

ANNUAL REPORT

2020/2021



Chrysalis
Catalyzing change

CONTENTS



• OUR VISION AND MISSION	1
• BOARD OF DIRECTORS	1
• EXECUTIVE MANAGEMENT	1
TEAM	
• MESSAGE FROM CEO	2
• MESSAGE FROM CHAIRPERSON OF THE BOARD	3
• OUR WORK	4
• AUDIT REPORTS	20

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
Head of Department,
Human Resource
Action Contre la Faim



Tim Bishop
International
Development and
Partnership
Consultant



Tamara Bernard
Assistant General
Manager, Corporate
Banking at Commercial
Bank of Ceylon PLC.



Anan Kittaneh |
CARE USA | Director
of Strategy and
Planning

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
Head of Finance

MESSAGE FROM THE CEO

We have been inspired by Nelson Mandela's words since we started our journey – it all seems impossible till it's done! This year these wise words resonate more with us than ever before.

We understood the relevance of our work with women and youth across the country in responding to the ever-changing dynamics of the pandemic including the socio-political and economic uncertainties in the country. Our work to build inclusive economic models, to engage women and youth as critical voices in the process of development and well-being of the country, our work to prevent gender-based violence, our work to embrace diversity and build resilience are critical to addressing the current and future challenges in Sri Lanka.

As described in our report we continued to create inclusive models to work with women and youth in the micro, medium, and small enterprise sector that are scalable across the country. Our work in the Uva, Central, and Northern provinces have provided Chrysalis a great deal of credibility in the sector. We also facilitated effective service delivery by establishing Business Service Centers, which were approved by the Cabinet of Ministers as an institutional structure to be set up in all 25 districts in Sri Lanka. A part of our model was also to understand the entrenched gendered implications in the sector and define a robust set of recommendations for implementation by key stakeholders.

Women need a seat and a voice at the table. Our work in the northern province working with women elected to the local council is generating significant impacts, including collective action by women councilors to raise issues that impact women directly, such as their livelihoods, access to land and other productive assets, financial inclusion, gender-based violence. There has also been an in-depth understanding of the social norms that define women's leadership. Elected and community women leaders have begun programs to address such discriminatory norms, including using social media to challenge them. A key example of this work is the initiative that relied on women's leadership to address the common problem of solid waste management in a context that has deep divisions based on ethnicity and religion. By bringing women from diverse communities, our work enabled solving of a practical problem, while building bridges.

Our work in the tea plantations continued unabated, despite the implications of COVID 19. The Community Development Forum, or the CDF as it's known continues to prove its worth as a governance and management structure that provides solutions to concerns of workers and the management. One of our most important private sector donors in the tea sector continues to invest in the model in Sri Lanka and other tea-growing countries with similar challenges, enabling Chrysalis to expand its work globally. The financial literacy program that targets women in the tea plantations is producing significant outcomes at the individual, household, and community levels, increasing the dignity and financial independence of women.

Chrysalis is keen to build its capabilities in responding to climate-induced disasters and building resilience of communities we work with, understanding Sri Lanka's susceptibility to such crisis. We have undertaken pilot initiatives with local and international partners on community disaster risk financing and preparedness, understanding specific implications in the MSME sector and the gendered implications. The learning and the partnerships built through this work will position Chrysalis as a credible actor in this sector.

Chrysalis' Advisory Services have also continued to grow despite many challenges, especially as a result of our private sector partners being impacted by COVID 19 and the resulting economic crisis. Chrysalis continues to be a sought after partner with CARE International, for technical assistance on gender equality, gender-based violence, and women's economic empowerment and justice. Our clients have grown from civil society and the private sector, recording a good number of repeat clients indicating our credibility.

Our team-based across the country defied all odds to achieve these outcomes, details of which you will see inside. Their expertise, experience, and dedication are no doubt some of the most significant reasons for our success. The commitment, leadership, and support from our donors, partners, and all other stakeholders, especially the women, youth, and their communities is the other reason that enables us to make the impossible, possible.

We continue to have hope that we can make a real difference in the lives of women and youth and contribute to Sri Lanka's inclusive growth!

