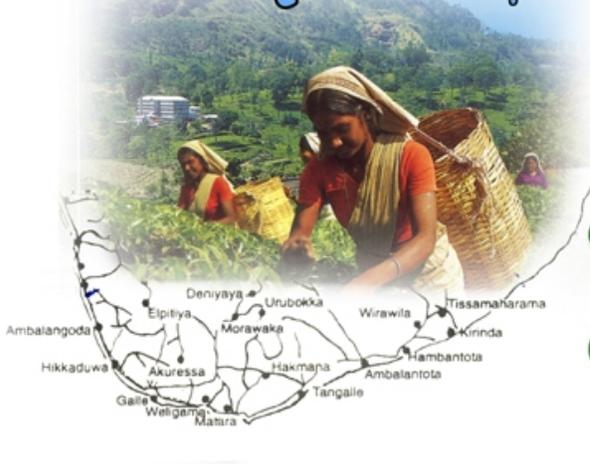


கலோர்சு நவோதயம் Codesep



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தோட்ட சமூக அலவருத்தி சலவை
காலி மறை மாவட்டம்

Community Development Service for Plantations
Diocese of Galle

“Dignity of Man is the Glory of God”

Project Proposal 2010

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| Name of the Project | - Community Development Services for Plantations
Diocese of Galle. - CODESEP |
| Name of the Applicant | - Rev. Fr. Michael Rajendram. |
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| Legal Holder of the Project | - Bishop of Galle |
| Duration of the Project | - January – December 2010 |

1. Background of the Project

1.1 General context and situational assessment

The Sri Lankan plantation sector counts approximately 280,000 workers and their families who live mainly on mountain slope plantations, located in remote areas of the country. Most plantation workers are descendants of Tamils, who were brought to Sri Lanka from India as labourers during the British Colonial period in the 19th century. Many of them are socially marginalized and have inadequate access to social services such as education and health. Although the government has placed a high priority on the development of the plantation industry as an export economy, social services for plantation residents and overall improvements to basic living conditions on plantations have lagged behind.

The plantation population themselves are in most cases unable to escape their destitute situation as the very structure of the plantation system is oppressive and exploitative. The socio-economic condition of the estate population is perpetuated and has made them diffident and ‘dehumanised’. Therefore a process has to be set in motion in collaboration with the local authorities and the plantations’ owners to empower them; make them the actors of their own development and enable them to defend their rights, thus facilitating inclusion into Sri Lankan society.

This project is an extension of a Programme initiated in 2006 by the Bishop of Galle. And has been funded by Caritas Belgium since February 2007 up to now. Then Caritas Luxemburg too joined in funding the same from since July 2008.

The project will continue to focus on the plantation sector in the Southern province, more particularly on the Tea Plantations in the two Divisional Secretariat i.e (AGA Divisions) Assistant Government Agent’s Divisions in the District of Matara. The majority of the plantation workers in the Southern Province live and work in the Tea Estates in these AGA Divisions.

The situation of the plantation worker in the Southern Province is distinctly different and less developed compared to the counter parts in the Central, Uva, and Sabaragamuwa. Provinces in Sri Lanka.

In these AGA Divisions only 50% of the labour force is Indian-origin and the rest are from the majority Sinhalese. Workers of Sinhalese and the Indian-origin Tamil communities are involved

in the plantation industry almost on an equal proportion. Between 10 and 15 percent of the Sinhalese work force resides on the estates.

The rest of the Sinhalese are non-resident workers. Owing to the existence of this ‘divers’ labour force, efforts have to be made not only for an improvement of the economic situation of the Tamil plantation workers, but also for their integration into Sri Lankan Society. One will also have to bring about a better understanding of the ethnic, cultural and religious values of the different communities.

A unique feature in the project location is the existence of small-holdings of tea estates. The large-scale estates numbering 49 are managed by five companies. The rest are owned by private, individuals or local groups.

