

ANNUAL REPORT



2021

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ORGANISATIONAL PROFILE



Social Need Education and Human Awareness (SNEHA) was incepted in 1984 and its work covers villages in the coastal districts of Nagapattinam and Karaikal in Tamil Nadu and Pondicherry.

SNEHA's work gained momentum in the last several years due to the changes in the macroeconomic policy in the fishing sector. SNEHA is facilitating the processes of empowerment through training, information dissemination, enabling participation in decision-making, creating awareness through literacy and involving in participatory researches to transcend the micro level issue to the macro level policy.

SNEHA has reached fisherfolks and other coastal dependent communities including Dalits who are dependent on ocean and coastal resources for their inhabitation as well as livelihood. The main focus of SNEHA is been working for the Fisher People and Coastal Communities especially Women and Children. SNEHA has promoted Community Based Organisations for the vulnerable groups such as Children Panchayats, Women Federation, Adolescents and Youths Groups.

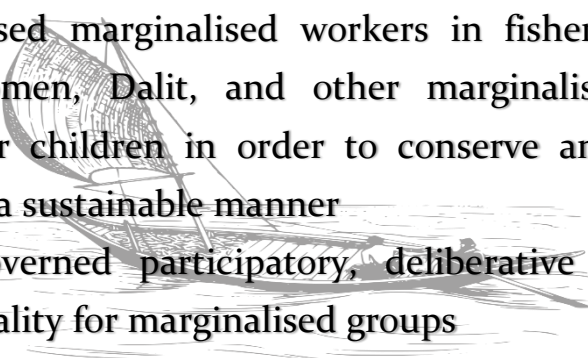
VISION



"Creating a Just Society that is free of Caste, Class, Religion, Gender and Age-Based Discrimination and is Environmentally Sustainable"

MISSION

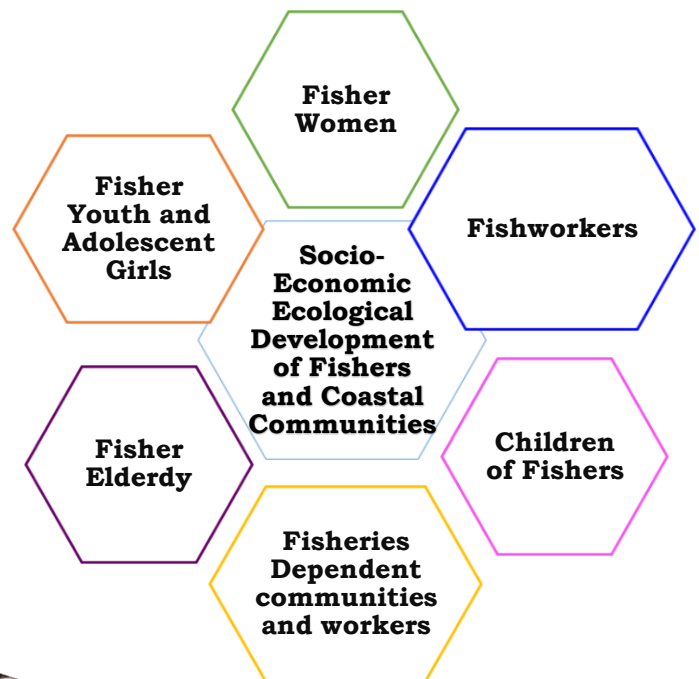
- ☞ To facilitate unorganised marginalised workers in fisheries and allied sectors especially Women, Dalit, and other marginalised vulnerable communities and their children in order to conserve and assert their livelihood resources in a sustainable manner
- ☞ To promote State governed participatory, deliberative and inclusive processes to affirm equality for marginalised groups