Ashika Gunasena

MESSAGE FROM THE CHAIR OF THE BOARD

Chrysalis has maintained its commitments to empower women and youth against the backdrop of the global COVID-19 pandemic and its effects in Sri Lanka. Despite the challenges of travel restrictions, the constraints of remote work and online communications and staff succumbing to the virus, we have sustained our close links with the communities we serve in all parts of the country, forging ahead with a broad range of projects and programmes.

Chrysalis partners with the private sector entities, NGOs and INGOs and particularly with the government to connect individuals and communities and to embed projects and programmes into local and national level structures to ensure long-term sustainability. The results we have achieved are a testament to the dedication and commitment of our staff and consultants and to the agencies and organizations who collaborate with us.

We are happy to share with you the results of our work through our Annual Report.

Nelun Chrisanthi Gunasekera



OUR WORK

WEAVE II: WOMEN'S EMPOWERMENT. ACTION. VOICE.

The project is designed to address the needs of women-headed households that are socially and economically vulnerable, with a special focus on women and youth. The objective is to develop an environment that allows for the promotion of entrepreneurship to increase income opportunities, and contribute to the overall economic development of the province. The project is funded by the H&M Foundation through CARE Netherlands. The project extends support to the women who were supported in Phase 1 of the project. The overall objective of the project is to empower women-headed households in northern Sri Lanka, economically and socially, in order to enhance their safety, security, and dignity.

Key Results

- Female entrepreneurs in Kilinochchi received 13 seed grants, while those in Mullaitivu received seven.
- The Baseline and Endline Studies were conducted for Phases II and III.
- A report was submitted detailing the impact of the pandemic on the entrepreneurs and their businesses.
- Grants/ interest-free loans were given to 73 entrepreneurs and 102 employees as COVID-19 relief, to navigate through the challenges of the pandemic.
- WE Save' was formed to promote a habit of thrift among entrepreneurs, and to channel the recovery of interest-free loans.
- The team furnished the data for the advocacy programme on, 'Women Means Business' organized by CARE NL.
- The first divisional level Enterprise Forum was formed in Manthai East to find feasible solutions for issues faced at that level.
- The Kilinochchi DS allocated government premises for the establishment of a Business Service Centre (BSC) in Kilinochchi.
- The Proposal for the COVID-19 Adaptation Project to shift conventional business operations to the non-conventional was approved, and implementation commenced.





ENTERPRISE

The European Union-funded ENTERPRISE provides an enabling environment for women and youth to create and participate in Micro, Small, and Medium Enterprises (MSMEs). Targeting the Uva and Central Provinces, it uses inclusive business models to celebrate the diverse perspectives and experiences of those involved while ensuring profitability and supporting the growth of local economies. ENTERPRISE incubates enterprises and seeks to amplify the voice of women and youth in economic decisions, as well as their influence over the Small and Medium Enterprise (SME) policies that impact them. Innovative businesses are being developed to support and complement existing government services and fill current gaps. Employment is being created to ensure income security for the poor through a combination of direct employment and by securing markets for their products. The ENTERPRISE project is being implemented by Chrysalis and the British Council in Sri Lanka in partnership with CARE Deutschland-Luxemburg (CARE DL). Chrysalis' enterprise development model promotes economic empowerment of youth and women by creating an enabling environment for MSEs to generate income and employment for rural and plantation communities, while sustaining profitable and viable industries and businesses.



Key Results

- One Business Service Centre (BSC) established in Monaragala, with work underway to complete BSCs in Badulla, Nuwara Eliya, and Matale.
- 415 businesses registered through the Monaragala Business Service Centre e-business registration portal.
- 200 MSMEs supported with business grant investments to improve their businesses.
- 42 rural infrastructure projects implemented with 3,982 direct beneficiaries and 63,562 indirect beneficiaries.

- 200 MSMEs provided with business coaching and mentoring support to accelerate the growth of their business.
- National policy symposium conducted to identify the policy recommendations related to women-led enterprises.
- Policy brief prepared with recommendations to improve women-led enterprises.

TRANSFORM

The European Union funded 'Building Inclusive Communities and Promoting Women's Leadership' (TRANSFORM) project is a three-year project implemented in the Jaffna, Vavuniya, Killinochchi, Mullaitivu, and Mannar districts of the Northern Province. The TRANSFORM project is implemented by Chrysalis with the co-partner, the Law and Society Trust (LST).

