

Institute of Social Development



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Let Us Work for Social Change

2009

Annual Report

2009



Institute of Social Development

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Preface

It is our pleasure to present before you the Annual Report of Institute of Social Development (ISD) for the period of January to December 2009.

The report is a summary of the activities carried out by the ISD team during the reporting period.

The year under review was marked by significant activities as ISD expanded its scope to incorporate new initiatives external to right based issues of the plantation community which ISD has been addressing for the last several years.

In conclusion, I would like to offer my sincere thanks to each of my colleagues at ISD for their commitment and support extended to accomplish ISD' s mission with the contribution of our stakeholders.

We welcome your comments and suggestions for our future achievement.

Kandy, Sri Lanka
May 2010

P. Muthulingam
Executive Director

Organizational Profile

Introduction

Institute of Social Development (ISD) was founded in 1991 in Kandy, Sri Lanka, to focus on the empowerment of the marginalized tea plantation community. Hence, ISD initiated to exert various educational activities to advocate and empower the community to win their rights and thus to bring sustainable changes to their lives. While engaging in the activities, ISD closely works with the other civil society organizations; mainly with Trade Unions and Non Governmental Organizations.

Since its inception (1991), ISD focuses on the right issue of the plantation community, and initiated to meet the emerging issues with the participation of beneficiaries and the stakeholders. In this context, with the changing political and economic scenario, ISD initiated to focus on Governance and CSR which is closely related to the lives of the tea plantation community. As a result, while empowering the plantation community on labour and women rights, ISD initiated to empower the community on Good Governance and CSR. During the reporting period, ISD team engaged to empower the plantation community on good governance in order to promote the plantation community to take part in local development activities.

Governance

ISD is legally registered under Social Service Act in 1995 and later registered under the Ministry of Social Services (Regd. L. 08608) adhering to the new provision of the government. The governing body of ISD consists of General Council and Executive Committee (Governing Body). The General Council elects the executive council of which the term expires after two years. The General Council meets once a year and every two years the General Council elects the Executive Committee. The General Council consists of experts and worker representatives as the ex-officio of ISD.

Board of Members:

- Dr. Ramani Hettiarachchi (Senior lecturer, Dept. of History, University of Peradeniya)
- Mr. P Muthulingam (Director, Institute of Social Development)
- Ms. Guary Palaniappan (Researcher)
- Prof. R. Sivakanesan (Head of the Dept. of Bio-chemistry, Faculty of Medicine, University of Peradeniya)
- Prof. S. Seneviratne (Senior Lecturer, Dept. of Archeology, University of Peradeniya)
- Mr. S. Muralitharan (National Advisor, GTZ Ministry of Education)
- Ms. Pulsara Liyanage (Senior Lecturer, Dept. of Western Classics, University of Colombo)

Resource and Cooperation

Since 1997, HIVOS and Christian Aid (CA) supported the programmes implemented by ISD. HIVOS withdrew in March 2008 after supporting for ten years, based on the ten year agreement with ISD. CA withdrew its financial supports at the end of 2008 after continuous 11 year supports owing to the programme priority and financial constrains. In 2008, ISD approached Bread for the World (BftW) for its future programmes in Good Governance. BftW has supported ISD earlier for the second International Tea Day in 2006 and in addition have supported a 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.

Further, SOMO of Netherlands and Solidaridad South and South East Asia, extended their cooperation to implement CSR research and advocacy in Sri Lanka. Moreover, NORAD supported ISD to promote the demising folk dance of the plantation community.

Vision

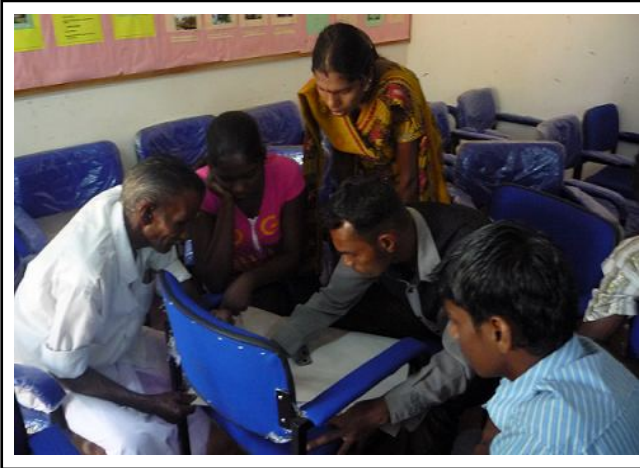
Empowered plantation community mainstreamed with dignity and equal rights

Mission

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

I Worker Education

i. Empowering Plantation Community on Good Governance



CBO members mapping the needs

Over a decade of active involvement with the plantation community, ISD identified that the major legal obstacle to the development of the plantation settlements is the exclusion of the plantation settlements from the overall administrative structure of the government. Although the plantation industry was brought under the government in 1972-75, the plantation settlements were not brought under the local government. This continued, and, the local governments were not in position to implement the government initiated development projects in the plantation settlements. This one cause resulted in the under development and the existing poor infrastructure of the plantation workers' settlement.

To draw the attention of the policy makers and the community, from January 2009 onwards ISD commenced a three year project to “Strengthen the process of responsive and gender sensitive governance, by enhancing the

capacities of the plantation community and elected representatives in the local and provincial governments”. In addition to the existing 10 groups as per the earlier pilot project, 10 more groups were formed by identifying potential youth from 10 estates, all together covering 6 Pradeshiya Sabas.

