



2022 - 2023

**ANNUAL
REPORT**



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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

THE BOARD OF DIRECTORS



Nelun Gunasekera
Board Chairperson



Vidusha Nathavitharana
Hi5 Consultancy



Audrey Fernando
Human Resources
Action Contre la Faim



Tim Bishop
International Development
and Partnership Consultant



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



Anan Kittaneh
Sr. Director Strategy &
Planning at CARE USA
Globally

EXECUTIVE MANAGEMENT TEAM



Ashika Gunasena
Chief Executive Officer



Kushala Cooray
Head of Operations



Tharanga Silva
Head of Finance



Ahamed Rislan
Head of
Development Services



Vindhya Fernando
Head of
Advisory Services



K. Vinopavan
Programme Manager
Grants & New Businesses

Message from the CEO

It is hard to believe we will be seven years old in a few months! While we had the ambition to succeed, we perhaps did not expect to be where we are today – a credible, valued, impactful, and financially viable local organisation making a significant contribution to Sri Lanka's inclusive growth. The relevance of our work with women and youth across the country continues to grow, amidst the socio-economic and political crisis and people's desire to build a better country. Our work to build inclusive economic models, to engage women and youth as critical voices in the process of recovery, development, and growth of the country and to prevent gender-based violence, as well as our work to embrace diversity and build resilience, are critical to addressing the current and future challenges in Sri Lanka.

As we know, Sri Lanka is experiencing an unprecedented crisis. It is impacting all of us, especially those already vulnerable and marginalised. We as an organization too, are caught in the storm both from external and internal factors. While storms can create havoc, they can also clear our pathway to rejuvenate, strategise, and define new ways of working.

The most important factor that enabled our success is our TEAM, based across the country. Our diverse backgrounds, expertise, experience, leadership, and courage, are the envy of others in the sector. We continue to challenge ourselves and Chrysalis to be the best. I want to applaud those of you who have worked hard and smart for the last seven years and the newest members of our team for making Chrysalis great and continuing to strive to challenge poverty and social injustice!

Ashika Gunasena

Our Work



EMERGENCY RESPONSE

In response to the ongoing economic crises that Sri Lanka is experiencing, Chrysalis' Emergency Response reaches out to the most vulnerable and marginalised communities reeling from the rapidly worsening economic situation. The response upholds Chrysalis' commitment to women and youth and contributes to gender equality and women's empowerment by ensuring that our interventions are not only gender sensitive but illustrate an in-depth understanding of the gendered implications of the crisis. Our current emergency programming covers the Northern, Eastern, Central, and Uva provinces, as well as urban Colombo in the Western province and 8 tea plantations.

The response builds on the existing projects in each geographic location in two phases: relief, and recovery. The main target groups consist of Samurdhi beneficiaries, women-headed households, daily wage earners, households engaged in subsistence-level small-scale income-generating activities, and families with disabled persons, tea plantation communities, and households dependent on micro, small and medium entrepreneurs. Interventions include dry ration distributions, unconditional cash grants, and cash for work. Chrysalis also attempts to strengthen community capacity for emergency preparedness and planning by engaging communities in decision-making and response activities supported through our existing long-term development programmes. With funding from CARE Austria, Twinings through CARE UK, and General Electric through CARE USA, we have distributed dry ration/nutritional packs, stationery, unconditional cash grants, and home gardening kits.

Emergency response activities in the reporting period

CARE Austria

- 2330 dry ration packs
- 7435 Home Gardening Kits (reaching 9500 persons)
- 100 stationery packs

General Electric Foundation

- 950 dry ration packs
- 302 unconditional cash grants



Mrs. Munawwara Saliey, a Montessori school teacher and President of the Jayagathpura Muslim Women's Society in Moratuwa, joined fellow society members Sheena, Rifka, Minha and



Manseeya to distribute home garden kits in her neighbourhood. The challenges brought about by COVID-19 and subsequent economic crises have hit their community hard, leading to food insecurity, especially among young children. Recognising this, the society initiated home gardening in 2016, aiming to provide Montessori children with hands-on experience in growing their own food and preparing them for any situation.

With her fellow society members, she collects home gardening kits made with compost sacks, watering cans, seeds, and tools to be distributed. With it, they can ensure every child under the umbrella of the Jayagathpura Muslim Women's Society can enjoy a steady supply of nourishing vegetables.

"COVID-19 has been a challenging time for many months. All shops remained closed, and we had no income. We had to manage with what we had. The children who come to my Montessori need books, pencils, and pens, but they can't concentrate without food. Our home gardens will ensure that every child gets nourishing vegetables daily".

"The dry ration pack is a big help for us, considering my family's current economic situation. Items like coconut oil, dhal, tea powder, soya meat and nutritional flour will serve our food needs for at least a month. But we cannot rely on the Government and NGOs to support our lives. If the situation continues or worsens, we must find another alternative to sustain our lives. For instance, I had a cow but it was stolen. I have one acre of land to cultivate crops as the home garden. The produce from the cultivation will be useful for our food needs."



Saritha is a mother of two boys (aged 17 and 3) living in Pandiyankulam in the Mullaitivu district. A single mother, she works as a daily labourer to earn a living with occasional help from the church. Her son, aged 3, is considered underweight due to malnutrition but her financial constraints make it nearly impossible to afford the recommended high-protein foods. Due to the meagre daily wages, it is impossible to purchase necessities.

