



Chrysalis

Catalyzing change

ANNUAL REPORT 2018/2019



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OUR VISION & MISSION

VISION:

A world where growth is inclusive and diversity is celebrated

MISSION:

Chrysalis transforms communities and institutions to embrace diversity and catalyze inclusive growth for women and youth

OUR BOARD OF DIRECTORS



NELUN GUNASEKERA
(Board Chairperson)



VIDUSHA NATHAVITHARANA
Hi5 Consultancy



AUDREY FERNANDO
Freelance HR Professional



TIM BISHOP
International Development and Partnership Consultant



TAMARA BERNARD
Assistant General Manager, Corporate Banking at Commercial Bank of Ceylon PLC.

EXECUTIVE MANAGEMENT TEAM



ASHIKA GUNASENA
Chief Executive Officer



KUSHALA COORAY
Head of Operations



VINDHYA FERNANDO
Head of Advisory Services



AHAMED RISLAN
Head of Development Services



THARANGA SILVA
Finance Manager

MESSAGE FROM THE BOARD OF DIRECTORS

Chrysalis's innovative outreach to women and youth challenge gendered norms and patriarchal structures effectively. It brings a range of people and organizations together in pursuit of common goals and shared agendas, which is evident in the over 50 partnerships and collaborations with corporates, government, UN agencies, NGOs/INGOs and CBOs.

I say a warm thank you to our staff and partners whose courage and commitment enable our resilience and ability to thrive in fast-changing milieus locally and globally.

I was privileged to have been part of CARE Sri Lanka's long and fruitful sojourn in this country, first as an independent consultant and later as a member of the Advisory Committee which supported the transition to Chrysalis. I was honoured to be invited to be on the Board of Directors and to serve as its current Chairperson. The Board comprises a small group whose individual talents and skills and inspiration enrich Chrysalis and I thank them very much for ensuring that Chrysalis is robust and strong in an increasingly unpredictable environment.

This report provides a glimpse of our activities which bring economic and social benefits to diverse communities in Sri Lanka. I wish Chrysalis all success in negotiating its place in this world, building new creative partnerships and remaining relevant to its constituencies and mission.

Nelun Chrisanthi Gunasekera - Board Chair

CHRYSALIS – ABOUT US

At Chrysalis our focus is on empowering Women and Youth, because we believe that they are the leaders and drivers of change and transformation, required for Sri Lanka to fulfil its potential. There are diverse and multiple challenges experienced by Women and Youth that prevent them from fully participating in the country's development and growth. Our response to this reality is to develop innovative solutions that will turn around this status quo and promote inclusive economic growth. Our solutions range from supporting the private sector to improve their social responsibility commitments and promoting diversity, to working with Government Ministries on establishing and implementing supportive policies and regulations and engaging citizens, to engaging civil society partners on issues of gender equality, gender-based violence, building peaceful communities and on emergency preparedness.

Our work cuts across multiple industries, and spheres of influence to ensure a lasting impact is generated, and can be replicated across Sri Lanka and worldwide. Chrysalis is a Company Limited by Guarantee and an Affiliate of CARE International. We embody the knowledge and learning from CARE Sri Lanka's 60 years of operations. We are committed to ensuring Gender Equality in all that we do and creating an environment within Chrysalis that celebrates and embraces Diversity. While we build strong and trusted relationships, amongst and between diverse groups and individuals, we are sensitive to unintended conflicts which may result from our work. We ensure we have systems, knowledge, procedures and capacities to address such conflicts should they arise.

The Chrysalis team of Technical Experts and Practitioners, who have many years of local and global experience, offer a range of services and products that address the specific needs of our clients and generate a lasting impact on the lives of Women and Youth.

INCLUSIVE BUSINESS MODELS: Chrysalis incubates and supports inclusive business models that serve the diverse needs of the Women and Youth we support.

INCLUSIVE GOVERNANCE MODELS: Chrysalis develops leadership of Women and Youth and enables them to influence decisions within their homes, community and the highest decision-making forums in the country.

TECHNICAL ADVICE AND ACCOMPANIMENT ON GENDER EQUALITY: Chrysalis offers technical expertise and accompaniment on Gender Equality and Gender Transformative approaches that go beyond the conceptual realm. We offer practical solutions based on realities within industries (that employ large numbers of Women and Youth, as well as those with the potential to increase their engagement) and communities.

COMPREHENSIVE MODELS OF ENDING GENDER BASED VIOLENCE: Recognizing the severe impacts of GBV on the ability of Women and Men to have a life of dignity, Chrysalis offers knowledge and technical expertise to address root causes of violence as well as engage in advocacy efforts with others to end it.

APPROACHES AND MODELS THAT CELEBRATE DIVERSITY: Chrysalis offers approaches and models that improve social cohesion and reconciliation and celebrate the ethnic, religious and cultural diversity in Sri Lanka especially targeting youth

THOUGHT LEADERSHIP: Chrysalis works with others to design innovative solutions, create and share knowledge that address deep-rooted challenges experienced by Women and Youth and create opportunities that enable them to fully participate in Sri Lanka's growth, development and peace.

