

Advocating for change



Photo Credit: ISD

Annual Report 2013

Let us work for social change

Vision

ISD's vision is the excluded communities and groups mainstream with dignity and equal rights.

Mission

ISD's mission is to strengthen the marginalized plantation, rural communities and groups towards sustainable social changes based on democracy, equity, social justice, freedom and peace.

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Message from the Executive Director



The Institute of Social Development (ISD) steps into the 22nd year in entering 2013 and continues its activities. As an advocacy organization the ISD encountered a number of challenges when implementing its activities.

While encountering its challenges the ISD had fulfilled its activities and achieved most of its target. The ISD believes the achievements would not have been achieved without its dedicated staff and the staff of Divisional Secretariats, Pradeshiya Sabhas and estate management who closely worked with the ISD.

Especially I would like to thank all staff of the Institute of Social Development for their commitment and hard work. I would also like to extend my sincere thanks to the Divisional Secretaries, Chairmen and Secretaries of Pradeshiya Sabhas and the staff of Panwila, Kotmale, Pasbagekoralle, Udapalatha, Deltota, Ambagamuva and Haliela divisional secretariats and Pradeshiya Sabhas for a constructive collaboration. It was because of their support and guidance that the ISD was able to achieve its targets.

A special thanks to our donors Bread for the World, International Coalition for Sites of Conscience, Solidaridad and CARE International Sri Lanka.

This annual report is only a glimpse of the full-scale activities that was carried out within our projects during 2013. Considering the space and the patience of the readers, the ISD had published only limited achievements. If anyone is interested to fully understand the achievements of the ISD they can visit the organization.

P. Muthulingam

Executive Director

What we do

About Us

The Institute of Social Development (ISD) is a Kandy, Sri Lanka based non-governmental organization working on the rights of the tea plantation community since 1991. Ever since the ISD's approach has been to empower the marginalized plantation community to demand for their right to development and the right to be equal citizens of the country.

As such the programmes are designed to cater different levels of society starting from community, civil society and lobbying at the highest level with the policy makers. The ISD focuses on creating awareness on the rights issue of the plantation community mainly on labour, gender and human rights while advocating the trade unions, civil society organizations and the policy makers.

With its long history on community level awareness creation and advocating with the policy makers, the ISD also works on promoting UTZ tea certification in Sri Lanka in order to sustain the tea industry.

Our Commitment

The ISD works with the tea plantation community through a rights based approach, creating awareness on governance and promoting community to mobilize themselves to access rights and development.

Our Donors

During the reporting period Brot fur de World, Solidaridad - Netherlands, International Coalition for Sites of Conscience and CARE International Sri Lanka extended their support to fulfill our tasks.

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General Secretary, Ceylon National Workers' Congress

2013 at a glance

The Institute of Social Development (ISD) completed its 22nd year of advocacy and rights based activities for the plantation community of Sri Lanka in 2013.

With the launch of the strategy plan for the period of 2012 - 2014 the ISD's focus on advocacy and rights based projects continued while also endeavoring to promote women participation and representation at all levels in the society by being both gender sensitive and conflict sensitive in all its activities. Based on these, the ISD launched a series of programmes that were implemented across its project areas and were expanded to new estates and further to another district which is Badulla.

The ISD has been working on its rights based approach at community and divisional levels while simultaneously lobbying and advocating at district and national levels for a legal amendment to Section 33 of the PS Act.

The up scaling of community based organizations to rural development societies wherever possible is a notable change which came into effect first time in 2013 within the estates.

Strengthen the citizenry leadership among the plantation community by emphasizing the women's leadership

The project focused on 12 estates of 5 divisional secretariats falling under 2 districts. The community level awareness on fundamental rights was strengthened through community based organizations of each estate while also promoting women community based organizations to ensure the rights and needs of women in the communities.

The national level advocacy to bring a legal amendment to Section 33 of the PS Act was taken up to the parliament select committee with a legal draft of the said amendment.

Working Women's Front (WWF)

The WWF is the first women's trade union in Sri Lanka and was promoted by the ISD to

organize workers in the corporate sector who are not permanent workers and not organized by any of the country's leading trade unions. Thus, mobilizing these workers has been a challenging task and has never been undertaken before in Sri Lanka. Understanding these challenges and sensing the need to address this gap, the WWF initiated to mobilize workers under a trade union in 2011 after its registration in Sri Lanka.

Girl Ambassadors for Human Rights

The project came to an end in mid 2013 with visits of the four selected girl ambassadors to Chile and the USA.

UTZ Tea Certification in Sri Lanka

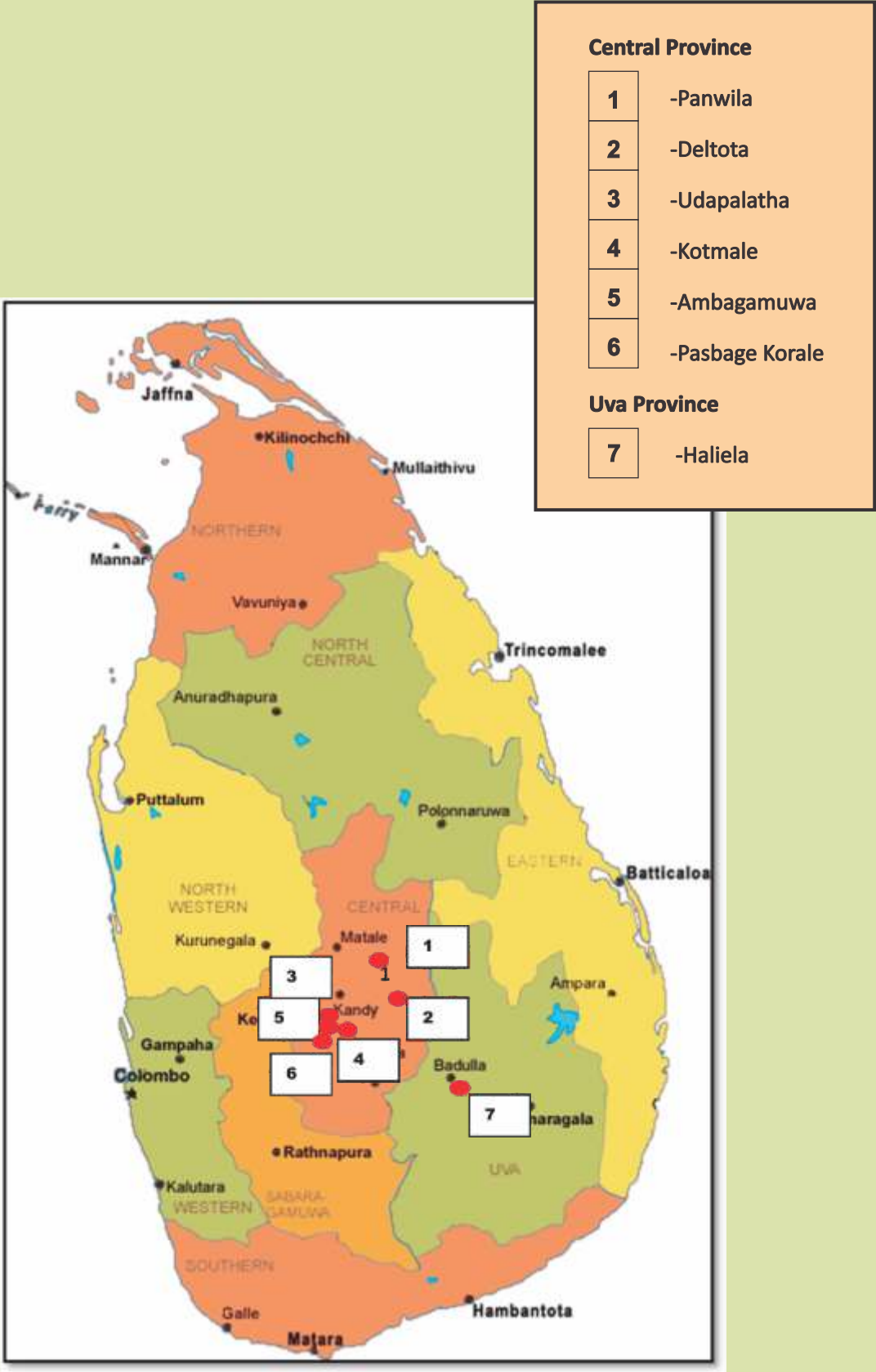
Four estates were selected for UTZ certification in 2013, namely Highforest, Courtlodge, Liddesdale and Pedro. Courtlodge, Pedro and Highforest were awarded certifications in 2013. A code revision workshop was conducted to introduce the shift from farm and factory codes to developing separate modules for tea and other crops.