1.2 The Plantation system

It is common knowledge that the plantation workers have been brought into this country, by the British planters in the 19th century. They have come here in search of greener pastures, as they had undergone poverty, epidemics and social oppression in their own country.

Therefore, they voluntarily accepted the abject conditions that were part and parcel of the plantation industry. The very many problems faced by the plantation workers elsewhere also exist in this region but to a worse degree.

The Plantation system has been meticulously designed to ensure that the estate worker is generally confined to the limits of the estate. The very structure is oppressive and exploitative. The socio-economic conditions of the estate workers are perpetuated and have made them diffident and ‘dehumanised’.

Therefore a process has to be set in motion to empower them and make them the actors of their own development, thus facilitating integration into Sri Lankan society.

1.3 Expected Outcomes, Expected Outputs and Activities

COMMUNITY DEVELOPMENT PROJECT

Project Goal: Communities are effectively organized as self help communities to carry out their activities collectively to be better organized to face the day to day issues.

CODOSEP has been successful in organizing 92 Self Help Groups among the estate communities during the development intervention during the past two years. This initiative has brought about a sense of belongingness, a group consciousness which is promoted self help activities such as saving, voluntary labour, mutual sharing. These SHGs also have to be developed as Self Help Organizations as a means of saving the claim making capacity. CODOSEP performing catalytic and promotional functions to assist the SHG to be sufficiently organized to claim their own economic, social and political rights.

Activities.

- ☞ **Provide an ongoing training programme for the animators on transformational development and capacity building quarterly.**

Subjects can vary and will depend on the need of the animators and program.

- ☞ **Provide skill training on saving and credit management for an SHG office bearer (Treasurer)**

SHGs now have savings, and later provide rotating credit to its members. The Treasures of each SHG will receive twice half day training in how to keep books and track of the credit. 15 groups will be taken together. This will be also integrated from past trainings to normal SHG meetings too

- ☞ **Project management training for programme coordinator Senior Animator and field supervisor.**

A residential course for 4 days on project management & coordinating. The course will provide them with management knowledge & skills.

☞ **Conduct a yearly exchange programme with the animators of the estate sector in hill country.**

Social action and development work in the plantations in the hill country is much more advanced than that in Matara district. Animators will be exposed to the way of working of Diocesan caritas organisation in the hill country during a 4 day exposure visit. This programme is considered very much important to both our Animators & staff to gather experience & viable information to keep up with the latest developments. This programme is a must this year as this was not taken up in the last project.

☞ **Workshop on lobbying and advocacy for the animators and selected CBO leaders .(Two Days)**

Animators and selected CBO leaders will have to lobby with the lower management of the Estates to get things done. A training course will show them the best techniques to persuade people and lobby for change.

☞ **English classes for Animators and office Staff.**

All staff will be given the opportunity to attend an English course during the project year. This is very important as terms and narrations in programs are in English.

☞ **The Leaders of each SHG in a meeting 6 monthly for sharing experiences as a forum.**

SHG are a small entity that is unlikely to have a large impact in terms of lobbying and advocating for changes. In order to coordinate and learn from each other, a forum will be set up consisting of 1 office bearer of each SHG - 92 members

☞ **The forum transforms itself into a Coordinating Teams.**

Here the SHG'S will be working as a team to solve their own problems.

☞ **Prepare annual plans & Drafting constitutions for 25 CBOs.**

The CBO'S will work according to rules put down by the constitutions. The CBO will make an annual plan focusing on problems that go beyond the local problems of the SHG level.

☞ **Elections of office bearer's inauguration the CBOs.**

Three office bearers per one CBO will be elected.

- ☞ **Organize collective voluntary activities (shramadana) by the leaders forum once per month.**

Shramadana's (voluntary work) will be held once per month. In this way, SHG members contribute and support to the work of CODESEP. The subject of the shramadana is decided by the SHG members.

- ☞ **Organize a yearly dialogue sessions with the trade union leaders on issues related to labour problems and the need for collective action.**

As these CBO's represent more people and cover a larger geographical area, they are in better position to lobby and discuss with the trade unions.

