



Building partnerships for global justice

# Annual Report



# 2011

# message

## from the President



**W**hen CoDev was founded 26 years ago, we were at the vanguard of a

new model for development, a partnership model.

Partnership, or solidarity, presumes a reciprocal relationship among peers, with mutual benefit and respect. While our situations in the global north and the global south are far apart in many respects, we understand that our futures are linked. By strengthening the most marginalized, we strengthen ourselves against attacks upon our own human rights.

An important element of the partnership model is that we believe the activists in the communities we work with know best how to strengthen the rights of women, unions, indigenous leaders and other social justice advocates.

The traditional charity model can amplify the inequity in power relationships by imposing a funder's idea of the appropriate solution. We are honoured to have partnered Canadian unions and community organizations with like-minded Latin American activist groups for over a quarter of a century. The partnership model is a challenge to traditional development perceptions and a call-to-action for real change.

We are inspired by the leaders we work with in Latin America – people like Colombian partner, Berenice Celeyta of NOMADESC\* whose life is under constant threat because of the human rights work she does. And Sandra Ramos at MEC in Nicaragua, who is tireless in her fight to improve and enforce labour rights for *maquila* (sweatshop) workers.

For them, there is no choice. Their commitment to justice, to equality, to social change drives them on. They have told us that without the solidarity of CoDev and of Canadians, like you, moving forward would be much more difficult.

We feel a tremendous commitment to this important work and to all of our partners. Your solidarity and support for CoDev truly sustains us, and we thank you for that.

Joey Hartman  
President, CoDev Board of Directors

\*For full Latin American partner names please see the listing on the inside of the back page.

### ADVOCACY

Steps have been taken to improve health care in rural El Salvador that have been achieved by APSIES community promoters collaborating directly with government health care workers. Two young people who had been through the APSIES health training workshops have been hired by the Ministry, a demonstration of the acknowledgement of the expertise coming from civil society.

### CAPACITY

In Honduras, CODEMUH has begun a series of workshops called the Clementina Suarez School, which helps participants envision and determine the changes needed in existing power structures in the home, in popular movements, and even in the government that will allow women's full participation and equality.

### EDUCATION

The work of FOMCA members went well beyond the proposed results. The action research training was so popular among members that three times as many studies were produced than was anticipated. This research will enable women teachers to develop well-grounded and credible proposals for making the Central American public school systems more gender inclusive and relevant to girls.

### GENDER

In Nicaragua, the Equal Opportunities Law was approved in the National Assembly, thanks to the tireless efforts of our partner MEC, and other women's organizations. The law, when it comes into force, will guarantee equal rights for women and insure concrete steps to end gender discrimination.

### POLICY

The Non-Sexist Pedagogy training carried out this year by FOMCA's Salvadoran component, ANDES, was a joint effort of ANDES and the Salvadoran Ministry of Education. This collaboration is a milestone as it marks the first time in history the Ministry and the teachers' association have signed a cooperation agreement for professional and curricular development.

### SOLIDARITY

Colombian partner, NOMADESC Director, Berenice Celeyta received a traditional native blanket and Métis belt as symbols of aboriginal solidarity when she attended the CUPE Saskatchewan convention in March.

In El Salvador, the Ministry of Health is pushing a reform of the National Health System, with the goal of bringing health services closer to populations that have historically had little access to these services, with an emphasis on a preventative model that works on the different determinants of health. However, there's still a lot of work to be done to change attitudes in the population and in the personnel who provide the service.

MOISES GARCIA, APSIES, EL SALVADOR

# HUMAN RIGHTS

## Basic Human Rights to Collective Bargaining - Colombian Workers Prepare to Defend Their Rights

For CoDev's two Colombian human rights partners, NOMADESC and FENALTRASE, the past year has been a continuation of the violence and repression that has characterized Colombia for decades. Despite upbeat reports to the contrary by the Colombian government and others, the experience on the ground for trade union leaders, community leaders and human rights defenders remains one of constant risk and uncertainty.