EMERGENCY PREPAREDNESS AND DISASTER RISK REDUCTION: Chrysalis hopes to support communities and organizations working on emergency response and preparedness to increase resilience. Chrysalis offers specialized technical services on responding to the gendered implications of disasters.

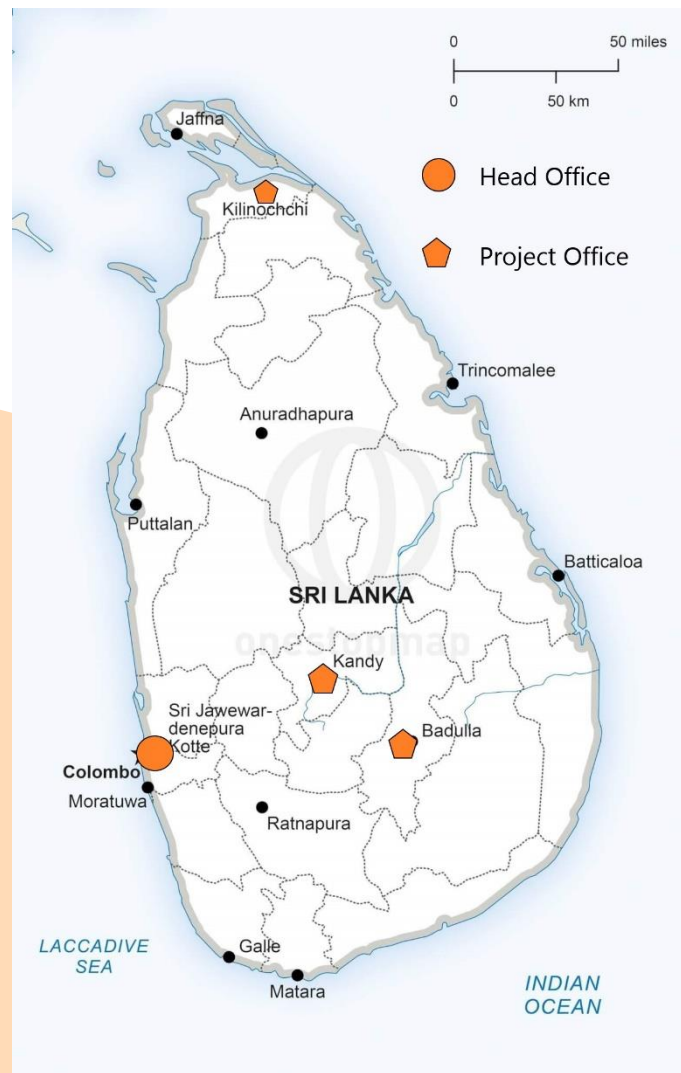


OUR TEAM

Our staff is inclusive of 43 individuals from varied ethnic and religious groups, with diverse experiences and backgrounds and we have joined together to empower two million women and youth.



WHERE WE WORK



CHRYSALIS' PARTNERS & CLIENTS

Institutional Donors and Foundations - European Union / GIZ / UNFPA/ RaksThai Foundation / Knorr-Bremse Global Care / USAID / DAI / Diageo

CARE International - Secretariat, Deutschland, UK, USA & Nederlands, Australia

Corporate Partners - Twinings, H&M Foundation, Standard Chartered Bank, Bogawantalawa Tea Estates, Agarapathana Plantations, Malwatte Valley Plantations, Maskeliya Plantations, Cinnamon Hotels and Resorts, Diageo.

Government partners - Ministries of Local Government & Provincial Councils/Industry and Commerce, Child and Women's Affairs, Provincial Councils, District and Divisional Secretariats,

Other partners - British Council

2018/2019 – CONSOLIDATING WHAT WE HAVE AND NEW BEGINNINGS....

IN OUR COMMUNITY WE ARE UNITED!

ENABLING COMMUNITY NEEDS THROUGH PARTICIPATORY DECISION MAKING

Funded by Knorr-Bremse Global Care and CARE and implemented by Chrysalis, this project focuses on providing essential water and sanitation infrastructure to marginalized communities who are unable to access these themselves due to remoteness of location, economic status and lack of awareness of services and rights. It also provided basic training on WASH-related aspects and best practices.

"This project was a great opportunity to learn and have a bottom-up approach to development. Our Pradeshiya Sabha needs to adapt this process and focus on strengthening the partnership with the people. It is the people that selected the beneficiaries, designed and implemented their projects. They were committed to complete the projects on time. We used to think that being participatory in community projects will create problems but this WASH project completely changed our view and now we understand that people's participation in decision making and planning proved to be a strength that leads to success. We hope to continue to apply what we experienced from this project in our future work at the Pradeshiya Sabha".



Development Officer, Nalani Kulasekara & Community Development Officer, Priyadarshanee Rajapaksha - Poojapitiya Pradeshiya Sabha

Chrysalis is coordinating the implementation through two forms of community development bodies which have been established through their past or on-going programmes. These bodies – Praja Mandala (PM) for villages and Community Development Forum (CDF) for tea plantation communities – have been set up to identify and address the needs of the community through participatory decision-making processes.