'Including the Excluded' & 'Democracy from Below'

The expansion of the rights based advocacy programmes to 15 new estates and a district namely Badulla by promoting community based organizations to rural development societies and registering them under the divisional secretariats has enabled the community to interact with the local government authorities and demand for their rights. This project provided capacity building trainings for both grass root level organizations as well as the government stakeholders in order to promote the rights of the plantation community.

The ISD has been successful in strengthening the existing networks while also establishing new networks with like-minded agencies and the Government of Sri Lanka. The recognition and support from the local government authorities has been remarkable and the ISD has been successful in implementing its plans for 2013.

Areas of operation



Strengthen the citizenry leadership among the plantation community by emphasizing the women's leadership

The ISD envisions a society where the plantation community has equal opportunity to resources, free of discrimination of gender, class, ethnicity or any other baseless barriers

Overview

2013 has been the second successful year of this project aiming to promote the plantation community to interact with the local government and central in order to enjoy the right to access and development.

The ISD focuses on ensuring the plantation community has improved in accessing services and entitlements by capacitating them on their fundamental rights while lobbying with policy makers to bring a legal amendment to Section 33 of the PS Act in order to extend the PS services to the estate settlements.

Keeping in line with its objective, this project revolves around mobilizing and strengthening the community based organizations on organizational development, governance, creating awareness on the existing state services, empowering women to become involved in decision making while also touching on reducing domestic violence.

The national level lobby and advocacy to bring a policy amendment has been through interaction and consultative discussions with like-minded organizations and individuals and collectively lobbying for a policy amendment.

Measuring Success

The success of the ISD's activities are measured through the increase in the number of community members accessing the state services in the target areas, increase in the number of development activities initiated by community based organizations, CBOs becoming autonomous deliverers of quality services, reduction in domestic violence, increase in women participation in forums and increase in women's decision making power, and the legal steps taken at policy level to bring an amendment to Section 33 of the PS Act.

Operational Information

The project continues its second year across two districts namely Kandy and Nuwara Eliya covering 5 divisional secretariats namely Panwila, Udapalatha, Kotmale, Pasbagekoralle and Deltota. Under these divisions 17 estate divisions are covered namely Nayapana, Old Peacock, New Peacock, Dunaly, Silk Project, Dunsinane, North Pundaluoya, Herow, Kaloogalla, Ambalamane, Imbulpitiya, Imbulpitiya LD, Bohill UD, Bohill MD, Bohill LD, Madulkale and Hathale.

The ISD's approach is geared through community based organizations working towards social change. These organizations are capacitated on state services and citizen's rights. These organizations then create awareness to the community members as well as to non-project locations.

In addition, the project is designed to reach three levels comprising of community, divisional and national levels.

Operating Partners

The ISD closely works with the Divisional Secretariats, Pradeshiya Sabhas, Provincial Council, ministries, plantation trade unions and other plantation civil society organizations. The ISD's certain activities compliments the governments own initiatives launched under the Mahinda Chinthanaya programme.

Key achievements in 2013

Community level

The plantation community based organizations (CBOs) have had 15 community level discussions with the participation of 324 members of which 131 were males and 193 were females. These discussions have led to an increase in public awareness of state services whereby the community members have started to directly interact and access the services from state and local authorities.

Two CBOs have received their registration out of which, one is a women's CBO.



Photo Credit: ISD

CBO federation meeting

The CBO federation has taken initiatives by writing to His Excellency the President of Sri Lanka on two occasions, requesting to consider an amendment to Section 33 of the PS Act and for the construction of 50,000 single houses instead of flat houses for the plantation community.

The ISD organized interaction by inviting the women's unit officers of the respective divisional secretariats to have discussions with the members of the women CBOs. This interaction helped the women CBOs to establish linkages with the relevant state authorities thereby providing opportunities for plantation women to take part in trainings and loan schemes leading to future self employment. A women CBO has coordinated with the child unit of the respective divisional secretariat and obtained educational kits for selected children from vulnerable backgrounds.

While the plantation CBOs show an increased interaction with the state authorities including written correspondence to fulfill the community requirements, the ISD from time to time enhanced their knowledge on accountability, transparency, democracy and collective efforts while also disseminating materials on labour rights.

During these interactions, the community had presented a number of alarming social issues encountered by them and their community.

The street theatre was used as a tool to create awareness on these issues as street theatre has always proved to be a successful method to address such issues to outreach a wider



Photo Credit: ISD

Street drama at Dunsinane estate

community. The ISD performed 4 street dramas addressing social issues such as women's rights, child rights and child rights violation simultaneously touching on good governance. The positive comments shared after the performance has shown the realization of the community into the gravity of the issues.

An exposure visit to well functioning traditional CBOs in the Northern part of Sri Lanka was organized for CBOs to understand the different working and operating mechanisms between the CBOs and the government institutions in the North and the South.

Divisional level

The ISD facilitated interaction meetings between the Pradeshiya Sabha chairmen, the relevant Divisional Secretariat officers and the CBO members paving way to strengthen the linkages as well as increase the recognition of the plantation CBOs at state level.