Emergency Response for Apparel Sector

Sri Lanka's apparel sector, which consists of predominantly women, has been catapulted into grave hardship due to the political and economic crisis. With funding from GAP and Lululemon, Chrysalis conducted a needs assessment with diverse apparel sector employees in the Katunayake Export Processing Zone to understand the rapidly changing context in the sector.

- 5 Focus Group Discussions were held with pregnant mothers and mothers with children under 5, full-time apparel sector workers (single women and men), members of the LGBTIQ+ community, and 'manpower' workers to understand the impact of the economic crisis on their lives and livelihoods.
- 4 Key Informant Interviews were held with state service providers, full-time and 'manpower' workers, and members of the transgender community in the area to gain a more in-depth understanding of the specific challenges that marginalised groups face.

The findings of the assessment will assist in drafting interventions to ensure that unique needs are supported for short, medium and long term interventions in the sector.

Enhancing Community Engagement

BUILDING RESILIENCE - Women lead to mitigate and resolve environmental resource-based conflicts

Funded by the United Nations Development Programme (UNDP), the project ran from July 2022 to March 2023. Several hotspots related to environmental resource-based conflicts were identified in the Batticaloa district by UNDP and IUCN. This project primarily focused on women's role in resolving environmental resource-based conflicts by adopting an intersectional approach to understand the unique challenges faced by women in the region.

The project had multiple goals, including preventing conflicts by strengthening early warning and response mechanisms, conducting informed analyses to identify the causes and various dimensions of the conflicts, strengthening community-based mechanisms to determine long-term sustainable solutions, resolving identified disputes, and ensuring the system functions effectively in the long run. Additionally, the project mobilised local leadership to lead the initiatives and build the necessary capacities to tackle the issues.

Key Results

- Enhanced the capacity of local leaders, including government authorities, women's societies, youth leaders and Community Centers (Praja Mandala)
- Strengthened and re-formed four community-based organisations (CSOs) and established a women-led CSO
- Raised awareness about the conflicts among 217 CSO members through community-level activities
- Equipped them with conflict sensitivity and leadership skills to mitigate and manage community tensions and triggers
- Identified 21 drivers of water and land-related conflicts and addressed 6 of them through action grants
- Established 4 networks in partnership with community platforms and the private sector to boost livelihoods and economic activities related to environmental resources



Implementation of the Women Peace and Security Agenda in Sri Lanka

Women, Peace, and Security – fulfilling the commitment to UN Resolutions

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, supported by UN Women with funding from the People of Japan in collaboration with the State Ministry of Women and Child Affairs. The project involved delivering capacity-building training on social cohesion for CSOs and a women's economic empowerment programme. It covered 10 DS Divisions spread across four administrative districts in the Northern, Eastern, and Uva provinces, from Dec 2020 to Dec 2021, and was later extended to Oct 2022 due to extenuating circumstances.

The project aimed to support the capacity development of women, particularly the marginalised and vulnerable, to improve or expand small businesses and sustainable livelihoods. This empowerment allowed them to achieve economic independence and resilience as women entrepreneurs engaged in various businesses or farming activities. This is crucial in enhancing social cohesion and peace within their communities and beyond. As a result, the project significantly contributed to advancing gender equality, peace, and security.

Key Results:

- 700 businesswomen were supported to develop business proposals, pitching for success in bidding
- 450 businesswomen were trained to enhance their knowledge and skills in entrepreneurship
- 384 businesswomen received in-kind assistance to improve/expand their businesses
- 384 businesswomen were provided individualised counselling, mentor support, assets, and technology transfer to enhance social capital and experience sharing
- Creating awareness of gender equality among 60 frontline public officers as the primary point of contact for women seeking to access public services through the authorities in the local public administrative system
- 90 projects received small grants for 180 community leaders to implement peace-themed projects that enlisted 5,400 volunteers, mostly women, to engage in peacebuilding supported by 180 local leaders as mentors

Mugunthan Jeyavinoja, from Puliyankulam in Vavuniya, received a water pump, supplementary pipes and training to improve the crops in her garden and greenhouse. The new equipment reduces her energy costs and enables her to maintain the garden during dry months. Following her advertising, product listing and account management, she has even listed some of her crops online. Additionally, Jeyavinoja operates a grocery shop and has started a micro business in producing, packaging and selling spices such as chilli powder. Jeyavinoja is resolute about turning things around and creating a snack production venture next.

Photo credit: UN Women Sri Lanka



Empowering Communities to Prevent Violence Against Women and Girls in Mannar

Economic Empowerment contributes to ending Violence Against Women and Girls

With support from the Government of Australia (DFAT), UN Women has implemented the project in partnership with Chrysalis. This project worked with female and non-female-headed households, including war widows in Mannar. It addressed the high incidences of sexual and gender-based violence (SGBV) that affect these women and impede socio-economic advancement. The project proposed to address the issues by improving entrepreneurial skills and providing grant support to access sustainable income generation and long-term self-employment to decrease dependency and cope with future risks in life.

Key Results:

- Business Skill Development and Capacity Building Training
- Completed product development training for 122 participants and business and finance literacy training for 89 participants
- Coached 84 participants on how to pitch their business and created a pitching session for 78 participants
- Conducted value-chain training for 30 participants and marketing training for 68 participants
- Collaborated with CBSL for Advanced finance literacy training (42 participants)
- Conducted capacity-building training for government staff (25 participants)
- Supported 74 individuals with in-kind assistance for business expansion
- Made Mentor-Mentee connections for over 55 mentees
- Developed diversity market, experience sharing, and market linkages across the project in the northern region

Jena Jeyakanthi has been self-employed for two years, selling processed local herbs and vegetables under her brand, Good Life Products, in Mannar, northern Sri Lanka. Jena says she started this business to be self-reliant and create a healthy society. However, due to the country's economic crisis, Jena faced hardships to sustain her business. Jena participated in the project activities along with 90 women entrepreneurs to become economically independent and, thus, less vulnerable to violence.