The groups were enlightened on Local Government (Pradeshiya Saba) and its role on development and the rights of citizens. The enlightened groups initiated to form as an independent group and register under the Divisional Secretariat. Two of such existing groups; New Peacock O.P and Nayapana Estate are functioning extraordinarily, and are actively involved in political activities with political parties. This is a new phenomenon in an estate where people are collectively involved without the interventions of trade unions. Interestingly the groups, while bypassing the traditional trade union



Presenting the identified needs

political leadership, collaborate with a new entity. Their thought on this political



CBO members in a discussion on governance

landscape is that traditional political parties are not people centered so “we (they) need a change and strive to get the development to the plantations through local government”.

Not only are the groups intervening actively in the political leadership realm, to strengthen their bargaining power, they are even involved in Voter registration in the electoral register and obtaining of birth certificates, marriage certificates, identity cards and other legal documents.

As the plantation community has suffered a long standing exclusion from the mainstream governance, the community lacks basic, though vital, documents that a citizen should possess namely; Birth Certificates, National Identity Card, Marriage Certificates, to have their names registered in the electoral list, and many other legal documents. Hence, obtaining these documents is essential for the inclusion of the community and for the voter registration. It is an initial measure that should be taken in order to have the plantation community absorbed into the mainstream.



Senior citizens of the plantation community who have obtained Elders' Identity Cards with the guidance of Monitoring groups

Due to awareness raised on the necessity of registering the names in the electoral list, the groups of New Peacock, Nayapana, and Harrow estates initiated the registering of the names by submitting names of the entire community on their respective estates.



CBO members of Nayapana assisting people to register the names in the electoral registration

ii. Street Theatre



Street Drama performance at Upper Dunaly Estate, Galaha

Thus the people required more time and explanations to have a grasp of the concepts of governance related issues. ISD, for the last several years has used street theatre as a people centered propaganda machinery, to raise awareness among the plantation community. ISD's theatre group enlightens the people through the theatre on the issues of the plantation community as identified by the Social Mobilizers.

Women consist over 52% of the total work force of the plantations. But they are most vulnerable and subjected to immense discrimination due to the



Street Drama performance at Hathale Estate, Panwila

Comments recorded from the spectators:

As the street drama performances were based on good governance, highlighting the issues relating to voting, and common mistakes that the people tend to make during voting, the people stated that it was a major eye opener and suggested that the performance of the street drama regarding good governance should be performed before the elections, so that, they would have acquired the practical benefits from the awareness generated through such dramas.

After watching the performance, the spectators stated that they had not been aware of the

situation that the children sent for domestic work, faced. Further, they had not been aware of the state law prohibiting employment of children of and under 14 years of age. Thus, as a concluding remark, they added that they would think twice before sending their children on domestic labour.

An elderly person expressed his views after watching the street drama which highlighted the issue of plantation child labour. *“If these kinds of awareness had been made when we were children, we would not have abandoned our education and gone for*

domestic work, where we had to face so much troubles. This is a good drama for our younger generation and to parents to make them aware as to what happens after their children were sent to the cities as domestic helpers.”

A young male, who watched the drama said that “another issue is that the women leave abroad for employment, and, from this many family problems arise as the children are less secure, men are starting affairs with other women, and, hence the family structure is disintegrating”. So, he requested to performing dramas highlighting these issues.

One married middle aged woman expressed that “the concept of governance should start from and within the individual family where women should be given equal status in decision making and other matters concerning the family. So this is a good opportunity to change the existing power structure”.

While the street theatre was perform at Dunaly Upper division of Galaha the election campaigners who canvas for general elections visited the estate said that issues highlighted

were true and timely issues and invited the street theater group to perform in their respective estates as well. Furthermore, they offered to bear the expenses for the street theater since there were many child labour issues prevails in their estates.



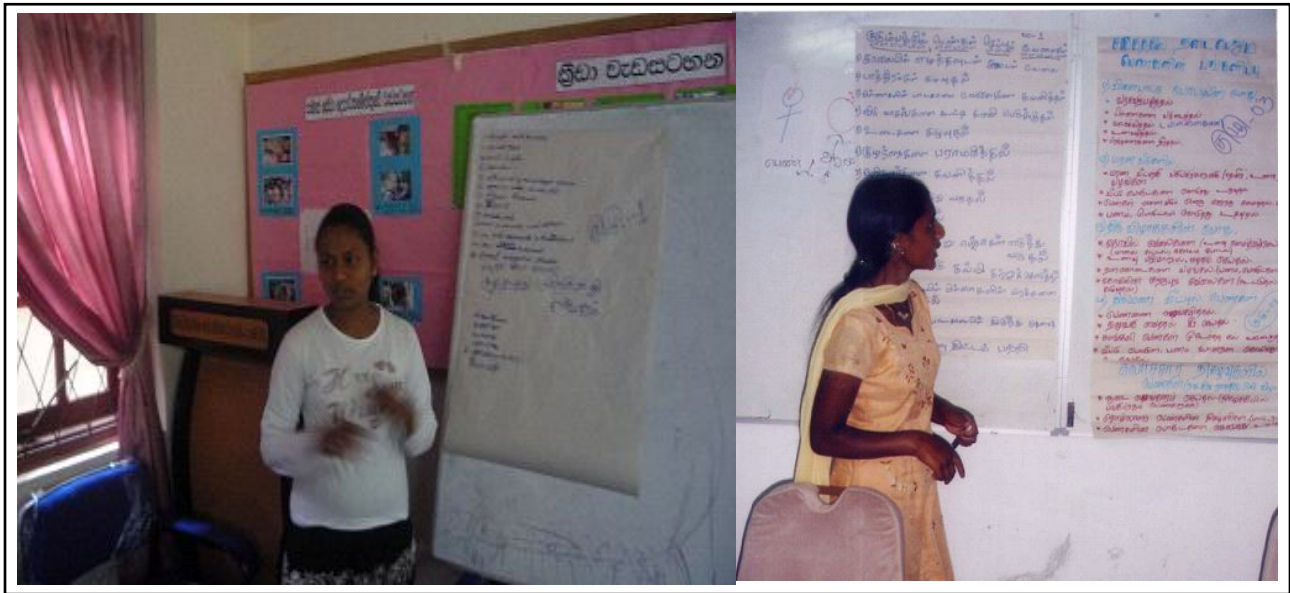
“...governance should start from and within the individual family where women should be given equal status”
A female spectator expressing her views