- ☞ **Provide monthly awareness sessions on education, health, child rights, women's rights to the CBO.**

The SHG are expected to meet two times per month. 01 of these meetings will be used to conduct awareness raising sessions. Topics will be decided upon with the SHG members but will include:

Education: Importance of education

Health and sanitation: Personal hygiene

Healthy cooking

Clean environment

Children's health

Reproductive health

Women and children: Child rights

Women's rights

Economic Development Useful expenditures and importance of saving

- ☞ **Organize an annual event for information sharing and social gathering for the government officials once per year.**

Annual information sharing sessions are held in order to establish a better understanding and links. Local government should be partners and be actively involved in the development on the plantation people.

- ☞ **CODESEP to organize one day information sharing and a social event with the estate superintendents and assistant superintendents once per year.**

Estate management should be partners and be actively involved in the development on the plantation people. In order to establish a better understanding and links, bi-annual information sharing sessions are held.

- ☞ **Organize a one day information sharing and a social gathering with the estate field officers and welfare officers and once per year.**

Estate management should be partners and be actively involved in the development on the plantation people. In order to establish a better understanding and links, annual information sharing sessions are held.

- ☞ **Conduct an awareness programme for the Estate communities on stability of their employment on estates and their duties to safeguard the Tea industry.**

Along with the support of the estate management we shall conduct meeting to address the problem of less laborers working on the estate and more of them residing on the estate but going to work on nearby small holder's tea estates. Hence Codesep wishes to assist the Management in this regard.

- ☞ **Conduct regular meetings of children's societies with different programmes to develop creativity, aesthetic values and socializations - Unit level.**

The children's societies and their meetings would be an ideal opportunity to make them aware of their rights as well as obligations. These meetings are to be conducted by animators. It is also a chance to see for them as to how their neighbouring partners are faring in the field of education and behaviour.

- ☞ **Organize contests - oratory, poetry, reading, music etc.**

The members of the children's club can be organized to hold contests in poetry, reading etc. They would develop their skills and also encourage others to follow their example. Very many children in the estate sector do not get a chance to develop their skills in poetry and reading through the school curriculum. Hence these contests are beneficial for them to develop & show their talents.

☞ **Youth development plan in collaboration with the Youth Development Officers with the Divisional Secretariat.**

☞ **Annual social and cultural event of the youth.**

The children and youth will be organized into children's societies and youth clubs. Different programmes will be conducted to develop creativity and value formation and children will be made aware of how they can protect themselves from all forms of abuse. Children's day will be celebrated by the children societies. A youth development committee will be formed at CODOSEP level. A youth development plan will be designed with the collaboration with the Divisional Secretariat Division. The annual youth festival with social and cultural programme will motivate youth to present their creative talents.

☞ **Prepare the community members with the necessary documents for the identity cards.**

Carry out meetings with the groups in order to determine those who do not possess Birth certificates and National Identity Cards. Liaise with Government Departments to seek the possibility of obtaining Birth Certificates which is a vital document. Thereafter apply for the N.I.C. As the estate workers are reluctant to visit Government office due to the language barrier, mobile services are to be organized to overcome this problem. Once the Birth certificate and N.I.C. have been obtained enlist for voting rights with the Grama Niladaries. The biggest hurdle to clear in this Programme will be of those estate workers who have not registered their Births. Alternate certification will have to be agreed upon with the Government Officials.

☞ **Create awareness on the civic rights – the voting right to the CBO leaders.**

As a result of the non registration of Birth, Identity Cards and Voting there are hundreds of persons do not enjoy the civil and basic rights. Codesep is to address this issue by motivating the CBO leaders so that they could be a powerful voice in demanding their own fundamental rights.

☞ **Discuss with the government authorities on the issues related to the civic life of the communities.**

- ☞ **An year end evaluation to evaluate and appreciate the work of Animators, group leaders, children societies and youth clubs.**

EDUCATION DEVELOPMENT PROJECT

PROJECT GOAL : Education in Tamil medium is improved.