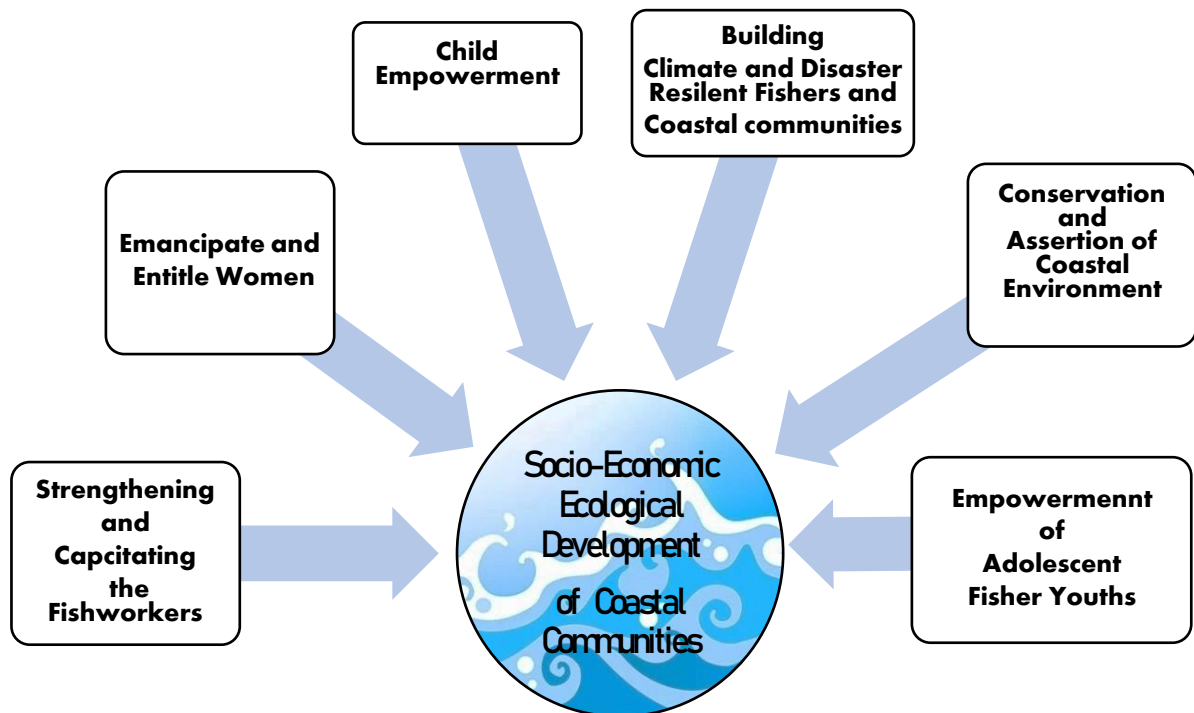
STRATEGIES



TARGET GROUPS



INTERVENTIONS



I. CHILD DEVELOPMENT PROGRAMMES

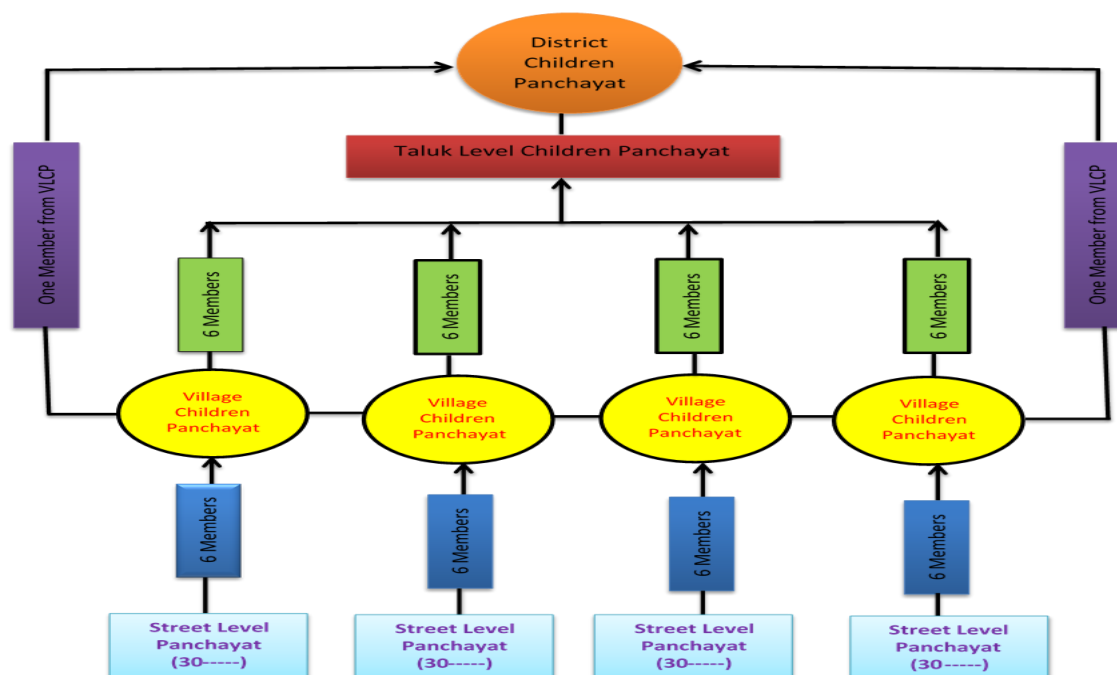
i. Children Panchayats



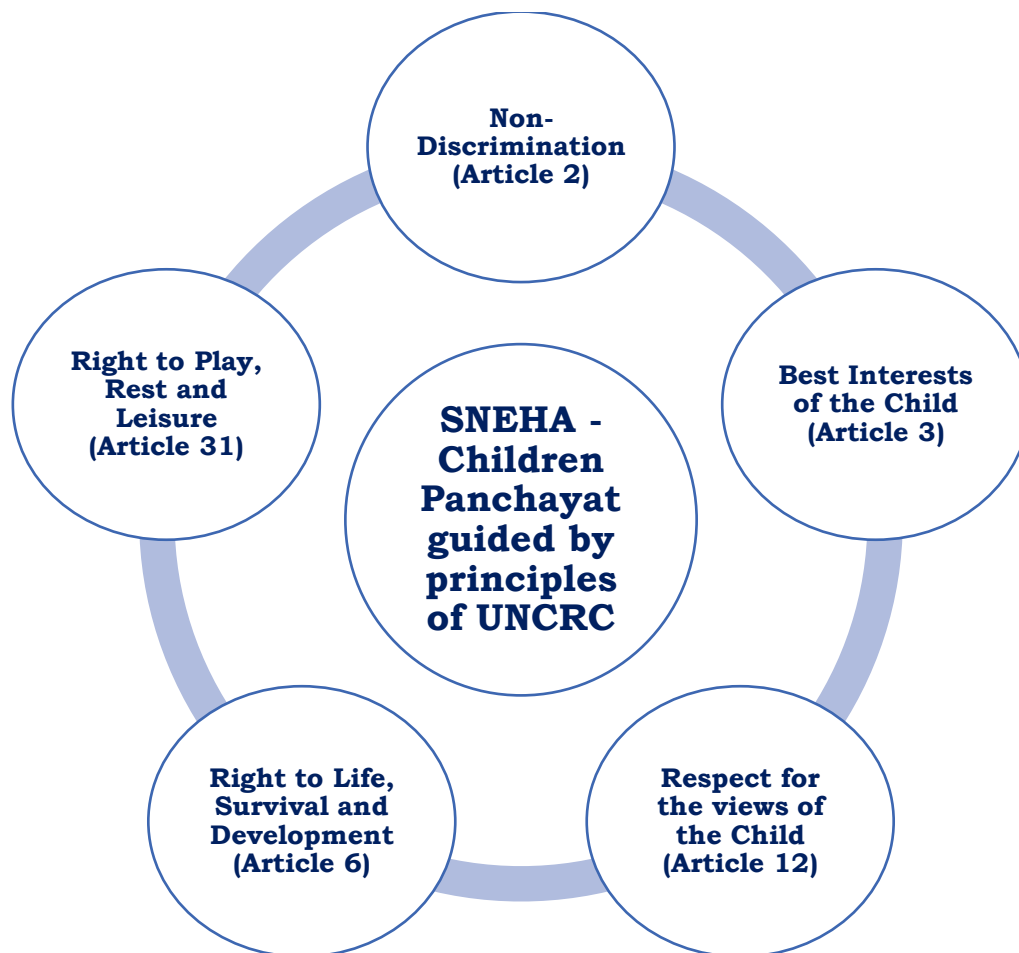
For the past 34 years, SNEHA has been engaged in Rights Based Development Initiatives among the marginalised vulnerable groups such as Women, Children and Fishers in coastal fishing villages in Nagapattinam and Karaikal districts of Tamil Nadu. Children are one among the vulnerable groups to be focused on the future sustainable development of the communities.

