



Institute of Social Development

Annual Report
2007-2008

Let Us Work for Social Change

Annual Report

2007-2008



Institute of Social Development

Published by:

Institute of Social Development
No. 37, Bodhiyangana Mawatha,
Kandy
Sri Lanka
Tel/Fax:+94 81 2202923
Email:kandyisd@sltnet.lk
Website:www.isdkandy.org

Printed by:

Sanduni Offset Printers.
628/2, Peradeniya Road,
Mulgampola,
Kandy.
Tel : 081-2202960
Fax: 081-4476605
E-mail:sandunioffset@gmail.com

CONTENTS

Preface	
Organisational Profile	i-ii
Introduction	
Governance	
Resources and Cooperation	
Organisational Structure	
1. Worker Education	1-3
Promoting worker women's leadership in plantation	1
Workshop for the unorganized sector workers	1
Workshop on HIV/AIDs	2
Workshop with the garment factory workers	2
Workshop on floor price and wage	2
Grassroots level labour rights awareness discussion and its impact	3
11. Empowering worker community on good governance	4-6
Awareness workshops on governance	5
CBO leaders visit Pradesiya Sabha (Local Government)	6
Tri-party dialogue	6
Exposure visit to Provincial Council	6
111. Advocacy, Campaign and Networking	6-7
Research and Publication	6
Documentation and Library	7
IV. Events and Network	7-9
Participations in local WSF	7
CSR networks and Bhutan Conference	7
SOMO workshop on Tea, Coffee and Cocoa	7
Network with International Federation of Worker Education Association (IFWEA)	8
UTZ Tea Certification Consultation	8

V. Museum and Archive; Crown to Nation exhibition	10
VI. International Days	10-13
May Day	10
International Women's Day	11
International Tea Day (ITD)	11
VII. Evaluation and Internal Review	13-14
Monitoring and Learning	13
Define linkages of various activities	13
Vision and Mission	13
Community Mobilization Strategy	13
Selection of intervention area	14
Tangible vs. Intangible benefits	14
Challenge to promote grassroots leaders	14
Engagement with trade unions	14
Collaboration with service providers and elected representatives	14
VII. Emerging Strategic Issues	15-16
Promotion of women leadership in trade unions	15
Promote females as supervisor	15
Increase wage for plantation workers	15
Capacity Building efforts for local government functionaries	15
Rejuvenate NGOs forum	16
Mainstreaming Plantation community	16
Advocacy for inclusion of estate for developmental work	16
Advocacy for implementation of National Plan of Action	16
Facilitate training for skill building	16
VIII. Financial Overview	17-20

Preface

It is our pleasure to present before you the Annual Report of Institute of Social Development (ISD) for the period of December 2007 to December 2008.

The report is a gist of the activities carried out by the ISD team during the reporting period. The detailed activities can be availed from the half-yearly report.

Without the team work of ISD's field coordinators and office staff, our mission will be impossible to accomplish.

I look forward to receiving your valuable comments and suggestions.

Kandy, Sri Lanka
January 2009

P. Muthulingam
Executive Director

Organisational Profile

Introduction

Institute of Social Development (ISD) is a non-governmental organization based in Kandy, Sri Lanka. It was founded in 1991 to empower the marginalized and discriminated tea plantation community. It was a group of activists, who initiated a dialogue on measuring the impact of development activities implemented by various sectors including the government and NGOs in the plantation sector over several decades. It revealed that despite the efforts of all these years there has not been any qualitative changes in the lives of the plantation community. They felt that there is a need to educate, aware and empower the plantation community in order to bring sustainable changes to their lives. Once they are aware about their rights, they can demand their due entitlements and rights from the state. Against this backdrop, ISD was formalized with a mandate to empower and give voice to the voiceless plantation community. Taking the mandate forward, in the last two decades, ISD carried out various programmes on awareness and capacity building on issues pertaining to women's rights, human rights, labour rights, and housing and health rights.

Right from its inception, ISD has been following holistic framework and been working with other key stakeholders including plantation trade unions and civil societies to build the opinion and sustain the campaign for the betterment of plantation workers and community at large. The last two decades we witnessed significant changes taking place at the society level due to globalization. Resultant to this, all state owned tea and rubber plantations were privatized. After taking over the estates, the private companies changed the work norm in the plantation sector and introduced casual and contract labour system. At the same time, it has also been observed that the level of literacy among plantation children has increased as well. In effect of this, most youths did not prefer to work in the plantation and in search of better livelihood they migrated to cities as unskilled labour in unorganized sector. This situation further pushed ISD to move beyond the plantation sector. At the same time global changes in relation to businesses further stimulated to focus on CSR. During the reporting period, ISD focused on good governance taking into consideration the changes in the political scenario of the plantation sector. Further, considering global changes in the field of labour and trade, ISD initiated to focus on CSR as well.

Governance

ISD is legally registered under social service act in 1995 and later registered under the Ministry of Social Services (Regd. L. 08608) following the new rules of the government. The Governing body of the ISD consists of general council, executive council (governing board). The general council elects the executive council. The term of the executive council is two years. The general council meets once a year and every two year the general council elect the executive council. The general council consists of experts and worker representative as the ex-officio of the ISD. The following memberwere elected as executive council members in the general council meeting held on 24th August 2008