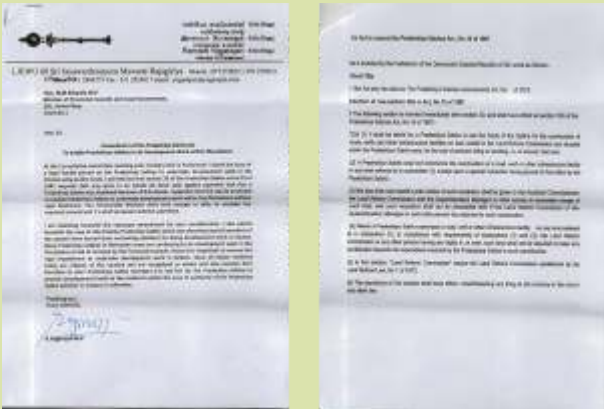
Despite the ambitious expectancies of the community representatives who raised a number of issues prevailing in the estate settlements, the Pradeshiya Sabha had its limitation to provide solutions to all requests due to the clause on Section 33 of the PS Act.

Improved responsibility and interaction of plantation CBOs with the state institutions and vice versa was noted as the relevant divisional secretariat officials started informing the CBOs of available trainings, loan facilities and also inviting them for coordination meetings.

National level

In 2013, the ISD took another step forward together with Mr. R Yogarajan MP who submitted a legal draft of the said amendment to

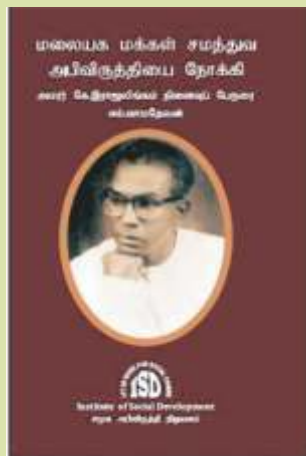
the Secretary of Local Government and Provincial Councils.



The legal draft submitted to the Ministry of Local Government and Provincial Councils

The ISD also had two advocacy discussions with plantation parliamentarians, members of provincial council, plantation intellectuals, plantation civil society organizations and media representatives to raise and urge for the need of the amendment to Section 33 of the PS Act in order to extend the development programmes to the estate settlements enabling the community to equally enjoy the rights as other citizens of the country.

A commemoration event to mark the 104th birth anniversary of late Mr. Rajalingam who was the founder of the Ceylon Indian Workers Congress presently called as the Ceylon Workers Congress was held in latter 2013. The event focused on the issues faced by the plantation community and the obstacles faced in overcoming those challenges. A number of guest speakers were invited to share their experiences. This provided a unique opportunity for like-minded people to come together from different parts of Sri Lanka and discuss what can be done to build support to bring an amendment to the Section 33 of the PS Act which seemed to be the main obstacle in carrying out development initiatives within the estate settlements. A publication on 'Plantation Community - Towards Equal Development' was published after the event.



The 9th International Tea Day (ITD) was observed by the Plantation Sector Social Forum (PSSF) in Hatton in December 2013. By organizing a workshop the ISD participated in the event by highlighting the land and housing rights issue. There were also few NGOs and trade unions who observed ITD independently in several other plantation districts.

The ITD was a commemoration to the plantation community. The event included a rally voicing out the rejection of the proposal for flat houses for the plantation community.



Photo Credit: ISD

The ITD rally by the PSSF

The extract of the declaration adopted on the ITD of 2013 was also forwarded to His Excellency the President. The issue with regard to the 50,000 proposed flat houses was discussed and letters have been sent to the President and the government to ensure ownership of the land and housing rights to the plantation community by providing single houses as promised in the "Mahinda Chinthanaya".

The PSSF forum also urged for a living wage for the plantation community considering the increase in the price of essential food items and high cost of living.

The ISD participated in a eight day study visit to the Consumers' Association of Penang (CAP), Malaysia in July 2013.



Photo Credit: P. Muthulingam

Addressing the Malaysian university students on governance

The hidden talent...

Yogaraj Sahana (20) comes from a family of four. She resides in New Peacock estate of OP division. She had her education upto Ordinary Level and could not continue due to family situation. Her parents would leave her behind and go for work in the estate. Her brother was schooling. She spends her time alone attending to the household chores till her parents return in the late evening.

It was then that she came to know about the Uthayatharakai Women's Development Association (UWDA) – New Peacock and their works and activities. 'Through this CBO I came to know about the services and trainings available with the Gampola Divisional Secretariat. I consulted them and showed interest in following dress making class'.

However, Sahana's father did not show interest in sending her to any classes and expected her to remain at home and look after the household chores. UWDA convinced Sahana's father of the opportunity she had received and how this could bring change within their family. After several efforts by UWDA, Sahana's father allowed his daughter to follow the training.

In September, 2012, UWDA accompanied Sahana to the Divisional Secretariat and helped her to fill in the application. The

A single woman's success

The women of Nayapana, New Peacock and Kaloogalla CBOs have been requesting skills training to start income generating activities. The three women CBOs approached the relevant officers at Udapalatha Divisional Secretariat (DS) and inquired about the available trainings and filled application forms on behalf of its members. In July 2013 the DS informed about training opportunity for 25 members on soap-making. This message was shared among the members and the name list of those interested (Nayapana - 05; New Peacock - 19; Kaloogalla - 01) was handed over to the DS and the training was carried out with Tamil translation on 16 - 07- 2013 at New Peacock Thiruvaluvar Mandram.

Divisional Secretariat informed her that they will send a letter containing all details soon and the classes will be in Sinhala medium. Sahana agreed, however she never received a letter from the Divisional Secretariat although the course had commenced. After repeated visits by UWDA to the Divisional Secretariat, Sahana was asked to come and join the course from June 2013. She was able to learn dress making, embroidery and ribbon works.

After completing the course in 6 months she sat for the divisional level examination on dress making and obtained the highest marks and was ranked second in the division. In December 2013 latter she sat for the district level examination and scored the second highest marks.



Photo Credit: ISD

Sahana with her certificate

Sahana is happy and proud with her achievement and grateful to Uthayatharakai Women's Development Association for bringing out the talent in her.



Photo Credit: ISD

Mangayakarasi receiving her business registration

After the training the trainees were requested to try it and present their samples to the DS. 05 women presented their samples to the DS on 22-07-2014. The others were not in a position to try it out as they needed a minimum of Rs. 1000/= to purchase the raw materials. The samples were approved and the five trainees were selected for further training on soap-powder making. Presently 8 trainees have started to make soap for their home use and for small business.

K. Mangayakarasi (45) of Choughleigh division, a member of Uthayatharakai Women's Development Association, was one such beneficiary. She is a mother of three and was depressed after the death of her son who became a victim of a landslide in 2007. Her husband is a factory officer in Dambulla. Right throughout she has been earning an income through poultry farming.