Key Results



- 300 women and 100 men leaders were selected from the proposed platforms; Women Councillor's Caucuses (WCC), Non-elected Women Candidates of the Local Government Elections 2018 (NEC), Civil Society Organisations' Federations (CSOF), journalists, Human Rights Defenders (HRD), the Praja Mandala Federation (PMF), the Relatives of Missing Persons (RoMP), and Men Leaders (ML) to engage directly in the project, and be involved actively in the 18 shared platforms established by it.



- The Mannar District Women Councillors' Caucus (DWCC) presented a petition to the District Secretary to mark International Women's Day. The petition, 'She, the Country, the Nation and the World' conveyed existing issues as well as difficulties faced by women in the district.

- A selection tool and accompanying guidelines were developed by the research team to select Data Enumerators from around 500 people. The 50 enumerators selected will conduct participatory formative research to understand gendered discriminative norms and national narratives on human rights and freedoms.

- A virtual discussion on the 'Impact of COVID 19 on women farmers' was conducted online on the 25th of November 2020. Around 20 women took part in the discussion which was live-streamed on Facebook to an audience of 184.

A Media Monitoring Tool was developed to monitor and document existing national narratives on rights, particularly those of women, which have gendered implications. 234 newspapers were monitored from 1st August to 31st October 2020.

The Facebook page, 'Transform Sri Lanka', was created to share activity updates and findings on social norms which discriminate against women. The page has gained 8,841 followers with posts reaching 14,304.



Promoting Women's Engagement in Social Cohesion through Solid Waste Management

The overall goal of the project is to empower women through Solid Waste Management (SWM) and create and sustain lasting peace in Sri Lanka. The project takes an innovative, integrated approach to peacebuilding, tackling ethno-religious tensions by bringing communities together to provide a sustainable solution for shared environmental issues, placing women at the forefront of conflict prevention. SWM-related interventions are used as a unique vehicle for uniting communities on a common issue. The project focuses on empowering women by supporting their engagement in governance mechanisms, and in community resilience initiatives. It also explores the creating of economic opportunities and initiating peacebuilding activities to allay communal tensions related to waste management and beyond.

Key Results

- Re/Formation of Praja Mandalas (PM) : The project has formed/ reformed 48 Praja Mandalas (PM) in all five Local Authorities; Mannar Urban Council (UC), Chilaw UC, Aarachchikattuwa Pradeshiya Sabha (PS), Kalpitya PS, and Puttalam PS. Quick-Win Mobilisation Activities (QWMA) were used to promote leadership in PMs and mobilize communities. 57 QWMAs were conducted, as well as SWM activities. The PMs, in collaboration with the Puttalam District Secretariat (DS), distributed nine Personal Protection Equipment (PPE) kits to 240 front-line government workers with Chrysalis' support, as COVID-19 incidents increased. This strengthened the relationship between the PMs and government officials.
- Action grants for Praja Mandala; 28 PMs have received grants and begun activities to reduce solid waste in their communities, creating job opportunities, and ensuring the sustainability of the PMs.
- Supporting household level greening initiatives and home gardening: 760 households received material and equipment to begin greening initiatives in their homes. The primary goal is to reduce household waste and create income generation with the PMs establishing market links. This is expected to reduce the Local Government Authorities' (LGA) SWM loads and waste-related conflicts within the community.
- Youth Task Force (YTF): Four YTFs were formed in Puttalam. The YTF members were educated on 3R practices and went on to raise awareness on protecting their environment in their communities. The youth mobilised their PMs and initiated solutions for SWM-related issues.



- **Praja Mandala Federation:** Chrysalis facilitated the formation of Praja Mandala Federations (PMF) for each local authority area. These groups will promote cross-learning, resource sharing, collaboration, and advocacy efforts. Chrysalis is in the process of developing a social media platform to enable these collectives to operate virtually.
- **Networking with state agencies:** Provincial Councils, District Secretariats, Departments of Local Government, Regional Environmental Authorities, and Local Government Authorities have been onboarded to successfully address tensions and conflicts around SWM. A Participatory Rural Appraisal exercise was held by the PMs with support from the government officials to identify key problems and needs resulting in Village Development Plans.
- In addition to these key project strategies, a caucus of women councilors was established at district level in Puttalam, while the existing women's caucus in Mannar was strengthened. These caucuses play an important advocacy role to tackle issues of peacebuilding and SWM within local authority by bringing women's' perspectives into these subjects.
- **Shared Platforms:** A shared platform was established at the Aarachchikattuwa LGA for the PMs, women caucuses, inter-religious groups, and key government officials to discuss policy and advocacy related issues on peace building and SWM. The group addresses bottlenecks experienced by the project.