The upward social mobility of the estate community has been retarded because of the lack of opportunities for quality education. CODOSEP strongly believe that the mainstreaming of the estate community has to be achieved by improving the quality of formal education of the children of the estate community. Among the projects proposed by CODOSEP, it is the Education Development Project which carries the highest allocation of funds. Therefore CODOSEP has designed to improve the quality of Tamil medium pre-school education and also promote the attendance in these pre-schools. This is to lay sound foundation for a quality. The students in Tamil medium schools will be motivated to continue their education. Moreover CODOSEP will motivate parents to educate their children and abstain from using their children for earning through child labour.

Activities.

- ☞ **Train 01 preschool teacher.**

01 Teacher will be trained in year 2010.

- ☞ **Provide allowances for 01 preschool teacher.**

01 Teacher will be paid in year 2010.

- ☞ **Provide assistance to improve educational material & facilities in 01 Pre School.**

01 pre-school will be supported in 2010.

- ☞ **Appoint 23 volunteer teachers for estate schools around Deniyaya.**

Tamil medium schools do not have sufficient official teachers to cover all courses / subjects. CODESEP therefore provides the school with additional 'volunteer' teachers for these subjects where gaps exist.

- ☞ **Provide training for 23 volunteer teachers.**

CODESEP will provide two trainings per year to increase the knowledge of the volunteer teachers and thus the quality of the education.

☞ **Provide assistance to poor and needy children.**

Intelligent and smart students whose parents are very poor and have less income and as a result reluctant of sending their children to school due to poverty will be assisted by this activity. They will be assisted with some travelling, tuition fees, and educational items,

☞ **Conduct Seminars for Grade 05 students.**

Grade 05 Scholarship examinations provide an opportunity for the poor but intelligent children to proceed to better schools assisted with the government scholarship

Special one day Seminar for 30 selected students who sit for the Grade 05 National Level Examination conducted by the government and Provide Model Question papers & Tea. Selection criteria will be after conducting an examination & students with average 50 marks and above. The travel expenses are provided for children who have to travel long distances to attend classes. This provide and incentive for parents to send their children to this class.

☞ **Conduct Seminars for Grade 11 (Ordinary Level Examination) students.**

Provide Model Question papers & Tea for 48 one day seminars for 50 Selected G.C.E.O/L students in math's and science (8 classes per month - 2 subjects)

Codesep also provides the children with model question papers and tea.

☞ **Provide Scholarship for A/L level students.**

☞ **Conduct Tuition Classes for A/L Students.**

These classes are 36 one day seminars for 10 G.C.E.A/L students (Group B) in Tamil, Political Science & Religion (12 months - 03 seminars per month - 3 subjects) these students will be sitting for their A/L in August 2011.

Provide Model Question papers & Tea for 18 one day seminars for 20 G.C.E.A/L students (Group C) in Tamil, Political Science & Religion (06 months - 03 seminars per month - 3 subjects) These students will be sitting for their A/L in August 2012.

As a way of motivating the student of estate community to further their education 55 students who have got the best result at the G.C.E. O/L are provided with scholarships to proceeds to A/L and thereby qualify for tertiary education.

☞ **Provide tuition to teach the mother language attending Sinhala Medium schools.**

As these students speak at home and others in their mother tongue and it is unfortunate that they can not read and write their own language. Hence Codesep proposes this new activity this year.

☞ **Conduct a meeting for principals of Estate Schools.**

By conducting this meeting CODESEP will know how the schools have benefited by the services provided by Codesep.

☞ **Provide training for 92 Volunteers from SHGs to monitor education of their children.**

☞ **To encourage and promote more interest among estate children for schooling and studying.**

The Volunteers from each SGHs are trained and expected to go around the dwellings in evenings and encourage the children to study in the evening/do their home work. etc.