India, as a signatory to the United Nations Convention on the Rights of Child (UNCRC), is committed to ensure that all children enjoy their right to survival, development, protection and participation. The National Policy for Children (NPC) adopted by the Government of India on 26th April 2013 re-affirms the government's commitment to the realization of the rights of all children in the country and recognizes every person below the age of eighteen years as a child. The Policy recognizes the need for strengthening child rights governance and reiterates that the realization of the prescribed rights of children

SNEHA works towards securing and promoting the rights for the development of the children in the coastal village of Nagapattinam and Karaikal districts of Tamil Nadu. To create a conducive atmosphere for the healthy growth and development of children, 48 Children Panchayat has been formed in 42 villages with the core components of social development.



SNEHA has envisioned developing the future generation of children, who were empowered with elimination of fundamental social evils such as Caste, Religion and Discrimination and with eagerness for social change among the coastal communities. Between 10 to 14 years old children were grouped into various children's groups (20-30 Children / group) and then groups were federated into *Children Panchayats (CP)*. It is guided by the following five overarching principles enshrined in the United Nations Convention on the Rights of Child UNCRC.



Child participation can be defined as opportunities that empower children to express their views and opinions freely regarding issues and matters that affect their wellbeing. A true child participation is a transformative process wherein the power shifts from adults to children and alleviates children from the status of being passive recipients to active stakeholders having the power to influence decisions that have an implication on their wellbeing.

- ✚ The goal of Children Panchayat and the enablers are:
- ✚ Participation of children in local governance
- ✚ Carrying out periodic situation analysis from child lens
- ✚ Outreach activities by members of children Panchayat to understand issues and concerns of all children

- ✚ Integration of children's issues in GPDP
- ✚ Creation of an enabling environment through Village Level Child Protection Committee
Creating an accountability mechanism at PRI level for ensuring equitable coverage of services and entitlements for children
- ✚ Capacity Building of PRIs on the concept and process of child participation in local governance Institutionalizing child participation through constituting Children Panchayats and organizing Bal Sabhas
- ✚ Development of appropriate resources of PRIs and children to meaningfully engage in the governance processes



The CPs also decision with numbers petitions to the respective departments, most of them were regarding the socioeconomic well-being of the children and maintenance of public infrastructures such as schools, street lights, and garbage collections and so on, the CPs follow-ups of the petitions resulted with fruitful success for the communities as well, as the children in large. In

addition, the CPs villages actively participated in the Village Grama Sabha (Local Panchayat meeting) and registered with needs for the development of the village.

S.No	MAJOR FOLLOW UPS OF CHILDREN PANCHAYAT
1.	Maximum School enrolment using 25% reservation
2.	100% Open Defecation free villages
3.	Zero Drop out
4.	Child Marriage Free Gram Panchayat
5.	Child Labour Free Gram Panchayat
6.	Full Immunization
7.	Nature Friendly village by preserving coast & coast commons
8.	Availability of Sanitary Napkin for Adolescent girls
9.	Effective Implementation for Mid-Day Meal
10.	Child Birth Registration & Issuing of Birth Certificate
11.	Functional Village Level Child Protection Committee

Highlights of Children Panchayat



- ❖ Online Survey and a study on Access to Online Education among children of Coastal Fishing Community during COVID- 19 Pandemic with an objective of the study is to understand the impact of COVID 19 on children's education among the coastal fishing community and suggest policies for improving the situation.
- ❖ Observing World against Anti Human Trafficking in persons.
- ❖ Study on Status of Child Marriage along with Child Protection Society (SCPS): A study was conducted among 55 child marriage survivors in Nagapattinam district to understand the cause of child marriage, the influencers, mental distress undergone by the victims, the need for training the officials to convert them as advocates for the cause for effective implementation of the laws and policies related to the same. Trainings were organized for the below stakeholders with the emerging needs of the children brought out during the case study analysis.
- ❖ Formulated Standard Operating Procedure to strengthen the coordination and support of allied departments during the rescue and rehabilitation process.
- ❖ Observing Child Labour Day and celebrating children's day.
- ❖ Orienting Ecological Balance and Climate Change among children.

Outcomes of Children Panchayat

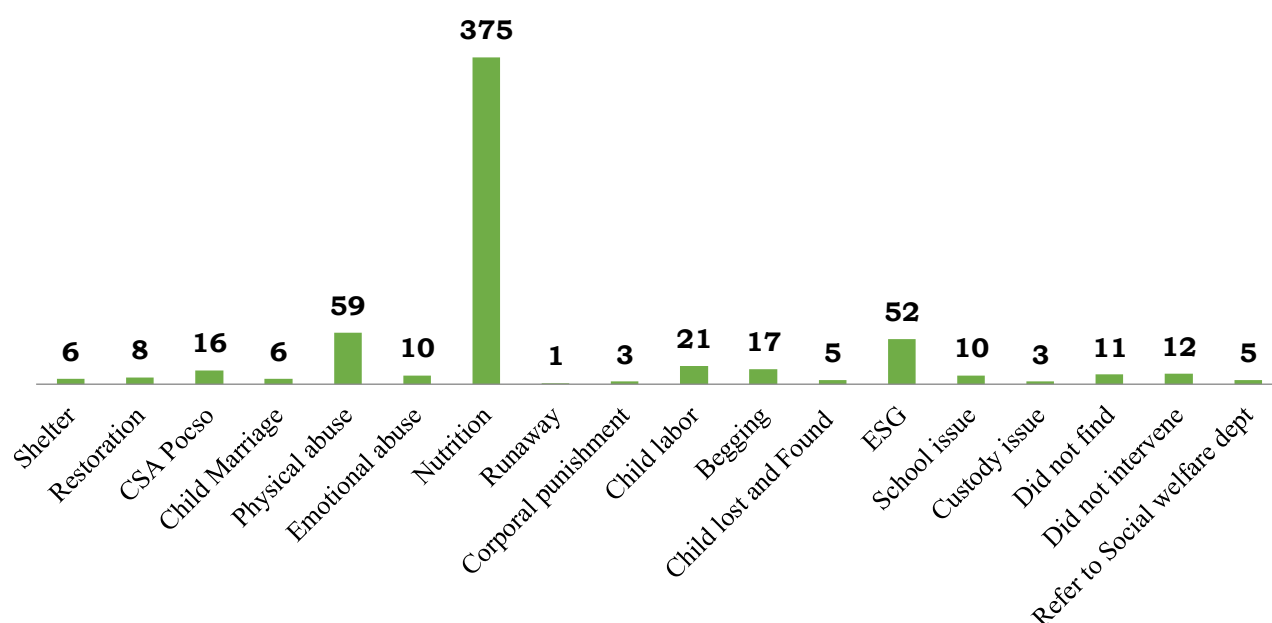
- ❖ Every child has access to quality essential services and entitlements, including social protection services⁷
- ❖ Every child lives in a safe, secure and clean environment
- ❖ Every child has their voice, needs and priorities heard and taken into consideration
- ❖ Every child has a fair chance in life
- ❖ Every child enjoys family life, play and leisure