With support from CoDev and the Public Service Alliance of Canada (PSAC), the regional state workers federation, FENALTRASE Antioquia, has begun the process of rebuilding their union and introducing basic labour education to their members. The union leadership says the workshops are necessary for several reasons: first, the government has recently allowed some limited collective bargaining rights for state sector workers – a right that has been totally denied to them for years. Members and leaders alike need to acquire the skills and the education necessary to understand and engage in collective bargaining.

A second reason the federation cites is the need to bring more visibility to the violations of trade unionists' human rights in Colombia. In Colombia the killing or disappearance of a trade union leader or activist is normally written off as a common crime or a "crime of passion". Mainstream news coverage, when it does cover such things, does little to dispel these cover-ups, and as a result many Colombians are not well informed of the systematic persecution of trade union members.

In a case that underscores the



Credit: Joshua Beerson

*FENALTRASE Antioquia President Gloria Maria Restrepo*

urgent need to defend labour rights, FENALTRASE Antioquia President Gloria Maria Restrepo was suspended from her job at the city's hospital during the year and disciplined for taking union time, a right guaranteed under Colombian law. Trade union rights violations in Colombia range from this kind of intimidation to death threats and assassinations. In 2010, 49 trade unionists were assassinated, according to the International Trade Union Confederation (ITUC), accounting for more than half of the worldwide total for labour-related murders.

CoDev and PSAC's role in supporting this courageous work is crucial, as they receive minimal support from other sources. It's an honour to stand beside such committed and brave workers in their fight to defend Colombian activists.

“Through the training workshops, FENALTRASE Antioquia has managed to show its capacity for organizing; its interest in defending workers' rights both in the public and private sector; its ability to bring together different organizations; all with the goal of sharing strategies to confront the government's attacks against workers in the public sector.”

GLORIA MARIA RESTREPO,  
FENALTRASE  
ANTIOQUIA, COLOMBIA

# LABOUR RIGHTS

## Women Workers Face Economic and Social Challenges with Energy and Creativity



Credit: CODEMUH

*CODEMUH in March 8th Women's Day Celebration – "Because we provide life, we condemn violence toward women – STOP IMPUNITY!", San Pedro Sula, Honduras*

They are the first ones to be fired from a vulnerable job, and they are the victims of increased domestic violence when economic pressures exacerbate inequality and mental health issues in the family.

This year, both MEC in Managua and in Granada felt the pressure of women losing their jobs or being pushed to accept rollbacks in conditions. In Honduras, CODEMUH is reporting a rise in violence against women that is due in part to the economic pressures as well as the culture of impunity that has dominated the country since the June 2009 coup. This increase in gender violence is omnipresent in workplaces, homes, streets, and public spaces and represents a setback for Honduran women in terms of gains they had made.

Our partners are responding to these economic and societal changes: all have increased the number of workshops and accompaniment they are providing because of higher demand. Despite a critical lack of resources, they are accepting more and more women into their workshops and clinics, trying to help them determine which authorities they can turn to or what actions they can take to defend their rights.

The energy shown by our partners in the face of these challenges is incredible and inspiring. They go into neighbourhoods and set up self-help groups; they have workshops in their offices; they go to government ministries with workers; they march the streets in the blazing heat; they study legal and medical terminology... their activism and commitment serves as a model for us all.

**T**he economic crisis and its fallout in the north have had a disproportionate effect on women workers in Central America.

Companies are experiencing a drop in sales, and are looking for ways to cut costs and even close factories. They have looked hard at all parts of the supply chain, including production, which means *maquila* factories are feeling the pressure.

According to our Nicaraguan partner, Maria Elena Cuadra Movement of Employed and Unemployed Women (MEC), in their 2010-11 report; "All this [inequity] is made worse in the context of the crisis in countries where the labour market is weak and social protection systems are poorly articulated." Not only are women still expected to have their paid jobs and do all the unpaid domestic work, but as the heads of families they suffer most when someone loses a job.

This year, the Honduran people have felt the effects of the economic crisis, a rolling back of human and labour rights, and increased violations of basic women's rights.

This increased vulnerability is a product of the effects of the coup d'etat - the structures of dictatorship have been maintained intact.

