge in entrepreneurship, finance, and in the green sector for the development and success of ventures.

PLAN INTERNATIONAL DENMARK (PLAN BØRNEFONDEN)

Through its partnerships with the **Novo Nordisk Foundation**, PlanBørnefonden is leading a collaborative effort to

create better education and job opportunities for **48,000 young Syrian refugees in Jordan** – especially young female refugees. The programme is a collaboration between PlanBørnefonden, **the Confederation of Danish Industry and local and international partners**: with the **Novo Nordisk Foundation** having contributed **DKK 200 million to the project**. The programme will run for the next five years.

Building upon our joint mission to make education accessible in vulnerable areas across East Africa, our partnership with **Søstre Grene** expanded to support our efforts working with Ukrainian refugees in Moldova. We have recently extended our partnership until 2024 and the donations will continue to go towards girls' and young women's access to education and training for professions such as hairdressers, tailors, electricians or the like. The ethos of this partnership is that education is key for young women to create a better life for themselves and their families.

PLAN INTERNATIONAL ECUADOR

Accompanying the measurement of our contributions towards the UNGC Human Rights Principles above, Plan International Ecuador has also achieved results pertaining to the Labour Principles. In response to both natural and man-made emergencies, our gender-transformative interventions also prioritise the development of entrepreneurship with the leadership of women with the overall aim of securing economic and social recovery of families in crisis.

Over the past two years, we have implemented projects that promote leadership and gender equality to promote women's and girls' rights. As of 2022, we have supported **252 entrepreneurs: 70%** of which are led by women.

PLAN INTERNATIONAL FRANCE

Due Diligence Process – At Plan International, all partnerships must abide by our strict child protection policies. Plan international France undergoes a formal and thorough due diligence process that ensures that we do not engage with businesses and organisations who are complicit with human rights abuses.

Between 2021 and 2022, **20 ethical checks of companies** were conducted by Plan International France and **4 partnership opportunities were declined on ethical grounds** as part of the due diligence process. Plan International France has also actively promoted the Global Compact's Principles with its **over 21 corporate partners**, and further suggested the Global Compact to new and existing corporate partners.

As outlined in Part 2, Plan France has worked with corporates and educational institutions around the world to support over **7,000 young people in Egypt, India and China** to obtain better employment. Plan International France worked closely with local companies through social mentoring and personalize counsel to ensure the elimination of discrimination in the workplace.

The Youth Employment Solutions for Youth (YES4U) Project was implemented in Xi'an, China in 2022 as a result of Plan International France's partnership with **Fondation Chanel**. This project supported **680 young migrants** aged 16-29 to realize their social and economic potential by providing them with technical skills, life skills and job preparation training. This project also created a network of companies identified as a **"Youth and Gender-Friendly Employer"**. A new project is currently being developed to work even more closely with companies, by supporting them in the implementation of such action plans.

The Tamkeen Project, was started by Plan International France in July 2014 in Egypt. It aims to contribute to economic empowerment and socio-economic integration of young women and men in Cairo, Alexandria and Asyut. Plan International France launched the third phase of the project in 2022, which will provide an access to economic opportunities for **2,000 women and men**, but also promote a gender-sensitive business environment, and establish a broad professional network. The project integrates raising awareness activities on gender equality at workplace through job fairs and networking events.

PLAN INTERNATIONAL GERMANY (PLAN INTERNATIONAL DEUTSCHLAND)

The *Beiersdorf* partnership (detailed above) has resulted in projects implemented in **Brazil, Colombia, Ecuador, Ghana and Kenya** that focus predominantly on the Human Rights Principles and our projects in Kenya also support the Labour Principles.

In Machakos and Homa Bay, Plan facilitated school scholarships for girls, supported their vocational training and initiated a mentoring program from February 2021 to January 2023. In total, we reached **14,863 people** with this project that also provided resources and facilities focused on protection from violence.

PLAN INTERNATIONAL GUATEMALA

In efforts to support SDG 4 (the elimination of all forms of forced and compulsory labour), Plan Guatemala implemented the **Youth Economic Empowerment** program using the methodology **“Conexiones”**: an innovative strategy to strengthen the skills for life, employment and entrepreneurship of young people from rural areas.

The methodology uses face-to-face and virtual modalities: reinforcing the rights of young people to obtain decent work. Some of the main achievements as follow:

- **1,812 young people** strengthened their entrepreneurial skills.
- **295 young people** got their first job
- **825 business units** implemented in the agriculture, commerce and services sectors.