After obtaining the training on soap making she was motivated and started to expand her income generation activities by making soap, candles, bags, incense sticks, dress making and operating a mini rice mill. She became a regular visitor to the DS inquiring about the available trainings and services for women. She was selected as a beneficiary for Juki sewing machine costing Rs. 32,000.00 where the DS provided Rs. 16,000.00 as grant and the balance was contributed by pawning her jewelry. Her husband and her two sons support and encourage her in her business. She takes all her products on weekends and holidays to temples and sells them. She sells her soap at Rs. 35/=.

Mangayakarasi became a vibrant person within their community. She started forming a women's group of her own, which now has a membership of 40. She provides them with all the trainings she had obtained and encourages savings habit. Her group is also involved in micro credit activities. She has also managed to organize trainings to her group

members on mushroom cultivation through the support of another organization. To-date she has trained 28 women from different estates on soap making on their request.



Photo Credit: ISD

Products made by Mangayakarasi

She is an active member of the Working Women's Front (WWF) and has assisted other members to fight for their labour rights and presented 3 cases to the notice of the WWF who have later taken it up with the Department of Labour.

She looks back with satisfaction on her journey to what she is today *"I didn't know that I could get so much assistance from the Divisional Secretariat, I was earning a very small income through poultry farming, but now I have expanded and produce a variety of products.*

I visited the Udapalatha Pradeshiya Sabha and applied for my business registration which I received recently. I was able to learn about the services only after attending the women CBO meetings. Now, I too encourage others to visit the DS from time to time and to keep themselves updated of the trainings and services. I do this, as I feel that still many are not aware about the services of the DS or PS and as a result of it miss many opportunities."

Working Women's Front

The WWF envisions the emergence of rights knowledgeable unorganized sector women workers from the plantation community

The Working Women's Front (WWF) was the result of the untiring efforts of the ISD to promote women trade union leadership within the plantation trade unions and to organize workers in corporate sector who are not permanent workers and not organized under any trade unions.

Since receiving its registration as the first women's trade union in Sri Lanka in latter 2011, the WWF initiated to mobilize the unorganized sector women workers and reserved women labour force under its wing. Currently the WWF consists of women workers attached to garment factories, shop and office, informal sector workers, estate workers, domestic workers and migrant workers.

At the end of 2013, 207 became members of the WWF. However the challenge remains in retaining the membership as they keep on changing employment and residence in search of permanent or better solutions.

Measuring Success

The success of the women trade union is measured through the number of unorganized sector women workers enrolling as members with the union and the members demanding and defending their labour rights. The recognition of the union among other trade unions and state and non-state institutions and international networks also reflects the success of the WWF.

Key achievements in 2013

2013 has been a challenging year for the WWF in the aspect of retaining the existing members as well as increasing the membership numbers. As an alternative measure, the WWF started mobilizing the reserved labour force by focusing on school drop outs who will be potential members as they will soon move into the unorganized labour force. This category of youth tend to be the most vulnerable segment of the community facing poverty combined with pressures to become economically active or to marry and support the family leaving them frustrated and pushing

them to anti-social behavior. Thus, mobilizing them will guide them to make right choices.



Photo Credit: ISD

The WWF observing the International Women's Day

The WWF considers it imperative for the unorganized sector workers to stay informed on rights, laws and regulations' relating to their employment as this knowledge is crucial for them to demand and defend their rights.

With this aim a two day workshop was conducted for the 15 key members of the WWF on the role of trade unions, labour rights and labour laws. In 2013, there were 07 new key members. The workshop contained modules to enhance the key members on Sri Lankan statutory laws and labour rights in order to be able to mobilize and handle issues raised by the members.

Events

The International Women's Day was observed by the members on March 08, 2013 and resolutions were unanimously passed including the resolution on the ratification of C-189 on decent work for domestic workers in order to safeguard their rights.

The May Day of 2013 was observed at Kanthaketiya estate in Panvila division with organized and unorganized sector workers participating and commemorating the workers' struggle and showing solidarity in collective efforts.

On 11th August, 2013, the Regional Coordinator (Asia) of the International Domestic Workers' Network (IDWN) visited the WWF and had



Photo Credit: P. Muthulingam

The domestic worker's unit of the WWF involved in a discussion with the Regional Coordinator (Asia) of the International Domestic Workers' Network (IDWN)

discussions with the domestic workers attached to the WWF on the issues they faced, as well as the rights of the domestic workers and the roles of different international organizations working on the rights of the domestic workers.



Photo Credit: ISD

'Sabatham' newspaper – to outreach a wider population

Two issues of the 'Sabatham' newspaper with 500 copies each were printed and sold through mobilizers and members. Both issues captured articles on labour rights, women empowerment, gender based violence, poems and articles by workers and members, general information etc. The articles mainly focused to stimulate the readers on issues related to labour and gender.

During the year 2013, the WWF was able to witness gradual resistance from members towards their employers with regard to their statutory entitlements. The members approached the WWF for necessary guidance and assistance in order to demand and defend their rights. In addition, the WWF provided consultancy to members on issues related to domestic violence, domestic worker issues and handling of employer – employee disputes. The WWF also coordinated with the Foreign Employment Bureau and obtained guidance on cases related to the migrant workers. As a member of the Kandy district Labour Advisory Committee, the WWF was able to raise issues of its members in the meetings and seek advise or remedies.

The year 2013 further strengthened the network and relationship between the Plantation Trade Union Federation and the WWF. This was a positive sign of the women trade union gaining recognition and acceptance.

P. Kanagamalar (32) from Nayapana estate has been an employee of a garment factory in Pussellawa from 2002. When asked by her employer whether to deduct contribution for EPF from her salary, she refused as her day pay at that time was Rs. 150.00. She was also not aware that the contribution will include 8% from employer and 12% from her salary plus another 3% from employer for ETF.

The mobilizers of the WWF met her during their mobilizing visit to Nayapana in December 2012 and explained the benefits of contributing to EPF and ETF. It was then she regretted her decision to not contribute. She became a member of the WWF.

It took a while for her to convince her employer and from December 2013 contributions are made for both EPF and ETF by her employer. She is presently drawing Rs. 550.00 per day. She has been promoted as a supervisor. She used to work on holidays as well. Now she has demanded that she be compensated for her extra hours. The employer has agreed and from December 2013 she is being compensated for her over time.

She is involved in the WWF activities and participates in the May Day and International Women's Day and shares her experience with others on how she managed to get her statutory benefits.

Girl Ambassadors for Human Rights

The Matilda Joslyn Gage Foundation (USA), Villa Grimaldi (Chile) together with the Institute of Social Development (Sri Lanka) initiated to motivate the younger generation of women activists by facilitating dialogues, social media technology and international exchange between the selected girl ambassadors of these three countries to understand women's role in social change. The artifacts / exhibits of the three museums were made use to better help the young women understand the history of the women / their ancestors who fought for their rights.

