



业务主管单位 Supervising Unit  
陕西省妇女联合会  
Shaanxi Women's Federation



国际计划（美国）陕西代表处  
Plan International Inc.  
Shaanxi Representative Office

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# 2021 年度报告 ANNUAL REPORT





# 2021 年度报告 ANNUAL REPORT

持之以恒  
WE STRIVE FOR LASTING IMPACT

开放并负责  
WE ARE OPEN AND ACCOUNTABLE

包容并赋能  
WE ARE INCLUSIVE AND EMPOWERING

携手并进  
WE WORK WELL TOGETHER





本报告回顾了国际计划（美国）陕西代表处（在本报告里简称“国际计划”）在其2021财政年度，即2020年7月至2021年6月之间的工作进展。

### 保障儿童和青年人

国际计划在所有的活动中始终致力于确保所有与我们一起工作的儿童和青年人受到保护、安然无恙并且享有隐私和尊严。如您对国际计划保障儿童和青年人安全和受保护的工作有任何疑问，请与我们联系：[china.scyp@plan-international.org](mailto:china.scyp@plan-international.org)。

The report sets out Plan International's progress in China towards our purpose and values between July 2020 and June 2021.

### SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Throughout all our activities, Plan International is committed to ensuring the protection, security, privacy and dignity of all the children and young people we work with. If you have any questions or concerns about keeping children and young people safe and protected at Plan International, please contact us: [china.scyp@plan-international.org](mailto:china.scyp@plan-international.org).





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## 首席代表寄语



2021年是国际计划在全球成立的第84年，也是进入中国开展工作的第26年。一直以来，我们为了一个公正的、推进儿童权利和女童平等的世界而奋斗。26年来，国际计划见证了中国社会经济的高速发展，并且很荣幸地参与了这一进程，为中国乡村地区的儿童和青年，尤其是女童和女性青年的保护及发展贡献绵薄之力。

国际计划在全球的愿景（2017至2022年）是：联合起来，使全球弱势儿童，尤其是1亿女童能够学习、主导、做决策并茁壮成长。2021年是极不平静的一年，新冠疫情在全球肆虐，影响着人们的生活、学习和工作，但国际计划迎难而上，为全球超过5000万名儿童（包括2600万名女童）提供了直接和间接的支持及人道主义援助。

与世界其他国家的疫情状况不同，2021年中国人民的生活和工作开展得有条不紊，这得益于政府和全社会万众一心、成效显著的抗疫工作。在陕西省公安厅非政府组织管理办公室（以下简称“非管办”）、陕西省妇女联合会以及各项目省、市、县非管办的大力支持和指导下，在国际计划中国区全体员工、所有合作伙伴、捐助方和资助人的共同努力下，2021年，我们在中国的工作开展顺利，成绩依旧可喜。

我们在儿童早期发展、包容性教育、儿童保护、青年经济赋能、儿童交流、社会组织支持以及抗击新冠疫情等方面开展项目活动，惠及近40万人，其中包括近14万名女童及6.8万名妇女；我们也积极将在中国实践的优秀管理和项目经验传播给世界。与此同时，依据新颁布的《中华人民共和国国民经济和社会发展第十四个五年发展规划纲要》、《中国妇女发展纲要（2021-2030年）》、《中国儿童发展纲要（2021-2030年）》、《中华人民共和国个人信息保护法》等政策法规，我们及时调整了国际计划在中国的项目策略和工作方法，以更加契合国内妇女儿童发展的需求。

展望2022年，我们将会继续依照中国的相关政策和法律法规，根据中国经济及社会的发展进程中出现的需求，在登记管理机关和业务主管单位的指导下，与所有合作伙伴通力合作，为中国的儿童及青年，尤其是女童和女性青年的发展和保护不遗余力，也为公益机构在中国的发展探索更好的实践经验。

为了所有的儿童和青年，尤其是女童和女性青年更加美好的未来，让我们携起手来，共同奋进！

张烨霞

国际计划（美国）陕西代表处首席代表

## MESSAGE FROM COUNTRY DIRECTOR

In 2021, we celebrated the 84th anniversary of Plan International, and our 26th year in China. Since our creation, we have striven for a just world that advances children's rights and equality for girls. In the past 26 years, Plan International has witnessed a rapid socio-economic development in China and is honored to be a part of this process by contributing to the protection and development of children and youth, particularly girls and young women, across rural China.

Plan International's global ambition in 2017-2022 is to: work together to reach vulnerable children, especially 100 million girls so that they can learn, lead, decide and thrive. 2021 has been another challenging year. The pandemic has disrupted people's lives, studies and work across all countries. Nevertheless, Plan International has faced the challenge head-on and provided support and humanitarian relief to over 50 million children around the world (including 26 million young girls) both directly and indirectly.

While the world is struggling to control COVID-19, thanks to the concerted and effective anti-pandemic work done by both the government and the people, China has managed to control the pandemic rapidly and effectively. With the support and guidance of the Shaanxi Public Security Department Overseas NGO Management Office (henceforth shortened to "Overseas NGO Management Office"), Shaanxi Women's Federation and various provincial, municipal and local overseas NGO management offices, as well as with the joint efforts of all our Plan International's employees in China, our partners, donors and sponsors, our performance throughout China this year has once again been extremely gratifying.

Our program activities in the fields of early childhood development, inclusive education, child protection, youth economic empowerment, sponsorship communications, civil society organization support and fighting against COVID-19 have benefitted nearly 400,000 people, including nearly 140,000 girls and 68,000 women. We will also be actively sharing the best practices in China with the rest of the world. Concurrently, we have adjusted the program strategies and methods in China, in accordance with the newly promulgated "Outline of the 14th Five-Year Plan for the National Economic and Social Development of the People's Republic of China", "Outline for Women's Development in China (2021-2030)", "Outline for Children's Development in China (2021-2030)", "Personal Information Protection Law of the People's Republic of China" and other policies to better meet the needs of the development of women and children in China.

Looking ahead to 2022, we will continue to work with all of our partners and make every effort to find innovative answers to particular issues that occurred during China's economic and social development concerning the development and protection of Chinese children and youth – particularly girls and young women – under the guidance of registration administration organ and the supervising unit, in accordance with relevant Chinese policies, laws and regulations. We will also explore practical experience for promoting the development of social organizations.

For a better future for children and youth – particularly girls and young women – let us join hands and forge ahead together!

Zhang Yexia

Country Director

Plan International Inc. Shaanxi Representative Office





▲ 国际计划参加境外非政府组织驻陕代表机构座谈会并学习会议精神。  
Plan International staff participated in and learned from the symposium for the representative offices of INGOs in Shaanxi.