"During my 27 years of government service, I cannot recall a single event in which I was part of deciding, planning and implementing a common activity, as we did in this village water supply scheme." 72 year old Roy Jayasooriya, a retired Gramaseva Niladhari expressed his appreciation for this project from a different perspective. "The uniqueness of this water project is the building skills of the villagers to undertake the operation and maintenance of the water scheme by themselves. A water scheme built 18 years ago collapsed due to pure neglect because the community did not participate in designing and building the old scheme".



Roy Jayasooriya, President of the Watagommana Praja Mandalaya

The aim of working through these bodies is to continue building community members' capacities to execute solutions, ensure ownership and self-responsibility, and create a strong link between these communal bodies and their local government or company representatives. 24 final locations were selected - 7 villages and 17 divisions constituting 7 tea estates - in Kandy, Nuwara Eliya and Badulla. According to their needs, 11 sites will install a water supply and connection infrastructure, while 13 will provide latrines for families or workers.



Kanthi supporting the construction of their latrine

Kanthilatha, aged 39, is a mother, wife and tea plucker from Rambukkewela Village. She lives in a house at the top of a hill, with her husband and two young children. Kanthi went back to work after she got married, becoming a tea-plucker on an estate nearby so that she could care for her children.

Their low-income status and her role as a mother meant life was difficult, and it was made worse by the lack of a convenient latrine. She and the children had to walk a fair distance to the existing latrine and at night this was dangerous. As parts of it were rotting due to termite infestation and the roof had wasted away, it was particularly arduous during the rains. Then she heard through the Praja Mandalaya, where she was a member, that she could apply for funds to construct a latrine. She did, and was successful.

As Kanthi's husband was out of the house all day for work, she then had to build the toilet herself. She thus began the slow process of carrying the concrete blocks one by one up the 500m hill to her home. Her sisters and neighbours helped when they could. She dug the pit and the community came together to help her complete it.

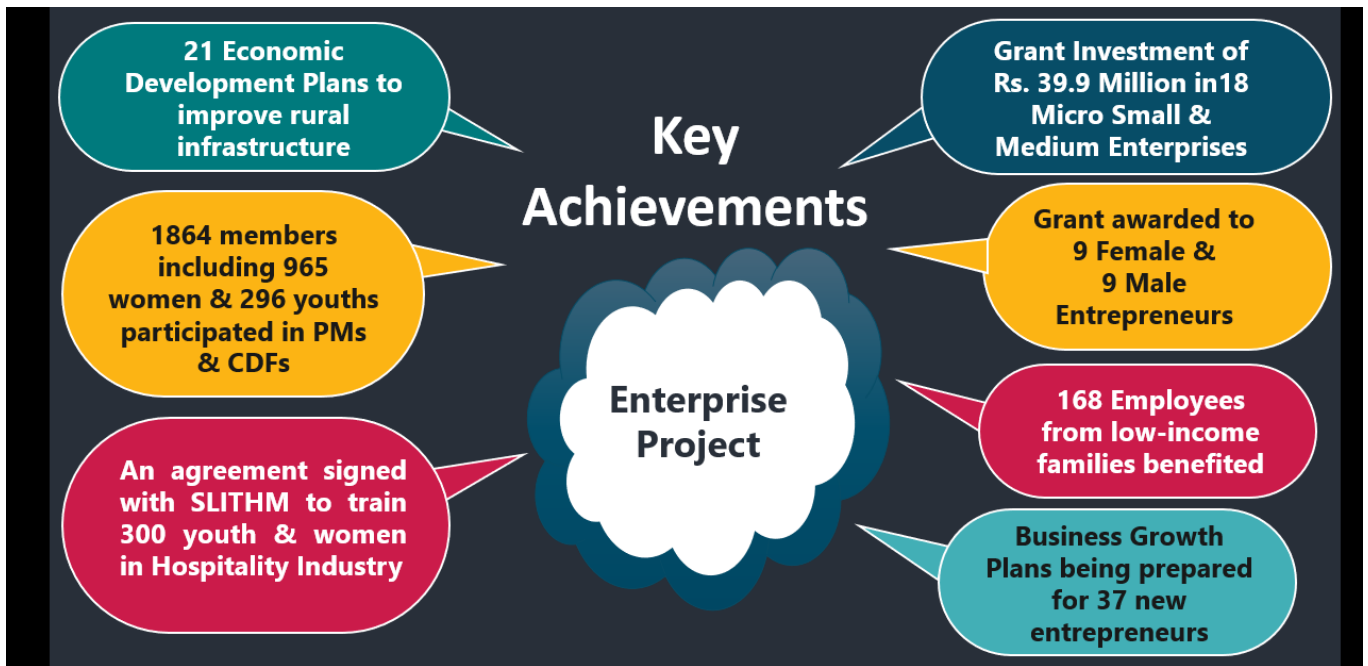
"I am so pleased I got this opportunity, as personally as a family we could not manage it by ourselves. I am going to make sure this toilet stays in good condition for us," Kanthi says proudly. She is now inspired to work with the Praja Mandala to improve the pathway to her house, so that it is easier for her family and the rest of the community. She ends on a hopeful note, *"In our village, we are united, so we will help each other and work together to improve the village and our lives."*