Economic empowerment of traditional "Sesath" craftsmen/women living in Unaveruwa village, Matale District in Sri Lanka

The project was funded by the Direct Aid Program (DAP), a flexible and competitive small grants programme funded by the Australian Government, and managed through the Department of Foreign Affairs and Trade's (DFAT's) overseas post.

Sesath, the traditional Sinhalese umbrellas, have a long history with rich traditional and cultural values. The Sesath survives today in a single village, Unaveruva, in the Matale district, and continues to be the source of its inhabitants' main livelihood. This is despite the artefact losing its sociocultural and economic recognition. Researchers have identified the lack of market opportunity, manpower, resources, peoples' attitudes, and design and technology as the five key factors in the decline of the Sesath.

The project provided sustainable livelihoods to these villagers by supporting the development of the industry and introducing sustainable economic development in the form of a social enterprise.

Key Results

- Provided raw material for 85 enterprises.
- Conducted four training sessions by creative designers on value addition for product diversification.
- Trained producers on the soft and demonstrative skills (two training sessions) required to run the demonstration centre.
- Displayed promotional boards at key tourist attractions in the surrounding towns.
- Published newspaper articles and web articles on the importance of the Sesath.



The Right to Language: Effective implementation of the National Language Policy to enable bilingual service provision.

This project was funded by the National Language Equality Advancement Project (NLEAP), a project supported by the government of Canada designed to respond to the Sri Lankan government's goal to protect, and promote the language rights of all its citizens, supporting and strengthening the Official Language Policy (OLP) implementation with the Ministry of Public Services, Provincial Councils, Local Government and its affiliated institutions. This includes the Department of Official Languages (DOL), the Official Languages Commission (OLC), and the National Institute of Language Education and Training (NILET).

The project aimed to promote the language rights of citizens living and working in the tea plantations, especially women and youth, in the district of Nuwara Eliya. The project covered the Ambagamuwa, Kotmale, and Walapane LGAs.

Chrysalis supported the PMs, or Community Development Forums, to advocate for their language rights. Theatre shows, by a group from the plantation communities, were held under the project to create awareness on language rights.



Empowering Sri Lanka's Tea Plantation Communities

In May 2017, Chrysalis in partnership with CARE UK began to implement the Empowering Sri Lanka's tea plantation communities project with funding from Twinings. The main objective of this project is to improve the relationship between estate management and the estate communities for a strengthened collaboration necessary for a viable tea business, with a content workforce satisfied with improved social welfare and wellbeing. To achieve this objective, Chrysalis has created a structure within the tea estates called the 'Community Development Forum (CDF)'. The community development forum is an all-inclusive collective decision-making forum. CDF comprises all categories of stakeholders; workers, non-workers, youth, women, estate management, estate staff, trade unions, and governmental, non - governmental, and private organizations. They, as a team, work together to address issues connected to the wellbeing of the community and the estate's productivity.

The programme is being implemented in eight estates in the Nuwara Eliya and Badulla districts. Five of these; Bogawana, Lethenty, Dambetenna, Naybedda and Uva Highland have been selected for the second phase having shown potential for growth and sustainability. Three additional estates - Balmoral estate of Agarapathana Private Limited Company (PLC), Strathspey of Maskeliya PLC, and Aislaby of Malwatta PLC - have also been selected for Phase II.

Key Results from Phase 11

- Orientation programmes on the concept of the Community Development Forum (CDF) for the estate's management, staff, and community.
- Selection of CDF members and officials.
- Capacity Development training for those members.
- Formation of youth teams in each new estate and building of their capacity.
- Establishment of CDFs.
- Monthly CDF meetings and CDF led events on the estates.
- Preparation of a Master Plan for each estate and individual Estate Development Plans (EDP) for 2021/2022
- Full utilization of the grant of LKR 500,000 received by each estate as the CDF Trust Fund for Financial sustainability.
- A total of 38 beneficiaries selected to receive financial assistance for additional income generation activities.