## 关于我们

国际计划 (Plan International) 是一家独立的国际人道主义发展机构，成立80余年来，一直致力于促进儿童和青年，尤其是女童和青年女性的平等发展，目前在全球78个国家和地区开展工作。

1995年，国际计划进入中国开展工作。2017年，国际计划（美国）陕西代表处登记设立，由陕西省公安厅境外非政府组织管理办公室作为登记机关、陕西省妇女联合会作为业务主管单位。

在中国工作的26年里，国际计划与各方合作伙伴一起，努力为中国儿童和青年人的学习、生活、工作和发展带来改变。

截至2021年6月，国际计划在中国大陆累计投入8.20亿元人民币\*。

\*参考2021年6月国际计划使用汇率：7.742元人民币=1欧元

\*Refer to the exchange rate adopted by Plan International in June 2021: CNY 7.742=EUR 1

## ABOUT US

Plan International is an independent development and humanitarian organization that has been advancing the equal development of children and youth, especially girls and young women for over 80 years, and is now active in 78 countries and regions.

In 1995, Plan International started its operation in China, and in 2017, with the Shaanxi Public Security Department Overseas NGO Management Office as the registration administration organ and Shaanxi Women's Federation as the supervising unit, we registered as Plan International Inc. Shaanxi Representative Office.

During our work in the past 26 years in China, through working with children, youth, our supporters and partners, we have driven changes for the life, learning, working and development of children and youth.

By June 2021, Plan International had invested over RMB 820 million\* in the mainland of China to transform changes for children and youth in need.

## 我们的工作区域 Our Working Areas



- 长期项目实施地  
Programme & sponsorship areas
- 赠款支持/短期项目实施地  
Grant-supported areas





# 机构全球目标

## OUR PURPOSE GLOBALLY

我们为了一个公正的、推进儿童权利和女童平等的世界而奋斗。我们携手不同人士和合作伙伴，旨在：

- 使儿童、青年和社区能够做出重要改变，解决导致排斥、弱势和对女童歧视的根源；
- 通过我们对儿童现实状况的接触、经验和知识，推动地方、国家和全球层面的实践和政策优化；
- 与儿童和社区合作，做好危机准备和响应并克服困境；
- 支持儿童从出生到成年的安全和顺利成长。

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

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



# 国际计划在中国的项目策略2019-2024

## OUR COUNTRY STRATEGY 2019-2024

### 相关政策法规

#### Policies and Regulations Reference

##### 国际

##### INTERNATIONAL

- 《联合国2030年可持续发展议程》
- The 2030 Agenda for Sustainable Development



**目标 / TARGET 4**  
优质教育  
Quality Education



**目标 / TARGET 8**  
体面工作和经济增长  
Decent Work and Economic Growth



**目标 / TARGET 5**  
性别平等  
Gender Equality



**目标 / TARGET 16**  
和平、正义与强大机构  
Peace, Justice and Strong Infrastructure



**目标 / TARGET 2**  
零饥饿  
Eradicating Hunger



**目标 / TARGET 3**  
良好健康与福祉  
Good Health and Well-being



**目标 / TARGET 10**  
减少不平等  
Reducing Inequality

- 《儿童权利公约》
- 《消除对妇女一切形式歧视公约》
- 《人道主义宪章与人道主义响应最低标准》（“环球计划”）
- The Convention on the Rights of the Child
- The Convention on the Elimination of All Forms of Discrimination against Women
- The Humanitarian Charter and Minimum Standards in Humanitarian Response (The Sphere Project)

##### 国内

##### DOMESTIC

- 《中华人民共和国国民经济和社会发展第十四个五年规划和2035年远景目标纲要》
- 《中国妇女发展纲要（2021-2030年）》
- 《中国儿童发展纲要（2021-2030年）》
- 《中华人民共和国未成年人保护法》修订版
- The Outline of the People's Republic of China 14th Five-Year Plan for National Economic and Social Development and Long-Range Objectives for 2035
- The Outline for Women's Development in China (2021-2030)
- The Outline for Children's Development in China (2021-2030)
- The Revised edition of The Law of the People's Republic of China on the Protection of Minors





# 我们的2021年 PLAN INTERNATIONAL IN 2021

## 全球工作数据 Numbers Globally



在78个国家和地区开展工作  
Active in 78 countries and regions



资助了全球120万名儿童  
Supporters sponsored 1,200,000 children



2,620万名女童和2,410万名男童从工作中受益  
26.2 million girls and 24.1 million boys benefited from our work



与61,231个社区的儿童一起工作  
Worked with children in 61,231 communities



投入9.37亿欧元\*  
Invested €937 million\*



## 中国工作数据 Numbers in China



与37家政府部门、社会组织、学术机构和企业合作  
Partnered with 37 government departments, organizations, institutions and corporates



399,004名女性和男性直接或间接受益  
包括139,959名女童和68,112名妇女  
Benefited 399,004 females and males (both directly and indirectly)  
Including 139,959 girls and 68,112 women



在134个社区开展项目活动  
投入3,452万元人民币\*  
Worked with 134 communities  
Invested ¥34.52 million\*



累计在中国投入超过8.20亿元人民币  
Accumulatively invested ¥820 million in China



资助了24,837名中国儿童  
Supporters sponsored 24,837 children

\*参考2021年6月国际计划使用汇率：7.742元人民币=1欧元  
\*Refer to the exchange rate adopted by Plan International in June 2021: RMB7.742=Euro 1





# 项目工作回顾 REVIEW OF OUR PROGRAM WORK

## 儿童早期发展 Early Childhood Development

### 目标

女童和男童拥有良好的生命开端，获得最佳的儿童早期发展服务，并且不受性别规范、态度和做法的影响。

### Goal

Girls and boys have a healthy start, optimal early childhood development free from gendered stereotype norms, attitudes and practices.

### 项目数据

### Program Data

60,553名0-6岁的儿童（含33,389名女童）直接或间接受益。

**60,553**

60,553 children aged 0-6 (including 33,389 girls) benefited directly or indirectly.

28,945名监护人、养育者、服务提供者等（含16,611名女性）接受了儿童早期养育相关培训及活动。

**28,945**

28,945 guardians, caregivers, service-providers etc. (including 16,611 women) took part in training and activities related to early childhood care.

支持培养了256名家庭教育指导师。

**256**

256 adults were supported to become family education instructors.