Prof. R. Sivakanesan

Dr.(Ms) Ramani Hettiarachchi

Ms. Pulsara Liyange- Senior Lecturer

Ms. Malani Paramaguru- Lecturer

Mr. S.Muralitharan- National Advisor- GTZ

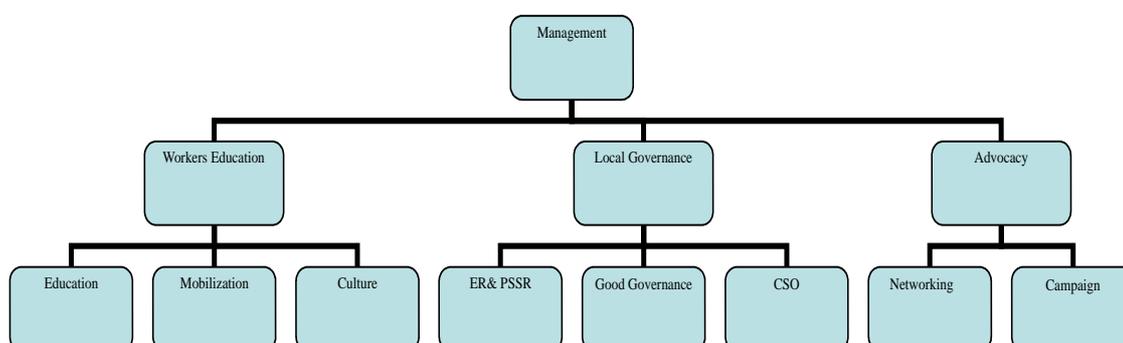
Mr. Ranjith Wijesinghe- Retired Principal

Mr. P. Muthulingam- Director ISD

Resources and Cooperation

Since 1997, HIVOS and Christian Aid (CA) supported the programmes implemented by the ISD. HIVOS withdrew after supporting for ten years in 2008 March based on the ten year agreement with ISD. CA withdrew its financial supports by the end of 2008. The CA withdrew its funds after 11 year supports owing to program priority and financial constrain. In the given scenario, ISD approached Bread for the World (BftW) for its future programme on good governance. BftW, earlier supported ISD for the second International Tea Day 2006 and supported pilot initiative on good governance in 2007. Based on the learning from the pilot initiatives, BftW extended its financial support in up scaling good governance project to three

Organisational Structure



I. Worker Education

Promoting worker women's leadership in plantation

In 2007 ISD organized workshops for the plantation workers to strengthen the capacity on labour laws and bargaining power. All such workshops mainly focused on empowering and promoting women's leaderships. This resulted in the formation of Working Women's Front (WWF) under ISD. WWF organized a workshop for the women

in the unorganized sector. During the last few years, the internal migration increased in the plantation sector as plantation youth seek employment out side plantation. The increasing education levels of the new generation of the plantation, low wage, casualisation, low dignity are some of the causes for this internal migration.



Workshop on promoting working women's leadership



Workshop on promoting working women's leadership

Workshop for the unorganized sector workers

On January 08,th2008 ISD organized a workshop for the plantation women, who work outside the plantation. This was organized upon the request made by members of WWF.

Earlier, at the annual meeting of WWF in December 2006, female participants raised issues on sexual harassment which garment factory and domestic workers often face. This encouraged to organize a workshop for the women workers who work out side the plantation.

The young women working as garment workers, shop keepers, agricultural workers, and domestic workers work in cities and in Middle Eastern countries participated in the workshop. Majority of the workers raised the issue of statutory rights and the sexual harassments. Further this workshop drew the attention of ISD to do a study on the issues faced by the unorganized sector workers. In the workshop, the workers were enlightened on the statutory rights of the unorganized sector workers. The existing Sri Lankan laws covered statutory rights of the majority of the unorganized sector workers.

Workshop on HIV/AIDS

A workshop was organized to generate awareness on HIV/AIDS considering the internal migration from the plantation sector. Two workshops were held separately for women and men. In the workshop it came out that both men and women are largely ignorant about HIV and AIDS. The outcomes of the workshop pushed ISD to do a study on the prevailing knowledge on HIV/AIDS among the plantation workers.

Workshop with the garment factory workers

A workshop was conducted for the garment workers in a garment factory at Panwila. In Sri Lanka, two types of garment factories are in operation. One is the large garment factories situated in the free trade zones and the second category is factories that are operating in remote and isolated areas. The workers in this category, are more vulnerable than the workers of the free trade

zone. Considering this situation, a workshop was organized for the garment workers of Penguin factories. Thirty female workers participated in the workshop organized on November 8th- 9th of 2008. In the discussion the workers said they were not allowed to form unions. Further the workers have to report for work at 7 a.m and work until 5.00 p.m. At the factory, management has not provided basic facilities either. This revealed the alarming working conditions which garment factories workers facing today.



Grassroots level labour rights awareness discussion

Workshop on Floor Price and Wage

The South Asian garment workers initiated a demand for floor price for the product in order to ensure a floor price and wage for the workers. This demand was initiated by the trade unions and NGOs in the region. ISD has initiated a same demand for the tea sector. Similar to the garments products, tea is exported to Europe and other countries. Sri Lanka, India and Kenya are the main suppliers of tea to the global market. However there is no floor price for the tea and this result in wage discrimination.



Conference on Floor Price and Wage: Mr. P. Muthulingam (Director, ISD), Mr. O.A Ramiah (General Secretary, Red Flag Union), Mr. S.Ramanathen (President, Joint Plantation Trade Union Centre), sharing his views on floor wage. Mr. S. Murugiah (General Secretary, All Ceylon Workers' Congress)



Conference on Floor Price & Wage: Mr. P. Muthulingam (Director, ISD), Mr. Ashim Roy, (Secretary General, New Trade Union Initiative India), presenting ideas relating to the Asia floor wage. Ms. Aannya Bhattacharjee, (Society for Labour and Development)

ISD organized a workshop to create awareness among the plantation trade unions and the NGOs on this demand. ISD invited Mr. Ashim Roy, Secretary General, New Trade Union Initiative India (NTUI) and Ms. Aannya Bhattacharjee, (Society for Labour and Development, Delhi). The workshop was held in Colombo on August 30th, 2008. Mr. Ashim Roy enlightened the participants on the opportunity to demand floor price from European market citing the cost of production of each country and current difference in the prices.