ii. CHILDLINE

CHILDLINE 1098 is a 24-hour a day, 365 days a year, free, emergency phone and outreach service for children in need of aid and assistance. It provides an overview of the interventions by the CHILDLINE services during the period, the major issues intervened and the activities undertaken to provide visibility to the service. It also provides information on the coordination of activities with the different departments to enhance the protection aspects of children and helps to ensure that all services converge to protect the child in distress.

CATEGORIZATION OF CHILDLINE CALLS



Childline Outreach Programmes

a. Special Drive

We Conducted two Begging raid Programmes every month at Thirunallar and Karaikal Palli vasal on Saturday and Friday to minimize beggary in religious places. 17 children found begging were rescued with the support of the police department.

b. Night Outreach: 24

We Conducted two Night Outreach Programmes every month at Karaikal Beach, Park, Bus stand and Railway station to Protect Children from any abuses and Awareness to Public.

c. Community Outreach: 12 Programmes

We have Conducted 12 Community Outreach Programme at vulnerable Places of karaikal from 6.00pm to 9.00pm to meet working people at Kottucherry-Kool kudtha Agraharam, Kasakudi medu , Meloduthurai, Manjavali and identified two cases.

d. Public Awareness: 12 Programmes

We Conducted 12 Public Awareness Programme at Ambagarathur, Pathra Kaliyamman temple to Create Awareness for Public. Identified and rescued 4 child labourers who were working in the petty shops near the temple.

e. Auto Awareness: 12

12 Auto Awareness Programme at karaikal and Commune Villages. Maximum number of Drivers were covered CHILDLINE Awareness. 3 cases from Auto Driver Awareness and they are supporting CHILDLINE to ever rescue the children during night.

f. Open House Programme: 09

- ❖ 9 Open house Programme at Vulnerable pockets. Children raised issues in their community and resolve it by giving petition to concern authority. 12 petitions were submitted to Official and the issues been resolved within three months.
- ❖ Two Street Light Renovation from the area Narikarambai, Keezhamani -02
- ❖ Two Drainage issues Cleared from Thirunagar and Valliyammai nagar – 02
- ❖ Through DLSA 02 area people help to provide Patta

g. Mass Awareness: 03

We Conducted Mass Awareness Programme on Local Festivals, Mass Awareness on Republic Day at Karaikal – Karaikal Beach, Mass Awareness on Independence Day at Karaikal – Karaikal Beach, Mass Awareness on Masi Magam at Karaikal T.R.Pattinam Beach -02. On Masi Magam CHILDLINE Audio Announcement was made by the Programme hoist; this has reached the Mass gathering. Four children found begging were rescued.

h. Special Awareness: 02

International Girl Child Day Awareness conducted on Child Rights and Child Protection Legal Act, and Oath taken for Girl Child Protection.



CAPACITY BUILDING & ALLIED TRAINING: 08

SE DOSTI WEEK PROGRAMME: 09

Day 1: Se Dosti Week Programme: DC “Anbu Kaditham “

Stakeholders: Officials: VP, HM, Teachers: 135, Children: 4520

Day 2: Press Meet

Stakeholders: District Collector - 01, Sub Collector -01, Press Reporters: 12

Day 3: Suraksha Bandhan Band Tying Programme

Stakeholders: Officials: District Collector - 01, Sub Collector -01, Deputy Collector -01, SSP-01, SP-02, Inspector-05, SWO-01, AD-02, CDPO-01, PO-02, DCPU-04, DJ-02, JM-01, Advocate - 05, Labor Officer-01, DD-01, CEO-01

Day 4: Se Dosti Sports Programme

Stakeholders: Officials: SI- 01, CCI -02

Day 5: Se Dosti Child Marriage Awareness Programme

Stakeholders: Officials: DD- 01, Doctor-01, Advocate-01, CDPO -01, Sneha Head-01, CL Staff-05, ANM, Asha worker-35

Day 6: Se Dosti Volunteer Raising Programme

Stakeholders: Officials: MSW HOD- Professor - 01, Advocate -01, DLSA-02, Bar Association Counselor-01, NYK,DLSA Staff, MSW Student ,Volunteer -45

Day 7: Se Dosti Tribal Programme

Stakeholders: Officials: AD Welfare AD -01, Inspector-01, SI- 01, Children – 50, Community - 40.

Day 8: Se Dosti Debate Programme

Stakeholders: Officials: DD -01, CEO -01, VP -01, Children – 250, Teachers - 15.

Day 9: Se Dosti Special Open House Programme

Stakeholders: Officials: Inspector-01, SI- 01, Advocate -02, DLSA-02, Children – 50, Community - 45.