Key Results from Phase 1

- Annual General Meetings held at all five estates.
- Restructuring of the CDF and members of the CDF.
- Refresher training received by CDF members.
- Creation of individual EDPs for the year 2021.
- Execution of the EDP by CDF members.
- Organisation of monthly CDF meetings and CDF led events on the estates.

Donations by Twinings and Knorr-Bremse Global Care were received during this period for estate residents affected by the COVID-19 pandemic. Dry rations were distributed to 8,140 families on eight estates.



Climate and Disaster Risk Financing and Preparedness in Sri Lanka

Chrysalis is partnering with the Sri Lankan Youth Climate Action Network (SLYCAN) Trust to implement the Sri Lankan component of the multi-stakeholder partnership on Climate and Disaster Risk Financing and Preparedness (CDRFI) in the context of the InsuResilience Global Partnership Consortium Project. The project is being implemented as a multi-country, multi-level initiative. The consortium partners are responsible for cooperating with actors at national, regional, and local levels to contribute towards building a global multi-stakeholder community to develop and promote CDRFI approaches within the InsuResilience Global Partnership.

Chrysalis' contribution to the initiative is through understanding community perspectives to inform the CDRFI process better. Chrysalis conducted a scoping exercise to understand the context, actors, and relationships at the inception of the project. This was used as a guideline for subsequent planning of activity implementation.

Key Milestones

- Chrysalis conducted a total of 23 workshops and consultations in 2020, both physically and online, for various stakeholder segments including the central government, local government, civil society, targeted communities, the private sector; insurance and regional plantation companies, and other stakeholders comprising academia and non-governmental organizations. These consultations were conducted in preparation for the establishment of Multi Actor Partnerships (MAP). The consultations focused on understanding the level of knowledge on climate change impact across the five targeted sectors.
- Chrysalis published a study on the implications of climate change on MSMEs based on the findings of the consultations with over 85 enterprises in the Central and Uva provinces.
- A key finding from the stakeholder consultations was the considerable interest in enhancing the existing crop insurance mechanism, and considering the development and implementation of additional risk transfer schemes. The need for coordination, collaboration, and communication between different actors was widely recognized. However there was relatively little concrete action to address this matter. Many stakeholders were found to have gaps in knowledge or capacity that could benefit from engaging with other actors as part of a MAP.

COVID-19 had a significant impact on the research activities and consultative processes of the project in Sri Lanka with strict mitigation measures being implemented, including a nationwide curfew. Several national workshops and expert consultations were held virtually instead of physically in response.



Implementation of the Women, Peace, and Security Agenda in Sri Lanka

Chrysalis is the implementing partner for the economic empowerment component of the 'Women Peace and Security Agenda in Sri Lanka' (the G7 women, peace and security partnership initiative) project. The project is supported by UN Women with funding from the People of Japan in collaboration with the State Ministry of Women and Child Affairs.

Chrysalis is executing a programme in the Ampara, Colombo, Monaragala and Vavuniya districts under the project. The proposed initiative, focusing on selected divisional secretariat divisions, will strengthen Chrysalis' work to empower women and youth in the country.

This is the first time that Chrysalis has had the opportunity to work in the Western Province. The project is expected to be both challenging and interesting as well as provide a new learning experience for the organization.

The project is expected to build the capacity of 180 women and community leaders to understand gender equality, social cohesion, and reconciliation as well as support Community Based Organizations (CBOs) to plan and execute actions that address issues related to these themes.

700 women will receive business skills training, while 370 of these will receive in-kind assistance following a competitive selection process. The women will receive monitoring, mentoring, and coaching assistance to implement business plans successfully. They will also be given access to markets and learning platforms to expand their economic activities.

60 state and private sector staff will be trained on women's economic empowerment, gender equality, resilience, coaching, mentoring, and monitoring to support the process.