"My 'Good Life Products' is still in the growing stage. The training provided by UN Women and Chrysalis gave us much knowledge I participated in a series of training on product and market development, account management, and how to grow our business further, along with other technical sessions. Also, they showed us the importance of contributions made by women entrepreneurs to the economy and how having incomes gives you greater control and dignity. I earn a decent income from my business and manage a balanced life"

Photo credit: UN Women Sri Lanka

TRANSFORM: Building Inclusive Communities – Promoting Women's Leadership

Funded by the Delegation of the European Union to Sri Lanka and the Maldives, the TRANSFORM project aimed to enhance democracy and human rights in northern Sri Lanka by promoting and protecting gender equality, human rights, fundamental freedoms, and justice. The Project was begun in January 2020 in partnership with the Law and Society Trust (LST) and ran for three years.

The project achieved its aim by enabling 300 women and 100 men and strengthening 18 shared platforms in 5 districts in northern Sri Lanka to challenge discriminatory social norms and structural barriers perpetuating gender-based discrimination and violating human rights and fundamental freedoms. A particular focus was given to participatory formative research to understand discriminatory social norms that inhibit women's fundamental rights and freedoms and gender equality. The project also facilitated shared platform members, CSO leaders, and human rights defenders to initiate women-led advocacy initiatives that address gender equality and right-based issues.

Key Results:

- Facilitated the formation and strengthening of 18 shared platforms at the district and regional levels, including 12 platforms already formed by previous projects
- Built capacities on the Right to Information (RTI) Act for 221 (W-139 and M-82) community leaders and human rights defenders in all 5 districts
- Trained 393 (W-295 and M-98) community leaders to enhance the skills and competencies of women and men leaders about thematic clusters of fundamental freedom
- Conducted a legal aid clinic to support vulnerable communities, and 55 cases of human rights disputes were recorded
- Trained 49 women leaders as mentors through 'Design Thinking' processes to improve the effectiveness of actions on human rights and fundamental freedoms for constituency building
- Facilitated 5 conversations on 10 identified key gendered social norms in the research, using theatre/dramas for around 1,500 people in all 5 districts
- Conducted training on identifying and designing advocacy interventions by the community leaders, with the participation of 55 (W-35 & M-20) human rights defenders and community leaders
- Supported 10 women-led initiatives and 5 advocacy initiatives executed aimed to combat and resolve burning community issues on social norms, justice, gender equality, human rights, and fundamental freedoms, which reached more than 4,500 people in the region

Dilani Croos Satheeskumar, from a small fishing village in Mannar District, has become a leader and advocate for women in politics. With a background in social mobilisation and a short stint as a tax collecting officer at Mannar UC, she entered politics through the 2018 local government elections, driven by her commitment towards creating social change together with other women. Dilani actively engages in various platforms, including the Mannar District Women Councillors' Caucus (DWCC) and TRANSFORM project initiatives, to promote gender equality and social change.

"The learnings via capacity building sessions and training have helped me to evolve as an active politician building inclusive communities. Along with the other women councillors of Mannar UC, we proposed a resolution to construct a feeding room for mothers in the Mannar public bus stand, and later, it was constructed, benefitting several lactating mothers to date. We have also made the public bus stand accessible to disabled people via resolutions."



Empowering Sri Lanka's Tea Plantation Communities

In partnership with CARE UK, Chrysalis began implementing the project in May 2017, with funding from Twinings. The main objective of this project is to improve the relationship between the estate management and the estate communities for a strengthened collaboration towards a viable tea business, with a content workforce satisfied with improved social welfare and well-being. To achieve this objective, Chrysalis has created a structure within the tea estates called the 'Community Development Forum (CDF)'. The CDF is an all-inclusive collective decision-making forum comprising all stakeholder categories: workers, non-workers, youth, women, estate management, estate staff, trade unions, and governmental, non-governmental, and private organisations. As a team, they work together to address issues connected to the community's well-being and the estate's productivity. The programme is implemented in eight estates: Bogawana, Lethenty, Strathspey and Balmoral in Nuwara Eliya district and Nayabedda, Dambetenna, Aislaby and Uva Highlands in Badulla district.

Key Results

- Completed a cross-learning visit for a team of 104 new CDF committee members
- Completed an estate staff training for 75 CDF members on Community Mobilisation
- Distribution of 1,535 dry ration packs, 1,210 nutrition packs, and 150 home gardening kits benefiting 2,895 families
- Facilitating birth certificates for 529 estate residents through the CDFs
- Construction of 05 drinking water points in the plucking fields of Bogawana estate and another 03 water projects benefiting 2,089 individuals
- Commencing 4 businesses parallel to the Nayabedda Economic Development Center operations launch
- Awareness programme on career opportunities and income generation opportunities for the youth with NAITA, VTA, and Divisional Secretariat offices
- Workshop on animal husbandry for the estate community
- Conducting supporting workshops for the students sitting for the O/L examination in Nayabedda estate
- Conducting English classes for 15 youth members to improve their language skills
- Awareness of menstrual hygiene for 275 women and girls

Rashmina is the first female Assistant Field Officer ever appointed among non-workers in the history of plantations. Despite all the negative perceptions toward non-workers, her outstanding performance mattered greatly to the community and the management and her participation and leadership in the CDF discussions, programmes and trainings gave her courage and confidence.