iii. Capacitating women to take part in local governance

factors such as the prevailing illiteracy and the strict patriarchal culture. Although the women of the plantation represent the major percentage of the total workforce, it is seldom that we see women being given equal opportunity of representation and leadership in the decision making forums i.e. Trade unions, political parties and community based organisations.

Within this context, ISD intended to empower the vulnerable and voiceless plantation women to take part in the decision making forum. In an

effort to make the intention a reality, ISD organized a chains of workshops for plantation women which discussed issues such as; gender and sustainable human development, Gender & Governance, Leadership skills and Role of Women in decision making forum, Gender Responsive Governance, Women in Development, Problem Identification, Characteristics of Development, State and Government, Power structure, Responsibilities of Pradeshiya Sabas, Role of



Presentations at the workshop on Gender and Governance

Citizens, etc. to empower the women for active involvement in decision making forum which includes obtaining leadership roles in CBOs, TU, etc.

Traditionally, CBOs of plantations do not elect female members as office bearers but at present, as a result of continuous empowerment and awareness raising exercises

initiated by ISD, women are appointed as office bearers. Hence, to further empower women as change agents in the decision making forums, more awareness raising workshops are being conducted to empower them regarding women's rights to overcome

prevailing stereotype ideology of the community governed by austere patriarchy.

We are happy to witness that after continuous empowerment, out of the 13 formalized CBOs, 18.2% of women have obtained the leadership role. We perceive this as a positive outcome of our continuous efforts of empowering women in obtaining leadership.

The Corporate Social Responsibility has emerged as a tool, resulting from the demise of the role of state under market economy. It has become popular in Europe and other developing countries. Trade unions and civil societies of the South are rarely aware of CSR while few

II. Advocacy

i. CSR Intervention Training Workshop



CSR Intervention Workshop, 19-20 May, 2009
companies, mainly involved in export production, practice CSR in their companies.

In this context, Institute of Social Development decided to make TUs and CSOs aware on CSR and the role of TUs and Civil societies. The workshop focused Tea and Garment sector, expecting the latter to play the role of a “watch-dog” on CSR practices.

Thus, ISD contacted SOMO Netherlands, which had been monitoring the activities of TNCs to share their expertise and assistance. With the support of SOMO Netherlands, ISD organize a two day workshop to capacitate Tea and Garment sector TUs & NGOs on CSR.

The **CSR** Intervention Training Residential



Ms. Ayomy Fernando of Employers Federation of Ceylon, delivering a presentation on “The Employers Federation’s initiations on CSR”

Workshop was held on 19-20 May at Kandy with the participation of members of TUs and NGOs in the Tea and Garment sectors.

The participants were made aware on concept of CSR, CSR situation in Sri Lanka and practical implementation of CSR. Hence, representatives from renowned private sector organizations and government department spoke on their initiations concerning CSR and its impact.

Other than the presentations made by Mr. Sanne van der Wal of SOMO, Ms. Nadika Bataliyadda



Mr. Sanne van der Wal addressing the workshop

from Ministry of Labour and Foreign Employment, Ms. Ayomi Fernando from Employers Federation of Ceylon, Mr. S. P Jayaganesh of Kahawata Plantations,

Mr. Anthony Marcus Fernando, General Secretary



Mr. Ravi Fernando of Global Compact delivering a presentation on “UN Global Compact and Strategic Sustainability initiatives of the Sri Lankan Network”

FTZWU & General Services Employees, Mr. Ravi Fernando Global Compact made presentations on various thematic issues relating to CSR in the Sri Lankan context.