The second half of the project commenced in 2013 with the selected two girl ambassadors and a teacher from Saraswathy Central College, Pussellawa representing Sri Lanka travelled to Chile in March and followed by another visit to the USA with another two girl ambassadors from the same school in April to meet their peers and the surrounding communities and to take part in the dialogue on the vital role women play in social change not just in their country but throughout the world.



The visit to Villa Grimaldi - Chile

After returning from Chile and the USA, the young female participants of Saraswathy Central College, Pussellawa, have spoken with the press about the leading feminists of our country and the partner countries while also sharing about their experiences.

The young female participants during their experience sharing sessions have highlighted about the great lady Matilda and her efforts and commitments to end slavery. They also talk about the Matilda Joslyn Gage Foundation

from which they were able to understand the history especially the sufferings the women and the Black Americans have gone through. The girls were impressed of a single lady's commitments and achievements against racism and human rights violation. The participants also talk about the great women models in the plantation sector in Sri Lanka, of whom they learned only after becoming a 'Girl Ambassador for Human Rights'. They have also shared with the press of the steps they took to protect their rights and the rights of other young females of their community.



The visit to the Mathilda Joslyn Gage Foundation - USA

The girl ambassadors also gained broader knowledge of the different cultures of the participating countries. They spoke about the different types of dress codes in the countries and the way men and women were treated. Compared to the two countries they felt that Sri Lankan women were culturally restricted from experiencing freedom and rights. They were cornered and suppressed due to cultural barriers practiced by the society especially by their male counterparts.

The program and the process of international dialogue ended in July 2013 after two international exchange programs to Chile and the USA in early March and late April 2013.

However, this project gave the selected ambassadors a new voice and a newfound respect for each other's life experiences, the opinions and ideas that grew from them.

A girl ambassador's experience.....



Photo Credit: P. Muthulingam

Yanika at Matilda Joslyn Gage Foundation - USA

'I dreamt of America. But the opportunity given to me has to be viewed as a dream rarely come true. A trip to America is in the dreams of many and had been mine too. But, I just could not believe, I have returned from America. Here is what I wish to share with others.

I was among my friends, who travelled to America on 21st April 2013 as one of the young women ambassadors for human rights. It was only in America we were able to learn many things related to life and struggle.

We travelled to Syracuse to the North of America. On the second day we reached Syracuse. We were warmly welcomed by the members of Matilda Gage Foundation. The reception accorded to us cannot be forgotten. Gage Foundation is not just an institution. It remains one that helped the just cause of the slaves and giving refuge to women.

The institution founded by Matilda – goes as Matilda Gage Foundation. Founded with the objective of retrieving the early slaves with specific reference to women of the cruel and barbaric treatments given to them by the American masters, today remains one which provided base for slave awakening. Gage foundation also functions as a museum where Matilda's portraits and photographs and arts in memory to the traditions and culture of the women in the days gone by and the life of slaves.

In the course of admission, Vanessa, a black sister told us about the sorrowful stories of the oppressed and suppressed black men.

In spite of the American government bringing

in law favourable to the black men, they had continued to be socially oppressed. Even when travelling in buses, they had been compelled to sit separately and anybody challenging it, had been found fault with, said Vanessa. She also said that the unrelenting struggle of the racially discriminated on the basis of colour has paved way for their freedom today. Her emotional outpour appeared to bear evidence to the cruelty of treatment afforded to her people by the above owners.

The pitiable experiences of the black people recorded in the Matilda Gage Foundation and told to us, touched my heart. The other opportunities we had, included meeting with people of Onandage nation. We came to know from them that their population is only about 2000. It is notable that their leader is a female who is known as “clan mother” who is trustful guardian of her clan's traditions, culture and divinity. The people too are keen in preserving them. The leader of the community played the role as guardian.

By tradition, the background probe of “male son” starts with his great-great-grandfather. The “male son” becomes eligible only if his background has been spotless during the four generations. The “male son” elect is crowned with what they call “Kombu”. The elected “male son” is under severe restriction from the “clan mother”, that if he abuses any women, he will be rid of his power. This has come to be followed later.

As an onus towards preserving their tradition and culture these people never leave their locality.

On one occasion, when they decided to popularize a national game of theirs outside, they went to the airport with their national passport. The airport authorities rejected the passport stating that it was not American. They returned to their locality. They do not accept any document that is American.

This experience, they shared with us with pride. Even in their schools, priority is given to teaching their tradition and cultural heritage to their children. Their national symbol – bird

and animal, have been exhibited in artistic form. They say their cultural teaching is included in the school curriculum with the objective of ensuring that their land, water and the living beings are protected.

Another place we visited was an American Centre for Child Rehabilitation. This institution takes in and affords care for children who suffer from mental trauma resulting from various kinds of violence and abuse. This institution specializes in identifying the mental state of each such child and affording solution appropriate to it. This enables the affected children to return to their normal life. After I visited this institution and got acquainted with its activities, I thought that if such institutions were established in every country, it would be possible to rehabilitate such children in those countries.

With these experiences, in the prize awarding ceremony on the last day, 4 ladies – Mary Anne Krupsak, Banny Willarius, Eliza Morassis, and Chrystal Collette were with us. They were told to be highly connected and with record achievements.

Mary Anne Krupsak, who had been a lady, first ever to be appointed Lieutenant Governor of New York, shared her experiences – the hindrances and pull backs she was faced with.

Banny Willarius, who had been a republican for 30 years, is from the legal fraternity. When she held the law officer, importance was given to males. She successfully fought against it. She also effectively espouses the causes of Onataga people.



Eliza Morassis is a social welfare and women's rights activist for the last 10 years. She is also engaged in identifying and acting against, sexual abuses and violence against women and trafficking. She explained to us that on the basis of her research, 34 children were subjected to household violence per hour and 60 children to abuses. She also stated that there were problems of women brought to work being subjected to trafficking.

Crystal Collate who was last to speak, is a Health Centre Administrator. She explained that teenage girls who had been sexually abused resorted to abortion.

The experiences shared with us by the 4 women gave us a feeling of a diverse nature. Generally, such right violations taking place in America which speaks of defending human rights in other countries, is unimaginable for us.

We went to New York after our discussions and prize awarding. In the Columbia University we met and discussed with Prof. Daniel Valentine who emerged from our birth place – the plantation hill country. Thereafter we visited the museum named Tenement. The exhibits in the museum included records of the earlier job migrants, how they lived, and the dresses they wore. This is similar to our Sri Lankan Tea Plantation Workers Museum.

The useful travel we undertook to the USA and Chile will remain ever green in our memory.



The visit to the Mathilda Joslyn Gage Foundation - USA

UTZ Tea Certification in Sri Lanka



Photo Credit: ISD

UTZ Certified Tea

Overview

The UTZ tea certification aims at promoting sustainable tea industry in Sri Lanka while also promoting conducive working environment for the worker population. Four estates were selected for UTZ certification in 2013, namely Highforest, Liddesdale, Pedro and Courtlodge and also certification for 137 tea small growers who supply tea green leaves to Liddlesdale factory.