- 完善家庭教育支持体系  
IMPROVING THE PARENTING SUPPORT SYSTEM
- 推进性别平等进幼儿园  
PROMOTING GENDER EQUALITY IN KINDERGARTENS





## 推进 性别平等进幼儿园

## PROMOTING GENDER EQUALITY IN KINDERGARTENS

在陕西省佳县试点开展促进幼儿园性别平等教育的项目之后，2021年，通过与教育部门合作，国际计划将该项目模式复制到了陕西、云南的其他项目地区幼儿园。

After piloting the project on promoting gender equality in kindergartens in Jia County, Shaanxi Province, Plan International was able to expand the project to other program locations in Shaanxi and Yunnan in 2021, with the support of the education authorities.

项目为幼儿园园长、幼儿教师开展了性别平等意识提升培训，以及性别友好的学前教育技能培训，涉及课程开展、户外活动、绘本阅读等。项目中开发的“幼儿园性别平等指南”也已经被部分项目区幼儿园采纳。

过去一年，项目直接服务了5,060名幼儿教师（其中65%为女性）及12,100名儿童（其中49%为女童）。

The project aims to raise awareness of gender equality among kindergarten principals and teachers and impart to them the capacities to build a gender-inclusive classroom through hosting classes, outdoor activities, picture book readings etc. The “Gender Equality Toolkit for Kindergartens” created by this project has already been adopted by some kindergartens.

In the past year, this project has directly served 5,060 kindergarten teachers (65% of which were female), and 12,100 children (49% of which were girls).







## 完善 家庭教育支持体系

## IMPROVING THE PARENTING SUPPORT SYSTEM

0-3岁是儿童发展的关键时期，奠定了一生健康与发展的基础。这一年龄段的儿童主要的成长环境是家庭，因此，如何让婴幼儿，尤其是乡村地区婴幼儿，在家庭中获得满足其心理和生理需求的、回应性的、以及无性别偏见的养育照护至关重要。

The first three years of life are a period of incredible growth in all areas of a child's development and this time period sets the foundation for lifelong health and wellbeing. As children in this age group grow up primarily in the family, it is crucial that children, especially in rural areas, receive responsive and gender responsive nurturing care that meets their psychological and physical needs during the process of family care and education.

为此，国际计划支持妇联组织实施家庭养育和亲子教育方面的培训，完善社区层面的家庭教育支持体系。

2021年，我们支持了70所“儿童幸福家园”开展常规活动，支持“家园”负责人为监护人及养育者提供亲子活动及养育知识培训，并且在活动过程中关注性别平等。

Therefore, Plan International is supporting the women's federations in organizing and implementing training on family care and parenting to further improve the parenting support system at the community level.

In 2021, we provided support to 70 Community Child Development Centres in maintaining their regular activities and to their administrators in hosting gender responsive parenting activities and training sessions on family care for caregivers.

“回看自己在平时教育孩子过程中出现的困惑，原来是缺乏社会性别视角所带来的误导。现在通过性别平等的培训，我明白了每一名幼儿都是独立的个体，应充分尊重幼儿的个体差异，突破性别刻板印象的限制，帮助每个孩子获得高质量的发展。”

——培训教师 刘庆红

“Now looking back, many of the challenges I have had in educating children were caused by the absence of a social gender lens. The gender-equality training helped me realize that every child is unique, that we should respect these differences and break gender stereotypes so that every child can thrive.”

—— Liu Qinghong, a training teacher







此外，我们还支持培训了256名家庭教育指导师（其中包含235名女性），使其具备家庭教育及性别平等的知识和技能。在陕西，项目建立了3所县级家庭教育中心，组织22个社区及18所学校的共计2,400名成人（其中包含1,440名女性）学习了家庭教育知识；在宁夏，培训后的家庭教育指导师在社区、学校和企业里开展了246场家庭教育培训，并在家庭教育指导资料里融入性别视角。

In addition, 256 family education instructors (including 235 women) acquired knowledge and skills on parenting and gender equality through our training. In Shaanxi, our project has supported the establishment of 3 county-level family education centres, delivering family education knowledge to 2,400 adults (including 1,440 women) from 22 communities and 18 schools; in Ningxia, the family education instructors conducted 246 family education training sessions in communities, schools and enterprises, and incorporated a gender lens into the family education guidance.

## 包容性教育 Inclusive Quality Education

### 目标

通过支持学校开展性别敏感、包容和有质量的教育，使女童和男童，尤其是困境儿童及受父母流动影响的儿童为生活而学。

### Goal

Girls and boys learn for life through the promotion of gender transformative, inclusive, and quality education in schools in China, especially those living in difficult situations and affected by migration.

### 项目数据

### Program Data

在64所乡村地区中小学开展了赋能女童的科技教育项目。	<b>64</b>	64 primary and secondary schools in rural areas have been benefited from the Girls and Technology Project.
2,167名10-14岁的儿童（含1,254名女童）直接参与了机器人编程学习活动。	<b>2,167</b>	2,167 children aged 10-14 (including 1,254 girls) directly participated in robot programming.
57所小学的22,131名儿童（含10,890名女童）的阅读水平得到了提高。	<b>22,131</b>	The reading level of 22,131 children (including 10,890 girls) from 57 primary schools has seen an improvement.

- 女生、男生一样出色  
GIRLS AND BOYS ARE EQUALLY EXCELLENT
- 培养儿童的阅读和社会情感技能  
NURTURING CHILDREN'S READING AND SOCIAL SKILLS
- 促进女性经期卫生健康管理  
IMPROVING MENSTRUAL HEALTH AND HYGIENE FOR WOMEN AND GIRLS





## 女生、男生一样出色

## GIRLS AND BOYS ARE EQUALLY EXCELLENT

“女生学不好数理化”、“女生到了初中，就不如男生学习好了”、“女孩子将来当个教师就挺稳定”……这些对于女生和男生在学业和发展方面的刻板印象，一直在儿童的受教育过程中影响着他们的发展，久而久之，连儿童也会因为这种印象，对自身的能力和潜力产生了“天花板”。

“Math, physics and chemistry are not for girls”, “boys do better in school from junior high and up”, “girls should pick a stable job, like teaching”... These stereotypes regarding boys and girls in academic success and career choices impose undesirable effects on their development. Over time, even the children themselves will believe in the limitations of their own ability and potential.

