

Catalyzing Change

March - 2018



A participatory theatre production workshop promoting peace and reconciliation between children from different provinces © Chrysalis 2018

Greetings from Chrysalis!

Welcome to the first issue of the Chrysalis newsletter 'Catalyzing Change'. It is our pleasure to bring you this bulletin which not only gives you an idea of who we are and what we do, but also highlights milestones from our projects.

Chrysalis is a Company Limited by Guarantee and an Independent Affiliate of CARE International in Sri Lanka building on its 60 years of experience and expertise across the country. Chrysalis has developed solutions to respond to the diverse and multiple challenges experienced by Women and Youth that prevents them from fully participating in the country's development and growth.

Our team of experienced professionals partner with Institutional Donors and Investors, the Government of Sri Lanka, Private Companies in Sri Lanka and overseas, local and international Civil Society actors to develop holistic, innovative and sustainable models that promote inclusive economic growth, development and good governance. We work across multiple industries, and spheres of influence to ensure our work generates a lasting impact and can be replicated across Sri Lanka and worldwide.

We invite you to visit our website and like us on Facebook which will keep you updated on our project activities and milestones.



Ashika Gunasena
Chief Executive Officer

Mission

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

Vision

A world where growth is inclusive and diversity is celebrated

Chrysalis - Our work

We offer a diverse range of products and services that enable women and youth to fulfill their potential and fully participate in Sri Lanka's growth and offer holistic solutions to our partners to capitalize on such potential and fulfill their socio-economic and environmental obligations.



Chrysalis' Partners & Clients

Institutional Donors and Foundations - European Union/Oak Foundation/Bezos Family Foundation/GAP Foundation, CARE International - Secretariat, Germany, UK, USA & Netherlands

Corporate partners - Cinnamon Hotels and Resorts, Twinings, Diageo, H&M Foundation, Regional Plantation Companies (Bogawantalawa Tea Estates, Agarapathana Plantations, Malwatte Valley Plantations, Elpitiya Plantations, Hatton Plantations and Kelani Valley Plantations)

Government partners - Provincial Councils, District and Divisional Secretariats, Ministries of Local Governments & Provincial Councils/Trade and Commerce, Child and Women's Affairs, National Institute of Language Education and Training and Sri Lanka Institute of Local Government

Civil society partners - British Council, Janathakshan, The Asia Foundation, Women Action Network for Transformation (WANT), Community Development Organization (CDO), Janakaraliya Cultural Foundation, Berendina Employment Centre Ltd. (Gte.), OXFAM and Center for Performing Arts

Inclusive Business Models

Investing in Entrepreneurs and creating jobs in Uva and Central Provinces

This initiative financially supported by the **European Union** and **CARE Deutschland-Luxemburg e.v** implemented in partnership with **British Council**, supports the development of an enabling and empowering business environment for establishing and sustaining income-generation and employment opportunities for vulnerable women, youth and their communities. 3,000 rural and estate community members are expected to benefit from this project while a total of 900,000 will benefit indirectly. The project will support the micro, small and medium scale enterprises of women and youth in the Uva and Central Provinces.

Supporting Micro, Small and Medium Enterprises of women in Northern Sri Lanka



© Chrysalis 2017



© Good Market 2018



© Good Market 2018

Funded by **H&M Foundation** and **CARE Netherlands**, **WEAVE** supports small enterprises in the Northern Province through the provision of business development training, market access, and links to service providers. There is a focus on handloom weaving, a traditional cottage industry of the North which has rapidly gained momentum in the recent past. Chrysalis has assisted in setting up weaving centers and provided business and management training to guide them towards registering as businesses and upgrading the quality and design of the handloom products. We further attempt to directly connect producers to the market and promote a space for ethical shopping in Sri Lanka, while building in sustainability and scalability into the project. The products are sold at the **Colombo Good Market** on most **Saturdays** and at the **Chrysalis offices** at No: 9, Manthri Road, Colombo 05 and Kakkashop Junction, A9 Road, Kilinochchi, on weekdays between 9am and 4pm.

Careers for Women and Youth in the Hospitality Sector in Sri Lanka

With the support of **Diageo** and **CIUK** and partnering with **Berendina** and **Cinnamon Hotels & Resorts**, Chrysalis implements an inclusive development model, training young people on the hospitality sector – technical and much needed soft skills to match the industry needs. Chrysalis will also make appropriate and informed recommendations to industry actors, through a qualitative research on “Barriers to Recruiting and Retaining Youth, Including Women, to the Hospitality Industry in Sri Lanka”, in order to address the issues and improve the image of the sector as a rewarding workplace with progressive career options.