ENTERPRISE: Developing inclusive business models that enable women and young entrepreneurs to thrive

The European Union funded ENTERPRISE aims to create an enabling environment for women and youth to create and participate in small and medium enterprises (SMEs). Targeting the Uva and Central Provinces, it will use inclusive business models to celebrate the diverse perspectives and experiences of those involved while ensuring profitability. ENTERPRISE will also incubate enterprises, and seek to amplify women and youth voices in economic decisions and influence over SME policies that impact them.

Implemented by Chrysalis and British Council in partnerships with CARE Deutschland-Luxemburg (CARE DL) operations commenced in June 2017. ENTERPRISE will run over a period of 42 months.





U.V. Rapalatha is a micro-entrepreneur in Matale, Central Province. She now has 15 employees working with her, paying them proportionate to the rate of completion of products and teaching them to make stuffed teddy bears, dogs, rabbits, and tortoise.

Cinema as a medium for dialogue - Jaffna, Uva - Wellassa, Ampara

The Film for Dialogue project began in September 2018 as a one-year initiative funded by GIZ, under the “Strengthening Reconciliation Process (SRP)” initiative in Sri Lanka financed by the EU. The initiative aims to contribute to the process of reconciliation and democratization in the country through creating dialogue between communities, using cinema as a medium. The project attempted to enable community members to engage in dialogue on coexistence, peace building, and gender in areas where reconciliation efforts are needed, as well as create a platform for appreciating insightful films.



A large audience of school children attended the festival in Badulla

The project created district-level film networks and organized two film festivals in Jaffna and Badulla and five small-scale film screenings sessions in Jaffna District (Kaytes, Thellipalai, Ilvalai, Udupiddi and Chavakacheri). Films on the thematic areas of reconciliation, democracy, diversity, cultural harmony and gender were screened, followed by discussion sessions. The project applied dialogue, crowd formation, and peer advocacy using the medium of film to develop a forum around reconciliation and cinema.



Panel discussion on the movie 'Anatomy of Violence' at the Jaffna International Film Festival

The project used available feature films, short films and documentary films selected through a panel of experts and local enthusiasts. The films were combined and screened at the film festivals, with each session tailored to the location in terms of language and content. Each viewing was followed by discussion sessions where dialogue on the film's feel, messages and relevance to local context was conducted. These discussions were moderated by expert moderators, with directors of the films as panelists. The discussion outcomes will be used to design further interventions centered around art and culture.

Achievements

The project formed district-level film networks in Jaffna, Badulla and Ampara. These networks consisted of film directors, film critics and enthusiasts, veteran as well as young emerging artists and organizations with thematic interest. In addition, we partnered with the 4th Jaffna International Cinema festival in October 2018 and organized 5-day film screenings sessions in Jaffna. The project also organized a three day "Wellassa Film festival" in Badulla District. Through the above film festivals and village level film screenings, around 2500 audience members viewed the film screenings, including 1200 females and approximately 700 girls and 600 boys.

Youth4Youth – Connecting Ideas, Building Communities

The project was implemented to explore and enable favorable environments for youth to play an active role in the country's development and peacebuilding efforts. This project was placed under UNFPA's programme titled 'Promoting the Participation of Youth and Women in the Peacebuilding Process' funded through United Nation's Peacebuilding Fund.

Youth and Peace Building Survey in Central Province - The study was conducted to obtain an in-depth understanding of opportunities and issues affecting young people in the Central Province. Key issues faced by young people in the Central Province along with their needs and aspirations were captured in the study, which will be utilized when developing a Regional Youth Policy and an Action Plan for the Central Province.



Young people engage in discussions at the Youth and Peace Building Survey in Kandy'

Youth4Youth (Y4Y) - Central Province Youth Symposium -

The Central Province Symposium saw the participation of 85 youth representing diverse social strata, like geography, culture, religion, economic and social status, caste and education. It also included the urban, rural and estate sector divide that is instrumental in the development of youth in the region. This symposium was a space for 85 youth leaders to engage and be change agents by recommending their suggestions for prevailing social issues in the Central Province. Throughout the residential training of 4 days, youth were brought under unified banner with the theme of 'Connecting Ideas, Building Communities'. The end objective of the symposium was to motivate youth to design plans that would identify a prominent social issue in the region and provide practical short-term and long-term solutions in the presence of key high-level government officers. This platform not only encouraged youth engagement but also its motivated youth to look at the potential of real-time advocacy.



A participant explains on Gender Equality



During a group presentation of a Problem Tree

National Youth Symposium - The National Symposium saw the participation of 80 youth from all over the country. By the end of the symposium participants were able to understand the basics of peacebuilding and decision-making processes and how to disseminate them. They were clear about the role of youth in peace building by understanding existing youth policies and the possible next steps to the establishment of the National Youth Peace Panel. They shared the lessons learned through community-level engagements by exhibiting the results or progresses of the projects proposed in each Y4Y provincial symposia.