Plan Guatemala also participated in **International Day of the Girl (IDG)** by facilitating **10 ‘take-overs’** where young girls are provided the opportunity to work with selected partners in powerful institutions to symbolically act as their leader for the day in an effort to bolster gender equality in the workplace and amplify the voices of young women.

PLAN INTERNATIONAL INDONESIA

Regarding Plan Indonesia’s contributions towards the Labour Principles: our **Youth Forum** (described above in the Human Rights Principles) has developed into a well-received program called **Girls Take Over (GTO)** – in collaboration with the **Ministry of State-Owned Enterprise (SoE) and five of their SoE’s**.

Six young people took over the position of **SOE’s Minister** and **5 SOEs Directors (Telkomsel, BRI, Mandiri, Angkasa Pura and Kimia Farma)** to support women's equality and inclusivity in the workforce. Publicity was very strong with **media coverage from 296 providers with 543,840,941 readerships**, which translated to **IDR 4,728,930,124 in ad value** and **IDR 14,186,790,372 in news value**. It also resulted in **career promotion for 2 representatives** from **BUMN** in Girls Takeover 2021.

PLAN INTERNATIONAL JAPAN

In addition to our work focused on Human Rights Principles and holding senior positions within Japan’s local Global Compact Network, Plan Japan has developed and implemented **several successful workshops** that seek to promote gender equality within the corporate sector.

We also engaged our **JNO Youth Members** on the topic of the Labour Principles: resulting in their taking the lead in conducting a survey for staff members with the aim of creating an eco-friendly and sustainable work environment that prioritises well-being.

PLAN INTERNATIONAL NETHERLANDS

Accenture: YES! Digital Ecosystem platform & Green Entrepreneurship Accelerator: As introduced in Part 2, Plan Netherlands has two ongoing projects with **Accenture** that contribute to the Labour Principles by being focused on ‘Skills and Opportunities for Youth Economic Empowerment’ to support young people to obtain decent

employment.

The **YES!Digital Ecosystem platform** delivers engaging experiences for learners; effective tools for practitioners; and rich and meaningful data for monitoring and evaluation. This platform is **Accenture** and Plan International's joint project towards the development of digital tools for youth education in Indonesia and Philippines and it has **reached 15,354 youth**; which was **190% of the overall target (8100)** on youth reached. Both **Accenture** and Plan Netherlands place an increasing emphasis on environmental impact and sustainability, with a special focus on promoting youth employment and entrepreneurship in green sectors.

The **Green Entrepreneurship Accelerator** project focused on supporting sustainable enterprises run by young people: particularly those run by young women. With the aid of a market analysis and a design challenge, we mapped out the opportunities and needs of the entrepreneurs, after which we transformed challenges into solutions. Participants followed a **four-month acceleration programme**, which included coaching, mentoring, skills training, seed funding, technical assistance and networking. Links to potential clients were also established for each entrepreneur. An important aspect of this project was the improvement of participants' sustainability skills and making their companies more environmentally friendly.

The most important takeaways of this project are:

- identifying opportunities and obstacles for budding young, and green, entrepreneurs;
- strengthening young people's entrepreneurial skills;
- leveraging strategic partnerships and the power of innovation to enable young people to make the transition to a greener economy.

With the experience and insights gained from this project, Plan developed a roadmap on how to implement gender-transformative **Green Entrepreneurship** that could be scaled up around the world. Plan Netherlands' partnerships with the **TUI** and **AkzoNobel's** support of the **Saksham program** have also enabled us to successfully implement projects under this theme of upskilling and supporting young people with the goal of securing decent and equitable employment.

TUI Academy: Through the academy, **300 youth (aged between 17-29, at least 60% young women)** are socially, economically empowered and gain access to decent work opportunities in tourism. Students receive vocational training as well as life skills training such as personal development, gender equality, leadership, teambuilding, and entrepreneurship skills. As a result, young people are able to protect themselves against exploitation and make conscious decisions about their future. Moreover, communities; the tourism sector and local authorities are engaged to raise awareness on how to recognize and report on cases of (sexual) exploitation and to advocate for a stronger legal environment to protect children and youth.

AkzoNobel - Saksham Skills and Opportunities for Youth Employment and Entrepreneurship program: by the end of March 2025, **3900 vulnerable youth aged 18-29 (at least 60% young women)** from target areas of Delhi and Rajasthan will have market-driven, relevant skills and capabilities of high quality: leading to sustained employment and self-employment.