☞ **Conduct awareness programs for parents on child rights and education in SHG meetings.**

The children by this activity will be protected and less vulnerable form dangers and social evils.

☞ **Appoint 02 teachers for non formal education teachers.**

As there are 74 children of school going age, children not attending schools have to be prepared to be admitted to schools. – 02 Non formal schools conducted by Codesep. The basic literacy knowledge is to be taught to these children so that they can be admitted to the grade for which they fit in.

☞ **Promote reading habit among children.**

This person is to assist at the Public Library and promote reading in Tamil for the Tamil speaking students who use this library.

HEALTH AND SANITATION

Project Goal : Healthy families live in a safe environment

For the full and harmonious development of a child's personality, the child should grow up in a family environment in an atmosphere of happiness, love, understanding protection and safety. House hold environment has to be maintained in providing the above atmosphere.

In developing healthy children, it is important that the healthy mothers give birth to healthy children. Thus the reproductive health of the families has to be promoted.

One of the main threats to the development of healthy families in safe environment is alcoholism which disrupts the happiness in the family and makes the woman and children victims of domestic violence. Therefore steps have to be taken to reduce alcoholism in the families.

Activities.

☞ Health volunteers in a meeting with SHGs.

These Health Volunteer Teams will be provided with community health training by the MOH and they will work in collaboration with the MOH office to maintain preventive health care of the community by mobilizing the SHG to maintain safe environment and take measure to prevent the spread of communicable diseases and vector diseases.

☞ Renovate / improve 10 damaged pipe borne water systems.

Due to lack of maintenance operations by the estate management, many of the water supply systems are malfunctioning. Repairs and replacement are necessary in order to ensure a clean & a regular supply of water to the labour force in the estates. There will be 10 systems repaired in year 2010.

☞ Construct 10 water collecting tanks from springs.

The 10 new drinking water storage tanks are to be located in places, where at present people rely for their supply of water for drinking and cooking from streams, shallow wells which are unhygienic & they dry up during the dry weather, this storage tank will collect &

supply from a clean source and will be available even during dry weather. There will be 10 tanks constructed in year 2010.

☞ **Awareness building on chlorination and using boiled water.**

It is an integral part of the SHG activities

☞ **Formation of water consumer committees.**

This awareness building will help in reducing water borne communicable diseases.

☞ **Awareness programme on vaccination of children by Health Volunteer.**

They would motivate parents to vaccinate their children according to the advice given by MOH

☞ **Awareness programme by Health volunteers on environmental issues related to health.**

As most of the estate children are not properly vaccinated due to the reason that the parents are not educated and many diseases caused due to negligence, therefore CODESEP will with the help of MOH will conduct the vaccination and environmental issues.

☞ **Provide medical assistance for Codesep Group Members on emergency.**

Medical facilities available in the estate sector are below the acceptable standards. Other than for minor ailments, people are called upon to seek medical treatment elsewhere. Such needy patients, with proper documentation, recommending treatment and drugs will be assisted financially by CODESEP.

☞ **Awareness for mothers and children's who need nutrition's assistance according to the public health midwife.**

There are instances of children born with low birth weight. This is mainly due to the anemic conditions of mothers caused by malnutrition. The CODESEP having seen the importance of the nutrition of both the pregnant mothers and lactating mothers has planned to provide assistance

☞ **Demonstration on nutritious food preparation with locally available food resources.**

The estate community needs to be made aware of the importance of reproductive health because the mothers have to give birth to healthy children.

☞ **Awareness programme on addiction towards alcohol, drugs and smoking.**

The youth clubs will be made to participate in awareness programme on the dangers of these addictions and also to carry out campaign for the abstinence from the use of alcohol, drugs and tobacco.

☞ **Rehabilitation of people who are addicted towards alcohol, drugs and smoking.**

Alcoholism has become a health hazard affecting the families and the community CODOSEP while creating awareness of the dangers of alcohol, drugs and tobacco, will assist the alcoholics to be rehabilitated. Rehabilitation programme has proved to yield positive results in transforming the life of the alcoholics

Codesep implants this activity with the support of the Inter Religious leaders of the area and the Medical doctors of the Government hospital at Deniyaya, which now has opened up a ward to treat the residential alcohol addicts.