FINANCIAL LITERACY FOR WOMEN AND YOUTH IN THE TEA PLANTATION SECTOR

The project focused on women and youth on tea plantations to build their skills with the objective of enhancing their financial management skills and allowing them to gain access to microfinance loans. The loans allowed the women and youth to earn additional income from business ventures giving them greater control over household income and decision making.

The project provided financial skills training, microfinance loans, and business management training. It monitored the loan recipients closely and provided them with continued support. The Standard Chartered Bank (SCB) Sri Lanka worked closely with Chrysalis to develop and deliver the training for the project that was implemented in the Central and Uva provinces.

Activities in the Uva Province were implemented during the period of April 2020 to December 2020. Chrysalis selected the four estates; Aislaby, Dambethenna, Nayabedda, and Uva Highlands in the Bandarawella and Haputhale areas. Follow up visits were conducted, and business counselling support was provided to 14 loan recipients in the Central Province. The project was completed in December 2020.

Key Milestones

- 67 youth, 61 of them women, received a five-day training on financial literacy covering five modules; managing your cash flow, budgeting, overview of accounts, reviewing accounts, and business planning. 50 participants, of which 46 were women, achieved the 80% attendance, qualifying them for business proposal submission.
- 30 of the women submitted business proposals which were reviewed by SCB officials who provided feedback to the Hatton National Bank (HNB), the commercial bank issuing the grants.



HNB officials visited the beneficiaries to assess the feasibility of the proposals and the applicant's suitability. 19 were found to be eligible in the screening process and received loans in January 2021. A total of LKR 1,720,000 in loans was disbursed to 18 women and one man.



Strengthening the Social and Economic Empowerment of Women Returnees in Resettled Communities

"Strengthening the Social and Economic Empowerment of Women Returnees in Resettled Communities in Mullaitivu District, Sri Lanka' is implemented by Chrysalis, UN Women and the United Nations Development Programme (UNDP). The project, funded by the UN Multi-Partner Trust Fund, is being carried out in the Maritimpattu Divisional Secretariat (DS) division of the Mullaitivu District, and focuses on empowering women returnees within existing and newly-resettled communities in the district. The project expects to strengthen the capacities of CBOs, increase safety within public spaces, and strengthen economic empowerment.

This project takes an innovative, integrated approach to economic empowerment, tackling issues and concerns faced by women returnees in the Maritimpattu division. The objective is to ensure sustainable and durable re-settlement.

Key Milestones

- The 125 participants - 104% of the original target group - gained knowledge to ideate, and refine their business ideas. 116 women have submitted business proposals, 115 of whom pitched their business plans to a five-member expert panel resulting in 100 being awarded in-kind assistance.
- Over 75% of the targeted participants have begun improving their businesses with the knowledge, skills and exposure gained, and their proactive engagement with the project.
- The grant process used was highly commended by senior government officials and the related institutions for its transparency, the use of an expert selection panel, and the overall training and the confidence building of the women. The government officials who participated will replicate the process in their own grant making and in-kind assistance procedures.
- The success rate for training continuity was higher than 90% against the original target value of 120 participants.
- 27 CBO leaders had their knowledge on CBO working modalities enhanced. This included leadership development, the creation of an environment conducive for women's businesses to thrive and ensure gender equality and conflict sensitivity. A follow up action plan was developed to continue the support mechanism.
- A women's safety audit was conducted on public spaces in the Mulliyawalai Grama Niladari (GN) divisions and was supported by project participants representing all demographic and social segments with the findings being presented to local officials for their action. The CBOs will lobby for further action.
- 12 front line government officials were trained on gender equality with the goal of strengthening the responsiveness of their services to women returnees. It was a first for many and their perceptions of gender equality as well as working with women were challenged.

Film4Dialogue

The Film for Dialogue initiative is funded by the Deutsche Gesellschaft für Zusammenarbeit (GIZ) to create a dialogue between communities using cinema as a medium. Film for Dialogue was implemented under the “Strengthening Reconciliation Process (SRP)” initiative in Sri Lanka financed by the European Union (EU). Phase 1 of the project established a platform for the public to appreciate insightful films and enable them to engage in dialogues on coexistence, peace building, gender and other related socio-political themes. It also created a culture of film appreciation.