PLAN INTERNATIONAL PARAGUAY

In 2022, Plan International Paraguay engaged **more than 100 institutions** in the **Girls with Equality** campaign, where **10 companies participated in our 'take overs'** to make visible the leadership and empowerment of girls and young women in the workplace in Paraguay. This platform created a space to analyse the obstacles girls face in political participation across different arenas.

In our efforts to work towards SDG 5 through the **Sape'a program: 1,684 young people** accessed technical training in business plans, labour intermediation and life skills: **61% of these participants were women**. Since

then, **63 participants** have completed internships and **30 participants** have secured employment as a result of our partnerships with the private sector.

PLAN INTERNATIONAL SPAIN (PLAN INTERNATIONAL ESPAÑA)

The initiatives that Plan Spain outlined above that align with the UNGC Labour Principles achieved success in the following ways: A total of **1109 young people** have participated in the **Plane@** program with **589 of participants** having applied directly to the program and **520 participants** being referred from external Training and Labour Insertion Units.

Similarly, More than **130 unemployed young people** applied for the **Green Challenge for Youth** program, which resulted in **82 participants where 61 of them** graduated from the course. Currently, **16 young people** are employed as a result.

As a result of the **Women4IT** program, **161 young people** have received training and **129 participants** have managed to secure a job in Spain: our partnerships with companies such as **LinkedIn, Accenture Foundation, SACYR, IBM** and **CHEP** have been fundamental for the mentoring activities, inspirational talks and workshops.

Companies such as **Huawei, Google, Twitter España, Bankia** and **Repsol** have supported the actions of our **#GirlsTakeOver**. Through this campaign, girls, teenagers and young people “take over” symbolic management and decision-making positions in participating institutions in order to make inequality visible and create referents for leadership and female participation.

*Under the **Child Friendly Spaces** program, we have also worked with Ukrainian women to improve their employability. **75 women** enrolled in the program and, of that, **49 women** actively participated in Insertion Itineraries. There are currently **21 women** in the process of completing the program and **10 participants** have already successfully secured employment.*

ENVIRONMENTAL PRINCIPLES 7-9

Plan International’s **Global Policy on the Environment** (updated June 2022) applies to all Plan International Entities. The policy is the first step toward the environmental sustainability of programmes, operations and offices across Plan. We believe that the climate and environmental crisis is a child rights issue as well as a gender justice issue as it affects disproportionately girls and women. The climate crisis is said to undo progress toward gender equality, which is why, to improve girls' rights, we need to also strive for climate justice.

To achieve this end, the *Policy* lays out six global commitments for our organisation:

1. All strategies should have a commitment to environmental sustainability;
2. Our *Resilience Framework* will be used to analyse appropriate pathways for our programme work, and at least one resilience pathway from the framework is built into every programme;
3. Increase our capacity to address climate justice issues: drawing on our advocacy and influencing work with young people to demand action;
4. Monitor and reduce Plan International’s greenhouse gas emissions by at least 55 % by FY31 (compared to FY19 levels) including direct and indirect emissions;
5. Prepare and implement (at Plan International Entity level) locally-defined targets for reducing the environmental impact in most relevant categories; and
6. Conduct environmental screenings and, if necessary, participatory impact and vulnerability assessments; and address potential negative impacts and environmental risks in projects.

Plan International UNGC member offices who have achieved successes in alignment with the Environmental Principles include:

PLAN INTERNATIONAL DENMARK (PLAN BØRNEFONDEN)

PlanBørnefonden has set ambitious targets for climate and the green transition – both in relation to how we run our organisation and how we organise our work around the world. Our contribution to the green transition and climate adaptation has become **one of the 10 strategic goals in PlanBørnefonden’s new strategy for 2023-2027**.

In 2021/2022, we have worked purposefully to integrate climate consciousness and the green transition in our workflows, organisational policies and in all of our programme. We have, among other things, included climate considerations in our procurement and investment policy and made an **organisational goal of a 7% annual reduction of our carbon emissions** in our environment. Several of PlanBørnefonden’s programmes and projects are thus designed with a focus on climate and the green transition.

PLAN INTERNATIONAL FRANCE

Although Plan International France does not primarily focus its programming on environmental issues, our programmatic approach recognizes that climate change and environmental sustainability are key factors in achieving gender equality. In addition, the projects supported by Plan International France in favour of the economic empowerment of young people integrate green skills into their training programs.