The following suggestions were made by the participants:

- Establish CSR Network between the two

- Create awareness among all stakeholders/NGOs, about the state of affairs in the two sectors and draw their attention and intervention.
- Research to be carried out to evaluate the extent of CSR principles practiced by both sectors i.e plantation and garment. The research should focus on assessing economic viability of the sectors by going through cost of production, profit margin etc., The demand for implementation of CSR practices should be based on such facts rather than crying foul without having the basic facts.
- Capacity building of TU/CSO/Co-op members to improve their knowledge for better bargaining
- Exchange program among the two sectors/employees, to gain first hand information and also to compare working conditions and impact on environment.
- Lobby Government (Stake holders mapping)
- CSR principles to be reproduced in vernacular languages, so that the stakeholders would understand better

sectors in order to command more strength in their bargaining

- Joint Statement by the two sectors, to strengthen the claims made by the TUs, with a view to drawing attention of the relevant authorities.
- CSOs to initiate/campaign towards awareness about CSR and ensure CSR practices are implemented, rather than limiting to only words.
- International campaign and allowance with other supportive forces, as products from these two sectors are mainly exported and hence there is a greater chance of bringing in pressure through overseas buyers. It was cautioned that, such an approach may impose further unnecessary conditions on our exports and strengthen the buyer's hand and reduce economic sustainability of the sector.
- Insist on implementation of OECD guidelines and certifications in the sector concerned, to ensure basic CSR principles are adopted

The Collective Agreement which is an industrial peace treaty where the employers, employees and trade unions on the latter's behalf, come to an agreement on terms and conditions governing their employment relationship. The subjects covered by Collective Agreement can vary from wages, hours of work, overtime, leave and fringe benefits to management prerogative like transfers, promotions, etc. ISD, which has been focusing on the labour issues of the

ii. Collective Agreement for wage increase and the women's voice

plantation community, and working closely with the plantation trade unions, has been organizing discussions and seminars to enhance the Collective Agreement (CA) and on the clauses to be embodied in such a Collective Agreement.

Since 1998, the plantation trade unions signed the Collective Agreement with plantation companies and, once in two years, the Collective Agreement is renewed. However, in the process of signing the Collective Agreement, demands of women are not taken in to consideration by the trade unions.

At the expiry of the Collective Agreement in March 2009 ISD, identified that although the 52% of the plantation total work force is female workers, in the past Collective Agreements their voice had not been heard. Due to the rigid patriarchal social structure of the plantation community, the women's voices were subdued even in the respective trade unions and hence, the needs and requirements of the female plantation workers have not been embodied in the Collective Agreement (CA) so far.



Trade unionists expressing their views on Collective Agreement

ISD organized a workshop in Hatton on 11th May 2009, inviting trade unions including those which were signatory to the last CA, on wage and other specific issues faced by the plantation workers. In this discussion, ISD, referring to women workers' issues, pointed out that in the previous CA, women workers voice had not been adequately represented. Hence, the house, feeling it imperative to collect the responses of the plantation women workers, requested the ISD to collect the women's voice.

As per this request, ISD organized residential and district workshops inviting grassroots level women leaders of trade unions and civil society organizations from Nuwara Eliya, Badulla and Kandy districts.

The women worker leaders who participated in the workshops raised a number of specific issues relating to women workers both, in the field and factory which included sexual harassment and work norms while highlighting the issue of wage increase.



Working women sharing views on wage issue



Based on these issues identified, ISD submitted recommendations to the trade unions and

Employers Federation of Ceylon in order that they may include suitable clauses in a CA, which

would enable the women workers to avail themselves of better and decent working conditions.

Recommendations:

1. *Participation of women leaders in Labour*

Day Discussions

Make women leaders participate in the Labour Day mandatory by granting them leave at 2.00 p.m giving due consideration to their workload and security.

2. *Appoint women officers*

Appoint women officers in the discussions to entertain women specific grievances and issues, in view of the fact that the women will not find themselves comfortable to divulge certain facts in the presence of superintendent who is a male during the labour discussions.

3. *Rest room in the plucking field and factory*

Provide full fledged rest rooms for women and men in fields as well as factory with sanitary facilities and also separate toilets for men and women. (In this respect we draw the attention for concerned to a Commission Report of 1975)

4. *Engaging women in night shift work*

Women workers engaged in factory night shift work, face a number of problems, including sexual harassment and having to work into late night.

Therefore

a) Where women are engaged in night shifts, the supervisors appointed be female in every working section of the factory.

b) For women engaged in night shifts, there should be rest rooms within the premises itself for them to rest until and after the shift so that their safety and security are ensured. (currently the factory women used to go to the factory at 10.00 p.m or 11.30 p.m)

5. *Appointment of female kangannies and supervisors as mandatory*

In the previous CA it had been agreed to promote women kangannies and supervisors. However in 80% of the RPCs this has not been implemented. Therefore this appointment be made mandatory.

6. *Sunday Holiday mandatory*

As per CA where work is offered on a Sunday or any public holiday the wages for such works be at one and half days wage. But generally the workers are induced into working on those days. Therefore Sunday holiday be made mandatory as in other countries. This will on the one hand enable the workers to have a physical rest and on the other, help increase the productivity.

7. *Payment of the wages to respective individual workers.*

Due to the prevailing practice of one worker's wage being collected by either the spouse or any other member of the family or one person collecting the wages of several workers, there is a serious problem of trust and cordiality among the family members and workers at large. Therefore the wages of a worker be paid to that respective person as per law and also make it mandatory the payment of wages on the respective division itself.

8. *Issue of wage details in advance:*

Make issue of wage details to workers at least two days prior to the payment mandatory. In the meantime, in some plantations as the computerized wage details are only in English, the workers are unable to verify the correctness of the details. Therefore, provisions be made for the details to be in both Tamil and Sinhala languages.

9. *Daily work hour*

A worker who leaves for the field at 7.00 a.m works till 4.30 p.m. And by the time that

he/she comes to the evening muster it is almost 5.30 pm, which means that he/she as a rule his in the field far more than 8 hours. Therefore the worker either be paid over time or the work be knocked off at 3.30 pm.