"The CDF moulded me to be what I am today. I was a passive and shy person. The CDF empowered me to find the potential within me. I am proud of being courageous to accept the 'Man's job' which is not favoured by any woman. As an Assistant Field Officer, I have gained respect and recognition as a role model in the estate. It is not easy, but I am not ready to give up. I am inquisitive to learn more and improve myself."



Youth Govern

Funded by the National Democratic Institute – Taiwan, the project empowers young people from the Pradeshiya Sabhas of Puttalam, Kalpitiya, Arachchikattuwa and Chilaw Urban Council in democratic processes with leadership training and civic education. It promotes youth and women's leadership to address challenges in marginalised communities and enhances capabilities, networks, and opportunities, advocating for inclusive development and accountability. It also raises awareness of sexual and gender-based violence (SGBV), a major barrier to women's leadership.

Key Results:

- Organised five Focus Group Discussions (FGDs) with stakeholders, including Youth Task Force and Praja Mandala members and conducted three Key Informant Interviews (KIIs) with influential regional individuals
- Successfully conducted a Competitive Selection Process, selecting 16 promising Praja Mandalas and 40 dedicated Youth Task Force (YTF) members
- Developed two training modules/session plans and organised capacity development programmes on Gender and Conflict Sensitivity, Transparency and Accountability and trained 108 participants, including Praja Mandala members, YTF members, and government officials
- Conducted eight Shared Platform meetings involving representatives from local authorities, Praja Mandala members, and YTF representatives
- Conducted 02-day Design Thinking workshops for Shared Platform and YTF members.
- Hired consultant to initiate the Digital Tool for Community Score Card, namely the E-Sabha Mobile application for all 04 areas
- Provided social media and storytelling training for the YTF members to empower youth for advocacy
- Organised campaigns against Sexual and Gender-Based Violence (SGBV and GBV) in all four divisions with the participation of Praja Mandala Members, YTF members, and female local councillors in a district-level campaign

Fathima Najiya has been an active Youth Task Force Member from Chilaw. Her journey began during Chrysalis' Solid Waste Management (SWM) Programme, where she received comprehensive training in various areas, including finance, capacity development, and gender studies. In 2022, Fathima represented Chrysalis in the Active Citizen Programme held in Taiwan. This experience exposed her to youth groups' crucial role in democratic processes, with training in Open Government, Transparency and Accountability, and Gender Equality. Armed with this knowledge, Fathima is dedicated to educating and empowering young individuals, emphasising transparency, accountability, and gender equality in combating corruption within the government sector and shaping a better future for our nation.

"Currently, I am pursuing a bachelor's degree in social work, which aligns perfectly with my aspirations to help individuals help themselves. My journey with Chrysalis has enriched my life and empowered me to make a meaningful impact on my community and society."



BUILDING RESILIENCE

By Co-Creating for Climate Security

Technical and Governance Innovations for Transforming Natural Resource Conflict into Peace and Prosperity in Rural Sri Lanka

The project is funded by the Foreign, Commonwealth & Development Office (FCDO) of the United Kingdom through the British High Commission in Colombo under its Conflict Stability and Security Fund. The project is led by the International Water Management Institute (IWMI) and implemented by Chrysalis and the Centre for Poverty Analysis (CEPA) through a tripartite partnership between the project, focal communities and relevant layers of government to identify priorities and co-create and implement appropriate innovations collectively.

Given the relatively high poverty levels, a conflict-prone history, and particular vulnerability to climate change concerning water and land resources, the project interventions focus primarily on conflicts associated with drought and agriculture/food production in selected Divisional Secretariats in the North and North-West Provinces. The project runs from October 2022 to March 2025 and responds to these needs by demonstrating innovative, replicable, and integrated bio-physical livelihood and governance interventions to reduce conflict and inequity by building community and local government capacities to manage contested natural resource systems.

The key strategies for change are:

- Evidence-based identification of climate and conflict hotspots where climate change and other socio-economic features intersect
- Community-led selection, design, and implementation of integrated bio-physical and governance interventions
- Working together for impact and uptake with a project-community-state tripartite
- An intersectional approach with a particular focus on gender in collaboration with women, youth and excluded livelihood groups
- Documentation and communication to promote replicability and scaling up across the country



Sri Lanka Less Travelled

Funded by the Delegation of the European Union to Sri Lanka and the Maldives, the project aims to improve the resilience of communities by developing five community-based eco-tourism model sites. This objective includes capacitating 60 women and youth as nature-based tour/travel companions and supporting the improvement of 20 women-led eco-tourism-based enterprises and 40 tourism-based self-employments in Matale and Nuwara Eliya districts. The project began in December 2022, and the proposed actions will adopt a holistic, participatory and community-centric approach.

During the participatory design process, Chrysalis selected five signature tourism sites in the Central Province, given the great potential for inclusive and sustainable tourism models, natural resources, unique geographic features, landforms and ecosystems.