Achievement of Childline

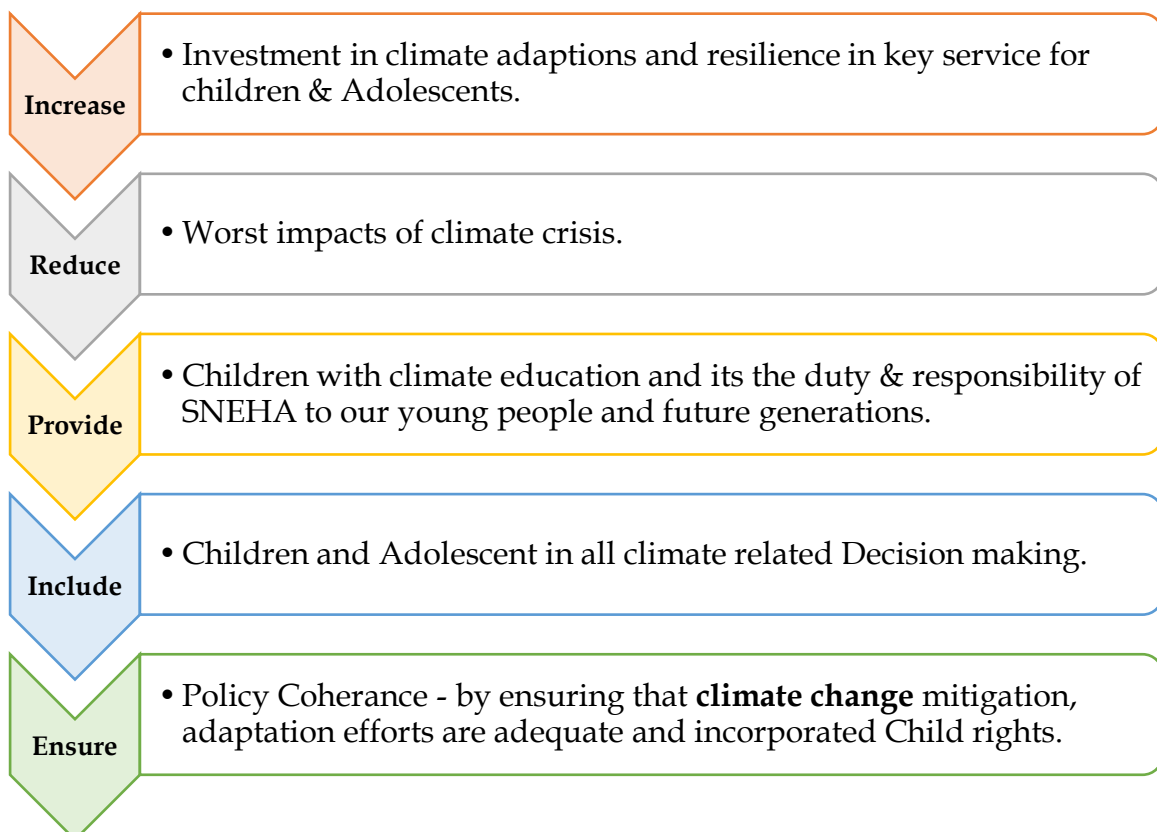
- ➔ CHILDLINE Mobile number has been telecasted in District Website, Local Channel and Newspapers during COVID Pandemic to support children on mental health issues during lock down, to address their fears and doubts and to provide counselling. Two cases were contacted and got support.
- ➔ CHILDLINE's regular programmes were telecasted on social media such as Facebook, Twitter, Instagram and the same was also linked to local TV channels and FM.
- ➔ Distributed 329 Nutritional Relief kits sponsored by SNEHA for the children who were tested Covid positive. The District Sub Collector Mr. Adharsh and Mr. Baskaran inaugurated the programme. The DCPO, Mr.Sivakumar and Sneha Director Ms.Jesurethinam have participated.
- ➔ Childline 1098 and Covid 19 Awareness Visibility has been raised in All PHC, Collectorate, CWC, Immunization Office and Local Administration Office, Karaikal GH and Immunization Department for rehabilitation and Emergency support of COVID Positive Children and Parents. 23 Banner sponsored by Our CHILDLINE Team.

II. ADOLESCENT ENHANCEMENT PROGRAMMES



Among Adolescent Girls, SNEHA has been working on social health knowledge enhancement focusing on Climate crisis, Climate crisis and their effects on Children & adolescent rights and sexual & reproductive health. The Adolescents girls' groups were sensitised on the factors that affect their environment and which

lead to the climate crisis, various reproductive health issues and also challenges faced by girls in the societal ease living. The Adolescents girls actively participate in the group discussions, to minimize the environmental causes and consequences of the crisis, the broader issues like violence against women, the right to information, the right to education, global warming, HIV, hormonal changes, the role of media, dowry system, suicide, female feticide, infanticide and child sexual abuse are shared in detail. SNEHA has been periodically organizing adolescent empowerment training and group discussion to enhance awareness on improving the understanding of the relationship between climate change and Child rights, their sexual and reproductive health rights, especially among adolescent girls.