A Different Cup of Tea

The Community Development Forum (CDF) is essentially a mini parliament bringing together representatives of the tea plantation community, estate management, state officials, non-state actors and any other stakeholders to make collective decisions.

The 'Empowering Tea Plantation Communities' project during the year of reporting has established 03 CDFs and supported 7 CDFs established during the past year to formulate their Estate Development Plans. For most, it was a first experience of coming together to discuss their needs and finding collective actions. They held 67 CDF meetings over the year which brought forward 165 issues. A majority of them were on productivity improvements and WASH services. 76% of the issues were raised by the communities and 55% by women, which is evidence for building their agency and confidence to speak out.

Project interventions led to youth taking an interest in estate activities voluntarily, despite not working for the company, and this improved the relationship with the management which in turn led to the management making an effort to support their livelihood efforts.

The current phase of the project is financed by Twinings and implemented by Chrysalis in partnership with CARE International UK and Bogawantalawa Tea Estates, Agarapathana Plantations, Malwatte Valley Plantations and Maskeliya Plantations. The project attracted Knorr-Bremse Global Care to support the water and sanitation needs of the community through CDF.



Mrs. J. Krishanthini, Meiyar Division, Nayabedda Estate

"I was further coached and mentored by the CDF to be an active leader. These trainings gave me tremendous strength to become what I am now" mentions Krishanthini. She started her career as a nursery teacher, and later took to plucking tea for the extra income. She was nominated by the community as their representative to the CDF in Nayabedda when it was established.

Krishanthini played a lead role in organizing the CDF and executive committee meetings, as its vice-president. Further she actively monitored water sanitation projects implemented in four divisions, and helped the Service Linkage Sub Committee of the CDF to liaise with external service providers to deliver their services to the estate. One of her biggest achievements is organizing mobile clinics to obtain basic civic documents such as National Identity Cards, Birth Certificates and marriage certificates.

"CDF was the turning point of my life. Before CDF, I kept away from all kinds of social activities as I have never had a taste for it. It is the CDF that induced my interest. CDF enabled me to get to know people, develop relationships and work together to help our own community".

The management have recognized her potential and have entrusted her with the responsibility of promoting estate employment amongst the estate residents. She raises awareness of the tea pluckers of the benefits of plucking quality tea, waste disposal, and other related issues. As she ends her term with pride, she is hopeful that more women will take up leadership roles and serve the estate community.

Chrysalis' Plantations Team share knowledge with CARE Malawi Team

Chrysalis was invited by CARE Malawi to support them to establish 4 CDFs in Sayama estate and Minimini estates and with two tea small holder groups who provided tea green leaves to these two estates in Mulanje district. Three staff from Chrysalis visited Malawi and conducted the following:



Chrysalis' Project Manager Plantations Programme explains the CDF concept to CARE Malawi Team

1. A project orientation for higher level officers of Lujeri and Eastern Producer tea companies and obtained their willingness to support the project
2. Visited the Sayama estate and tea small holder group and provided an orientation to them
3. Conducted a stakeholder mapping exercise with the CARE Malawi staff
4. Designed the project log frame and M&E plan for the project
5. Prepared the baseline survey design and household questionnaire with CARE Malawi staff

Financial Literacy – gateway to a better life

Nargalingam was earning a marginal profit from his business until his daughter, who attended the financial literacy training conducted by the Standard Chartered Bank in 2016, obtained a loan after submitting a successful proposal for her father's business. He is now able to supply 1,600 to 2,000 kgs of cut grass, employing 8 workers. His monthly net profit has approximately increased to Rs.100,000 after deducting all expenses, including wages for the employees. He is currently able to pay the vehicle lease amount of LKR 37,500 without a struggle. Nagalingam's next target is further expanding the business, selling cut grass to nearby Dairy Farms.



Nargalingam transports cut grass



Vaneeswary and her father Nargalingam

The initiative supported by Standard Chartered Bank, is for Women and youth in plantation sector to have Improved knowledge and access over formal financial services and greater/enhanced level of control over assets and decision makings in household level.

Phase 2 of the initiative began implementation during the said period. 21 youth out of 29 trained from 4 estates (27 female and 2 male) on financial literacy during phase 1 underwent a refresher course and out of that 13 (12 women and 1 male) submitted their business proposals. 3 proposals were successful and granted LKR 300,000 loans. Chrysalis worked with the bank to review and provide feedback to the rest of the business proposals.

Further, Chrysalis conducted Five orientation meetings (Abotseligh Estate, Carolian Estate, Wigton Estate, Strathdon Estate and Vellioya Estate) to detail out the project intentions, the process and benefits. Orientation was conducted to the following stakeholders: Estate Senior Manager, relevant estate management staff, trade union Leaders, and the women and youth in the estate.