Key Milestones

- Three regional cinema networks were established in the Northern, Eastern, Uva, and Central provinces comprising young filmmakers aged 18 to 40. 25 - 30 youth were selected for capacity-building programmes. Several organisations engaged in similar efforts were also identified to support the regional film networks to continue dialogues on reconciliation using film as a vector, however COVID-19 restrictions meant that these could not be held.
- Two of three planned cultural fluency workshops were completed with 52 filmmakers representing the three networks. The workshops covered topics including tradition and diversity, conflict and violence, divisions and differences, components of culture, and deep structures and behavioral systems.
- Attempts to overcome COVID-19 restrictions by showing the planned screenings online were unsuccessful because of connectivity issues, lack of digital devices, and other economic hardships caused by the pandemic.
- Production began on 10 short films that received approval from the SRP team once production plans were finalized. One of the films was shot in Colombo.
- An online film production training workshop was conducted for 32 participants. A physical workshop was conducted on film production together with practical sessions for 10 young filmmakers. All 32 participants gained skills and knowledge on film productions for specific purposes like peace building, reconciliation, social cohesion, and gender equality.



CHRYSALIS ADVISORY SERVICES

Chrysalis offers services focused on improving the lives of women and youth through access to skills, resources and equal rights, enabling them to transform their lives and reach their true potential. Chrysalis works on strengthening gender equality, and the voice of women and youth, promoting inclusive governance, economic empowerment, and a life free from violence while helping our clients improve their businesses and reach development goals.

CARE International Gender based Violence Programme

Chrysalis, as an independent affiliate of CARE International, is leading the global outcome on Gender based violence. This global outcome implements CARE's 2020 Program Strategy, which focuses on programming around prevention of, and in response to, Gender Based Violence (GBV) throughout the CARE confederation.

During the year under review, CARE International commenced a strategic planning process for 2030. Some of the main highlights for the year ending March 2021 are given below.

1. Engagement in conceptualizing Vision 2030 for CARE and the Gender Impact Area Strategy: Life Free From Violence (LFFV) co-lead, as part of the gender core team at CARE, conceptualized a vision placing gender at the heart of its strategy for the next decade. This vision will guide the operationalization of CARE's plans from 2020 until 2030 including the provision of technical advice, and input to develop other impact areas such as the Right to Health; Food and Water Systems; Climate Justice; Humanitarian and Women's Economic Empowerment.
2. Development of a GBV and COVID-19 Guidance Note:
This was prepared in collaboration with CARE staff to adapt existing GBV prevention, response, and risk mitigation programming, as well as internal and external messaging, during the COVID-19 pandemic.
3. Formation of a network of GBV and Gender focal points in the Asia Pacific (AP) region:
This was established to bring together development and emergency colleagues for better identification of needs and coordination support for the AP region during COVID-19.
4. Supported the Gender in Emergencies Team to finalize the Gender Based Violence in Emergencies (GBViE) White Paper that outlined critical needs to further GBViE work at CARE. Chrysalis chaired the advisory board to facilitate agreement on the final report.
5. Preparation and dissemination of final report on CARE's Role in Supporting Social Movements: A Feminist Perspective. This report summarized the main learnings and recommendations from conversations with feminist actors. The recommendations of the report were submitted to the Agenda 2030 Taskforce in an effort to influence CARE's new programme strategy for 2030. Selected findings were shared with CONCORD – the European confederation for relief and development NGOs in March 2021.

6. Technical assistance and support towards establishing the Feminist Advisory Board for CARE: Chrysalis supported the setting up of an external advisory board of feminist leaders representing the four broad regions that CARE works in; Latin America, Middle East and North Africa, Africa and Asia.

7. Presenting Village Savings and Loan Association (VSLA) 2020 learning at a session on Women Leading Through Crisis, hosted by CARE USA on 9th November 2020.

8. The 16 Days of Activism Campaign 25th November to 10th December 2020: For the 2020 campaign, the Asia Pacific Network shared priorities and concerns highlighted through Rapid Gender Analysis undertaken in their respective countries, as well as a specific action undertaken by that country programme to address the issue raised. One key issue was safety and protection and GBV.