© CARE SL



© CARE SL

Life Skills Training Programme for Tea Plantation Workers

Chrysalis continues to work closely with tea plantation companies and communities, supporting the sustainable development of the sector and enhancing the quality of life of people working and living on Sri Lanka's tea estates. Currently, we are implementing the **Personal Advancement & Career Enhancement (P.A.C.E.)** training curriculum, designed and funded by **GAP Inc.** to provide women with the foundational life skills they need to advance in their personal lives and in their careers. Chrysalis partnered with GAP's Master trainer to adapt the training module to the plantation context and has implemented it in 23 estates for 1200 women over the last year.



A module of the P.A.C.E. training being conducted by the welfare officer at one of the estates © Chrysalis 2018

The training consists of four modules: communications, problem solving and decision making, time and stress management and water, sanitation and hygiene. 1113 workers have graduated over the past few months with ceremonies held throughout the plantations and both estate management and workers praising the benefits of the programme resulting in improvements in efficiency, relationships and overall satisfaction.

“ I now understand how good communication skills can help resolve a lot of problems at work and home.”



© Chrysalis 2018

As a self-acclaimed introvert, Kalaihelvi did not connect with many of her co-workers; she never shared her frustrations or difficulties. The P.A.C.E programme brought her out of her shell. With the training she found that she was no longer shy and was now able to relate to others and speak to them in a friendly manner. She reaches out for help to achieve her work targets, when she has personal commitments and has to reduce her working hours. She went on to say that her relationship with her husband and children has improved a lot and she is able to resolve many issues and get things done

by using the proper language and tone. With a laugh she continued, “Those days I used to argue with my husband. When he questioned me unnecessarily, I used to raise my voice and show my anger by throwing the pots and pans, but now, even if he speaks with a raised voice, I manage to be calm and explain the matters to him patiently, I feel there is more respect in my home now.”.

Peace and Reconciliation

Chrysalis supports approaches and models that celebrate the ethnic, religious and cultural diversity in Sri Lanka that promote stronger bonds across diverse communities – especially between young women & men.

YOUth CREATE: Promote the use of arts and culture for reconciliation

The **YOUth CREATE** project supported by **CARE USA** and **Bezos Family Foundation** as part of its global Students Rebuild Challenge aims to enable a new generation of peace-builders across diverse communities in the North and South of the country to strengthen the peace and reconciliation process in Sri Lanka. The project partners with Janakaraliya and Centre for Performing Arts to engage students from schools and children clubs in the districts of Anuradhapura and Kilinochchi. The initiative utilizes the power of performing arts to foster sustainable collaboration between youth who have been separated by conflict, culture and belief systems.



©Students Rebuild FB page



Students from North & South perform together during an exchange programme
© Chrysalis 2018

Voice and Participation

Strengthening Policy and Action for Citizen's Engagement

Supported by The OAK Foundation funded "The Strengthening Policy and Action through Citizen's Engagement (SPACE)" project is aimed at empowering marginalized communities, especially the poorest women and youth in Sri Lanka, to actively engage in governance; to determine their development priorities; and define solutions. The action has influenced all levels of government to engage citizens in decision making platforms – Praja Mandala's (PM) - to respond to their rights and entitlements and demonstrate greater accountability towards effective service delivery. With the direct guidance of the Ministry of Provincial Councils and Local Governance (MPCLG) over 220 PMs were established and strengthened in the North, East, Uva and Central provinces of Sri Lanka providing opportunities for women and youth to lead almost 40% of these governance platforms. The PMs have been recognized and endorsed by the Government of Sri Lanka as a community governance model that will connect and engage communities in decision making. 75% of PMs have initiated almost 200 community development initiatives that were supported by local officials, local philanthropists and some private sector companies. These initiatives addressed long standing concerns of the targeted communities.



Village Development Plan training, Mullaitivu © Chrysalis 2018

"Earlier, men would predominantly take decisions regarding our development priorities and control such activities. But now we see at least 45% of women taking part in influencing decisions of the Praja Mandala. Many women have come forward to give leadership. Men and women equally take initiatives to improve their environment without simply waiting for handouts,"

~ President, Shannon Praja Mandala, Ambagamuwa, Nuwara Eliya.

Network, Engage and Transform (NET)

36 participants out of 420 women and men who were the main beneficiaries in NET project contested the recent Provincial Council elections, a significant achievement for the project which is less than two years old. Up to seven women stand to take office once the process has been regularized'. NET project supported by the **European Union** and **CARE Deutschland- Luxemburg e.v.** seeks to promote the voice and meaningful political representation of women in Northern Sri Lanka to prevent and address Sexual and Gender based Violence (SGBV). This programme was also linked to a nation-wide advocacy campaign led by the Ministry of Provincial Councils and Local Governance and the Ministry of Women's Affairs to fulfil the recent change in the Electoral Act that ensures a 25% quota for women in local governing bodies. A Study is also being done on women's political leadership and reduction of violence against women with the intention of undertaking targeted advocacy initiatives.