The ISD assists to prepare the estates for certification by providing the necessary trainings on Good Agricultural Practices (GAP), Good Manufacturing Practices (GMP), Occupational Health and Safety (OHS), First Aid, Pest Control and Fertilizer Management, gender and labour rights. These capacity building sessions are carried out by the ISD together with external expertise.

Once the trainings are completed and minimum standards are maintained internal audit is carried out by the formed UTZ committee with the support of the ISD and estate management. This will be followed by a final external audit by Sri Lanka Standard Institute (SLSI). When this process is completed the estate is awarded certification.

Measuring success

The success of this project is measured when the estates are awarded certification and the increase in the demand for UTZ certified branded tea in the market. The main expected

result is the improved working condition for the worker population.

This is made by enlightening worker community on sustainability despite the premium the estate receives from the tea buyers and converts it to enhance the social welfare conditions of the workers which also leads to developing the workers knowledge and reducing labour disputes. The overall sustainable farming practice by workers is another expected result of this project especially the reduction in the rejection of green leaf of small growers practicing sustainable farming.

Key achievements in 2013

The four estates were provided with necessary trainings on GMP by Dr. Ziyad Mohamed, Director – Tea Advisory, CIC Agri-Businesses (Pvt) Ltd), GAP by Dr. Sidhaharan, Principal Advisor, Tea Research Institute, First Aid by St. John's Ambulance, Industrial Relations by Mr. Laxshmidaran- Assistant Commissioner of Labour, Pest & Fertilizer Management by Mr. S. Periyasamy, Deputy Director, Department of Agriculture and Health and Safety, Risk Assessment and Gender by the ISD. Trainings were also conducted for Tea Small Growers on GAP by Mr. Aruna Shantha – Regional Manager – Tea Small Holders Development Authority of Sri Lanka.



Photo Credit: ISD

First aid training for workers

August and Highforest estate in November 2013.

A delegation comprising of Solidaridad, UTZ Certified and DE Foundation visited Sri Lanka in June 2013.

The representatives of Solidaridad and UTZ Certified had discussions with the National Reference Group (NRG) and different stakeholders consisting of brokers, buyers and producers and meetings with the Sri Lanka Tea Board to assess possibilities on way forward to build sustainable initiatives.

During this visit, Simpatica, the online internal control method of small scale tea farmers was introduced by the DE Foundation. The fields

of the data entry format were modified together with selected small growers of Walapane and Nildhandahinna to cater to the local practices.

With Solidaridad's shift from farm / factory codes to developing core codes for all three crops, namely tea, coffee and cocoa, a code revision workshop to develop a separate module for tea was conducted by UTZ Certified by inviting all stakeholders on 06th December, 2013 at Global Towers Hotel, Colombo.

In the year 2013, five exporters were registered in Sri Lanka under the UTZ chain of custody.



Photo Credit: ISD

Practical Training on Good Agricultural Practices



Photo Credit: ISD



Photo Credit: ISD

A code revision workshop for stakeholders conducted by UTZ Certified

Highforest estate obtains UTZ tea certification....

Highforest estate is one of the best tea producers in the global tea market. The 'Highforest' selling mark is very popular among the tea buyers. This estate is situated in the central hills of the eastern part of Uva province of Uda Pussellawa region. Highforest produces 730,000 kgs of made tea annually and is managed by Maturata Plantations.

During the year 2013 this estate was selected by the ISD for the UTZ Tea Certification with the interest of the tea buyers both local and international. The estate management was interested to obtain various certifications to improve the sustainable farming practices and improve the living conditions of the workers and produce quality product. The ISD with Solidaridad's funding conducted trainings related to the UTZ Tea Certification process.

After intervention of the ISD to implement the UTZ tea certification a gap audit was conducted based on the UTZ tea code and the following trainings were conducted to improve the skills of the workers and their working conditions.

- Good Manufacturing Practices (GMP)
- Good Agriculture Practices (GAP)
- Occupational Safety & Health
- First aid
- Gender
- Industrial Relations
- Fire safety and Fire drill



Photo Credit: ISD

Training on Good Manufacturing Practice (GMP)

In addition to the trainings, the ISD supported to upgrade the workers rest room and Child Development Centre by providing the

necessary personal protective equipment and chemical sprayers for the factory workers and furniture for the Child Development Centre.



Photo Credit: ISD

Handing over of Personal Protective Equipment to Highforest Estate

The workers when sharing their view on the trainings conducted said that though they are experienced workers they have never undergone such skill development trainings related to tea. With this training they were able to learn a lot of new skills related to tea and the errors they have been practicing all these years will not be repeated hereafter and they are confident that these trainings will help them produce quality end product.

One factory worker said that all these years lot of leaves were rejected for reasons they were unaware of, but now they know the reason as they have gained skill and knowledge from the trainings and in future there will be less leaf rejection from the tea garden and situation will improve. The ISD provided the factory workers with uniforms. This made the factory workers feel dignified of their job.

The ISD was able to observe sustainable farming practices, improved tea manufacturing process and better working conditions after Highforest obtained the UTZ tea certification in November 2013 and most of all increase in the sales of Highforest tea under 'UTZ certified' label. The estate management also expressed that they see a better future for their tea.

'Including the Excluded' & 'Democracy from Below'

Overview

The Institute of Social Development's activities were further expanded to new divisions and estates through these two projects in 2013. Five new estates each in Panvila, Ambagamuwa and Haliela bilingual divisions were selected for the implementation.

With an aim to enable the plantation community to fulfill the socio economic and political rights to enhance their status as equal and integrated citizens of the country and to strengthen their democratic rights, the Institute of Social Development introduced the formation and capacity building of Rural Development Societies within the estates thereby representing the marginalized community at forums and voicing out for their rights.

The Institute of Social Development simultaneously capacity builds the local authorities (Divisional Secretariats and Pradeshiya Sabhas) to be more responsive to the needs and entitlements of the plantation community.

Whilst these implementations take place at community and divisional levels the Institute of Social Development advocates at national level with the central government to promote the rights and to bring policy changes related to the plantation community.

This project carries four major studies / research on 'Language Needs and Services', 'Plantation Communities and Voter Registration', 'Policy and Structural Issues' and 'Existing Local Government (PS) Service Provision to the Plantation Communities'.

Measuring Success

The success of this project is measured through the increase in the number of eligible voters, increased representation of women and youth in decision making forums, increased number of people and community based organizations access appropriate timely and quality service from pradeshiya sabhas and divisional secretariats and the local authorities in return improve their services towards the plantation community.

At the end of the project period the national level policies and governance structures affecting plantation communities are mapped, gaps identified, existing policies amended and implemented appropriately to ensure participation in development and equitable access to services.