10. Introduce digital scale

The common grievance of the tea plantation pluckers is that there is an anomaly in the weighing system, reasonably attributed to the old weighing scales. The workers are not allowed to know the actual amount of leaves they have plucked by the weighing staff. Therefore the present outdated weighing scales be replaced with digital scales which gives the reading on both sides allowing the pluckers to know the quantity they have pluck.

11. Deductions from plucked tea leaves

At present the deduction from a plucker per shift for tray is 2-3 kg, which ranges from 4-6 kg per day depending on the number of shifts. This should be brought down to one kilo per shift.

12. Issue of baskets

The present heavy cane plucking basket with string attached, causes a heavy pain on the head as well as to the back of the plucker. Therefore, it be replaced with light weight back pack basket, issued free of charges as in other tea producer countries.

13. Issue of cotton gloves to pluckers

Make free of charge issue of cotton gloves, apron, hat and gun boots to pluckers mandatory. As regards cotton gloves to pluckers in some tea producing country including Kenya, pluckers wearing cotton gloves do not get their thumb and fingers stained or disfigured of the women. And in the meantime their work is quicker, while the productivity also will increase. In the meantime, as is the case everywhere in Sri Lanka the young girls do not wish to become pluckers for the simple reason that in the process of plucking their fingers and thumb gets spoilt. If this system is introduced the plantations which have labour shortage can attract the youth

14. Ambulance services to pregnant mothers and sick workers

a) Although the ambulance vehicles are available in plantations. the services from it to needy pregnant women or sick workers is little or none. Due to the fact that either the

vehicles are being used for other purposes by the authority or a convenient excuses for not releasing it being that the crew is not available. Therefore ambulance service to plantation workers be made mandatory.

b) Grant paid leave to pregnant and lactating mothers on days that they have to visit clinic.

15. One hour leave for Feeding Mothers

At present half hour leave is granted to feeding mothers. In case where the field is far away the feeding mothers leaving the field, exhaust the allowed half an hour or more, walking and, by the time they finish feeding and return to the field it is late unavoidably. However they are found fault with for being late. Therefore the time allowed at present be enhanced by another half hour.

16. First Aid Team Training

There have been instances of the workers being bitten by snakes or other reptiles or getting injured by fall or rock bees sting. It is essential that in every division there should be a First Aid team or a person trained in First Aid and armed with the First Aid Kit before the victim could be transported to the hospital. Hence the practice of both First Aid Training and engaging at least one trained person in every field be made mandatory.

17. Awareness for estate staff and employees on Code of Ethics

Make the estate staff and employees aware of the contents of CA and Code of Ethics in order that they may not engage in practices which are in violation of the CA and the social norms.

18. Wage Increase

Taking into consideration of the current cost of living it is unable to serve the basic needs of family per day without Rs.500/- Therefore increase the basic wage to Rs.500/-per day.

19. Paid Holiday for International Women's Day (IWD)

Taking into consideration of the importance of IWD make IWD as paid holiday in order to take part in IWD event

The trade unions assures to lobby on these issues with the employers. At the same time, the leading plantation companies such as

Kahawatta Plantations and Watawala Plantations

responded positively for the recommendations forwarded.

iii. Discussion on proposed ILO Convention on Domestic Workers 2010



Discussion on proposed ILO Convention on Domestic Workers 2010 in Hatton

As a result of the globalization more unorganized and informal sector, emerged during last decades. These unorganised and informal sectors absorb more women than men. The women workers became more vulnerable and the labour exploitation faced by them included sexual harassment in the work places. Institute of Social Development, which focuses on labour rights of the plantation community, conducted a study on internal migrant workers in the year 2009, where it had identified an increase in the number of internal domestic workers as well as externally migrant domestic workers.

While focusing on the above issue, it had also identified the increasing problem of migrant workers regionally and globally, and the vital role that the proposed convention of domestic workers of ILO could play in this regard. Taking the above matters into consideration, ISD planned and organized a workshop on domestic

workers and the proposed convention, drawing the attention of the trade unions and CSOs of the plantation sector with the following Objectives:

- *Identifying the national laws relating to migrant and domestic workers*
- *Consolidating inputs of Trade Unions and Civil Society Organizations and advocating for ILO tripartite discussion on the Law and Practice report on domestic workers*
- *Drawing a national advocacy plan for promotion, protection of the rights of migrant and domestic workers*

The discussion, on proposed ILO Convention on Domestic Workers, was held on 6th August 2009 at Hotel Tea Villa, Hatton in order to make the trade unions and civil society organizations subscribe to the proposed ILO Convention on Domestic Workers.

On the basis of the suggestions, the filled in ILO Questionnaire for Domestic Workers was submitted to the ILO. The same was also submitted at the Asia Forum for Domestic Workers Convention simultaneously by Global Net Philippines.

iv. Promoting UTZ Certification for Tea in Sri Lanka



Mr. P. Muthulingam, Director of ISD & Mr. Saji M. Kadavil, Senior Programme Officer of Solidaridad S&SEA at the National Workshop of UTZ Certification pilot project in Sri Lanka

While involving in the enhancement of TUs and CSOs, ISD conducted a study on the plight of Tea Small Holders of Sri Lanka with the support of SOLIDARIDAD South and South East Asia. Based on the outcome of the study ISD wished to introduce the UTZ Certification in the Tea Small Holding Sector which contributes over 60% of the total tea production of Sri Lanka.