MARIA LUISA REGALADO,  
CODEMUH, HONDURAS

# EDUCATION RIGHTS

## Innovation and New Partners

Perhaps the most successful activity of last year is the Non-Sexist and Inclusive Pedagogy (NSP) training CoDev supports with the Salvadoran teachers' organization ANDES (National Association of Salvadoran Teachers 21 of June). CoDev has backed NSP training in many Latin American countries, but the current work in El Salvador enjoys the "perfect storm" of a capable and enthusiastic Women's Secretary, a supportive ANDES national executive, and an Education Minister who also happens to be the country's vice-president and enthusiastically embraces the work. The Minister signed a contract (its first ever) with ANDES to work jointly to train teachers in the NSP approach and demand for the training is growing rapidly. The ANDES NSP team has even gone international with Honduras' National Pedagogical University recently inviting them to Tegucigalpa to train Honduran teachers.

Last year CoDev also welcomed two new partners to our education work: the Federation of Colombian Educators (FECODE) and the Honduran High School Teachers' College (COPEMH).

Both organizations are at the forefront of movements to defend public education and both have suffered for this. Ten percent of all trade union activists murdered in the world last year were members of FECODE, according to the International Trade Union Confederation (ITUC). In Honduras COPEMH's role in organizing resistance to the regimes that followed the 2009 Honduran coup makes it a target. Of the more than a dozen teachers assassinated since the coup, most were COPEMH members. In recent months the organization's offices have been bombed and



Credit: Maria Trejos

*FOMH women's collective NSP workshop, November 2010*

stormed by security forces several times.

Despite these threats, both FECODE and COPEMH maintain a firm commitment to enhancing public education, as the new CoDev-supported work demonstrates. After CoDev assisted COPEMH to establish a Women's Secretariat last year, the new secretariat began developing a high school NSP teaching module, and is training promoters to teach colleagues the application of the module.

With CoDev's support, FECODE launched its national pedagogy movement last year. This movement enables classroom teachers throughout Colombia to share educational ideas and provide input into FECODE's national Alternative Pedagogical Proposal through a network of pedagogy circles.

The financial support of CoDev and its Canadian partners enables organizations to facilitate innovation in education, and the international profile their new relationship with Canadian teachers' organizations provides, offers teachers under siege a certain level of protection.

In regards to the theme of gender equality, I feel strengthened and trained to participate actively in my organization in the different positions and jobs that are assigned to me. This has permitted me to have greater security, self-awareness, and confidence when it is time to give my opinion or act. In regards to public education, we know what it means for education workers, what it means for the children and youth of our communities, as well as what it means for the transformation of society, as it reaches the masses and the most needy classes. And that it is our duty to defend it and fight against the privatization of education in our countries.

LUZMILLA SANCHEZ, WOMEN'S SECRETARY, FOMCA

## DONOR PROFILE

# Making Decisions Today for Ongoing Solidarity

*Julia Goulden has set an example of what activism can achieve since founding CoDev. This year Julia is closing the circle of solidarity and leaving a legacy through planned giving.*

**S**purred by feminist principles that were influential in the mid-1980s, the BC Teachers' Federation formed a committee to address sex discrimination within public education. The committee began to learn about the situations of women teachers in the developing world. They were inspired by the meetings they had with teachers living in exile throughout Latin America – targeted for their community organizing during political conflicts.

“What really hit me was when I saw a photo of women in Peru standing down the riot police. I realized that I wanted to meet them and share in their struggle.”

Julia traveled to Peru as a representative of the BCTF, hoping to facilitate an open discussion between workers. What she found was that the unions were run by men yet the women were in the frontlines of the protests. Julia met with women from the national teachers' union, SUTEP, to identify their needs.

Out of those discussions, the BCTF became CoDev's first partner with SUTEP. CoDev's first supporters were BC teachers, like Julia, working on the frontlines of social justice.

“It was very challenging in the beginning. We had a



Credit: Joshua Berson

small budget and relied on volunteers and individuals to get the work done. We had very few members. I spent my summers travelling to meet with unions and community organizations.”

The impact of individual support continues to be fundamental to CoDev's achievements with our partners. With more than 25 years experience, CoDev offers our donors an opportunity to close the circle. Supporters, like Julia, are now leaving a legacy with CoDev through planned gifts for social justice.