Grassroots level labour rights awareness discussion and its impact

The field coordinators of ISD conducted several grassroots level discussion on labour rights among the workers of the target area. This discussion encouraged the women to take the leadership role in the plantations. ISD was happy to witness that it had achieved much of its goals. For instance, the women leader R. Pushpam of Glanloch estate solved the workers problem of receiving low quality building materials as a result of management foul play, through the unity of empowered women's groups in May 2008. The management gave some building material to the workers as a refundable loan scheme. But the workers came to know that were given low quality cement and bricks. Ms. Pushpam, who is a member of Working Women's Front (WWF) called upon a meeting and discussed this issue with the fellow worker families. After that, she met the management and refused to accept the low quality building material. Following a lengthy bargaining at the end, the management supplied quality materials to the workers.

Further, at the Dunsinane estate the supervisor had been cheating the workers especially women through falsely weighing the plucked tea leaves. He used to mark the number of kilos incorrectly. After the ISD's education programs, several women workers read their weighing scale markings entered in their cards and raised questions regarding this issue with the management and solved the problem (improper / malpractices of weighing scale).

The supervisor had also used a broken scale to weigh tea leaves. One women leader called Ms. G. Anandhagowry from Dunsinane Upper Division estate, in August, 2008, with the support of others met the manager and explained the situation. After this incident, the manager called the supervisors and asked them to repair the scale. As a consequence of their exercise now they are using a correct scale.

In another instance, workers at St. Andrews Upper Division of Maskeliya were able to obtain rights as suggested in the clause of Collective Agreement, which reads “if a worker works on Sunday, the management should pay him/her one and a half days of salary”. This payment is to be made without the management expecting an increase in the target of plucked tea leaves. (According to the legal procedure, workers only have to pick the normal amount of tea leaves to claim one and a half day salary for Sundays). But contrary to this, management was asking to pluck more tea. This is when the woman leader Ms. Rajeswary of the St. Andrews Upper Division took this issue and discussed

continuously with the management with the support of the fellow workers. Finally, as per the provision laid down in the collective agreement, management agreed to pay salary for one and half day without revising their targets.

These are some of the instances cited above are some of the instances which convey us that earlier women in the plantation who did not even had confidence to raise voice, now articulate their concerns. However, the untiring and enduring efforts of ISD have demonstrated that the newly empowered women not only resist discrimination but also demand and defend their rights which they are entitled to.



Working Women's Front leaders addressing on women's rights

II. Empowering plantation community on good governance

From 2007 January onwards, the ISD initiated a pilot programme to empower the plantation community on the processes of Good Governance. This was initiated along with ISD's other ongoing engagement such as empowering the plantation women on trade union rights and leadership while emphasizing women's participation on all decision making processes.

Over a decade of active involvement with the plantation community, ISD identified that the major legal obstacle that prevents the development of the plantation community settlement is the exclusion of the estate settlement from the over all administration structure of the government. ISD strongly feels that if this situation continues to exist, it will lead to massive social, political, economical and cultural crisis.

The rigid segregated administrative structure of colonial era still prevails in the plantations. Hence, plantation settlements were excluded since the inception from the national development programmes. This exclusion is still being continued by the administrative system of the country. ISD found out that still there are considerable legal obstructions in bringing the plantation community to the mainstream. To overcome this, a pilot project was started in July 2007 (*Strengthen the capacity of the young women and men to*



Empowering worker community on good governance

ensure the good governance in Local Governance activities through civil society participation) For this project ISD selected 10 estate divisions in both Kothmale and Udapalatha Pradesiya Sabha areas. Selected potential leaders both male and female youths were enlighten on Social Development, Good Governance, Gender equity, Political Structure of Sri Lanka and Local Political Administrative (Pradesiya Sabha) procedures through series of workshops.



Participants discussing the issues on good governance

Awareness workshops on good governance

ISD conducted awareness workshops for the adults and youth from the above mentioned estates. In these workshops, the participants were enlightened on the political system and the administrative system of the country along with the rights of citizen. The enlightened groups were formed as a group to monitor the development activities of the government introduced through elected representatives of Pradesiya Saba, Provincial Council and the Ministries. During the awareness programme the emphasis was given on empowering the women to enlighten on power and politics. As a result of the awareness raising programme, the women were included equally to men in

leadership positions in monitoring groups (CBOs) formed by the people. Ten monitoring groups are functioning in respective estates. The enlightened groups were taken to the assemblies such as Pradeshiya Saba and Provincial Council and were given the opportunity to meet the elected representatives.



New Peacock monitoring group members at voter registration

CBO leaders visit Pradesiya Sabha (Local Government)

On 27th March 2008 ISD organized this exposure visit for the selected community leaders to expose to the Pradesiya Sabha assembly to strengthen the capacity and raise awareness of the participants on Good Governance. This gave the opportunity for the community leaders to figure out the procedures of the Pradeshiya Sabha activities which are specially related to the development of estate. After the exposure visit, the community leaders said that they had come to know more clearly about the exclusion of the estate from Pradesiya Sabha. Further they query that though ruling party comprised more representative of Tamils even with a Tamil chairman, they are not in a position to execute development activities in the estate as they wish.

Exposure visit to Provincial Council

ISD organized an exposure visit for CBO leaders of the plantation community to a provincial council assembly day. On the 28th of November 2008, 15 community leaders were given the opportunity to observe the budget debate of Central Province ministry of Industries, Sports, Women's Affairs, Rural Development, Estate Infrastructure, Hindu Culture and Tamil Education. Initial

Tri-party dialogue

The Tri-Party dialogue was organized by ISD on 26th of June 2008 as a part of the Good Governance programme. The participants for this discussion consisted of Pradesiya Sabha members and selected men and women of the plantations. The dialogue mainly focused on the issues faced by the estate community relating to development through Pradesiya Sabha and constrains faced by Pradeshiya Saba members who are willing to do development activities in estates. As a direct out put of this event, the community leaders were awoken on exclusion of the estate in Pradesiya Sabha and thus now question as to why we should vote for Pradesiya Sabha election if we - our settlements are not entitled for any development.