响应国家在推动和探索STEM教育（一种将科学、技术、工程和数学融为一体的跨学科教学方法）方面的实践和政策，为了充分发挥乡村儿童，特别是女童在STEM学习方面的潜力和兴趣，提升其科学素养，2021年，通过与企业、学术机构的合作，国际计划支持地方教育部门在64所乡村地区中小学开展了女童与科技项目。

该项目通过提升教师在STEM方面的教学能力、开设校园俱乐部、提供儿童科技作品展示平台、开展儿童学习机器人编程等活动，让乡村学校的儿童有机会接触和学习STEM教育。项目还为教师开展了性别平等方面的培训，邀请科技企业女性代表远程参与儿童活动、分享科技在社会中的应用以及女性成长故事等，打破职业性别成见，开阔视野、突破认知、树立职业理想，让参与儿童成长的所有人，包括儿童自己，特别是女童，认识到“女生和男生一样出色。”

项目还引进了北京师范大学心理学部的“成长型思维”培养模式，培养教师和儿童，尤其是女童的成长型思维，即积极面对挑战和失败的心态，从而在生活和学习中迎难而上。该模式对儿童，尤其是女童学习STEM起到了非常显著的效果。

In response to China's practices and policies in promoting and exploring STEM education (an interdisciplinary method of teaching that integrates Science, Technology, Engineering and Mathematics), throughout 2021, through cooperation with enterprises and academic institutions, Plan International has supported local education authorities to carry out the Girls and Technology Project in 64 primary and secondary schools. This was set out to tap into the maximum potential and inspire maximum interest of children in rural communities, with a particular focus on girls.

By improving teachers' teaching capacities in STEM, running on-campus clubs, providing platforms to display student work, exposing children to robotics programming and more, STEM education is introduced and taught to children in rural communities. The project also offered gender equality training for teachers, invited female representatives within the technology industry to participate in activities and talk about the application of their work in society, as well as personal stories of their growth etc., breaking gender stereotypes on career choices, opening new horizons and discovering their desired career path. This allows everyone involved in a child's growth, including the children themselves (especially girls) to know that “girls and boys are equally excellent”.

The project also implemented the “growth mindset” training model of the Beijing Normal University Department of Psychology. When you teach growth mindset to teachers and children, especially young girls, it fosters a positive attitude to facing challenges and failures, allowing them to take on harder challenges in both study and their lives. This model has shown significant results in helping children, especially young girls, study STEM subjects.







## 培养儿童的阅读和 社会情感技能

## NURTURING CHILDREN'S READING AND SOCIAL SKILLS

阅读对于儿童成长和发展的的重要性不言而喻。然而，农村地区的儿童在阅读资源的触及上远不及城市儿童。为了抓住儿童阅读的黄金时期，培养儿童良好的阅读习惯和阅读氛围，2021年，国际计划支持地方教育部门开展了儿童阅读促进项目，在陕西、宁夏和云南的57所乡村地区小学为120名教师开展技能培训、组织参与式的学生阅读活动等。

The importance of reading for children's growth and development is self-evident. However, rural children have far less access to reading resources than those in urban areas. In order to cultivate habits and environments of reading for children at a young age, in 2021, Plan International worked with local education authorities to promote reading in children. In rural communities of Shaanxi, Ningxia and Yunnan, Plan International trained 120 teachers across 57 primary schools and organized participatory reading events.

在云南广南县和宁夏吴忠市，项目引用了“同伴阅读”这一儿童阅读促进方法，通过识别儿童语言发展规律及各年龄段儿童的认知发展特点，组织开展分级阅读活动，在帮助儿童更好地掌握阅读策略、培养阅读兴趣、改善阅读素养的同时，提升儿童的人际交往能力和自信心，促进其社会性发展。同时，项目还支持学校在寒暑假期间组织学生开展阅读打卡活动，帮助乡村地区儿童培养良好的阅读习惯和阅读能力。

此外，我们支持学校继续完善图书室设备与图书资源，使用数字化的图书室管理系统，帮助678名儿童，尤其是女童成为图书管理志愿者，通过在线操作管理图书的借阅。我们支持学校改进了儿童友好的阅读环境，补充了8000余本课外书和800余本具有性别友好视角的儿童读物。

In Guangan County, Yunnan and Wuzhong City, Ningxia, "paired reading" was introduced to promote reading in children. By identifying the different stages of language acquisition and cognitive development the children are in, they are given appropriate leveled reading materials to better master reading strategies, cultivate their interest, increase their literacy level, and build social skills and confidence. At the same time, schools can start a reading challenge during summer or winter breaks through the project to help students develop good reading habits and skills.

Furthermore, we helped schools to upgrade their library facilities and collection. With the digitized library management system, 678 children - primarily girls - became volunteer librarians and helped with online book checkouts. We have also supported schools in improving their reading environments and making them more child-friendly by adding more than 8,000 extracurricular books and over 800 children's books with a gender lens.

“和同伴一起阅读和学习，我感到不再孤单，而且喜欢上了阅读。”

——二年级 乐乐

*"By reading with a partner, I didn't feel alone anymore. Now I like reading."*

——LeLe, a second grade pupil







## 促进 女性经期卫生健康管理

## IMPROVING MENSTRUAL HEALTH AND HYGIENE FOR WOMEN AND GIRLS

在世界各地的很多传统观念里，作为正常生理现象的月经经常被认为是“不洁”和“污秽”的，因此导致许多女性遭遇不同程度的偏见和歧视，进而影响到她们的健康成长和发展；并且，青春期女性获得月经知识的来源和正确性往往比较单一和片面。

In many parts of the world, menstruation, a natural phenomenon, is unfortunately regarded as impure and dirty, leading to exclusion and discrimination of women and girls, and casting a negative impact on their growth and development. Furthermore, the accuracy and sources of information from which young women learn about menstruation tend to be questionable and one-sided.

在金佰利旗下品牌高洁丝的资助支持下，国际计划与地方教育局、公益机构合作，开展青少年生理期健康教育项目，通过为女童和男童提供生理健康知识和技能，创设有利于女童成长和发挥潜能的环境，并鼓励大学生积极开展校园宣传，消除对月经的错误认识，传播正确的生理健康认知。项目拟在33所大中小学实施，近万名儿童和青年人将直接受益。

With the support of Kimberly-Clark and its Kotex brand, Plan International has worked with local education bureaus and social organizations to carry out the Menstrual Health Education Program. It helps young girls and boys access menstrual health knowledge, thereby allowing girls to grow in a positive environment and thrive. We also encourage college students to actively publicize this message on campuses to dispel the stigma and taboo of menstruation and spread accurate knowledge regarding health and hygiene. It is proposed that the program will be implemented in 33 primary schools, middle schools and colleges and will benefit nearly 10,000 children and youth.