ECONOMIC DEVELOPMENT PROJECT

Project Goal : Economically secured families in the estate communities in the south of Sri Lanka

The estate household income depends on the daily wages earned by the family members working in the estate. Compared with the daily wages of the rural communities, the wages are low wages. Recently there has been a trade union action demanding for a daily wage of Rs.500/=. The wage earning also depend on the availability of work in the estate determined by the estate management. In the present context of rising cost of living, it is essential that the families are secured by increasing their household income Home gardening, self employment initiatives and by reducing the unnecessary expenditure the households would be able to secure themselves economically.

☞ **Selection of 400 families for home gardening.**

☞ **Provide training on organic home gardening for the 400 selected families. (100 families x 04 training)**

- ☞ **Supply quality seeds and plant materials.**
- ☞ **Animators monitor the home garden.**
- ☞ **Organize a sale outlet for the home Garden products at Codesep center.**

Organic farming and consumption of products of organic farms has increased over the past few years. These products fetch high prices due to non use of toxic chemicals. Also owing to the same reasons cost of inputs are low. It is proposed to train 400 families on organic farming methodology and supply quality seeds / plants. Initially product will be sold in the local markets once established the farmers will have a shop of their own, by working their own farmlands during their spare time this venture will bring in additional income to the family as well as meet with their daily family requirements.

- ☞ **The selection of 92 families with feasibility for goat rearing.**

Criteria- based on the previous experience and willingness to abide by the set rules introduced by Codesep

- ☞ **Training on goat rearing for the selected members.**
- ☞ **Construction of cages for goats by themselves.**
- ☞ **Purchasing of goat** - This takes place locally as they are available on the estate.
- ☞ **Find a market for the meat and milk.**
- ☞ **Animators monitor the goat rearing units.**

- ☞ **Train 100 youth on computer literacy (50 per batch X 2 trainings per year)**

The youth after Ordinary Level Examination await the results for more than 04 months, those who qualify for Advance Level Classes also await 6 months till they get the results.

This is the target group Codesep has in mind.

- ☞ **To purchase stationeries/ Tea for trainees.**
- ☞ **To purchase electrical tools & implements for training centre**
- ☞ **Upgrade 20 electricians (10 per batch X 2 trainings per year)**
- ☞ **To purchase stationeries/ Tea for trainees.**
- ☞ **To train 30 girls by training on sewing and tailoring. (15 per batch X 2 trainings per year)**
- ☞ **To purchase sewing materials, Stationeries, Tea for training.**

- ☞ **To train 30 girls by training on artificial flower making (15 per batch X 2 trainings per year)**
- ☞ **To purchase flower making materials, stationeries & tea for trainees**

- ☞ **Awareness on house hold management by animators to the SHGs.**
- ☞ **Monitor the household management by animators.**
- ☞ **The animators train the mothers on household management.**

CONCLUSION

We all at Codesep take this opportunity once again to thank you both Caritas Belgium and Caritas Luxemburg for the willingness to fund this Programme and for the understanding and co-operation extended in the implementation of the same.

We look forward to work with more efficiency and up to the expectations of our funding partners during the Project period-January to December 2010.

Codesep wishes to inform our Partners that we would look for ways and means to shift from the present Project Funding approach ,which is unavoidable at present due to so many constrains like the unavailability of funds, to the Programme Funding approach.

We shall greatly appreciate if any ‘like minded Partners ‘come forward to assist Codesep in this regard.

May God Bless all of us as we all strive towards making a Better Tomorrow for the Plantation People in and around Deniyaya along the Theme of our Programme ,namely “ **Dignity of Man is the Glory of God** ”

Fr.Michael Rajendram.

Director-Codesep.

15th December 2009.