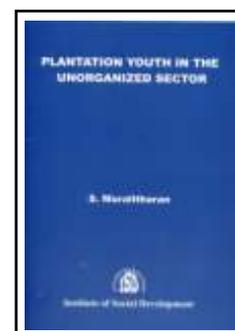
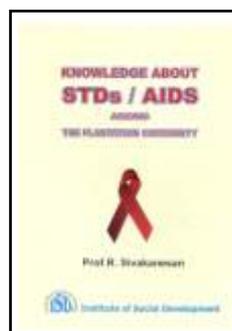
reaction of the people after exposure visit was: *"ministers and members in the council are talking about estate community but we hardly see implementation of development activities in estates that they were talking about"*. The exposure visit enlightened the CBO members to understand the exclusion of the plantation settlement from the purview of the provincial council.

III. Advocacy, Campaign and Networking

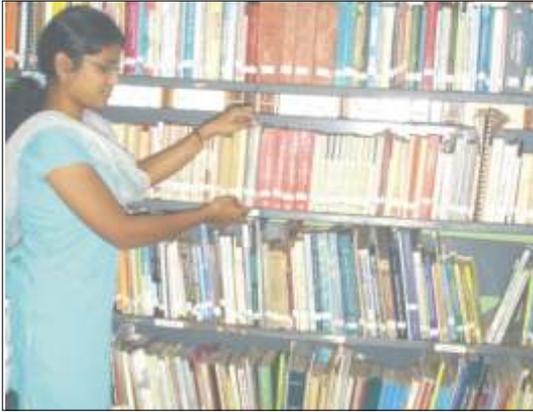
Research and Publication

During the period, ISD completed three researchers on internally migrant workers, prevailing knowledge among plantation workers on HIV/AIDS and the assessing feasibility of fair trade in cooperative (small growers) tea sector. The first two researches were supported by Hivos and Christian Aid. The third one was conducted with the support

of Solidaridad-South and South East Asia Office, New Delhi.



Documentation and Library



ISD has a library with materials on development studies. The library is mainly used by the students of the universities and researchers. And it also has documentation unit which mainly consists of

materials on tea workers issues, gender and labour. This information are shared with the stakeholders through the magazine publish by ISD such as Urimai in Tamil language.

Despite the research report the ISD publishes a regular bulleting called “Urimai” (meaning Rights) targeting the plantation workers. It is simply written to target and share the information with the plantation community. In all visited estates, plantation workers in particular opined very positive about Urimai which helps them to understand various aspects of their wages and other entitlements as per the collective agreement. Urimai has proved as an excellent tool to educate the workers so as to carry out effective dialogue with the management.

IV. Events and Network

Participations in local WSF

ISD closely work with Plantation Sector Social Forum (PSSF) comprised of plantation NGOs and trade unions. ISD played a major role to create this forum. The PSSF organized a workshop to observe local World Social Forum (WSF) on 22nd January 2008 at Hatton. The workshop focused on the social and political issue of the plantation community. Following this conference, ISD participated in the national WSF organized by Janawakasa a national network created for the WSF. The national WSF was held on 26th January 2008 at Colombo. ISD jointly participate with the PSSF members and raised the issues of plantation community.

CSR networks and Bhutan Conference

A dialogue was initiated by Partner in Change, New Delhi in order to assess the concept of Corporate Social Responsibility

SOMO workshop on Tea, Coffee and Cocoa

ISD has done research on Sustainability of Sri Lankan Tea trade in year 2006 with the support of the SOMO. Based on the research, ISD was invited for a conference on Tea, Coffee and Cocoa organized by SOMO on 14th April 2008 in Netherlands. ISD shared the findings of the research. The conference was organized in order to monitor the future activities of CSR practices.

and civil society organizations in year 2006. ISD participated in the workshop representing rights of the workers. This dialogue led to the formation of South Asia Forum for Responsible Business (SAfoRB). The main focus of the networks is to create awareness among the stakeholders

including corporate sector on responsible business focusing on environment and labour rights. The Second country level workshop was organized in Bhutan 25 January 2008. The workshop was held to enlighten the Bhutan civil society and the corporate sector on responsible businesses.



Members of SAfoRB

Network with International Federation of Worker Education Association (IFWEA)

ISD requested for membership of IFWEA and after scrutinizing the ISD activities, membership was offered by the IFWEA. To ensure the membership ISD was invited to Manila by the executive body of the IFWEA during the Ministerial Conference held on migrant workers on 13th September

2008. ISD submitted its background to the executive body of the IFWEA. Following it, IFWEA formally offered the membership to ISD. Hence IFWEA organize a workshop on migrant workers. ISD submitted its findings on the issue of internal migration in the plantation sector.

UTZ Tea Certification Consultation

ISD in partnership with International development organization, Solidaridad initiated a process of consultation on a new global tea code by the name of UTZ Certified-Good Inside initiated by UTZ Foundation.

In this context, one-day multi-stakeholder consultative meet was organised in Colombo on 17th October 2008. It was felt that the workshop for the first time brought together all the Sri Lankan tea industry stakeholders under one platform to discuss a certification programme from a bottom up perspective. This was indeed a challenge as both NGOs and Industry are not used to partner on issues related to Corporate Social Responsibility in Sri Lanka.