After a consultative process in Nuwara Eliya and Matale facilitated by the Ministry of Tourism, District Secretariat and Divisional Secretariat, the following locations were proposed for the project based on the criteria set forward by Chrysalis:

- Kolapathana Tea Estate and Viewpoint in Kotmale
- Kadadora/Ranamure in Kothmale
- Aberdeen Waterfall in Ambagamuwa Koralya
- Karagasthenna Mountain Range in Ambanganga Korale
- Thalkote Lake and Village in Dambulla



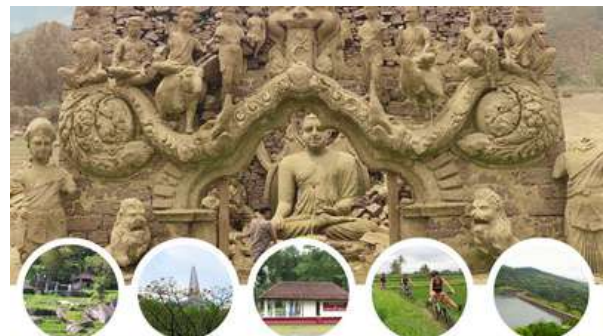
Karagasthenna



Thalkote Village



Kolapathana Estate



Kadadora and Ranamure



Aberdeen Waterfall

Recovery of Micro, Small and Medium enterprises (MSMEs)

Established as an extension of the EU funded ENTERPRISE project and the British Council, the project directly links with 200 MSMEs and 4 Business Service Centres in the Uva and Central Provinces. Due to the pandemic, all sectors of MSMEs faced many challenges, including economic sustainability, income generation, reduced demand, supply chain complexities, and changing consumption patterns.

This project, which began in December 2022, will run till November 2024 and supports MSMEs facing similar challenges to adapt their strategies for economic survival in the districts of Badulla, Monaragala, Matale, and Nuwara Eliya. The objective is to provide MSMEs access to finance, technology, market information, and business development services, ultimately contributing to improved socio-economic well-being in response to COVID-19 and economic shocks, enhancing resilience, and diversifying market opportunities for MSME businesses. Additionally, the objective is to support MSMEs led by women and youth to become viable businesses that generate employment and strengthen business networks, Business Service Centers, and supply and market chains, ensuring resilience among MSMEs to overcome current and future crises.

Planned Activities

1. Increased support to MSMEs to create value-added products targeting niche markets to overcome the implications of COVID-19 and other crises
2. The MSMEs are supported to explore untapped markets through diversification strategies
3. Ensure systems, approaches, and services are in place to ensure rapid recovery, resilience, and growth
4. Business networks are strengthened to support MSMEs in times of crisis and vulnerability

To support her family, G. R. Susanthi started a small-scale yoghurt manufacturing unit. Known today as 'Lakshan Yoghurt', the business initially operated from her home in the Medagama Division of Monaragala District with her family. Over time, her enterprise expanded her operations with assistance, including constructing a dedicated facility and installing a solar panel system. Currently, they manufacture and distribute a wide range of dairy products, including yoghurt, yoghurt with toppings, jelly and fruit yoghurt, strawberry-flavoured yoghurt drinks, ghee, and milk ice packets.

With the motto 'Milky enriched and nutritious for all', their business has improved her livelihood, positively impacted the local community with employment, and established a network of 27 local farmers who supply fresh milk to her facility.

Moreover, they have gained their GMP certification, while Susanthi has also been honoured as the Best Women Entrepreneur in the Monaragala District.



Strengthening Community Dispute Resolution

Under the thematic area of the SEDR programme, the project aims to improve inclusive community engagement in local problem-solving in the Badulla and Monaragala districts of the Uva Province. The proposed approach will include women, youth, men and (numerically) marginalised groups, including people with disabilities and LGBTIQ groups. According to it, community disputes and tensions are assessed, comprehended and approached from diverse perspectives using the Do No Harm framework. Our direct target groups in this project are community centres or Praja Mandalas and other possible community-led bodies in the targeted villages/wards, including community leaders, local government women councillors, religious leaders, village-based state officials, members of community mediation boards and village protection groups.

The project began in August 2022 and will run till November 2023. With previous experience working with these stakeholders, Chrysalis closely collaborates with them to understand existing problems and their root causes. The project adopted a consultative process involving these target groups and stakeholders during its implementation. Meanwhile, the objective is to empower community governance platforms to lead local conflict resolution platforms in their community and create and sustain lasting peace in the districts of Badulla and Monaragala.

"As estate workers from the Namunukula estate, we feel discriminated against since our line rooms (10 and 14) are located in the highlands with limited transportation facilities. We could not participate in community organisations to speak collectively about our needs. During the SEDR project, we were enabled to participate in a change process through which we joined the Praja Mandalaya and participated in several trainings offered by the organisation."

Thiruneswaran Selvi, a Kanawarella village resident, is responsible for being the sole breadwinner for her family. Recognising the marginalised status of her community as estate workers and their lack of proper representation, Selvi felt a strong urge to organise her fellow community members into a village-level society where they could collectively voice their needs and concerns.

As a Praja Mandala (PM) member, she engaged in four training programmes on conflict analysis, conflict management, and dispute resolution. With a participatory conflict analysis process, she formulated the village development plan, highlighting the water supply system and its impact on household and agricultural activities. Based on her experiences, Selvi firmly believes that empowering them will enable them to effectively address the challenges and resolve conflicts they face within their community.



WEAVE – Women Empowerment, Action, Voice, Enterprise

Funded by the H&M Foundation, the Programme for Women in Enterprise was implemented in three phases in the northern province of Sri Lanka. The objective was to strengthen and scale up the approaches that created an enabling environment in the northern province for female entrepreneurs to excel in the SME sector and empower women-headed households economically and socially to enhance their safety, security and dignity. Each project phase was built upon the insights gained from the previous phase. Phase III of the WEAVE project concluded in July 2022.

During the project period, Chrysalis faced many challenges due to the Easter attacks, COVID-19, economic crises, digital literacy levels, and internet connection in rural areas, causing delays to the critical activities of the programme.