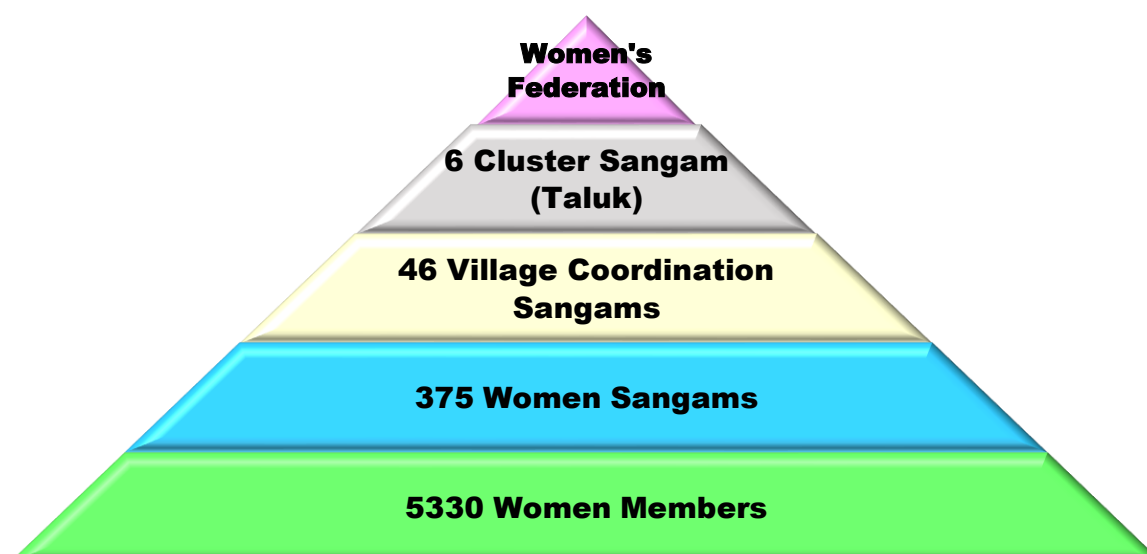
Major Interventions

- ❖ 223 Adolescent group meetings were conducted with 2050 participants.
- ❖ Advocated with Local Panchayat presidents and Village heads for stringent action taken towards men involving in Eve- Teasing and Harassment of girls and women.
- ❖ Organized psychological support for the Adolescents including resilience to suicide ideation.
- ❖ Conducted awareness camps for adolescent girls through District Legal Service Agency.
- ❖ Adolescents who undergo vocational training and skill building courses, 8 of them were actively involved in craft making and selling business.
- ❖ Visibilities were raised to prohibit open defecation in sea, shore and commons.
- ❖ 5 child marriages were stopped by the continuous follow up of Adolescent groups.
- ❖ Frequent discussions and deliberations on Climate crisis, child rights and preserving sea resources.

III. WOMEN DEVELOPMENT PROGRAMS

i. Women Federations






It is SNEHA's core belief that rights in the truest sense are seldom achieved through the individual, but through collective strength and mutual cooperation in coastal villages of Nagapattinam, Karaikal and Mayiladuthurai districts. Since its inception, SNEHA has always believed in the strength of women collectives in order to strongly articulate, demand for rights of women, children and indeed be the voice of the community as a whole for coastal wellbeing as well as for economic empowerment of women through collectives. The work of SNEHA has been operationalised through women organised in sangams which are federated.








Each Sangam have savings through membership fees, which is used as revolving fund for loans. The Sangam conduct regular meetings to discuss on the economic development, new entrepreneurship initiatives, government schemes, loans and credit linkages and also to discuss public issues related to women, violence against women, needs of the village level, and children/ family issues. The issues which are not resolved at village level are escalated to the next level with the support of Taluk level and District level federation members.

The women sangams have led to lasting improvement on the economic and social spheres. The habit of savings has now been firmly established. Monthly savings per member has gone up to Rs.1000 per month in many groups. Some groups have cumulative savings of over 17 lakhs in 5 years. This has reduced the exposure of members to loan sharks and dependency on outsiders for credit needs.

Highlights of the Program

-  As soon as Women in Thirumulaivalasal heard that their Panchayat is looking to sell off a piece that was used for various women and children-based activities, they gathered on 12th July 2021, and petitioned against any such sale. Their VCS representatives met various Panchayat leaders and ensured the land sale did not happen, and safeguarded the location for women and children of Thirumulaivasal.
-  After incidents of eve-teasing against school girls in the bus stop in Thoduvai village, the VCS met twice and discussed the issue with all the Panchayat members and demanded strong action. After this intervention, the Panchayat has ruled a fine of Rs.50,000 and strong punishments to anyone committing eve-teasing.
-  In Vanavanmahadevi village of Kilvelur block, women sangam members found that 2 children, Kaviyan and Pradeep had dropped out of school. The VCS representatives got together and decided to meet the parents to enquire and persuade the parents. After this successful discussion, the two boys have now rejoined the school.
-  In Vellapallam village, residents of one particular street were suffering due to lack of streetlights in their street. Members of Rojavanam women sangam got together and petitioned their Ward member in the elected local government body. Within a few days, all 3 streetlights in their street were replaced and fixed.
-  In the village of Vizhundhumavadi, the main bridge was damaged in the aftermath of the horrific Gaja Cyclone in December 2018. Women of the village built a temporary earthen mud bridge by their bare hands. All the while, representatives of their VCS also continuously were petitioning government authorities for a permanent bridge. Finally, in October 2021, some officials arrived for a survey. 20 women from various sangams

themselves cleaned all the debris, as well as fish waste that accumulated along the area. The bridge was finally sanctioned, and the immense role played by the women VCS was much appreciated in realising it.

-  In the village of Kameswaram, World Fishers Day was commemorated on November 21, 2021 in a grand manner with the women VCS deciding to plant over 100 palm saplings along the coast. The VCS roped in over 30 fisher youth from the village to achieve this. Native species like Palm are known for sand binding as well as protecting the shallow aquifer that ensures sweet drinking water. The plan is to eventually plant over 1000 palm trees, along with over native seashore vegetation like Adupangodi, Gundumull, etc. These are all efforts to rejuvenate natural sand dunes on the shore. Sand dunes are a natural protection as well as build coastal resilience.
-  Many women members from Nambiyar Nagar oppose the fish landing centre (harbour) that's being constructed. Even as the breakwater for the jetty was being constructed, VCS members pleaded with the Panchayat members that these structures would cause enormous erosion, and loss of coastal land directly destroying several houses. But despite protests, the Panchayat members decided to go ahead, and already the damage has begun. Discussions are still ongoing regarding the future course of action.
-  In Nagapattinam cluster, one of the training sessions for women members included a screening of the 2021 Malayalam feature film, 'The Great Indian Kitchen'. This was an inspirational and moving film for many women which highlighted the extreme patriarchy, with the example of all household work, especially kitchen related work being hoisted on women, where men view their wives as free labour. It left a lasting impression on all the participants. A health discussion on women's rights ensued. In particular, members like Usha and, Venmadhi from New Nambiyar Nagar have been able to discuss and get their husbands to help with domestic chores as well
-  Various awareness building sessions were on various new legal and policy reforms such as National Fisheries Policy 2020, the new Farm Laws, etc. the dangers faced by working class communities in particular fisherfolk was highlighted. Members reiterated the need for collective mobilising and unity of fishers in order to resist these dangers, and struggle for their rights.
-  Over 30 women in Nambiyar Nagar attended the village assembly and sat opposite the panchayat leaders, on chairs sitting on an equal pedestal with them. They urged the panchayat leaders to support the cause of preventing child marriages in their village.

The women stated they would organise meetings with adolescent girls and their mothers to raise awareness on this issue.