“Naming CoDev in my will allows me to contribute after I am gone. I think that people need to internalize this. For myself I know the strength of the women's movement is in developing countries. I know CoDev is an organization that will make sure there is a future for gender equality. I want my gift to be part of it.”

CoDev sees the potential for planned gifts to create a future with sustainable funding to support our partners and global justice. We are incredibly grateful to donors, like Julia, who are helping us plan for the future.

## CAFÉ ÉTICO

# Making the World a Better Place, One Bean at a Time

**W**e've had an exciting year at Café Ético with many great new customers, some changes to our branding and strengthened relationships!

We were proud to receive a VanCity Community Project grant, which funded Café Ético's new retail marketing plan, including an update to our packaging. The new bag retains elements of our brand, but its fresh and appealing design highlights the fact that 100% of our profits support CoDev's work for social justice in Latin America.

In November 2010, Café Ético led a coffee-themed tour to Guatemala. Participants picked coffee, visited farmer communities, met with social justice leaders, and learned about the connection between coffee and social justice.

Café Ético also travelled to Nicaragua to meet with farmer cooperatives and initiate a 3-year project to support and improve their production capacity and quality. With Canadian and Nicaraguan partners, Café Ético initiated a baseline study to learn about farmers' needs and how to best work with the cooperatives.

We also funded the electrification of our Guatemalan partner's coffee processing mill. Thanks to the solidarity of a private donor, the Campesino Committee of the Highlands (CCDA) can now pump water from a nearby lake to their coffee mill, rather than trucking in loads of water.

Thank you to all our customers – individuals and organizations – who have continued to support CoDev's social enterprise since Café Ético was founded nearly 15 years ago. Our work is another part of the model which builds strong relationships between Canadians and Latin Americans working towards a better world.



# Thank you!

Thank you to all of our donors, including those who have chosen to remain anonymous, for your commitment to CoDev. Whether as a major donor, monthly partner in solidarity, member, annual supporter or volunteer, your contribution has made a difference in the lives of women, workers, and families in Latin America and Canada. We truly apologize if your name has unintentionally been left off the list – thank you so much for your solidarity!

Megan Adam • David Ages and Virginia Monk • Patricia Allan • Saria Andrew • Roger Annis • Tim Armstrong • Jessica Asch and Douglas Sandoval • Megan and Chris Ashbury • Maureen Ashfield • Fran and Bill Ashwell • Lawrence and Andrea Axelrod • Brenda Bailey • Archibald and Jean Bain • Mali Bain • Jill Baker • Chiara Barazzuol and Kary Taylor • Colette Barker • Laura Barker • Joe Barrett • Elizabeth Beale • William Beale • Mark Beatty • Ruth Beck • Markian Beley • Warren Bell • Ari Beltran • William Benavides • Laura J. Benna • Gary and Kerry Benson • Hilary Benson • Nicki Benson and Gabe Dhahan • Rodney Benson • Lee Bensted • Meredith Bensted • Joshua Benson and Tamara Mackenzie • Penny Bertrand • Antoine Beurskens • Joan Bishop • Lou Black • Al Blakey • Tina Bradford • Basil Bradley • Wayne Bradley • Monica Brady • Bruce Brandhorst • Elizabeth and Mordecai Briemberg • Sebastian Brodin and Ginette Dube • Margaret Brooke • Georgina M. 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## LATIN AMERICAN PARTNERS

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## Building partnerships for global justice

# CODEVELOPMENT CANADA Financial Report 2011

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

	Years Ended	
	March 31, 2011	March 31, 2010
<b>ASSETS</b>		
Cash and Cash Equivalents		
Unrestricted	\$ 154,945	\$ 180,252
Restricted	245,340	156,845
	<u>400,285</u>	<u>337,097</u>
Accounts Receivable	37,632	45,970
Prepaid Expense	18,100	4,144
Coffee Purchase Deposit	18,689	24,294
Inventory	25,972	27,440
Contributions Receivable	804,000	1,206,000
Capital Assets, at cost less accumulated amortization of \$45,683 (2010-\$45,027)	10,430	11,086
	<u>1,315,108</u>	<u>1,656,031</u>
<b>LIABILITIES</b>		
Accounts Payable	57,772	22,271
Coffee Purchase Advances	10,136	11,322
Deferred Project Receipts	118,700	99,320
Deferred Project Contributions	916,727	1,324,222
	<u>1,103,335</u>	<u>1,457,135</u>
<b>NET ASSETS</b>	<b>\$ 211,773</b>	<b>\$ 198,896</b>