“刚开始想到要来聊月经故事，我的内心是非常抗拒的，但后来想想，作为一个学医五年的男性，我不但应该学习有关月经的理论知识，还需要了解一些实践经验，这样才能给身边的女同胞们带去人文关怀。”

——医学生 杨森

*“I was not ready to tell stories about menstruation at first. But on second thought, I realized as a 5-year med student, I really should educate myself about menstruation, and learn from real cases, so that I can provide girls and women the proper humanistic care that they deserve.”*

——Yang Sen, a medical student





# 儿童保护 Child Protection

## 目标

儿童及青少年，特别是女童和年轻女性，可以得到更好的保护，从而免受各种形式的暴力（包括基于性别的暴力）。

## Goal

Children, adolescents and youth – particularly girls and young women – are protected from all forms of violence, including gender-based violence.

## 项目数据

## Program Data

12,895名儿童（含5,737名女童）直接受益。	<b>12,895</b>	12,895 children (including 5,737 girls) benefited directly.
2,028名教职工、社工（含1,097名女性）接受了能力建设培训。	<b>2,028</b>	2,028 faculty and social workers (including 1,097 women) received capacity building training.

2019年以来，国际计划开展了预防校园欺凌项目，希望通过国际经验本土化、有效的项目模式、技术平台应用、本土服务力量提升等方式，对学校教职工、家长、学生、社区服务者、相关政府工作人员进行能力建设和意识提升，从而将未成年保护的相关方联动，形成较为完善的儿童保护工作模式。

Since 2019, Plan International has carried out the School Bullying Prevention Project. The hope was that through localization of international experiences, adaptation of effective project models, application of technological platforms and improvement of local practices, school staff, parents, students, social workers and government workers are able and willing to protect children. Eventually, the schools, communities, government authorities and other relevant parties involved in the protection of minors can join hands and create a safety net for children.



● 多方联动，预防校园欺凌  
MULTI-PARTY COLLABORATION TO PREVENT SCHOOL BULLYING





## 多方联动， 预防校园欺凌

## MULTI-PARTY COLLABORATION TO PREVENT SCHOOL BULLYING

2021年是国际计划开展预防校园欺凌项目的第三年。项目支持陕西省佳县、淳化县和蒲城县，云南省红河县、广南县和寻甸县的教育部门在当地探索预防校园欺凌的有效模式，旨在预防和降低校园欺凌事件的发生率，改善同伴关系，使校园成为于儿童而言友好、积极的学习和成长环境。

For the third year running, in 2021, Plan International worked with local education authorities and implemented the School Bullying Prevention Project in Jia County, Chunhua County and Pucheng County in Shaanxi Province and Honghe County, Guangnan County and Xundian County in Yunnan Province. The project aims to explore effective models for preventing school bullying in local areas, to reduce and prevent the occurrence of school bullying incidents, to improve peer relationships and make schools a suitable environment for children's growth and learning.

通过前两年的技术研发，项目已开发了预防校园欺凌的《学校指导手册》、《教师指导手册》、《小学主题班会手册》和《中学主题班会手册》系列手册，同时针对家长和学生也分别开发了《预防校园欺凌10问家长手册》和《预防校园欺凌让自己更具影响力》。除了技术材料的开发，项目还十分注重针对教职工研发的线上培训课程，从八个方面介绍校园欺凌的基本知识，包括如何识别和干预，以及怎样开展班会主题课等。

In the last two years of research and development, the project has developed a series of guidelines for bullying prevention at school. These include "A Guide for Schools", "A Guide for Teachers", "A Handbook for Class Meetings-Primary Schools" and "A Handbook for Class Meetings-Secondary Schools", along with two books for parents and students: "10 Questions for Parents-A Handbook for School Bullying Prevention" and "How to be More Influential at Stopping Bullying". In addition to the development of these materials, the project also puts great importance on creating online training courses for faculty and staff, which introduce basic knowledge on the subject from eight aspects, including identification and intervention of school bullying, and how to hold class meetings.





结合技术资料，经过系列化的培训支持后，县级培训师支持了当地学校的“校园欺凌防治委员会”开展培训和活动。此外，项目在4个县、11所学校开展了关于组建和运作“校园欺凌防治委员会”的系列培训。在陕西省的3个县，项目还为学生家长开展培训，并通过海报比赛、知识竞赛、团队建设等活动，为7000余名儿童（其中包括3400余名女童）完善预防校园欺凌的相关知识。

项目还得到了云南省教育厅的大力支持和肯定。国际计划应邀支持了该省所有中小学教师在线学习预防校园欺凌的相关知识，其中融入了性别平等、基于性别的欺凌形式等内容。

With the comprehensive training material, after a series of training sessions, the county-level trainers helped the “School Bullying Prevention Committees” of local schools to carry out training and activities. Furthermore, this project also conducted trainings at 11 schools across 4 counties on forming and running their own “School Bullying Prevention Committee”. In 3 counties of Shaanxi Province, the project also provided training for students and their parents and increased their knowledge regarding school bullying through poster competitions, quizzes and team-building exercises, helping more than 7,000 children (including 3,400 girls).

Recognized and supported by the Department of Education of Yunnan Province, Plan International was invited to conduct an online bullying prevention training that included knowledge on gender equality and gender-based bullying for primary and secondary school teachers.

在学习了预防校园欺凌项目的手册并参加培训后，我很受触动，并且认识到如何正确应对校园欺凌。在教育局领导的支持下，我们协调县级培训师前往广南县共18个乡镇的中学开展预防校园欺凌的全体教职工培训和班会示范课。期待一年后，我们能看到老师和学生们更有效的沟通、更良好的同伴关系。”

——项目伙伴 玲

*“I definitely benefited from studying the school bullying prevention handbooks and the training, now I know the right way to address bullying in school. With the group support from the local education authorities, we dispatched county-level trainers to 18 townships in Guangnan County to carry out faculties’ training and demonstrations of class meetings on school bullying prevention. We look forward to seeing more effective communication between teachers and children and a strong peer relationship in a year’s time.”*

——Ling, a project partner



## 青年经济赋能 Youth Economic Empowerment

### 目标

弱势青年，特别是青年女性，无论是在就业还是创业过程中，都能够自主地选择和从事体面的工作。

### Goal

Vulnerable youth, especially young women, are able to engage in decent work of their own choosing either through waged or self-employment.

### 项目数据

### Program Data

24,361名青少年（含11,805名女童）接受了生活技能培训。	<b>24,361</b>	24,361 adolescents (including 11,805 girls) received life skills training.
34,104名青少年（含16,413名女童）参与了儿童主导的综合实践活动。	<b>34,104</b>	34,104 adolescents (including 16,413 girls) participated in child-led comprehensive experience activities.
630名青年（含88%女性）获得了工作并持续就业。	<b>630</b>	630 youth (88% women) obtained and sustained in employment.

