

A DIFFERENT CUP OF TEA PRESENTED BY CHRYSALIS



Community Development Forums are mini-parliaments where workers and management convene to resolve labor disputes and transform historically marginalized communities into an empowered workforce for Sri Lanka's tea plantations. The model addresses social and economic injustices for workers while increasing productivity and reducing costs for tea companies.



A Different Cup of Tea is part of Chrysalis, formed to protect the legacy and continue the work of CARE Sri Lankan operations. Chrysalis is a social enterprise working to bring about positive changes for women and youth through the provision of a range of services which engage the private sector in more socially responsible and sustainable practices.

PROBLEM

Conditions of Tea Workers on a Global Scale

Tea workers on plantations around the world experience a myriad of labor issues—from child and forced labor to gender discrimination, violence and debt bondage—a direct result of a long history of colonialism and repression across the globe.

Gender Inequality in the Highly Patriarchal Sri Lankan Society

The plantation community of Sri Lanka—over 1 million people of Indian origin brought by the British as slave labor—is the poorest and most disempowered segment of the country's population. The people have been neglected and isolated both geographically and socially for over 150 years and have been subjected to various forms of discrimination while being denied their political, socio-economic and cultural rights. The poverty and isolation of the tea estate communities and the animosity between workers and managers prevent even basic forms of worker-managed dialogue, which is detrimental to both workers as well as the tea estates.

THE INNOVATION

A Mini Parliament

For the past 35 years, A Different Cup of Tea has been a cornerstone of Chrysalis' work with the plantation communities to give tea plantation workers, particularly women, a voice in community decision-making. Designed as a "Mini Parliament" with one set up on each participating tea estate, it is a proven method of inclusive governance, where members of the community are skilled, empowered and given a voice to engage with relevant stakeholders in order to achieve social transformation for the entire plantation community. Women, who constitute at least 50% of the parliament membership, are encouraged to take a leadership role.

BY THE NUMBERS

SRI LANKA TEA INDUSTRY

- 4th largest tea producer in the world
- Highest value crop in Sri Lanka
- Employs 310,000 people
- 70% of agricultural export earnings
- 18% of the global market share
- Generates US\$1.3 billion annually

WHY DOES THE DATA HAVE US EXCITED?

The Different Cup of Tea Effect:

- Implemented on 23 tea estates.
- Increased volume of tea plucked by 10% to 20%.
- Increased dispute resolution - reducing 16 management hours per week.
- Reduced or eliminated national strike participation -**saving US\$2,600-** US\$13,300 per estate per day.

POTENTIAL IMPACT: One million people!



THE SCALE X FACTOR:

Empowers women and workers while increasing productivity and reducing costs.

Every \$1 invested creates social value of:

- \$13.92 to community
- \$33.09 to the tea industry
- \$5.84 to the regional government/state

THE IMPACT

2020 VISION

Establishing “Mini Parliaments” on all 460 tea estates in Sri Lanka would extend the benefits to the entire plantation community of over 1 million people. Global scaling would include expanding and adapting for other industries, such as cocoa, coffee and rubber, with the result of millions more impacted.

THE CHALLENGE TO SCALE

As part of Chrysalis’ programming, the A Different Cup of Tea model must embrace a social enterprise model. As Chrysalis is currently transitioning away from donor funding, they are in need of philanthropic and social investors to safeguard their current work and allow for growth. Additionally, business mentorship and strategy assistance is needed to scale and sustain Chrysalis as a whole.

Opportunities include:

Funding
Mentorships
Business strategy

Join us in accelerating change for good!