Following the orientation, a total of 89 (37 female, 52 male) were interviewed and 33 (25 female, 8 male) selected for the training series of Managing your Cash flow, Budgeting, overview of accounting, Reviewing accounts and Business Planning. At the end of March 2019, 33 youth underwent the trainings. This partnership allowed Chrysalis to increase the financial literacy of the young people we work with within the estate and connect them to banks and educate them on formal lending procedures.

Shared Platforms

The goal of this project lies in strengthening a democratic environment to ensure inclusion and enable collective dialogue. Through the project, grassroots level CSO federations were established and strengthened, with two CSO federations established in Kilinochchi and Mullaitivu; training sessions were also conducted for CSO members from these districts, as well as for selected local government women councilors and state officials of the Northern Province. 'Town Halls', a shared platform for



Community engaging in dialogue

policy dialogue, were established to increase meaningful dialogue between grassroots level CSOs, women councilors and state officials. In terms of allowing remote engagement, 'basecamp', an online platform built for allowing effective dialogue among local politicians (WC), CSO/community leaders and state officers, was created to discuss pertinent issues and potential solutions.



Mrs. Tharmalingam Selvarani
Member, Pradeshiya Sabha,
Karachchi

"I am a social activist and member of Civil Society Organizations that work together with Grama Niladari, Divisional Secretaries, government agents, and other officials to facilitate people's needs and issues. In 1995 I was President of the Women's Rural Development Society and established a strong women's group in our village to uplift education, health and sanitation facilities. We have made sub-working groups and assigned the groups to implement all development projects without providing the work to subcontractors. We have saved 52 million LKR through the project. I have mobilized women to earn equally to men and have their own savings. Chrysalis provided Women Empowerment and Gender related capacity building trainings to the women's groups. It was an opportunity to engage with the organization as well as learn and practice the skills and knowledge provided by the trainings. My journey with Chrysalis has made a milestone in my life.

I was a candidate of the Local Government Election 2018 and became a member of the Pradeshiya Sabha – Karachchi, in the Kilinochchi district. My strength is to work together for common goals without giving much weight to party politics. With the support of female

Pradeshiya Sabha members, a motion was brought up to the Pradeshiya Sabha to establish a Women Affairs Unit. The Women Affairs Unit (WAU) has already started to discuss women and children related issues and take actions accordingly.

WEAVE: Women's Empowerment: Action, Voice, Enterprise - Phase II

The WEAVE II Project has been designed to address the needs of socially and economically vulnerable, women headed households in Northern Sri Lanka, with the objective of developing an environment which supports and promotes entrepreneurship as a means to increase opportunities to earn income and contribute to the overall economic development of the provinces. The project is funded by H&M Foundation through CARE Nederlands. The project continues support to the Weavers who were selected in the first phase, to enhance their safety, security and dignity.



Mrs. Arumugam Thilainayaki,
Tharmapuram, Kilinochchi

Thillanayaki is one of the more experienced and older weavers, and her story as a weaver starts with tragedy. She lost her father and brother during the conflict and it was left to her to find an income for herself and her mother. The conflict had also disrupted her studies so her chances of getting a job and a stable income were limited. Then she got married and her husband supported them both. But again tragedy struck when he was killed during the conflict. However, despite all of this, giving up was not an option for her.

"By chance, while trying to find stable employment, a friend of mine told me about the weaving project that Chrysalis was conducting. I came to the Center to see what the process was like, and I quickly became interested. Now I've acquired the skills I need to be a good weaver, and I wish to learn as much as I can. I now enjoy weaving thoroughly, and actually

consider it a hobby. I love having fun with the other weavers while we're working together. When issues do arise, we have to work together to solve them. We have to talk through them and discuss the issues till we find a sustainable solution. It's not always easy. We are only human, and we don't agree on everything. But in the end, we always resolve it together. This project has made me a lot happier. I'm thankful that I have a way to provide for myself and my mother. I'm also grateful for all the beautiful people and women that I've met through this process. Working together with different women is fulfilling at another level. I want us to be successful, I want our products to do well, and I want our hard work to create something good. We're there for each other, and we will get there."

Total of 11 enterprises had been received in Kilinochchi (9), Mullaitivu (2). Direct marketing linkages were also established for Palmyrah and woven products with Good Market and Amma Journey and they were also supported to participate in several pop-up markets as exhibition and festivals at national, provincial and district level. Employment opportunities were created for 99 deprived women in the enterprises and 398 members have participated in various training on business management, mental health, gender sensitization and product quality training for palmyra handicraft. 305 female and 93 males participated in all activities. Indirectly around 1512 members have benefited through income and trainings.

Advisory Services

Gender and Disability Assessment for CARE Australia

Chrysalis provided technical assistance to CARE Australia to develop a gender analysis research protocol. This is for a project funded by DFID named “Water for Women” that looks to improve health, gender equality and wellbeing of Asian and Pacific communities through sustainable water sanitation facilities”. Chrysalis conducted the research in Bangladesh.

Providing technical assistance on gender integration

Chrysalis supported CARE USA to integrate a gender-equitable approach into private company's strategy. This involved the development of a toolkit to outline how best to integrate gender across the company's Better World agenda (to bring people together and improve lives of communities).