Operational Information

Three divisions from three districts namely Panvila, Ambagamuwa and Haliela from Kandy, Nuwara Eliya and Badulla districts respectively were selected for the implementation. Project activities were carried out in Mahousa, Hagala, Allakolla, Galphille and Kalabokke estates of Panvila, Shannon, Carolina, Abbotsleigh and Vellai Oya estates of Ambagamuwa and Rosette, Dickwella, Unugolla, Queenstown and Springvalley estates of Haliela.

Key achievements in 2013

Community level

At the end of 2013 twelve Rural Development Societies (RDS) were formed by strengthening and amalgamating existing CBOs and committees in the target areas with 624 members of which 343 were males and 281 were females.



Photo Credit: ISD

Financial management training for RDS members

With regard to institutional capacity building, selected members of the RDSs were provided with trainings. Before commencing the capacity building trainings, a training needs assessment was carried out to identify the

requirements of the RDSs. Following the training needs identification, the identified trainings were prioritized and the RDSs received trainings on team building and leadership, communication and negotiation, proposal development and project planning, financial management and democratic rights. The series of trainings programmes were received with much vigour.

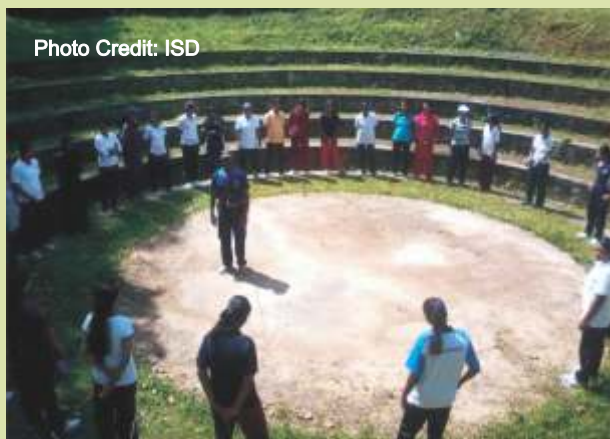


Team building training for RDS members

Divisional level

At divisional level, orientation programmes were conducted by inviting the Divisional Secretariat officers and Pradeshiya Sabha officers working closely with the plantation community in order to familiarize them on the planned project activities and to highlight the issues faced by the community and how the projects tend to mitigate these issues with the support of the government institutions.

With this introduction to the Divisional level state institutions, individual interaction meetings with relevant state officers and estate management were also conducted to establish a link and build rapport in order to achieve the overall objective.



Team building training for staff of DS and PS - Panwila

Training was conducted to the relevant government officers of the Panwila division in Kandy district in order to have better understanding on diversity and respect, integration, team work and rights of communities in development planning.

National level

A 'study' on the services delivered by the Pradeshiya Sabha to the plantation community was carried out by two independent researchers in 2013. The findings of the study revealed the limited services the plantation community received and the factors leading to the constraints the state has in delivering the services and the community in obtaining these services.



WRDS Formation Meeting



Team building training for government officers

**“We really can't believe that so much change can take place within a short span of time.”
- Sathyavani**

Mrs. G Sathyavani (35) from the factory division of Dickwella estate holds the position of secretary of Lukshmi Rural Development Society (RDS), the first RDS to be formed in the plantation sector in Badulla.

Dickwella estate consists of four divisions and 2 villages and has an approximate population of 894 families with 3430 individuals with a majority of Hill Country Tamils. The estate falls under the management of Malwatte Valley Plantation.

Sathyavani is a mother of three. She has a wayside grocery shop from which she earns Rs. 500 as a weekly income. Her husband is a teacher. Her children aged 13, 11, and 7 are schooling at Haliela Tamil Maha Vidyalam, a school at Atampitiya.

Sathyavani has always been actively involved in social activities by helping the community and neighbours in whatever ways and means she could, beside her role as a wife and a mother. Before the RDS came into existence she was holding various positions in different committees run by the estate community. She feels that these committees had its limitations and were unable to serve the basic rights of the population; however they were able to help each other in a limited way. They never had visited the divisional secretariat and were also unaware of why they existed and of what services they provided. For them it was merely a physical office structure.

Lukshmi RDS through the eyes of Sathyavani

.....

'It was after the intervention of this project and the continuous visits and mobilization by the Project Officer that we knew that there were ways to obtain our basic rights and what we called the 'physical office structure' had much more than we thought. The community together decided, not just have different committees functioning but to have a registered body that could help the community to experience the privileges as that of other citizens of the country.



G. Sathyavani - Secretary of Lukshmi RDS

On 19th of July, 2013, Lukshmi RDS was formed with 68 members of whom 15 are females. 11 office bearers were elected out of which 04 are females and two of them are Sinhalese. It was after the formation that we started to visit the Divisional Secretariat (DS) of Haliela division and realized there was much more within this building. We visit the DS atleast once a week to monitor the status of the registration and also to interact with them more often. We received the registration on 25-09-2013.

We also started to visit the Provincial Council office and the Pradeshiya Sabha in order to interact with them more often to know about the services available there. When we visit the government institutions, we visit in groups in order to give opportunities for all members to learn about the government institutions. Now everyone knows about our RDS and has considered us for opportunities.

The Provincial Council allocated Rs. 50,000 to our RDS to cut and clear a sports ground in the estate. CARE International also gave us Rs. 400,000.00 under a different project to construct a computer centre for our estate. The DS, Chairman – PS and the estate manager were present for the foundation stone laying ceremony of the computer centre. Now the estate manager whom we have not spoken to all these years greets us whenever he passes this way. We really can't believe that so much change can take place within a short span of time.

The allocation of Rs. 50,000 for the sports ground by the Provincial Council was informed directly to the Divisional Secretary. This shows our recognition as a RDS for which we are proud of. We signed an agreement with the Provincial Council before commencing the work. Now we have completed the grounds with different forms of contribution from the community and are waiting to receive the cheque.

The construction of the computer centre is also through the contribution from the community in the form of labour. We passed a resolution in our monthly meeting to get compulsory participation from each family. We maintain a record of the different contributions from each family. All are supporting us to complete the building. Today we have received 5 computers, scanner and a printer for the centre from CARE International. All of them are looking forward for the opening of the centre and have already given names for following the computer class. We also have identified an instructor.

We have also formed a child club which is yet to be registered as they will be our target group for the use of the computer centre.

There are already 30 members in our child club and they are already involved in shramadana activities carried out in the estate.

All our members have paid their membership fee of Rs. 25/= each. Though the constitution says membership fee as Rs. 5/=, it was decided in the meeting to increase it to Rs. 25/=. We can only collect it once; if we need monthly contribution then we will have to pass a resolution. We will also get 5% allocation from the funds we receive.

The main focus for the future of our RDS is to get some funding for road works and also for the construction of toilets as these are the priority needs of our estate.

We have planned to make use of the trainings we received recently and will together develop a proposal for same and forward it to the relevant ministries and government institutions.

Lukshmi RDS has given us a new beginning with lot of hopes to develop our community and our people.'