- 培养青少年生活技能、规划和探索职业未来  
BUILD YOUTH'S LIFE SKILLS AND HELP TO PLAN AND EXPLORE FUTURE CAREERS
- 职业培训和生活技能培训双管齐下，支持女性青年实现稳定就业  
COMBINING VOCATIONAL TRAINING AND LIFE SKILLS TRAINING TO SUPPORT YOUNG WOMEN FOR STABLE EMPLOYMENT



# 青少年生活技能



## 培养青少年生活技能、规划和探索职业未来

## BUILD YOUTH'S LIFE SKILLS AND HELP TO PLAN AND EXPLORE FUTURE CAREERS

在云南和宁夏，我们与地方教育部门合作，为54所中学、2所职校的青少年，尤其是女童开展提升生活技能、理财知识、职业规划等方面的项目活动，并通过同伴教育、青少年俱乐部的形式实践，以帮助他们具备从学校向社会过渡的知识和技能，为将来的学习、体面就业和独立生活做好更充分的准备。

In Yunnan and Ningxia, through cooperation with local education authorities, the project aims to provide trainings and knowledge on life skills, financial skills and career guidance for adolescents, especially girls, in 54 middle schools and 2 vocational schools, and support them to practice those skills through peer education, youth club activities, so as to equip them with the knowledge and skills for smooth transition from school to work, and be fully prepared for future studies, finding decent work and independent living.

2021年，在接受过各种形式培训的教师的支持下，24,361名青少年（包括11,805名女童）以参与式、儿童友好的形式，学习了自我探索、权利与责任、自我保护、性别平等、性与生殖健康、储蓄与消费、理财等方面的知识与技能。通过这些活动，学生的自信心、师生关系、同伴关系得到了改善，此外，学生在人际交往、团队合作、同理心、批判性思维等方面的综合能力都得到了提升。

此外，项目还支持青少年合理规划学业和职业发展路径，激发其学习潜能，从而为未来的职业和人生发展做好准备。一方面，项目由266名经过培训的教师为22,293名青少年（其中包含10,786名女童）开展指导活动，另一方面，为了丰富青少年对不同职业的理解，探索自己的职业发展路径，借助微信及在线视频平台，项目还邀请到了来自不同领域的职场人士，尤其是女性，分享自己的职业发展历程，以及职业特征等，丰富了青少年的职业选择。

为了更好地学以致用，通过同伴教育、青少年俱乐部等形式，项目还引导青少年自主开展主题活动，培养青少年的社会实践能力和责任感，使他们在家庭、学校和社区生活中成为积极且负责任的参与者和实践者。

In 2021, with the support of teachers that had undergone various forms of training, 24,361 adolescents (including 11,805 girls) learned about self-exploration, rights and responsibilities, self-defense, gender equality, sexual and reproductive health, saving and spending and other financial knowledge and life skills in a participatory, child-friendly way. The activities boosted students' confidence, improved student-teacher and peer relationships, and developed students' social skills, team spirit, empathy and critical thinking skills.

In addition, this project also helped students make education and career plans, which boosted their learning potential and prepared them for future career and personal development. On the one hand, 22,293 adolescents (including 10,786 girls) received training from 266 trained teachers. On the other hand, to help adolescents obtain a better understanding of different professions, and explore the career paths that best fit them, professionals especially women from various fields were invited to share their career stories and their jobs through Wechat and various online video platforms to inspire girls and boys to explore different career possibilities.

To help students apply the knowledge they learned to real-world settings, the project guided adolescents to carry out independent activities through peer education and youth clubs. It turns their knowledge into actions and turned them into active and responsible members of their families, schools, and communities.

“在青少年生活技能活动中，储蓄和消费的知识让我改掉了总是提前花光生活费的习惯。同时，我还用储蓄计划表来“储蓄”学习计划。比如，我在学习上制定了一个小目标，每天用几句话总结一件发生的事情，渐渐的，我的笔记本上的内容就丰富起来了，语文写作水平也得到了提高。”

——14岁学生 小林

*“The knowledge about saving and spending that I learned during the life skill activities helped me understand I shouldn't have spent all my monthly allowance as soon as I got it. Now I also apply the “savings plan” to my studies. For example, I set myself a small study target that I would describe something that had happened that day in just a few short sentences, slowly but surely, I amassed a huge collection of notes in my book and my writing skills improved.”*

——Xiao Lin, a 14 year-old student







## 职业培训和生活技能培训双管齐下，支持女性青年实现稳定就业

## COMBINING VOCATIONAL TRAINING AND LIFE SKILLS TRAINING TO SUPPORT YOUNG WOMEN FOR STABLE EMPLOYMENT

2021年，国际计划与培训机构、公益机构等合作，在陕西省西安市、榆林市、安康市和商洛市等地实施了青年就业项目，支持16-29岁的青年，尤其是女性青年，获得市场需求为导向的就业技能、创业和生活技能培训，从而获得体面、稳定的工作。

In 2021, Plan International worked with partners across training institutions and social service organizations to implement Youth Employment Project in Xi'an City, Yulin City, Ankang City and Shangluo City in Shaanxi Province. We supported youth, especially young women between 16 and 29 years old, to obtain market demand oriented vocational skills, entrepreneurship and life skills training to allow them to obtain decent and stable work.

这一年，项目支持682名青年（其中包括601名女性）接受了包括摄影、视频制作、化妆、护理等专业在内的职业技能培训，并且为712名青年（其中89%为女性）开展了生活技能和就业准备培训，包括沟通、团队合作、理财教育、性别平等、劳动法、面试准备、职场礼仪等，从而提升青年适应社会和职场的能力和自信心。

通过建立沟通网络，项目一方面为学员提供就业后跟踪服务和指导，另一方面为学员和雇主建立沟通机制，从而改善疫情影响下的青年就业情况。此外，项目还支持部分雇主参与到雇员友好、性别友好的工作环境的创建中来。

This year, our project provided training of vocational skills to 682 youth (including 601 females), including: photography, videography, cosmetics and nursing. Furthermore, we organized training on life skills and work readiness on topics such as communication, teamwork, financial literacy, gender equality, labor laws, interview preparation and workplace etiquette, so as to improve the ability and self-confidence of youth when adapting to society and the workplace.

By establishing a communication network, the project was able to follow up with trainees after their employment, provide them with guidance, and also create a mechanism for employers and trainees to communicate, so as to increase employment levels for youth during the pandemic. In addition, our project also supported a number of employers in creating an employee-friendly and gender-friendly working environment.