Audit Reports

Chrysalis

STATEMENT OF FINANCIAL POSITION

As at 31 March 2021

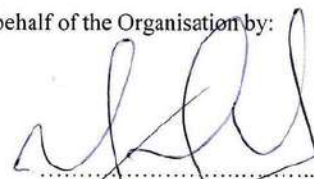
ASSETS	Note	2021 Rs.	2020 Rs.
Non Current Assets			
Plant and Equipments	4	623,196	1,148,010
Intangible Assets	5	1,924,015	320,771
		<u>2,547,211</u>	<u>1,468,781</u>
Current Assets			
Receivables	6	66,505,005	19,747,414
Income Tax Receivable	15.2	-	2,040,964
Cash and Bank Balances	7	228,768,931	290,686,465
		<u>295,273,936</u>	<u>312,474,844</u>
Total Assets		<u>297,821,147</u>	<u>313,943,625</u>
EQUITY AND LIABILITIES			
Capital and Reserves			
Restricted Funds	9	148,554,315	239,569,624
Unrestricted Funds		111,430,808	56,024,545
Total Equity		<u>259,985,123</u>	<u>295,594,169</u>
Non-Current Liabilities			
Retirement Benefit Obligations	8	8,008,802	5,867,801
		<u>8,008,802</u>	<u>5,867,801</u>
Current Liabilities			
Payables	10	13,537,378	12,481,655
Bank Overdraft	7	14,524,431	-
Income Tax Payable	15.2	1,765,413	-
		<u>29,827,222</u>	<u>12,481,655</u>
Total Equity and Liabilities		<u>297,821,147</u>	<u>313,943,625</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 20 form an integral part of the financial statements.



Chrysalis

STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 March 2021

	Note	2021 Rs.	2020 Rs.
Incoming Resources	11	496,084,307	294,885,017
Project Expenditure			
Direct Costs	12	<u>(429,187,746)</u>	<u>(284,083,893)</u>
Net Surplus on Projects Activities		66,896,561	10,801,124
Income from Advisory Services		15,051,605	16,785,690
Direct Expenses from Advisory Services		(12,215,297)	(16,627,673)
Revenue Earned from Other Activities	13	453,463	-
Administrative Expenses	14	(17,664,099)	(17,448,783)
Finance Income		8,494,522	9,328,895
Net Surplus/ (Deficit) Before Tax		<u>61,016,755</u>	<u>2,839,252</u>
Income Tax	15	(5,610,492)	(3,863,276)
Net Income /(Deficit) after Income Tax		<u><u>55,406,263</u></u>	<u><u>(1,024,023)</u></u>

The accounting policies and notes on pages 07 through 20 form an integral part of the financial statements.



Chrysalis

STATEMENT OF CHANGES IN ACCUMULATED FUNDS

Year ended 31 March 2021

	Unrestricted Funds Rs.	Restricted Funds Rs.	Total Rs.
Balance as at 01 April 2019	57,048,568	53,424,063	110,472,631
Total Comprehensive Income for the Year	(1,024,023)	-	(1,024,023)
Fund Received During the Year	-	468,128,077	468,128,077
Fund Receivable from Donor	-	9,449,335	9,449,335
Fund Returned to Donor	-	(1,406,014)	(1,406,014)
Fund Transferred to Statement of Financial Activities	-	(284,083,893)	(284,083,893)
Transfer to Unrestricted Income	-	(7,238)	(7,238)
Management Fee transfer to Unrestricted Income	-	(5,934,705)	(5,934,705)
Balance as at 31 March 2020	<u>56,024,545</u>	<u>239,569,624</u>	<u>295,594,169</u>
Total Comprehensive Income for the Year	55,406,263	-	55,406,263
Fund Received During the Year	-	364,540,291	364,540,291
Fund Receivable from Donor	-	37,433,937	37,433,937
Fund Returned to Donor	-	(554,232)	(554,232)
Fund Transferred to Statement of Financial Activities	-	(429,187,742)	(429,187,742)
Management Fee transfer to Unrestricted Income	-	(9,937,416)	(9,937,416)
Transfer to Unrestricted Income	-	(53,310,147)	(53,310,147)
Balance as at 31 March 2021	<u><u>111,430,808</u></u>	<u><u>148,554,315</u></u>	<u><u>259,985,124</u></u>

The accounting policies and notes on pages 07 through 20 form an integral part of the financial statements.