RDS members volunteered to support the construction of the computer centre

Capacity building for staff

The ISD has been recognized for its commitment and acceptance for its role on advocacy and was only made possible because of the committed staff team behind the implementation. Therefore the ISD not only strives to capacitate the grass root level organizations but also its own team of personnel.



Photo Credit: Paltra

The technical training imparted to them made it possible for them to improve their efficiency. These trainings were conducted by Paltra Guarantee Ltd. The senior staff also participated in a discussion on 'Global Charter' which was also facilitated by Paltra Guarantee Ltd.



Photo Credit: Paltra

Capacity building sessions for staff by PALTRA

In 2013, the staff were capacitated on monitoring and evaluation techniques, financial management, report writing techniques, project management and organizational conflict management.

The trade union staff participated in the 'Trade Union Women towards Leadership' training programme organized by Women and Media Collective in Colombo and 'Women, Poverty and Human Rights' residential learning programme conducted by ICES, Colombo.

The Tea Plantation Workers' Museum and Archive

The Tea Plantation Workers' Museum and Archive was established in 2007 at Old Peacock estate Paradeka, Gampola. The artifacts are housed in a century old line-rooms built during the colonial period depicting the history, life style and the living conditions of the tea plantation workers who were brought to Sri Lanka from South India to toil in the coffee plantations during the colonial period.

This community has a unique socio, economic, cultural, religious and political background which is unknown to many. The Tea Plantation Workers' Museum and Archive highlights these through a collection of artifacts, photo gallery and archive depicting the traditional and cultural practices of the community.

The artifacts were collected from various parts of South India and Sri Lanka and conserved.

This was not only the first museum to be created for the tea plantation worker community but also was the first museum to be established for a working community of a country.



Photo Credit: P. Muthulingam



Photo Credit: P. Muthulingam

A corner of the dwelling used for cooking and the kitchen utensils



Photo Credit: P. Muthulingam

The traditional instruments



Photo Credit: P. Muthulingam

History of Plantation Community Displayed



Photo Credit: P. Muthulingam

Financial overview

Elizinn & Co
Chartered Accountants

INSTITUTE OF SOCIAL DEVELOPMENT
BALANCE SHEET

As at 31st December,		- 2 0 1 3 -	- 2 0 1 2 -
	Notes		Rs.
ASSETS			
Non-Current Assets			
Property, Plant & Equipments	01	4,671,818	6,267,718
Current Assets			
Advance & Prepayments	02	480,000	-
Christian Aid Tax Payable 2012		3,433	-
Cash & Cash Equivalent	03	14,946,721	14,166,779
		<u>15,430,154</u>	<u>14,166,779</u>
Total Assets		20,101,972	20,434,497
EQUITY & LIABILITIES			
Capital & Reserves			
Accumulated Fund	04	17,432,473	18,006,071
Non-Current Liabilities			
Endowment Fund	05	1,233,912	1,233,912
Gratuity Fund	06	929,818	907,625
Staff Welfare Fund		(16,442)	(13,609)
Scholarship Fund		10,494	10,494
Emergency Medical Fund		(2,861)	(2,861)
		<u>2,154,921</u>	<u>2,135,562</u>
Current Liabilities			
Accruals	07	362,312	322,254
Income Tax Payable/(Refund)	08	152,266	(29,397)
		<u>514,578</u>	<u>292,857</u>
Total Equity & Liabilities		20,101,972	20,434,498

The Treasurer & Chairman are responsible for preparation and presentation of these financial statements.
Approved and signed on behalf of the Board.


Secretary


Treasurer



INSTITUTE OF SOCIAL DEVELOPMENT

STATEMENT OF INCOME

For the year ended 31st December,		- 2 0 1 3 -	- 2 0 1 2 -
	Notes.	Rs.	Rs.
Income	09	18,473,511	7,982,512
Other Income	10	7,430,906	885,669
		<u>25,904,416</u>	<u>8,868,182</u>
Less : Operating Expenses			
Administrative Expenses	11	(10,015,073)	(6,204,689)
Transport Expenses	12	(2,416,632)	(1,733,323)
Program Expenses	13	(7,610,786)	(4,374,970)
Income From Operations		<u>5,861,926</u>	<u>(3,444,801)</u>
Finance Cost	14	(11,071)	(28,593)
Income over Expenditure Before Taxation		<u>5,850,855</u>	<u>(3,473,394)</u>
Provision for Taxation		(152,267)	(67,053)
Income over Expenditure After Taxation		<u>5,698,587</u>	<u>(3,540,447)</u>



INSTITUTE OF SOCIAL DEVELOPMENT

RECEIPTS & PAYMENT ACCOUNT

For the year ended 31st December,	- 2 0 1 2 -	- 2 0 1 2 -
	Rs.	Rs.
Receipts		
Grant (Note - 09)	18,473,511	7,982,512
Interest income - Nations Trust Savings A/C-004212003705	17,981	142,653
Interest income - Hatton National Bank Savings A/C - 018020044666	75,951	71,762
Interest Income-Saving A/C -004212051621	947,426	479,117
Fixed deposit Interest	120,377	174,137
Staff Welfare Fund	(2,834)	(31,918)
Emergency Medical Fund	-	(11,727)
Scholarship Fund	-	(3,000)
Disposal of Vehicle	90,000	-
Archive	-	-
Administrative & Coordination Cost	-	18,000
Total Receipts	19,722,412	8,821,537
Less: Payments		
Expenses	18,453,931	11,113,943
Gratuity Fund	73,968	-
Accruals	322,254	536,250
Income tax	63,620	181,350
Bank Charges	11,071	28,593
Purchase of Property, Plant & Equipment	17,620	6,231,361
	18,942,465	18,091,497
Net Cash Flow	779,947	(9,269,960)
Cash & Cash Equivalents at the beginning of the year	14,166,775	23,436,735
Cash & Cash Equivalents	14,946,721	14,166,775
Cash & Cash Equivalents		
Fixed Deposits-Nations Trust Bank - 004300009497/31	6,563,689	6,616,322
Savings Account-Nations Trust Bank-004212003705	767,377	1,138,993
Savings Account-Hatton National Bank-018020044666	1,940,160	1,864,209
Savings Account-Nations Trust Bank-004212051621	2,883,742	1,882,297
Current Account-Hatton National Bank-018010005787	2,844,716	2,324,667
Current Account-Nations Trust Bank-004100015092	(11,100)	100
Current Account-Nations Trust Bank-004180000177	825	825
Current Account-Nations Trust Bank-004100005761	(18,921)	(14,900)
NTB	(90,981)	-
Current Account-Nations Trust Bank	34,122	-
Cash in Hand-Bread For the World	6,250	43,965
UTZ solidaridad	3,475	106,477
International Coalition of Sites of Conscience:	-	163,735
-General	14,936	38,089
-Care Sri Lanka NSA project	6,410	-
-Care Sri Lanka	2,021	-
	14,946,721	14,166,775





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