Key Results:

- Benefited 34 MSMEs, 73 entrepreneurs, 38 men, 214 employees, and 45 informal employees, primarily representing women-headed families
- Provided access to low-interest loans up to Rs.200,000, with 85% of members obtaining loans through the WE Save initiative
- Supported the set up of 'Made By Her', an online platform and physical store for female entrepreneurs to market and sell their products, promoting income generation
- Constructed a Sales Centre at Aachchi Food Corner – Kilinochchi, for entrepreneurs to sell their products and function as collection points in the Northern Province
- Completed the construction of the Business Service Centre in Kilinochchi, offering regulatory and collective business support services
- Installed the Biz Res App Toolkit application on tablets issues for participants, with 74% developing the skills to cope with pandemic-related challenges
- Conducted digital learning sessions for women entrepreneurs and their adult children to adapt and effectively use digital technologies
- Updated the online repository on CARE Shares with tools, training manuals, research reports, and documents accessible to over 100 CARE offices worldwide
- Fostered collaboration and interdependence among entrepreneurs within the project, resulting in a closely-knit and well-collaborated group supporting each other's businesses



WIG: Women in Inclusive Governance

Funded by the BMZ: The Federal Ministry of Economic Cooperation and Development, Germany and co-financed by CARE Germany, the overall objective of this project is to empower women in political and civic leadership positions, with a commitment to changing social norms and promoting inclusive local governance processes and development outcomes in Batticaloa, Ampara, and Trincomalee district in the Eastern Province.

CSOs are struggling with a lack of management, technical and financial resources to build a democratic political culture that embraces the role and leadership of community and women's leadership. This project takes a women-centric integrated approach to the development of the province by eliminating power inequalities, overcoming gender norms and the resulting tensions in ethnopolitical relations and promoting women's leadership and active engagement in politics and local governance. Moreover, the project employs various activities such as community mobilisation events like cultural programmes and traditional games, the development of a Village Development Plan through participatory rural appraisal (identifying problems in the village and prioritising the most burning issue and propose an activity to eliminate that issue), providing action grants to the above-proposed issue, and conducting capacity-building training programmes for selected women and men leaders on gender equality, governance, civic rights, and so on.

Key Results

- The project has selected 300 female and 100 male leaders, including 60 female and 30 male political leaders, through a transparent selection process.
- 176 female and 43 male leaders have increased their expertise and skills in the areas of gender equality and conflict prevention through 9 capacity building trainings.
- 150 Female and 35 male trained leaders participated in at least 6 meetings per year to strengthen their representation of the community and lay the groundwork for regular meetings.
- The mobilization activity in the project has contributed to increasing women's leadership and engagement in politics due to the mobilization of the leaders through the CSOs.



- The project influenced and encouraged 22 women leaders through the project interventions to contest in the upcoming Local Government Election from the 45 CSOs, which the project works with.
- The research study on the causes and consequences of discriminatory gender-based social norms was conducted and 5 key findings from the regional study were used to develop materials and modes of promoting women's empowerment and gender equality practices.
- 45 CSOs were selected from the 9 LAs through a competitive and transparent selection process out of 73 CSOs.
- 3071 community members are mobilised through 34 community mobilisation programs in all 45 CSOs.
- 10 CSOs were reformed with the project involvement and ensured the inclusiveness of women and marginalised communities.
- Men and women leaders were involved in planning and implementing different mobilisation activities (sports, cultural events, providing nutritious food, community kitchen) to improve social cohesion and reconciliation and celebrate ethnic, religious, and cultural diversity.
- 1089 male and 1417 female members are currently part of the CSOs, where female participation is 23% higher than male members.
- 45 key government officials and 90 CSO leaders participated in a 3-day training program on the Village Development Plan.
- 45 VDPs have been developed with the participation of 45 CSOs.
- Six proposals have been developed and 2 action grants have been provided to CSOs so far.
- The project initiated a process with the Commissioner of Local Government for stakeholder consultation and included gender equality and governance aspects in the bylaws through the district-level consultation.
- The project has taken steps with the respective Local Government Authorities to compile the comments received for the draft and translate the bylaws into the 3 local languages.



Afrin, a young Muslim woman from Addalaichenai, has shattered barriers and transformed her life through determination, education, and community engagement. Emerging as a trailblazer, she took on the role of treasurer in the community centre at 23. Moreover, she was involved in the project's various events like capacity building training, bookkeeping training, and implementation of an action grant at the village level, which led to a significant shift in her mindset. Now, Afrin has taken a courageous step by running for the local government election, aiming to become a female councillor in the Pradeshiya Sabha, a significant milestone showcasing her commitment to making a difference in her community, where women are restricted from leaving their homes after 4 p.m. Her

determination, resilience, and new skills have empowered her and inspired others, including fellow women in her community centre, her mother, and her older siblings, to break free from traditional constraints and actively participate in decision-making processes.

"Through the Women in Inclusive Governance project, I discovered my inner strength and the power to inspire change. It's not just about what I've achieved; it's about being an example, especially women like me, so that we can break free from traditional constraints and actively shape our community's future."

Support Communities to Ensure Food Security and Build Their Resilience

Funded by the Hilton Foundation, this project is implemented with the technical support of CARE USA to support vulnerable communities, including women, children, farmers, and entrepreneurs in Northern, Eastern, Central, Uva, and Western provinces of Sri Lanka. The participants of this project have been severely affected by the economic crisis, food insecurity, and malnutrition in the country. The project supports them in coping with the immediate gaps in household needs and the agriculture and MSME sectors and makes them more resilient to future shocks by ensuring food security and building resilience. Moreover, the project collaborates with several government stakeholders for effective implementation.