The UTZ Certified tea code has already initiated pilot testing of the certification system in Indonesia, Malawi and Kenya. UTZ Certified is headquartered in Amsterdam, Netherlands and is already one of the world's biggest certification systems in Coffee and is rapidly growing into a major certification programme in Cocoa.

Mr. Lalith Hettiarachchi, Chairman Sri Lankan Tea Board while inaugurating the meet, highlighted the need for sustainable tea. However, he emphasized that the codesetting bodies should put more effort in disseminating knowledge on business benefits related to certification in tea. Dr. Shatadru Chattopadhyay, Director of Solidaridad, South & SE Asia provided a detailed overview of UTZ Certified tea code and called upon the Sri Lankan stakeholders to join their counterparts

from Indonesia, India and Kenya (soon to be formed) in the form of a National Reference Group.

Mr. Sjoerd Panhuysen, Policy Advisor of Tropical Commodity Coalition based in Netherlands shared the experiences of coffee certification programmes and gave an overview of consumer behavior in Europe with regards to sustainable products.

Mr. H. Malin Goonetilleke, Secretary General of Planters Association of Ceylon appreciated the efforts of Solidaridad and ISD for its consultative bottom up approach in code development which he felt was not done by any other codes in Sri Lanka. He also felt the involvement of the stakeholders from the producing countries would strengthen the UTZ tea code. Mr. S. D. Nandasena, General Manager of Tea Small Holdings Development Authority (TSHDA), felt that Solidaridad and UTZ's experience with small holders in coffee could be useful in adapting the UTZ tea code for small holdings in Sri Lanka.

Thirty two participants representing the interests of planters, brokers, small and marginal farmers, trade unions, non-governmental organisations, civil society organizations, certification bodies (Control Union), Code setting bodies (ETP) and from statutory bodies such as the Tea Board looked into the key sustainability challenges through group discussions.



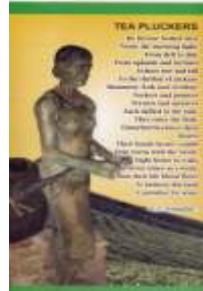
Mr. Laith Hettiarachchi, Chairman Sri Lanka Tea Board, Dr. Shataadru Cahattopadhyay, Director Solidaridad (South & South East Asia) sharing his ideas on UTZ Tea Certification

To take the agenda of certification to the next level, a National Reference Group was constituted unanimously with representative from all stakeholder groups (tea plantations and their association, small tea growers associations, auction houses, certification bodies, tea research institutes, labour unions and CSOs/NGOs). The names of representatives of the NRG members would be submitted by the each stakeholder group to the Chairman of the Sri Lankan Tea Board. The National Reference Group in Sri Lanka would be an independent body, will work under the guidance and close supervision of the Sri Lankan Tea Board on issues pertaining to sustainability in the national tea industry. ISD, Kandy is to provide interim secretarial assistance to the National Reference Group in partnership with Solidaridad-South and South East Asia. The National Reference group would also provide feedback to the UTZ Certification process and provide detailed feedback to the draft code (Version 0.4). They would also partner with other such regional reference groups that have been set up by Solidaridad or are to be set up in near future. More information on UTZ Certification is available on www.utzcertified.org

V. Museum and Archive Crown to Nation exhibition

ISD created a plantation worker museum after collecting artifacts and materials over the period of ten years. The museum was opened for the public on 15th July 2007. This is the first Tea Plantation Workers Museum open in the country. The government of Sri Lanka initiated a programme last year to enlighten the public on the contribution of communities for the development of the countries. To highlight the plantation worker community's contribution, the ministry of community development and eradication of

inequity invited the ISD to demonstrate the plantation workers contribution in the national event offering hall and other facilities. ISD opened the plantation museum for the wider public.



Museum & Archive

VI. International Days

May Day

ISD organized a rally for the May Day 2008 in Kandy in solidarity with Lanka General Services Union, All Ceylon Workers' Congress and civil society organizations. Trade Union leaders such as late Mr. J. Maliyagoda, Mr. S. Murugaiah, Ms. K. Yogeshwari President, Working Women's Front, Mr. P. Muthulingam director, Institute of Social Development and several other local trade union leaders addressed the gathering. All the speakers in the workshop emphasized the necessity to mobilize the workers in the unorganized and the informal

sector citing the increase in the informal and unorganized sector workers as a result of globalization process which promotes outsourcing and sub contract. The main theme of the May Day 2008 was "Living Wage".

At the May Day rally, several resolutions were passed and a solidarity message was sent to the working class of Nepal that fought for democracy overthrowing the monarchy of Nepal. Plantation workers, civil society organizations and NGOs participated for the procession and displayed placates and chanted slogans demanding Living Wage



Late Mr. Jayarathna Maliyagoda (President, Lanka General Services Union) addressing the May day rally, 2008
Institute of Social Development



May day procession, 2008

International Women's Day

IWD was observed in Pussellawa town with the participation of 700 women from Pussellawa, Panwila, Maskeliya, Kandapola, Pundaluoya and Talawakela. The Tamil Nadu (South India) feminist writer and activist Ms. Ovia Rajamany was invited as special guest with Dr. (Ms) Ramani Hettiarachchi, University of Peradeniya. A procession was held in Pussellawa town and a meeting was held in the town hall and Ms. Nilanthi Dipika; women police unit, Pussellawa addressed the gathering.



Procession on the IWD



Displaying placates on women's rights

They delivered speeches on violence against women, harassment and legal remedy and the importance of the women's education. Some of the leaders from Working Women Front (WWF) shared their experiences. Furthermore, a mass picketing and poster campaign on violence against women was held.

Resolutions were passed and were sent to the Ministry of Labour and Ministry of Women's affairs for their consideration. Hence an action plan was drawn out to enlighten the women on violence against women and legal remedy.