In collaboration with Solidaridad, S&SEA, ISD organized a workshop in Sri Lanka to promote UTZ Certification in the tea sector by organizing a stakeholders meeting in Colombo on 17th October, 2008. In the workshop, the outcome of the research and the necessity for the certification was discussed

along with the issues faced by the Tea Small Holders sector. A reference group of 10 members was formed which comprised major stakeholders of the tea industry to bring forward the UTZ tea certification to Sri Lanka. The first meeting of this Reference group was held on July 5th, 2009 in Colombo. This group discussed the issues regarding the



Leaders of Tea Small Growers at the National workshop on UTZ Certification pilot project in Sri Lanka

UTZ certification and forwarded some suggestions based on the Sri Lankan experience. In this meeting it was agreed to initiate the certification programme from 2010 onwards. ISD planned to initiate a pilot project in the year 2010.

III. Cultural Rejuvenation

Preserve and Foster Plantation Folk Dances

During the colonial period, the colonialists confiscated Indians as labourers to their other colonies to work in coffee and other plantations, and the illiterate Indian labourers migrated along with their rich culture. With the introduction of Tea cultivation, the South Indian Tamil workers

resided permanently in Sri Lanka

Those persons who settled down to work in the plantations retained their traditions and religious practices. The worker community plays drum

and performs folk dances such as Kummi, Karagam, Kavadi, and Kolattam during religious festival days. Other than these, they perform religious dramas such as Ponnar Sankar, Archunan Thabasu and Kaman Koothu.

The internal migration of the young generation of the plantations, and lack of acceptance and honour given to the plantation folk art contributed to the lessening of practice and eventually these arts was subjected to the threat of obliteration from existence. As a result, nowadays only a very few people perform folk dances and songs during the religious and cultural festivals.

Unfortunately, no attempt has been made by any organization or government institution to preserve the rich folk art. Hence ISD planned to preserve and promote the traditionally rich folk dances of the plantation community by organizing folk dance trainings and folk dance festivals for the new generation by providing training to plantation children on diminishing folk arts.

26 young boys and girls from the plantations were selected for the training. A continuous six

months training was given to all the 26 trainees; 17 girls and 9 boys on plantation folk dances such as Karaham, Kawadi, Kummi, Kauwathu, and Koolattam. The training of the above dances was provided by National Kalabooshanam awarded Mr. Pachchamuthu and also two girls from the previous training contributed as TOT to this training programme.



His Excellency the Ambassador of Norway Mr. Tore Hattrem with the trained dancers

At the end of the continuous six month training programme, ISD organized a preliminary performance at the Newton Gunasinghe Foundation at Pussellawa for the purview of the donors for the programme NORAD, on the 8th October 2009. His Excellency the Ambassador of Norway, Tore Hattrem graced this event as the chief guest.

Following this, a public performance and the certificate awarding ceremony for the trained dancers was held on the 2nd November 2009 at the Hindu Cultural Hall, Kandy. His Excellency R.K. Misra, Assistant High Commissioner of India chaired the event as the Chief Guest. ISD invited Prof. K.A Gunesekaran, Director of International



Karaham Dance performance by the folk dance group at the awarding ceremony held in Kandy.



His Excellency, the Assistant High Commissioner of India Mr. R.K. Misra awarding certificates to the trained students

Institute of Tamil Studies, India, Head of the Department of Performance Art at University of Pondicherry, (who is a scholar in South Indian Folk Dance) to august the event as the Guest of Honour.

Following the public performance, the trained group had performed in several schools and estates in order to encourage the younger generation and the community to preserve and promote the rich folk dances of South Indian Origin Plantation community.

IV. Observation of International Days

i. International Tea Day

ISD has been playing the leading role in observing ITD consecutively for the past four years as one of the initiator to declare the International Tea Day. Since 2009, Civil society independently initiated to observe the ITD in Sri Lanka, Civil society of Uva province observed the ITD at Passara. Another group of civil society observed tea day in Bogawantalawa. The workers and the management of Kelly Watta Plantation which is a fair trade labeled estate of Nawalapitya also observed the International tea day by laying the head stone to erect a statue of tea worker in front of the tea factory to salute the tea workers.

However, the chief event was held in Matale which encompass many tea and rubber estates. The Plantation Sector Social Forum consists of Plantation Trade Unions and Nongovernmental organization has organized a national conference in Hatton to observe the 5th International Tea Day on 15th December 2009



Commemoration of 5th International Tea Day at Matale and ISD too participated in the national tea day observance. The representatives of plantation Trade Unions, Civil Society Organizations and NGOs participated in the conference.

A mass rally was organized in Matale with the participation of over 600 plantation workers of the district on 20th December 2009. The procession progressed from the Main junction of the city as per the venue of the rally displaying placards and banners which

conveyed the burning issues faced by the plantation community such as closing down estates, Housing and Land rights, and equal opportunity for women.

The burning issues related to plantation workers were subjected to extensive discussion in this conference. The following issues were raised by the speakers:

Living Wage

Housing and Land rights

Women's Rights

Child Rights

Out growers and sub contract

Health and Nutrition

Occupational Health and safety

The conference unanimously passed a resolution to demand the government to

implement the ten year plantation development programme which was prepared with the participation of civil society under the Ministry of Estate Development and Infrastructure which ensures housing, land ownership and infrastructure of the plantation workers including other burning issues of the plantation worker community. The ten year programme was prepared with the participation and input provided by civil society organization and was accepted by the government.