The project is focused on:

- Ensuring food security and nutritional requirements of the vulnerable community
- Supporting school children with school packs
- Supporting adults/children's homes and women's safe houses and care centres to address food, nutrition
- Supporting families and farmers to practice long-term home gardens
- Agri-based MSMEs attached to paddy, vegetable and seed cultivation, cattle farming, and value-added production
- Supporting agri-based infrastructure renovation for reviving the agriculture sector



Made by Her

Made by Her (MbH) is an 'Inclusive Market Place and Network' to facilitate enterprises led and managed by women to overcome the issues of diversifying their markets and reviving marketing and business networking approaches. The platform promotes alternative market access, including digital and offline platforms, enables national access to markets and business networks, and provides technical assistance for quality control and improvement, brand building, product diversification and innovation. Additionally, it will build solidarity and business linkages between women entrepreneurs and facilitate collective advocacy. Significantly, it focuses on addressing gendered implications within the sector, including boosting women's contribution to Sri Lanka's economic growth.

Funded by the Canada Fund for Local Initiatives, MbH offers women equal access to an untapped market despite the scale of their enterprise, nature of the product, branding, geographical location, English language skills, IT skills and social class. Moreover, the platform provides coaching and mentoring support for entrepreneurs to ensure market readiness for their products by helping them improve product quality, packaging, branding, factory standards and hygienic practices and obtain standard certificates.



Key Results:

- Partnered with 42 merchants across different regions in Sri Lanka and provided them with training to increase their preparedness to access online markets.
- Participated in 4 pop-up stalls and successfully hosted a 'Made by Her' - Market Fair at Independence Arcade in March 2023, with 28 small business owners were given a subsidised rate to host a stall.
- Reached 614,586 People on Facebook and 62,723 People on Instagram.
- Followed by an audience of 1,003 on Facebook and 226 on Instagram.
- Increased product quality through customer experience and feedback.
- Provided design ideas, product techniques, colour/material selections, and advice on preferred raw materials.
- Provided 12 small grants for new merchants from the North, Central and Western Provinces.
- Coached, mentored and provided technical and financial support for women-led enterprises.

ADVISORY SERVICES

Advisory services aim to build diverse, responsible and inclusive organisations, institutions and systems where everyone can thrive. The services include:

- **Conducting Research:** Using an equality-focused approach to assessments, studies, evaluations and audits that enable us to analyse actions/interventions in a participatory manner, embracing the diverse perspectives of our clientele.
- **Enhancing Skills:** Building the capacities of clients to improve the practice of gender equality and inclusion within their interventions or organisational processes.
- **Expert Advice:** Providing short and long-term advice for those eager to deepen their knowledge on gender and inclusion within their work or achieve transformational impact and organisational change.

In the reporting period, three research pieces, two trainings, and two expert advice provisions were conducted.

Research:

1. Chrysalis conducted a research project on gender, religion and politics in partnership with Monash University, Australia. In total, 15 FGDs and 40 FGDs were conducted in Colombo, Kandy and Puttalam.
2. Chrysalis conducted the data collection for a Rapid Gender Analysis to highlight how the ongoing economic crisis impacts the gender-specific economic, sexual and reproductive health, social, and protection risks faced by women, girls, vulnerable groups, and those with diverse sexual orientations across Sri Lanka in August 2022. The final report can be accessed [here](#).
3. Chrysalis initiated the research for an assessment that delved into the health system's ability to deliver essential SRMNCAHN (sexual, reproductive, maternal, newborn, child, and adolescent health and nutrition) services during the economic crisis. The survey focused on identifying the service gaps and challenges clients face in the health sector.

Trainings:

1. Chrysalis trained 26 youths on gender and SRHR, followed by a TOT for selected participants.
2. Chrysalis trained a group of 26 women (refugee and asylum-seekers) on Home-based Business Development. A 5-day training was created which contextualised their needs of providing the skills necessary to run a business, product development, marketing tools, and so on, and preparing them to start a business in their country of permanent settlement.

Coordination of CARE's GBV Priority Area

Chrysalis led the global programme to end GBV in February 2017 with CARE Secretariat colleagues and CARE USA, and in August 2021, was joined by the CARE Egypt foundation for leading the global coordination of GBV in Emergencies (GBViE).

The role involved providing thought leadership, technical expertise, innovation, impact measurement, scaling and learning across the confederation.

- Chrysalis continued to actively reach out to regions to support and strengthen coordination and communication between regional and global teams, as well as engagement within the GBV/GBViE Community of Practice (CoP).
- Chrysalis provided leadership in the planning, coordination and facilitation of the CoP, which included hosting or facilitating monthly learning events.
- Chrysalis compiled in collaboration with CUSA, the GBV guidance note was launched in August 2022, providing clear guidance by integrating GBV across CARE's programming in development settings. The Guidance can be found [here](#).
- Chrysalis coordinated 16 Days of Activism Campaign (FY21/22) through the GBV CoP with the support of the Global Advocacy Director for CUSA.
- Chrysalis led the design, compilation or revision of specific knowledge management pieces: an introductory video on GBV for CARE staff, design of the GBV (with the GBViE Lead) module for CARE's global gender orientation course, revised GBV/GBViE capacity statement and the 2023 GBV/GBViE Impact Brief for FY 21/22 and an analysis piece on PIIRs reporting gaps.
- Chrysalis supported the global PIIRS team with the validation of GBV-specific metrics reported globally, contributed to the revision of the GBV indicator guidance, and led the revision of this guidance based on feedback from CARE staff.