International Tea Day (ITD)

The overall objectives of the International Tea Day

- a) To affirm the rights of tea plantation workers and small growers in the context of emerging global trade regime and structural changes in tea industry;
- b) To build awareness and responsiveness among the stakeholders-owners, management, government trade unions and workers-with regard to issues concerning trade and social standards;
- c) To suggest regulatory mechanisms, including transparent monitoring systems to be set up at various levels;

- d) To strengthen advocacy and campaign at the international level;
- e) To facilitate tea consumption and just trade in tea;

ISD in collaboration with Centre for Education and Communication (CEC), New Delhi, India, proposed a theme for the ITD this year. The theme carries a special significance as women, being the main workforce of the industry, deserve more representation, articulation, space in leadership and negotiation, basic rights such as equal wage, housing, health, and education.

The 4th International Tea Day was celebrated on the 15th of December, 2008 at Nawalapitiya with a mass rally and a meeting organized by the Plantation Sector Social Forum under the theme of "Promote Women's Leadership in the Plantation". Almost 3000 people representing tea plantation workers, plantation sector trade unions and other civil society organizations participated in this event.

The procession was organized from the urban council hall premises and progressed through Kothmale Road displaying slogans on 'LIVING WAGE' and 'WOMEN'S LEADERSHIP'.



ITD Procession held at Nawalapitiya Town

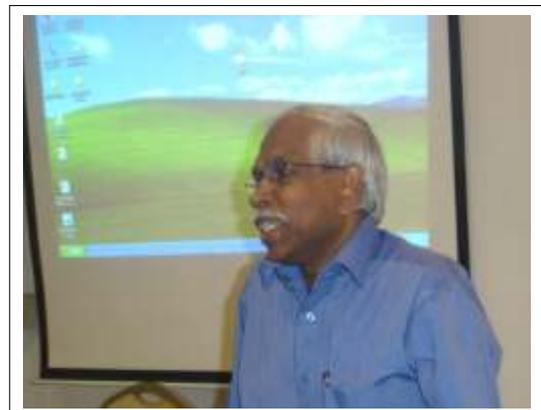


Ms. K. Yogeshwari, President of WWF, delivering a speech on promote women's leadership in plantation sector at the ITD

The rally was presided by co-women group: Ms. K. Yogeshwari, President of WWF; Ms. S. Seethaluxmi, UNIWELO; Ms. J. Wijaylethmy, Coordinator Arising-SUN; Mr. R. Ramanathan, President of Joint Plantation Trade Union Centre; Mr. O.A. Ramaiha, General Secretary, Red Flag Trade Union; Mr. S. Murugaiha, President All Ceylon Workers Congress; Mr. P. Muthulingam, Director ISD; Mr. Michael Joachim, Director PREDO and others addressed the rally and stressed on the promotion of women leadership in the plantation sector.

Conference on Promoting Women's Leadership

To commemorate the ITD, ISD organized a one day conference on "Promoting Women's Leadership in the Plantations" in Kandy on 11th December 2008 in partnership with Plantation Sector Social Forum and Plantation trade unions. Ms. Malani Pramaguru from University of Peradeniya presented a paper on "Women Leadership in Plantations", Mr. S. Muralitharan (National Advisor, Sri Lanka German Development Cooperation) presented a paper on "Plantation Women in the Unorganized Sector" while Mr. Michael Joachim



Mr. P. Muthulingam Director, Institute of Social Development, addressing on the journey of ITD

(Director PREDO) presented a paper on the "Plight of the Child labour/ Girls of the.

plantations". The three presentation stimulated the participants and discussion was held to identify constrains and opportunity to promote women's leadership in the plantation

Ms.P.Malini lecturer University of Peradeniya & Advisor of Working Women's Front presenting a paper on women leadership



VII. Evaluation and Internal Review

During 2008, one of ISD funders, HIVOS commissioned external review. After consultation with ISD, they selected two evaluators including Ms. Shanthi Satchithanandam and Mr. Ashim Roy from India. In addition, ISD also engaged an independent person to review the activities and organizational effectiveness in the changed scenario. The key recommendations included.

Monitoring and Learning

Monitoring mechanism has been developed along with the programmes. It was noticed that monitoring indicators were quantitative in nature. Therefore, it is being recommended to think and develop capacity to define qualitative indicators. It is particularly important for a programme, which strives to build perspective and knowledge and empower the community.

Define linkages of various activities

Presently ISD has engaged itself with various activities, right from estate level to international level. However, they need to redefine the linkages in a manner that is more visible and can be articulated easily.

Vision and Mission

The vision for "social change" is broad in nature so as its mission to build just and equitable society. For any organization vision should be the desired future state of the organization and mission should explain as to why the organization exists and what work it is into.

The mission should be an overriding purpose of the organization. It is better to organize a plan to work on the vision and mission in order to develop collective understanding. In addition, staff members need to develop understanding so that they can differentiate and understand goal, objectives and strategy.

Community Mobilization Strategy

The community mobilization strategy of ISD has been extremely labour intensive. It involves a close and constant interaction with the community at the estate level by undertaking regular visits. The task becomes

difficult due to the timing. Usually, social mobilizers meet the estate population only after their work is over. This implies several rounds of visits by mobilizers for each activity.

Selection of intervention area

The selection of intervention areas largely depends upon the presence of catalyst, i.e. trade unions. This is fairly a good strategy to select an intervention area. It will be good if ISD should also explore additional entry point where rapid dissemination of ideas and development of leadership is possible at the fast pace.

Challenge to promote grassroots leaders

One of the emerging challenges relates with the promotion of aware workers from grassroots leaders to trade union and the mainstream political arena. As it is evident from the ISD's decade long efforts to create a cadre of conscious workers but to translate this leadership into pressure in the respective unions is still a pending and challenging task.