A declaration was complied at this meeting addressing issues giving emphasis on the plights of the plantation workers of Mathale District, and agreeing to continue lobbying and advocacy of the provisions of the previous declaration.

ii. International Women's Day

The Working Women's Front celebrated the International Women's Day 2009 in solidarity with Institute of Social Development at Kandy under the theme of "March Along with Women Leadership". Over 300 workers both from the organized and the unorganized sector who are employed mainly at shops, garment factories, plantations, and agricultural sector participated for the meet. Ms. K. Yogeshwari, the President of Working Women's Front,



Key leaders of WWF at the Celebration of International Women's Day 2009



Procession at the celebration of International Women's Day 2009 at Kandy

chaired the meeting. A demonstration was held to demand for decent work conditions in the private and the plantation sector.

Several resolutions were adopted unanimously on the International Women's Day on 8th March, 2009 to promote the decent living condition of the unorganized sector and enforce law for violence against women and issue on wage as per the discussion on Collective Agreement held earlier.

The resolutions adopted at the IWD 8th March 2009:

1. Request the governing parties to empower women leadership in Trade Unions, political parties, and civil society organizations.
2. Request 30% female representation when electing people's representatives for the parliament and provincial councils and pradeshiya saba.
3. Request the government to establish laws to protect the rights of the employees at domestic employment and unorganized sector.
4. Request to enforce labour rights and social rights of the employees of the private sector.
5. Request the management to provide sanitary facilities (water, toilette, rest rooms) including other occupational facilities and a friendly work environment
6. Request the management to provide the plantation workers with protective costumes and boots.
7. Request to provide the maternity leave that is granted for the government employees to the employees of other sectors.
8. Request the government to make the weekend a paid leave for all the employees.
9. Request the government to enforce laws on violence against women
10. Request the plantation management to hold labour discussion days in the day time to ensure the participation of women leaders.

V. The Plantation Worker Museum & Archive

The first **Tea Workers' Museum and Archive** was established in 2007 by the Institute of Social Development at a hundred year old line room (workers quarters) in the Old Peacock's Estate in Paradeka Gampola, on the way to Nuwara-Eliya from Gampola. The Tea Plantation Worker Museum and Archive attracts students, scholars, foreigners, etc. as it contains rare information about the early plantation community.

The museum consists of a unique collection of artifacts such as cultural and ritual items, household

The museum consists of a unique collection of artifacts such as cultural and ritual items, household goods and appliances used by the early migrant workers. Another phase includes a historical photo gallery offering an insight to the historical setting of the Tea Industry (including Coffee) and the origin of the migrant Tea Plantation workers.



VI. Library

ISD maintains a library at its office premises for the benefit of its staff, and persons who are interested. The library consists of thousands of books relating to political, history, economics, development studies, literature, etc. from English, Tamil and Sinhala languages. The library facility is generally made use by the under graduates of University of Peradeniya and other plantation NGOs as the library encompasses hundreds of rare books and documents on above disciplines.

To enhance the capacity of the staff on Local Governance, ISD organized a field visit to Tamil Nadu to appraise the Panchayath system and the governance. The Project Officers and the Field Coordinator visited Gandhi Grama University of Dindukal which focuses on Local Governance and the Peace Trust organization; an NGO, which promotes Local Governance by empowering the Tamil Nadu villages. The two staff had a three day exposure visit through Peace Trust and one-day workshop on Good Governance at Gandhi Grama University

Further, two of the staff members were given a training of web development in order to maintain the official website of the organization.

VIII. Network

Locally ISD is active member of Plantation Sector Social Forum and regionally member of Global Net and Internationally member of International Federation of Worker Education organisation. Its net work with Plantation Sector Social Forum strengthened the plantation NGOs and Trade unions. During the reporting period ISD had contributed on the Proposed convention on Domestic workers by participating regional workshop on Domestic workers organized by Global net in Philippines on August 14th to 18th 2009. ISD links its activities with the regional partners in order to achieve its goals. To link the plantation women issues with the rest of the region's women movement, The ISD's Gender Coordinator participated in

Asian Working Women Forum organized by Action Aid in Bangkok on Jan 9th to 21th 2009.

Following this, two of the ISD staff visited SEWA of Gujrat (India) to study the activities of SEWA to gain the knowledge on mobilising informal sector women workers. Further by participating an Advocacy workshop on HIV/AIDS in India with the partner organization of Bread for the World ISD able to formulated organizational policy on **HIV/AIDS**. These exposure helped ISD to share its experience with others and learn others' experience to strengthen the local campaigns

IX. Financial Statement

ELIZINN & Co

CHARTERED ACCOUNTANTS

Partner
M.I.A.MANIEVANNAN ACA120-1/1, BANKSHALL STREET,
COLOMBO 11,
SRI LANKA.
TEL / FAX : +94-11-2 325 150**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 December, 2009 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 December, 2009 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 December, 2009 and of its Income over Expenditure for the year ended 31st December, 2009.