## CONSOLIDATED STATEMENTS OF RECEIPTS, DISBURSEMENTS AND NET ASSETS

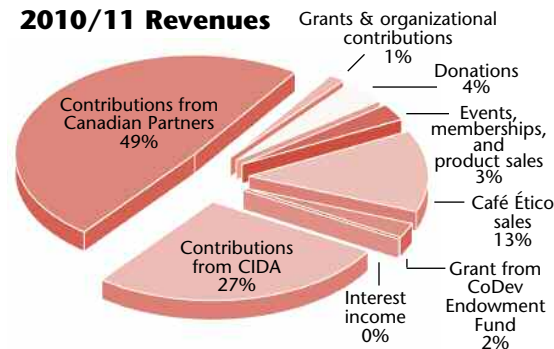
	Years ended	
	March 31, 2011	March 31, 2010
<b>RECEIPTS</b>		
Project contributions from CIDA	\$ 402,000	\$ 99,950
Project contributions from Canadian Partners	726,604	749,441
Grants and organizational contributions	19,672	20,552
Donations	59,738	62,533
Events, memberships, and product sales	37,822	28,545
Café Ético sales	199,090	151,483
Grant from CoDev Endowment Fund	35,370	-
Interest and other income	1,829	1,652
	<u>1,482,125</u>	<u>1,114,156</u>
<b>EXPENDITURES</b>		
Direct disbursements-CIDA projects	626,667	383,673
Direct disbursements-other projects	303,554	323,603
Café Ético costs	195,356	151,483
Fundraising	20,230	12,763
Agency operations & program management	323,441	292,229
	<u>1,469,248</u>	<u>1,163,751</u>
<b>EXCESS OF RECEIPTS OVER EXPENDITURES</b>	<b>12,877</b>	<b>(49,595)</b>
NET ASSETS, Beginning of Year	198,896	248,491
<b>NET ASSETS, End of Year</b>	<b>\$ 211,773</b>	<b>\$ 198,896</b>

The Association's complete 2011 audited financial statements are available upon request.

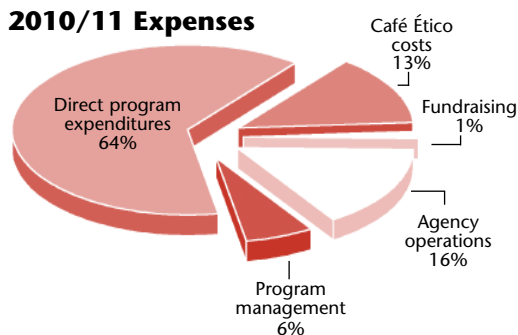
“Despite [the lack of change in the context] there is now a greater number of people within the population who have the tools needed to work for citizen participation, to engage with government authorities, and to be involved in regional programs for the protection of civil, political, economic, social cultural and environmental rights.

BERENICE CELEYTA,  
NOMADESC, COLOMBIA

### 2010/11 Revenues



### 2010/11 Expenses



## THANK YOU to all our wonderful volunteers!

Aman Mann	Kathy Ellis
Carol Mak	Lew MacDonald
Cassie Schwarz	Magnolia Villalobos
Chaitra Desabhatla	Marianne Pemberton
Dean Sinnett	Megan Yerxa
Deborah Carvalho	Nicolas Pedelucq
Deena Zepowitz	Paola Quiros
Eric Chow	Scott Bondy
Gabe Dhahan	Stephanie Porowski
Graciela Solano	Trevor O'Rourke
Jamie Soldaat	Whitney Stevenson
Julien Molines	

We truly apologize if your name has been inadvertently left off this list!