- ✚ VCS representatives from the villages of Pudupettai and Chandrapadi had been regularly highlighting the need for regularising and augmenting the electricity supply connections to their villages and had multiple discussions with Panchayat leaders as well as local body officials. Their efforts have finally paid fruit, as permanent electricity connections have finally been established in these 2 villages. Women members had taken the lead in this demand for their entire village.
- ✚ Due to the presence of a private school in the vicinity of Chandrapadi village, there was imminent danger of a drop in enrolment to the village government school, leading to drop in teacher allocation to the school. Situating this in the context of reduced public funding to free school education, and closure of government schools in many villages, VCS members in Chandrapadi realised this danger and ensured the attention of panchayat leaders. They have taken various actions to ensure the Chandrapadi village government school does not suffer, and have ensured that over 70% of the village's children continue to study in the local government school.
- ✚ In the village of Perumalpettai, an area close to the Balwadi as well as the main Fish Drying yard, was being frequented by young men for drinking, and they would throw the broken alcohol glass bottles. This was not only a social menace, but the glass pieces were also a physical hazard to both women and children. The VCS members of the village got together and not only complained to the Panchayat about this, but also led strikes in the village against this.
- ✚ The National Rural Employment Guarantee Act was never being implemented for the residents of Chandrapadi village, since all the women were being denied the NREGA Job card. VCS members continuously followed up on their complaints to the Gram Sabha, and finally ensured that a first batch of 10 people have received their NREGA Job Card as of now.
- ✚ Responding to the request for public opinion by the Justice A.K.Rajan Committee on the NEET examination, 205 women members from Tharangambadi cluster submitted their views through online forms, thereby voicing the views from fisherfolk, and registering their opposition to standardised national tests to determine medical admissions.
- ✚ Almost 200 women from Tharangambadi and Sirkazhi clusters gathered to commemorate the memory of the collective suffering of fisherfolk throughout the

region due to sudden Demonetisation announced in November 2016. They held banners to voice their disapproval.

✚ Chandrapadi village of Tharangambadi taluk, is a village of 3220 residents who have been opposing the spread industrial shrimp farms for the last 20 years. Shrimp farms have damaged the groundwater aquifers of the village, which are fully saline now. Not only that they end up purchasing water at Rs.8 per bucket for cooking and drinking purposes, but even the walls the houses get damaged due to constant exposure to saline water, the trees, plants and vegetation are unable to grow. The shrimp farms recently decided to dig a very deep borewell for 3000 ft deep. The VCS met on June 10th, and had a detailed discussion with Panchayat leaders explaining on all the dangers of the superdeep borewell. On 11th June 2021, a total of 600 residents including 150 women members marched in front of the shrimp farms, and opposed the borewell drilling. They also took away some of the equipment and thus have prevented the deep drilling as of now.

ii. Entrepreneurship Development

True to our commitment to the idea of collective strength, we have established market-based institutions such as Samuthra India Mutual Benefit Trust as a community-based organisation under Samuthra India Producer Company registered under Indian Companies Act 2013. Samuthra aims to developing the local economy from within the community itself, to reduce the flow of capital away from the community and thereby provide opportunities for entrepreneurship for women from within. Samuthra supports to market the products manufactured by the Women Sangams.



Samuthra's activities can be classified as Promoting micro-entrepreneur groups from fisherfolk women, Training for ME members and Expanded access to markets and sales opportunities for women's products.

Highlights of the Activities

- ➔ Samuthra expanded the list of items to a total of 59 products.
- ➔ We achieved a total sale of Rs.25,13,651 during 2021
- ➔ Achieved a milestone of over 94% of total transactions through digital mode, with cash transactions under 6%
- ➔ Samuthra was invited to have its own Stall at the Nagapattinam District Exhibition held to commemorate 30 years of the district at the Collectorate Office.

- ➔ Samuthra was selected for the Tamil Nadu Rural Transformation Project – Special Covid-19 Assistance Package for Producer groups.
- ➔ Exposure visits for selected women ME groups were organised to Kerala
- ➔ A total of 44 training sessions were organised this year including sessions on Skills and Book keeping, UN Rights, Welfare and Pension, Consumer Awareness, Cross-cutting workshop, Exhibition stall training, and Annual Day functions held at Karaikal and Thirumulaivasal.
- ➔ Samuthra was also able to play a vital role in several relief works related to COVID-19.
- ➔ Dolphin ME group in Poompuhar was featured in English media¹ by and Aval Viktan, a prominent Tamil women's magazine.
- ➔ Narmatha ME group has been selected for setting up its own restaurant at Nagapattinam Fishing Harbour, similar to successful ME run restaurants at Karaikal and Poompuhar harbours.
- ➔ TNRTP support for paper bag producing machine.

SL NO	TRAINING TOPIC	NO OF TRAININGS
1	Skills training and Reading and writing	5
2	UN Human Rights and Pension Schemes	4
3	Consumer awareness programme	20
4	Cross cutting workshop	2
5	Meeting with SME's	4
6	Exhibition stall	6
7	Annual Day Programme	3
TOTAL		44



¹ <https://en.gaonconnection.com/fisherwomen-tamil-nadu-dolphin-restaurant-women-empowerment-poverty-rural-india-covid19-pandemic-positive-story-women-empowerment/>

IV. FISHERS DEVELOPMENT PROGRAMMES

SNEHA's commitments towards traditional fishing and coastal communities leading the concentric efforts towards asserting fishers and coastal justice. The Indian Ocean People's Blue Economy Tribunal highlighted the Blue Growth Development is reliant on the Ocean Commons (coastal and ocean) of Fishers, Fishworkers and Coastal communities on which they have informal collective customary governance over Land, Forest and Water, henceforth they are easily subjected to all forms of the marginalisation. Every year, the Fishers and other coastal communities are experiencing severe impacts of the Climate Crisis and Disasters, states proactive responses that relocate and resettle the fishers and coastal communities away from their commons in the name of disaster risk reduction.

In this backdrop, SNEHA interlinks the current extreme Climate Change disorders and the frequent Disasters events in relation with the externalities of the ongoing Blue Growth Enclosures over the coast and ocean. SNEHA envisioned Community-Based Action Project *"Building Climate and Disasters Resilient Marine Traditional Fishers and Coastal Communities towards securing and asserting their Marine and Coastal Spaces"* in order to work towards the asserting justice for the fishers and coastal communities in the targeted Indian Ocean Countries such as Sri Lanka and India with the support of SwedBio, Sweden. This is a unique Youth Centric Initiative of SNEHA to reach out from the grassroots to the global level advocacy.