“生活技能培训很有趣，也很实用。‘团队建设’的内容使我学会了与人合作；‘探索自我’让我对自己有了新的认识；‘职业规划、职场礼仪和沟通’教我懂得了如何规划人生、与人相处；‘财富管理’教我如何理财；‘权利和自我保护’使我学会了如何维护自身权利，保护好自己。”

——19岁学员 欢

*"I found the life skills training extremely interesting and very practical. 'Teambuilding Exercises' taught me how to work well with others; 'Explore Myself' gave me a brand new perspective about myself; 'Career Planning', 'Workplace Etiquette' and 'Communication' allowed me to understand how to plan my life and interact with others; 'Financial Management' taught me the way to manage my finances and 'Rights and Self Defense' taught me how to protect my own rights and keep myself safe."*

—— Huan, a 19-year old trainee







## 支持本土社会组织发展

### SUPPORTING THE DEVELOPMENT OF LOCAL SOCIAL SERVICE ORGANIZATIONS

在各级政府的积极推动和支持下，我国本土社会组织在数量上稳步增长，截止2021年1月，已有90万家社会组织登记注册，逐步成为促进社会公益、参与社会治理以及增强国际交流与发展的角色和力量。

With the active support and promotion of the government at multiple levels, the number of local social service organizations in China has seen steady growth. As of January 2021, 900,000 social service organizations have been registered, playing a more important role in promoting charity work, participating in social governance and enhancing international exchange and development.

然而，在经济发展相对落后的中西部地区，社会组织数量相对较少，并且在专业性方面还有待进一步提升，例如，一些从事与儿童相关工作的社会服务组织人员对儿童权利和儿童保护方面的知识了解不足，其项目活动也缺乏相应的技能以及性别视角。

鉴于此，国际计划充分发挥其经验和特长，通过与本土社会组织合作，开展全方位的能力建设活动：共同实施服务于儿童和青年，尤其是女童和青年女性的项目活动；推广国际计划行之有效的项目模式，从而提升本土社会组织在机构治理、项目运作、儿童保护意识和性别平等等方面的能力，惠及更多的儿童和青年，特别是女童和青年女性。

2021年，在陕西省妇女联合会的支持下，通过与公益机构合作，国际计划为陕西省服务于妇女儿童发展事业的社会组织开展能力建设活动。结合本土社会组织的特点，项目为45家社会组织的110名成员（含77名女性）开展了筹款、项目管理、创新及项目模式复制等方面的培训，并支持了7家在儿童保护、儿童教育、妇女健康和发展方面工作较为突出的社会组织，予以具体的资助帮扶。

However, in the central and western regions, which are comparatively behind in terms of economic development, the number of such organizations is relatively small, and the level of professionalism requires improvement. For instance, some social workers that are currently working at children-related social service organizations have insufficient knowledge in the areas of children's rights and protection. Their project activities also lack in relevant skills and gender lens.

In light of this, Plan International made full use of our experience and expertise in this area, and worked with these local social service organizations to organize a full range of capacity building activities: we jointly implemented project activities that serve children and youth, especially girls and young women; we introduced the effective project models to local social service organizations, to enhance their governance, project operation, child protection awareness and gender equality, in order to benefit more children and youth, particularly girls and young women.

In 2021, with the support of Shaanxi Women's Federation and through cooperation with local organizations, Plan International held capacity building activities for social service organizations in Shaanxi Province that work in areas concerning women and children and provided customized training for 110 members from 45 organizations (including 77 women) in fundraising, project management, innovation and model duplication. Furthermore, we provided financial support to 7 outstanding organizations that work in the areas of child protection, education and women's development.







## 儿童交流

### SPONSORSHIP COMMUNICATIONS

儿童交流是指通过在社区、儿童、资助人之间建立起有意义的交流，使国际计划得以长期可持续地在社区开展工作，从而持续性地改善当地儿童的生活质量。儿童交流是国际计划坚实的工作基础，将全球关注儿童发展的人们联结起来并参与其中。

**Sponsorship communications are meaningful communications established among communities, children and sponsors that allow Plan International to deliver long term interventions in communities, so as to continuously improve the quality of life of local children. Sponsorship communications lay a solid foundation for Plan International, and connect people concerned about children's development to participate in it.**

通过来自22个国家和地区的资助人与陕西、宁夏和云南的24,837名儿童（其中包含12,910名女童）建立的一对一的联系（信件往来、访问等），交流儿童扩展了视野，丰富了课余生活，增强了自信；在此过程中，资助人也更加了解欠发达地区儿童的需求，继而持续支持国际计划在这些需求地区开展的、围绕儿童发展的项目工作。

24,837 children, including 12,910 girls from Shaanxi, Ningxia and Yunnan built contacts with their sponsors from 22 countries and regions through one on one letters or visits, it broadens their horizons, enriches their after-school life, and builds their confidence; at the same time, it enables sponsors to better understand the needs of children in underdeveloped areas and continue to support the projects that Plan International is working on.





## 抗疫行动2021

### OUR RESPONSE TO COVID-19

尽管中国在抗击疫情方面取得了世界瞩目的成绩，但由于全球范围内新型冠状病毒依旧没有停下脚步，疫情防控依旧是重中之重。因此，国际计划也责无旁贷，过去一年投入人民币213.8万元，积极为社区和学校的儿童、青年人提供疫情防控支持。

Although China has managed to control the pandemic rapidly and effectively, the world is struggling to control COVID-19, causing the fight against the pandemic to remain a top priority. As such, Plan International has also made this one of its primary missions. In the past year, in China, we have invested RMB 2.138 million in an effort to actively protect children and youth from the virus in their schools and communities.

2020年5月至9月，国际计划支持陕西、宁夏和云南项目地的各级妇联组织、教育部门，为105所幼儿园、中小学提供了一次性口罩、抑菌洗手液、额温枪、酒精、消毒液、橡胶手套、防护服等防疫用品，直接受益56,743名儿童（其中包含26,550名女童）、3,576名教职工。

此外，国际计划支持陕西省妇女联合会、陕西和宁夏的地方妇联组织，为因疫情而影响就业的1,130名青年（其中包含1,106名女性青年）发放了每人800元的生活补助金，并为部分青年开展了心理健康讲座，帮助他们度过失业困难期，增强对生活的信心。

From May to September 2020, Plan International supported women's federations and education authorities at all levels in Shaanxi, Ningxia and Yunnan and provided 105 kindergartens, primary and secondary schools with pandemic prevention supplies, such as disposable masks, hand sanitizers, temperature guns, rubbing alcohol, disinfectant, rubber gloves, protective clothing and more, directly benefiting 56,743 children (including 26,550 girls) and 3,576 faculty members.