What Works - Impact at Scale

Within the CARE consortium, Chrysalis provides technical advisory to the External Engagement and Influencing (EEI) pillar.

- Chrysalis supported the EEI strategy, through which we support the programme to drive improvements in VAWG prevention policies, practice, quality, quantity of investments and funding mechanisms amongst donors, national governments and practitioners in order to achieve impact at scale.
- Chrysalis led the data collection process to review the EEI strategy and developed the analytical report that was key in developing the renewed EEI strategy. The research methodology was designed and implemented by Chrysalis.
- Chrysalis led in developing the training module on conducting a Gendered Political Economic Analysis. This document will be used by grantee partners in Asia, the Middle East, North Africa, and Sub-Saharan Africa.
- Chrysalis led in developing the format and renewing the stakeholder mapping of the WW programme.
- Chrysalis held a virtual event during 16 Days of Activism that launched the flagship **CRSV report**
- and provided space for a technical discussion on the evidence around prevention of CRSV; held a virtual launch to the flagship **LGBTIQ+ report** with multiple stakeholders globally.

STATEMENT OF FINANCIAL POSITION

As at 31 March 2023

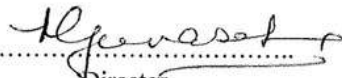
ASSETS	Note	2023 Rs.	2022 Rs.
Non Current Assets			
Plant and Equipments	4	3,770,638	671,187
Intangible Assets	5	1,740,922	2,628,041
		<u>5,511,560</u>	<u>3,299,228</u>
Current Assets			
Receivables	6	177,785,863	98,469,846
Cash and Bank Balances	7	1,176,959,963	217,132,845
		<u>1,354,745,826</u>	<u>315,602,691</u>
Total Assets		<u>1,360,257,386</u>	<u>318,901,919</u>
EQUITY AND LIABILITIES			
Capital and Reserves			
Restricted Funds	9	1,122,603,075	102,588,808
Unrestricted Funds		177,082,905	113,790,872
Total Equity		<u>1,299,685,980</u>	<u>216,379,680</u>
Non-Current Liabilities			
Retirement Benefit Obligations	8	8,606,047	7,876,125
		<u>8,606,047</u>	<u>7,876,125</u>
Current Liabilities			
Payables	10	21,970,686	32,422,170
Bank Overdraft	7	13,855,746	56,610,396
Income Tax Payable	15.2	16,138,927	5,613,548
		<u>51,965,359</u>	<u>94,646,114</u>
Total Equity and Liabilities		<u>1,360,257,386</u>	<u>318,901,919</u>

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



 Chief Executive Officer

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.



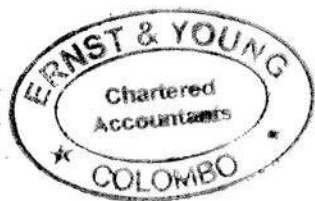
Chrysalis

STATEMENT OF COMPREHENSIVE INCOME

Year ended 31 March 2023

	Note	2023 Rs.	2022 Rs.
Incoming Resources	11	493,481,883	679,784,191
Project Expenditure			
Direct Costs	12	<u>(446,119,682)</u>	<u>(656,235,875)</u>
Net Surplus on Projects Activities		47,362,202	23,548,316
Income from Advisory Services		71,426,394	15,377,517
Direct Expenses from Advisory Services		(21,550,401)	(8,564,681)
Revenue Earned from Other Activities	13	4,315,985	418,328
Administrative Expenses	14	(66,191,034)	(29,222,996)
Finance Income		45,624,341	7,497,401
Net Surplus/ (Deficit) Before Tax		<u>80,987,486</u>	<u>9,053,886</u>
Income Tax	15	(17,695,453)	(6,693,822)
Net Income /(Deficit) after Income Tax		<u><u>63,292,033</u></u>	<u><u>2,360,064</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 RESERVES

Year ended 31 March 2023

	Unrestricted Funds Rs.	Restricted Funds Rs.	Total Rs.
Balance as at 01 April 2021	111,430,808	148,554,315	259,985,124
Total Comprehensive Income for the Year	2,360,064	-	2,360,064
Fund Received During the Year	-	551,548,099	551,548,099
Fund Receivable from Donor	-	80,444,089	80,444,089
Fund Returned to Donor	-	(6,713,513)	(6,713,513)
Fund Transferred to Statement of Financial Activities	-	(656,235,875)	(656,235,875)
Management Fee transfer to Unrestricted Income	-	(13,896,351)	(13,896,351)
Transfer to Unrestricted Income	-	(1,111,958)	(1,111,958)
Balance as at 31 March 2022	<u>113,790,872</u>	<u>102,588,808</u>	<u>216,379,680</u>
Total Comprehensive Income for the Year	63,292,033	-	63,292,033
Fund Received During the Year	-	1,436,829,861	1,436,829,861
Fund Receivable from Donor	-	66,795,978	66,795,978
Fund Returned to Donor	-	(9,580,432)	(9,580,432)
Fund Transferred to Statement of Financial Activities	-	(446,119,682)	(446,119,682)
Management Fee transfer to Unrestricted Income	-	(27,911,459)	(27,911,459)
Balance as at 31 March 2023	<u><u>177,082,905</u></u>	<u><u>1,122,603,075</u></u>	<u><u>1,299,685,980</u></u>

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