CHARTERED ACCOUNTANTS

Colombo,
09th April 2010



ELIZINN & Co
CHARTERED ACCOUNTANTS

Partner
 M.L.A.MANEVANNAN ACA

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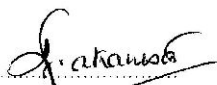
INSTITUTE OF SOCIAL DEVELOPMENT

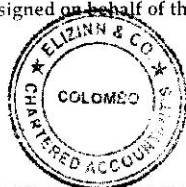
- BALANCE SHEET -


As at 31st December,	Notes	(09 Months)	
		31.12.2009	31.12.2008
		Rs.	Rs.
ASSETS			
Non - Current Assets			
Property, Plant and Equipment	01	426,728	68,350
Current Assets			
Cash & Cash Equivalents	02	11,081,814	10,246,214
Advance & Prepayments	03	330,000	300,000
Income Tax Refund	04	10,767	-
		<u>11,422,581</u>	<u>10,546,214</u>
Total Assets		<u>11,849,309</u>	<u>10,614,564</u>
EQUITY & LIABILITIES			
Reserves			
		<u>10,391,100</u>	<u>8,929,273</u>
		10,391,100	8,929,273
Non - Current Liabilities			
Endowment Fund	05	857,690	520,873
Gratuity Fund	06	539,625	553,500
Staff Welfare Fund		2,535	-
Scholarship fund		13,494	15,640
Emergency Medical Fund		8,866	8,866
		<u>1,422,209</u>	<u>1,098,879</u>
Current Liabilities			
Accruals	07	36,000	575,019
Income tax payable		-	11,392
		<u>36,000</u>	<u>586,412</u>
Total Equity and Liabilities		<u>11,849,309</u>	<u>10,614,564</u>

The Treasurer & Chairman are responsible for preparation and presentation of these financial statements.

Approved and signed on behalf of the Board.


 Secretary




 Treasurer

CITY OFFICE : 65 A, SRI SUMANATISSA MAWATHA, COLOMBO - 12, SRI LANKA. TEL/FAX: +94- 11-2 473 063

Elizinn & Co
Chartered Accountants

INSTITUTE OF SOCIAL DEVELOPMENT

- STATEMENT OF INCOME-

For the year ended,	Notes	(09 Months)	
		31.12.2009	31.12.2008
		Rs.	Rs.
Income	08	9,520,229	1,253,272
Other income	09	1,316,618	961,803
		<u>10,836,847</u>	<u>2,215,075</u>
Less :Operating Expenses			
Administrative Expenses	10	(4,568,729)	(3,852,230)
Transport Expenses	11	(419,326)	(607,032)
Programme Expenses	12	(4,287,868)	(2,151,526)
		<u>1,560,925</u>	<u>(4,395,712)</u>
Income from Operations			
Finance Cost	13	(43,416)	(57,731)
		<u>1,517,508</u>	<u>(4,453,444)</u>
Income over Expenditure Before Taxation			
Provision for Taxation		(85,682)	(11,392)
		<u>1,431,826</u>	<u>(4,464,836)</u>
Income over Expenditure After Taxation			
Balance B/F		8,929,273	13,394,109
Prior Period Adjustments -Rent Over Provision		30,000	-
		<u>10,391,100</u>	<u>8,929,273</u>



Elizinn & Co
Chartered Accountants

INSTITUTE OF SOCIAL DEVELOPMENT
- RECEIPTS AND PAYMENTS ACCOUNT -

For the year ended,	(09 Months)	
	31.12.2009	31.12.2008
	Rs.	Rs.
Receipts		
Grant - Hivos (8th Installment)	-	677,272
Grant-Norad	1,579,500	-
Grant - Bread for the World	7,940,729	576,000
Fixed deposit Interest	758,332	536,392
Endowment Fund	336,817	-
Staff Welfare Fund	2,535	-
CSR Workshop	213,085	-
Archive	1,006	-
NRC reference group meeting in Srilanka	20,865	-
Interest income - Nations Trust saving A/C	228,009	279,902
Interest income - Hatton National Bank saving A/C	65,999	50,489
Miscellaneous income	29,322	95,019
WHT Set-off	-	245,876
Staff Festival advance	-	1,727
Donation by Mr.Robert	-	2,000
From UTZ	-	5,000
Total Receipts	11,176,199	2,469,678
Less: Payments		
Expenses	9,151,800	5,673,521
Gratuity Fund	13,875	-
Scholarship fund	2,146	-
Accruals	575,019	-
Audit fees	-	30,000
Income tax	107,841	78,523
Rent	-	300,000
Bank charges	43,416	57,731
Purchase of Property, Plant & Equipment	446,500	6,500
	10,340,597	6,146,275
Net Cash Flow	835,600	(3,676,597)
Cash & Cash Equivalents at the Beginning of the year	10,246,214	13,922,811
Cash & Cash Equivalents	11,081,814	10,246,214
Cash & Cash Equivalents		
Fixed Deposit - Nations Trust Bank	5,488,522	4,806,023
Saving account - NationsTrust Bank- 4212003705	3,374,471	3,199,515
Current account - Hatton National Bank -0011595CU	59,084	59,084
Saving account - Hatton National Bank-018-0133305	1,594,307	1,528,308
Current account - Nations Trust Bank-4100015092	9,397	262,563
Current account - Nations Trust Bank-4180000177	565,813	168,443
Current account - Nations Trust Bank-4100005761	(17,975)	25,100
Cash in hand	8,194	197,176
	11,081,814	10,246,214



Let Us Work for Social Change

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