Aspiring female political leaders from the North meet current and past political leaders from the South © Chrysalis 2018

Redrawing the Margins (RTM)

Funded by European Union and CARE Deutschland-Luxemburg e.v., the RTM project is focused on bringing about a meaningful engagement of plantation communities in democracy and governance. The project aims to promote the rights and entitlements of citizens living and working in the tea plantations of the Central and Uva Provinces of Sri Lanka. Project activities include a functional Tamil language training for 300 government staff in the Uva and Central Provinces and providing Training of Trainers (ToT) for selected officials from Pradeshiya Sabhas and Divisional Secretariat Divisions on leadership team building, positive thinking, report/letter writing, communication, conflict resolution, participatory governance, PRA and Village Development Planning, proposal writing and fund raising. Simultaneously the project is also working with the two provincial councils to establish a women's policy to consolidate meaningful participation and equality for women.



Praja Mandala training at Poojapitiya © Chrysalis 2018

Voter awareness raising sessions in the tea estates in Central and Uva provinces

With extensive knowledge and experience of the plantation sector in Sri Lanka, Chrysalis was the go-to-partner for the **International Foundation for Electoral Systems (IFES)** to implement a voter awareness programme in the plantation sector. The programme addressed the long-standing concerns regarding voter turn-out and rejected ballots. Over 1,000 plantation community members from four estates in the Nuwara Eliya District who are eligible to cast their votes in the local government election were reached through this programme. A total of 37 Voters Awareness raising programmes were conducted in 22 divisions of 4 tea estates. There were 1113 participants of whom 726 were female.



A voter reads an instruction sheet on how to vote correctly © Chrysalis 2018

Increasing Resilience & Emergency Response

Over the past few decades, Sri Lanka has faced numerous disasters. The country is prone to natural disasters such as floods, drought, landslides and cyclones as well as human induced disasters. The humanitarian programmes of Chrysalis, focuses primarily on responding to disaster related vulnerabilities of communities in our working areas. Chrysalis offers specialized technical services on responding to the gendered implications of disasters.

In 2017, Chrysalis launched a flood response for the flood affected communities in Kalutara, Rathnapura and Matara districts in partnership with **OXFAM Sri Lanka** and the **Sri Lanka Red Cross Society**. The project aimed to support particularly vulnerable women and girls who are affected by the recent floods.



© Chrysalis 2018

A gender assessment was carried out initially followed by a training for implementing partners on Gender in Emergency as well as the distribution of dignity packs for women and girls at reproductive age. The project was funded by the CARE Emergency Group of **CARE International**.

Making Gender Equality a reality

We support a wide range of clients from corporate, government, civil society locally and internationally to address issues of gender inequality and GBV within communities, industries and organizational settings.

Chrysalis offers technical expertise and accompaniment on Gender Equality and Gender Transformative approaches that go beyond the conceptual realm to offer practical solutions based on realities. Some of our work includes;

- A research on the 'Barriers to Recruiting and Retaining Youth, including Women into the Hospitality Industry in Sri Lanka'. This research led Chrysalis to better understand the systemic problems the sector is facing, and paved way to work with multiple stakeholders to implement the recommendations.
- A Conflict Sensitivity Assessment for a country office of CARE in South Asia.
- Supported CARE to develop a Regional GBV Programming Strategy (2018 – 2025) for the Asia Pacific region. The Strategy focussed on the on the issues of domestic violence, child early and forced marriage that address the root causes of violence. Chrysalis is a member of the Regional Steering Group supporting the implementation of this strategy.
- Conducted a Gender Assessment and the development of a Gender Equality Strategy for an interfaith project in the East of Sri Lanka for The Asia Foundation.
- Facilitating and leading CARE International's global initiative on GBV.
- Providing technical assistance to CARE UK to support their multi-national corporate partners to better understand the gendered implications within their value chains.

*Within the Chrysalis, growth and differentiation occur.
The adult butterfly emerges from this and expands its wings....*

The Chrysalis Team

Our staff is inclusive of 41 individuals from varied ethnic and religious groups, with diverse experiences and backgrounds and we have joined together to empower two million women and youth. We are based in Colombo, Kandy, Badulla and Kilinochchi.



Talk to us

No 9, Manthri Road, Colombo 5, Sri Lanka.

Tel: +94 114327660 | Fax: +94 112581601 | Web: chrysaliscatalyz.com | Facebook: ChrysalisGte