Gender training for RaksThai Foundation

Chrysalis conducted a gender training for RaksThai Foundation in March 2019. Trained 20 staff members (Project Managers and technical staff) through three days of training, designed based on experimentation through action, experience, reflection and conceptualization. The content focused on gender transformative approaches and M&E.



Chrysalis' CEO and Senior Technical Advisor with the Raks Thai staff members who participated in the gender training

Life Free From Violence

Chrysalis, an affiliate of CARE International, is leading the global outcome on the right to a ‘Life Free from Violence’ (LFFV). This global outcome implements CARE's 2020 Program Strategy, which focuses on programming around prevention of and response to Gender Based Violence (GBV) throughout the CARE confederation. Below are a few successes we have had during the year ending March 2019.

- 1) Represented LFFV on many platforms within and outside of CARE, sharing successes and lessons of the global intervention, while integrating and influencing GBV interventions across all programming. These platforms included:
 - a. The CARE International Gender Network Meeting held in Paris (10-13 April 2018), where a global Gender and GBV Action Plan for development and humanitarian settings was developed.
 - b. CARE International's bi-annual Programme Strategy Meeting held in Colombo (23-25 April 2018) and in Atlanta (27-29 Nov 2018), which resulted in outlining the initial draft of ‘Agenda 2030’ - CARE International's new Programme Strategy for the next decade from 2020-2030.
 - c. The CARE International Emergency Response Working Group Meeting in Colombo (25 April 2018) during which CARE's four-step approach to prevention, response and mitigation of GBV in Emergencies was disseminated.
 - d. The Asian Venture Philanthropy Network Meeting (external) in Singapore (4-7 June 2018), to share CARE's work on the economic costs of GBV and to advocate for increased funding for GBV prevention programming at CARE.
 - e. Internal Webinars (27-28 March 2018) on analysing and understanding CARE's reach and impact on prevention and response to GBV across the confederation.

- 2) Leading the Global Outcome on LFFV
 - a. Developed a work-plan for sub-groups on themes of Strategy and Concept, Global Advocacy, Evidence and Learning, Resource Mobilisation, Regional Strategies and GBV in Emergencies; and connected to regional colleagues in Middle East North Africa, Latin America and Caribbean, Great Lakes, West Africa, and Asia Pacific.
 - b. Influenced the Global Advocacy Team to include a focus on Domestic Violence.
 - c. Strengthened strategy and team around GBV in Emergencies (GBViE) by developing and disseminating a Framework and Theory of Change for GBV in Emergencies.
 - d. Developed strategy documents and communications materials to prevent and respond to GBV: CARE International GBV in Emergencies Framework and Theory of Change; CARE International Global Advocacy Roadmap; Strategic Focus and Theory of Change for the Life Free From Violence Global Outcome; Report on "Counting the Cost: The Price Society Pays for Violence Against Women"; and fliers on Gender Based Violence in Emergencies including regular updates on the activities of the LFFV Global Outcome.
- 3) Acted as a technical focal point and collaborated with other sectoral areas of work at CARE including the Food and Nutrition Security (FNS), Sexual Reproductive Health and Rights (SRHR), Climate Change and Resilience Platforms (CCRP) global teams.
- 4) Developed and disseminated materials for the 16 Days of Activism (26 Nov - 10 Dec 2018) on Preventing Sexual Harassment, Exploitation and Abuse (PSHEA) in the workplace, with a focus on internal changes required by CARE International to strengthen efforts around PSHEA.



CARE International Gender Network (CIGN) Annual Meeting, 2018



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INDEPENDENT AUDITOR'S REPORT TO THE BOARD OF DIRECTORS OF CHRYSALIS

Report on the Financial Statements

Opinion

We have audited the accompanying Financial Statements of Chrysalis ("Company") which comprise the Statement of Financial Position as at 31 March 2019, and Statement of Comprehensive Income, Statement of Changes in Accumulated Funds and Statement of Cash Flows for the year then ended, and a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Company as at 31 March 2019, and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs).

Basis for opinion

We conducted our audit in accordance with Sri Lanka Auditing Standards (SLAuSs). Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by CA Sri Lanka (Code of Ethics) and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SLAuSs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

(Contd..2/-)

Partners: W R H Fernando FCA FCMA R N de Saram ACA FCMA Ms. N A De Silva FCA Ms. Y A De Silva FCA W R H De Silva ACA ACMA W K B S P Fernando FCA FCMA
Ms. K R M Fernando FCA ACMA Ms. L K H L Fonseka FCA A P A Gunasekera FCA FCMA A Herath FCA D K Hulanamawa FCA FCMA LLB (Lond) H M A Jayasinghe FCA FCMA
Ms. A A Ludowyke FCA FCMA Ms. G G S Manalunga FCA Ms. P V K N Sajeevarani FCA N M Sulaiman ACA ACMA B E Wijesuriya FCA FCMA
Principals: G B Goudian ACMA A A J R Perera ACA ACMA T P M Ruberu FCMA FCCA

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As part of an audit in accordance with SLAuSs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

As required by section 163 (2) of the Companies Act No. 07 of 2007, we have obtained all the information and explanations that were required for the audit and, as far as appears from our examination, proper accounting records have been kept by the Company.