Collaboration with service providers and elected representatives

The strategies of ISD to engage with local political leaders and government officials have shown positive sign. Through this program, ISD has tried to build the capacity and develop the political process of mobilization, electoral participation. The focus should be to provide institutional support for political mobilization for asserting and accessing citizenship rights.

Tangible vs. Intangible benefits

It has been reported that many times community get frustrated with mobilization activities and they like to see some tangible results. This kind of feeling may lead them to frustration and will loose interest from what ISD has been advocating for years. As this poses potential challenge to ISD, it is worthwhile to think through and come up with some mechanism to address such issues. in future.

Engagement with trade union

The expected role of ISD is to fill up the existing gap between trade unions and NGOs and demonstrate a living instance to work collectively as a part of civil society. Furthermore, as it is well known that the tea plantation is highly unorganized and trade unions are considered the legitimate voice of the workers and therefore it is imperative for NGOs to developed relationship to fill up the vacuum and to develop mutual trust for each other.

ISD may define the framework of relationship in terms of nature, scope, extent, interference, etc. in order to avoid any future problems. It will be worthwhile to define terms of reference for such relationship, which will entails about the roles and responsibilities for both the parties.

The strategy is to make a shift in the political balance of local government to accommodate the interest of the estate workers and their developmental needs such as roads, electricity, schools etc

VII. Emerging Strategic Issues

Promotion of women leadership in trade unions

The role of women as leaders in hierarchy of trade unions should be promoted from the lowest/ grassroots levels. The leadership promotion at an intermediary level may not be sustainable in the long run. Infact, all trade unions should make it mandatory for 30% reservations for women in their unions. This would help them to come forward and may generate positive competition among women in plantation sector.

ISD should initiate consultations with all leading trade unions and convince them to make it mandatory for women leadership promotion. As plantation engages 65% women as workers, therefore, it would be better if leadership should also be with them. Once trade unions agree to this preposition, effort should be made at grassroots level (then to branch, district, region and to the parent union levels) to encourage and promote women to fit into this unconventional role.

Promote females as supervisor

Promote female as supervisors where majority of pluckers are women. The current practice is such that men are physical supervisors thus frequently create a situation of various forms of exploitation including physical ones.

Increase wage for plantation workers

In the recent times, the increase in the rate of inflation, rising prices of food and other essential commodities, it has become difficult for the plantation community to live with the wages, which they earn.

ISD and civil society institutions should analyze cost of living (5 ways: food,

cloth, housing, transportation and miscellaneous) and come up with the findings which will reveal how much a worker should get to live with dignity. This would be share with the government and management to come out with some solution (either government should subsidize or management should increase the wage)

Capacity Building efforts for local government functionaries

ISD should help functionaries of local government/Pradeshya Sabhas to understand their expected roles and responsibilities. Some structured capacity building events may help them to identify their roles and eventually this will help them to improve their performance.

Rejuvenate NGOs forum

It has been noticed that in absence of healthy competition among NGOs, there has not been much impact of their work as they prefer to work in isolation. The sense of rivalry among them has not generated any positive impact. Therefore, it's a high time that all NGOs working in plantation come together to make an impact and also avoid duplicity of work. They should be there to complement and supplement the efforts of each other and show the collective strengths as actors of civil society.

Advocacy for inclusion of estate for developmental work

National development projects/ activities do not reach to plantation community as plantation comes under the national government and provincial government does not extend the developmental activities to them. Usually developmental activities stop at the neighbouring villages only. ISD and civil society institutions should advocate on this in order to extend developmental activities to them as well.

Facilitate training for skill building

ISD should plan and facilitate training programmes for technical skill enhancement particularly for the youth. In addition, ISD should guide them and if possible link them/ help them to get linked with the market. For instance, they should be given training on how to initiate micro

Mainstreaming plantation community

Even after getting citizenship and voting rights, they are still treated as a separate entity and therefore, efforts should be made to bring them to the mainstream. The present system of working and living in the plantation estate should be changed and they should be promoted like village society and resettle them.

Advocacy for implementation of National Plan of Action

Government has developed National Plan of Action for social development of the plantation community. This is a 10 year plan (2006-2015) to address various needs of the plantation community, which include health, education, employment, housing, water supply, sanitation, and infrastructure etc. These sectoral issues will be expected to be financed by the line ministries as nothing has been done so far as the resources allocated for certain areas was too less. This is a good opportunity for organization like ISD to use and make the collective efforts on behalf of civil society to push the government various departments to allocate adequate resources so that their need can be met. As out of 8 MDGs, seven have direct relevance to the conditions prevailing in the plantation sector, particularly poverty status, educational attainment, nutrition, health status, gender equity.

enterprise, several income generation activities such as electrician work, learning motor car, computer maintenance, and photography.

VIII. Financial Overview

ELIZINN & Co
CHARTERED ACCOUNTANTS

Partner
M.L.A.MANEVANNAN ACA

120 -1/1, BANKSHALL STREET,
COLOMBO - 11,
SRI LANKA.
TEL / FAX :+94-11- 2 326 150

REPORT OF THE AUDITORS TO THE MEMBERS OF INSTITUTE OF SOCIAL DEVELOPMENT

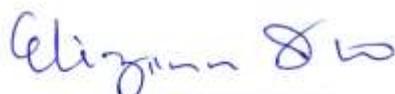
We have audited the Balance Sheet of Institute of Social Development, as at 31st March, 2008 and the related Statements of Income and Expenditure and Receipt and Payment Account for the year ended together with the Notes.

Respective Responsibilities of Management and Auditors

The Committee of Management is responsible for preparing and presenting these financial statements. Our responsibility is to express an opinion on these financial statements, based on our audit.