PLAN INTERNATIONAL INDONESIA

In line with the UNGC Environmental Principles, Plan Indonesia’s **Disaster Risk Management approach** ensures promotion of greater environmental responsibility and usage of environmentally friendly technologies. We are mainstreaming this prioritisation in all of our gender equality, protection from violence and children’s rights programming to ensure sustainability. As of 2022, we have also started a **Girls Leadership Program** that provides a platform to empower youth on the subject of climate change.

Girls Leadership on Climate Change garnered **1,434 participants** in 2022 from webinars, the **Girls Leadership Class** (all conducted by Plan Indonesia) as well as the activities led by **24 Girl Leaders on Climate Change**. These activities had the goal of:

- Increasing climate change knowledge among young women;
- Providing a platform for young people to engage in climate change action (adaptation and mitigation);
- Strengthening youth groups to expand the reach of the campaign and promote climate change action; and
- Promoting opportunities for collaboration and joint movement on climate change action among government, private sector, media, and community.

The results were that **24 Girl Leaders** have been supported and were able to successfully implement their projects; exposure from social media and other media resulted in **547,767 people reached**; and, most importantly, a partnership with the **Ministry of Forestry and Environment**, which has led to the process of **initiating another youth engagement project**.

PLAN INTERNATIONAL NETHERLANDS

Strategy on Climate and Environment: As part of Plan Netherlands’ new strategy (2021 - 2025), we commit to adapt our programming, taking environmental sustainability and climate change into account in our thematic areas, engaging and partnering with expert organizations in these fields. We as an organization are also committed to **reducing our carbon footprint within our office** by improving the choices we make around our building, what we purchase (or don’t purchase) and on our actions (for example by becoming a meat-free office and reducing international air travel).

Plan Netherlands has started to build on our expertise in this area and has added a small **portfolio of climate change related programming** (e.g. **Disaster Risk Reduction** and **Green Skills & Entrepreneurship**) which we aim

to expand in the coming years. The **Green Entrepreneurship Accelerator** program with **Accenture** is proving to be a successful effort in this direction as both partners place an increasing emphasis on environmental impact and sustainability, with a special focus on promoting youth employment and entrepreneurship in green sectors. The program has made a promising start towards the improvement of participants' sustainability skills: enabling them to make their companies more environmentally friendly.

The aim of the **Green Entrepreneurship Accelerator** program aim is to support and accelerate sustainable enterprises run by young people: particularly those run by young women. It started in July 2021 as a one-year project carried out in Colombia: in conjunction with the organization **Socialab**. The entrepreneurs selected for the project were active in the areas of plastic-waste recycling, handicrafts, local and natural food products, vertical gardens and bicycle courier services. All selected entrepreneurs were affected by armed conflicts in the Chocó, Valle del Cauca and Nariño regions. Further metrics on participation can be found in the Labour Principles section.

PLAN INTERNATIONAL SPAIN (PLAN INTERNATIONAL ESPAÑA)

Youth For Change is the youth participation group of Plan International España, which has assumed key spaces and forums for the fulfilment of its 2030 Agenda. Among the activities carried out by the **33 young people** who take part in **Youth For Change**, they were also provided with the opportunity to participate in the **27th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP27) in Egypt** and similar impactful and relevant events such as the **United Nations General Assembly** and the **Mobile World Congress**, where they have had the platform to share their needs and opinions.

Green Challenge for Youth project was launched in 2022 in support of SDGs 8 and 13. It aims to improve the employability of unemployed young people through training in the field of photovoltaic solar energy: with training in sustainability, practical activities and job placement. A total of **82 young people** have received training thus far.

ANTI-CORRUPTION PRINCIPLE 10

While anti-corruption is not a direct outcome that we seek to achieve in our programmatic work in the same way that we seek to advance the Human Rights, Labour and Environmental Principles, it is certainly an integral and non-negotiable standard upheld in all of Plan International's internal operations and screening of all potential vendors, suppliers and partners.

All Plan International Entities are bound by our **Global Policy on Anti-Fraud, Anti-Bribery and Corruption** (updated November 2021) as well as the **Global Policy on Values Conduct and Whistleblowing** (due for next update June 2023).

Additionally, as outlined in the Labour Principles section, the **Corporate Partnerships Ethical Engagement Policy** (updated November 2022) also requires that each private sector partnership opportunity be screened for allegations of corrupt behaviour and practices to prevent Plan from working with individuals and companies who do not align with the UN Global Compact's principle on anti-corruption and bribery. Anti-corruption is also specified in the **"Non-Staff Code of Conduct"** declaration required of all vendors.

Should you have any questions about the contents of Plan International's Communication on Engagement report, please do not hesitate to contact the [Global Hub Partnerships Team](#).