30 October 2019
Colombo

STATEMENT OF FINANCIAL POSITION

As at 31 March 2019

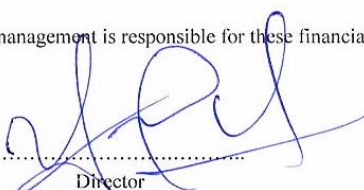
ASSETS	Note	2019 Rs.	2018 Rs.
Non Current Assets			
Plant and Equipments	5	1,225,144	1,599,550
Intangible Assets	6	241,175	363,246
		<u>1,466,319</u>	<u>1,962,796</u>
Current Current Assets			
Receivables	7	13,222,924	19,292,300
Cash and Bank Balances	8	109,125,141	176,511,845
		<u>122,348,065</u>	<u>195,804,145</u>
Total Assets		<u>123,814,384</u>	<u>197,766,941</u>
EQUITY AND LIABILITIES			
Capital and Reserves			
Restricted funds	9	53,424,063	135,388,709
Retained Earnings		57,048,568	45,771,080
Total Equity		<u>110,472,631</u>	<u>181,159,789</u>
Non-Current Liabilities			
Retirement Benefit Obligations	10	4,456,156	2,521,171
		<u>4,456,156</u>	<u>2,521,171</u>
Current Liabilities			
Payables	11	7,163,827	10,652,413
Income Tax Payable	16.2	1,721,770	3,433,568
		<u>8,885,597</u>	<u>14,085,981</u>
Total Equity and Liabilities		<u>123,814,384</u>	<u>197,766,941</u>

These financial statements are in compliance with the requirements of the Companies Act No. 07 of 2007.



 Finance Manager

The management is responsible for these financial statements. Signed for and on behalf of the Organisation by:



 Director



 Director

The accounting policies and notes on pages 07 through 21 form an integral part of the financial statements.



Chrysalis

STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 March 2019

	Note	2019 Rs.	2018 Rs.
Incoming Resources	12	291,618,062	199,542,746
Project Expenditure			
Direct Costs	13	<u>(270,556,578)</u>	<u>(191,422,346)</u>
Total Project Cost		(270,556,578)	(191,422,346)
Net Surplus on Projects Activities		21,061,483	8,120,400
Revenue Earned from Other Activities	14	628,761	387,905
Administrative Expenses	15	(12,963,060)	(12,680,507)
Finance Income		6,369,352	3,325,874
Net Surplus/ (Deficit) Before Tax		<u>15,096,536</u>	<u>(846,328)</u>
Income Tax	16	(3,819,049)	(2,242,971)
Net Income/(Deficit) after Income Tax		<u><u>11,277,487</u></u>	<u><u>(3,089,299)</u></u>

The accounting policies and notes on pages 07 through 21 form an integral part of the financial statements.



Chrysalis

STATEMENT OF CASH FLOWS

Year ended 31 March 2019

	Notes	2019 Rs.	2018 Rs.
Cash Flows From operating Activities			
Net Surplus/ (Deficit) before Income Tax Expense		15,096,536	(846,328)
Adjustments for			
Provision for Gratuity, Retrenchment and Severance	10	2,425,510	1,897,659
Depreciation	5	558,811	521,134
Loss on Fixed Assets Disposal	15	20,945	-
Amortization	6	122,071	103,727
Interest Income		(6,369,352)	(3,325,874)
Exchange (Gain)/ Loss		628,761	224,067
Net Surplus before Working Capital Changes		12,483,282	(1,425,615)
Decrease/(Increase) in Receivables		6,069,376	(1,563,601)
Increase/ (Decrease) in Other Payables		(3,488,586)	8,963,923
Cash Flows from Operations		15,064,072	5,974,706
Realized Exchange Gain / (Loss) During the Year		(628,761)	(224,067)
Tax Paid		(5,530,846)	(332,587)
Interest Income		6,369,352	3,325,874
Gratuity Paid		(490,525)	-
Net Cash Flows from Operating Activities		14,783,292	8,743,926
Cash Flows from / (Used in) Investing Activities			
Acquisition of Plant and Equipment	5	(205,350)	(235,177)
Acquisition of Intangible asset	6	-	(320,500)
Net Cash Flows (Used in) Investing Activities		(205,350)	(555,677)
Cash Flows from / (Used in) Finance Activities			
Increase/(Decrease) in Received donations		(81,964,647)	66,648,466
Net Cash Flows from Finance Activities		(81,964,647)	66,648,466
Net Increase/(Decrease) in Cash and Cash Equivalents	8	(67,386,704)	74,836,715
Cash and Cash Equivalents at the beginning of the Year	8	176,511,845	101,675,130
Cash and Cash Equivalents at the end of the Year		109,125,141	176,511,845

The accounting policies and notes on pages 07 through 21 form an integral part of the financial statements.