Opinion

In our opinion, so far as appears from our examination, proper books of account for the year ended 31st March, 2008 and to the best of our information and according to the explanations given to us, the said Balance Sheet and related Statements of Income and Expenditure notes thereto, which are in agreement with the said books have been prepared and presented in accordance with the generally accreted accounting principles and give a true and fair view of the state of affairs of the foundation as at 31st March, 2008 and of its Expenditure over Income for the year ended 31st March, 2008.



CHARTERED ACCOUNTANTS
Colombo,
18th July 2008



Elizinn & Co
Chartered Accountants

INSTITUTE OF SOCIAL DEVELOPMENT

- BALANCE SHEET -

As at 31st March,		- 2008 -	- 2007 -
	Notes	Rs.	Rs.
ASSETS			
Non - Current Assets			
Property, Plant and Equipment	01	156,598	624,518
Current Assets			
Cash & Cash Equivalents	02	13,922,811	15,636,282
Advance & Prepayments	03	176,727	570,782
Income Tax Refund	04	167,353	-
		<u>14,266,891</u>	<u>16,207,064</u>
Total Assets		<u>14,423,489</u>	<u>16,831,582</u>
EQUITY & LIABILITIES			
Reserves			
		13,394,109	8,426,385
		<u>13,394,109</u>	<u>8,426,385</u>
Non - Current Liabilities			
Endowment Fund	05	513,873	428,659
Gratuity Fund	06	461,000	563,500
Scholarship fund		15,640	18,037
Emergency Medical Fund		8,867	8,867
		<u>999,380</u>	<u>1,019,062</u>
Current Liabilities			
Project Implementation		-	7,202,487
Accruals	07	30,000	90,000
Provision for Taxation		-	93,648
		<u>30,000</u>	<u>7,386,135</u>
Total Equity and Liabilities		<u>14,423,489</u>	<u>16,831,582</u>

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


.....
Chairman




.....
Treasurer

Elizinn & Co
Chartered Accountants

INSTITUTE OF SOCIAL DEVELOPMENT

- STATEMENT OF INCOME -

For the year ended 31st March,	Notes	- 2 0 0 8 -	- 2 0 0 7 -
		Rs.	Rs.
Income	08	8,638,349	18,700,806
Other income	09	1,061,752	822,486
		<u>9,700,101</u>	<u>19,523,292</u>
Grant from prof.Sudharsanan Senavirathne for cultural centre	10	-	288,775
		<u>9,700,101</u>	<u>19,812,067</u>
Less :Operating Expenses			
Administrative Expenses	11	(4,709,714)	(4,853,298)
Transport Expenses	12	(619,818)	(528,003)
Programme Expenses	13	(6,509,930)	(6,955,209)
Income from Operations		<u>(2,139,361)</u>	<u>7,475,557</u>
Finance Cost	14	(16,879)	(13,873)
Expenditure Over Income Before Taxation		<u>(2,156,240)</u>	<u>7,461,684</u>
Provision for Taxation		(78,523)	(44,809)
Expenditure Over Income After Taxation		<u>(2,234,763)</u>	<u>7,416,875</u>
Balance B/F		15,628,872	8,211,996
Balance C/F		<u>13,394,109</u>	<u>15,628,872</u>



Elizinn & Co
Chartered Accountants

INSTITUTE OF SOCIAL DEVELOPMENT
- RECEIPTS AND PAYMENTS ACCOUNT -

For the year ended 31st March,	- 2008 -	- 2007 -
	Rs.	Rs.
Receipts		
Grant from Christian Aid	5,343,866	-
Grant - Hivos (8th Installment)	2,497,250	10,103,000
Grant from prof.Sudharsanan Senavirathne	-	500,000
Grant - Bread for the World	797,233	-
Fixed Deposit interest	597,440	328,092
Interest income - Nations Trust saving A/C	413,401	430,395
Interest income - Hatton National saving A/C	41,501	21,911
Miscellaneous income	9,410	10,089
Endowment Fund	85,215	95,500
Grant for international tea day	-	3,597,804
Motor vehicle sale	-	32,000
Temporary loan	-	300,000
Gratuity Fund	-	105,000
Scholarship fund	-	18,037
Total Receipts	9,785,317	15,541,827
Less: Payments		
Expenses	10,840,843	12,554,600
Office rent advance	-	479,200
Audit fees	90,000	25,000
Gratuity Fund	102,500	-
Scholarship fund	2,397	-
Income Tax	238,440	-
WHT Paid	101,084	-
Staff festival advance	101,000	21,790
Bank Charges	16,879	13,873
Purchase of Property, Plant & Equipment	5,643	5,000
	11,498,787	13,099,463
Net Increase / (Decrease) in Cash and Cash Equivalents	(1,713,471)	2,442,364
Cash & Cash Equivalents at the beginning of the year	15,636,282	13,193,918
Cash & Cash Equivalents at the beginning of the year	13,922,811	15,636,282
Cash & Cash Equivalents		
Fixed Deposit - Nations trust Bank	4,269,631	3,730,704
Saving account - Nations trust Bank	6,467,021	10,577,958
Saving account - Hatton National Bank	1,477,819	461,319
Current account - Hatton National Bank	59,484	1,034,484
Current account - Nations trust Bank (A/C No: 004212003725)	1,624,524	(197,250)
Current account - Nations trust Bank (A/C No: 004100015092)	24,312	-
Cash in hand	20	29,068
	13,922,811	15,636,282



Vision

Empowered plantation community mainstreamed with dignity and equal rights

Mission

Strengthen action of plantation community towards social changes based on values of equity, justice, freedom, peace and solidarity

Let Us Work for Social Change

Institute of Social Development,
No. 37, Bodhiyangana Mawatha,
Kandy, Sri Lanka
Tel/fax. +94-81-2202923,
E-mail: kandyisd@sltnet.lk
website: www.isdkandy.org