In addition, Plan International supported Shaanxi Women's Federation and local women's federations in Shaanxi and Ningxia by providing a living allowance of RMB 800 per person to 1,130 youth (including 1,106 young women) whose job prospects were affected by the pandemic. Furthermore, we organized lectures and talks on mental health for a number of youths to get through tough times and regain confidence.





## 青年顾问小组

——来自青年人的支持与声音

## YOUTH ADVISORY PANEL (YAP)

Support and Voices from Youth

2021财年，国际计划的11位青年顾问小组成员通过远程和实地参与的方式，继续支持国际计划服务儿童和青年人的工作。

In 2021, Plan International's 11 YAP members continued to support our work in serving children and youth in person or remotely.

通过参与亚太地区管理层会议、参与项目活动等，小组成员从青年人的角度表达想法、提出改进建议并落实到实际行动中。例如，小组成员参与到青年就业项目的雇主企业改进活动中，通过观察、讨论与分析，从性别平等的角度提出建议，从而能为青年，尤其是女性青年创造更为友好的工作和发展环境。此外，小组成员还参与支持了女童与科技、青少年生理期健康教育项目活动，以及社交媒体运作方案提升等。

2020年9月至12月，8位青年顾问小组成员分为两组，参加了由共青团中央维护青少年权益部和中华全国学生联合会秘书处联合举办的“2020年全国青少年模拟政协提案”征集活动，提交了“针对我国低收入人口月经贫困问题的提案”以及“关于促进中国STEM教育均衡化发展的提案”，为国家发展献言献策。经过省级团委推荐、团中央初审、第一轮专家评审，两份提案入围全国评审环节。

国际计划青年顾问小组成立于2020年1月，由11位致力于为儿童和女性发展献计献策的优秀年轻人组成。2020年3月起，青年顾问小组的成员定期参加线上和线下会议，从青年人的角度为国际计划的工作出谋划策。

By participating in Plan International's Asia-Pacific Management Meetings, project activities and much more, the YAP members expressed their thoughts from the perspective of youth, suggested means of improvement and implemented them into real action. For example, YAP members participated in the employer-enterprise improvement activities for the Youth Employment Project, and through observation, discussion and analysis, made suggestions from the perspective of gender equality to create a friendlier working and developmental environment for youth, especially young women. In addition, the members also participated in and supported project activities such as Girls and Technology Project, the Menstrual Health Education Program, and promotion of social media operation.

From September to December 2020, 8 YAP members participated in the 2020 National Mock CPPCC Proposal for Adolescents jointly held by the Central Committee of the Communist Youth League and All-China Students' Federation in two groups, and submitted the Policy Proposal of Addressing the Period Poverty of China's Low-income Population and the Policy Proposal of Promoting the Balanced Development of STEM Education in China, in the hope of providing suggestions on China's Development. After receiving the recommendation of the provincial Youth League Committee, a preliminary review by the Youth League Central Committee and the first round of expert reviews, both proposals were shortlisted for the national review.

The YAP was established in January 2020, and is comprised of 11 youth who are committed to the development of women and children. Since March 2020, the members have been already regularly participating in online and offline meetings to provide advice for Plan International's work from the perspective of youth.





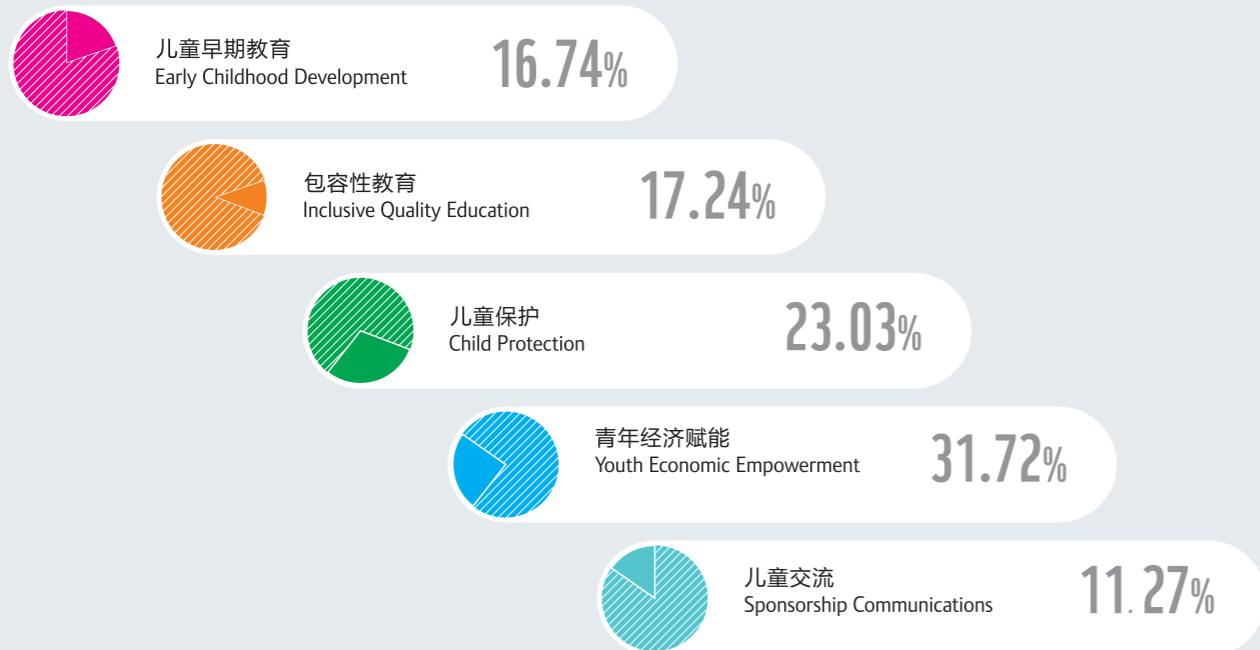
# 资金概要

## FINANCES

国际计划在2021财政年度 (2020.07-2021.06) 总投入资金为人民币34,518,621元\*。  
The Plan International has invested a total of RMB34,518,621\* in FY2021 (2020.07-2021.06).

### 项目支出

#### Program Expenditures by Areas



### 资金来源

#### Source of Funds



\*参考2021年6月国际计划使用汇率：7.742元人民币=1欧元  
\*Refer to the exchange rate adopted by Plan International in June 2021: RMB7.742=Euro 1