A. SNEHA's SwedBio Programme Operation Model

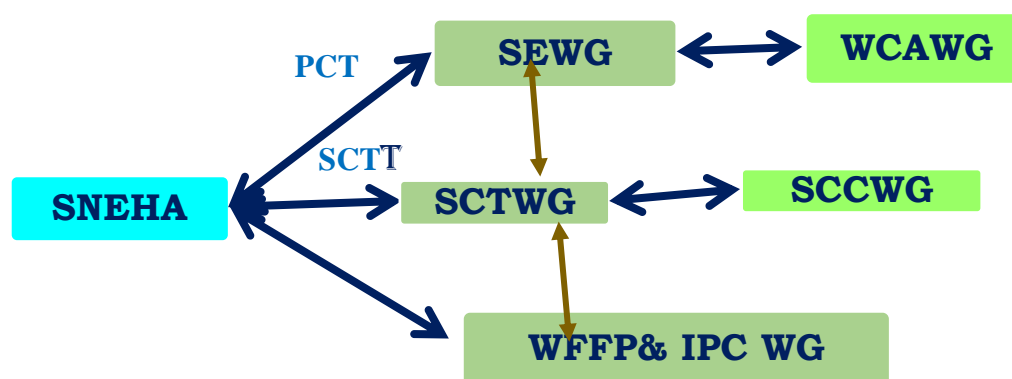
Taking into account of COVID, SNEHA developed a unique strategy using social media for Programme Planning, Monitoring and Execution for the SwedBio Phase II Community Action Programme. SNEHA devises a multilevel coordinated operation model. A **Programme Core Team (PCT)** was formed for effective planning, coordination and implementation of the programmes and formed **SwedBio Execution WhatsApp Group (SEWG)**. The PCT is a five-member expertise team in Programme and Research Conceptualization, Programme Action Planning and Execution and Resource and Logistic Coordination at all levels. Initially, the PCT jointly developed **One Year Implementation Plan (Jan 2021-Dec 2021)** and virtually met **every Monday via Zoom on Weekly Basis** to reflect and review the programmes implemented and plan for future actions. This helped to identify the gaps and take necessary action when future programmes are planned. The SEWG *Weekly Updates* and *Follow Ups* were monitored by Jesu Rethinam, Lead Coordinator of the team, supported by Nirmal Karunan in organizing the same.

Then, the PCT collectively decided and formed a Regional Level **Workshop Coordination and Action -WhatsApp Group (WCAWG)** consisting of Fishers' Leaders of each State, support group's members and also members of the grassroot Fishers' Federations. The PCT update the WCAWG on a daily basis about the fisheries discourses and the current affairs on fisheries. In the WCAWG, the fishers proposed the themes for the Perspective Building Workshop which were collectively reflected and agreed by all and then PCT facilitates, coordinates and executes the workshop for the WCAWG. This social media (WhatsApp Group) strategy is simple, transparent and a powerful tool to sensitize, educate and empower the fishers' leaders on the current affairs of fisheries as well as Inclusive, Participatory, Democratic Strategic way of planning workshops for marginalized vulnerable fisher people. In addition, they own the process, their participation is strengthened; as well as workshop resource coordination is also being a collective coordination.

Similarly, the **SNEHA Core Team (SCT)** formed a **SNEHA Core Team WhatsApp Group (SCTWG)** for coordinating the implementation of grassroot level activities. This SCTWG consists of Cluster Coordinators, Field Organisers, Researchers, Consultants and one member (Jones Spartegus) from the PCT to execute the grassroots level Fisher Youth Climate Centric Action Clubs (FYCCAC) and other Phase II interventions. Likewise, WCAWG, and the SCTWG are updated with fisheries issues globally and regionally; as well as updates on planning in PCT and WCAWG, and also SCT proposed Capacity Development Programmes on the various concepts on fisheries issues. The SCTWG had been provided with regular Capacity Building and Perspective Building on Fishers' Commons, Climate Crisis and IPCC reports,, and Participatory Action Community Tools like shoreline changes and other community Participatory Learning Action methods. Jesu Rethinam and Jones Spartegus (members of PCT) facilitate the programmes and also monitors and reviews the field interventions on a regular basis. The SCT disseminates their capacities (fisheries affairs) to the SNEHA Community Based Organisation like Children Panchayats, Women Federation, Fishers Youth Clubs and other traditional customary structures like fisher panchayats and ensures that the interventions reach the Last mile of the shores. The SCT integrates the SwedBio (PhaseII) Action Interventions with other Community Action programmes of SNEHA, so the resources are minimally used with maximum outreach. In addition, the SCTWG also collectively decides on their participation in the WCAWG Regional Workshops while ensuring the grassroots fishers leaders participation. Recently, the SCTWG decided and created the **SNEHA Study Circle WhatsApp Group (SCCWG)** consists of SNEHA Staffs, Researchers, Activists, Fisher Youths and Volunteers in order discourse on concepts,

vocabulary and English Training, Reading and Writing, effective use of Information Technologies and also visibilising their works on online platforms social media and print media.

Adding to the above, Jesu Rethinam and Jones Spartegus are the active members of the WFFP and IPC Working Group of Fisheries. They update the grassroots and regional interventions of the SNEHA in the global **WFFP and IPC WhatsApp Groups**. Through WhatsApp group, the timely interventions had been pushed to WFFP and IPC to make decisions on fisheries affairs like IYAFA and World Fisheries Day. Thus, SNEHA effectively uses Social Media WhatsApp Group as a simple key **Strategic Tool** for the programme implementation and monitoring as well as **Grassroot to Global Connectivity tool** making effective interventions and execution in the emergency time of COVID.



B. Documenting Critical Vulnerable Coastal Ecosystems (CVCE)

In the context of Ecological Importance and Biodiversity, several Ecological Sensitive Coastal Regions such as Gulfs, Salt Marshes, Lagoons, Coral Reefs, Islands, Swamps, Mangroves, and other Marine Ecological Sensitive areas, were declared as conservation/protected sites (Sites to be protected). These Ecological Sensitive Areas (ESA) also known as *Critical Vulnerable Coastal Ecosystems (CVCE)* act as bio-shield or Eco-barriers in protecting coastal regions from disasters and other external shocks. The communities collectively secure these areas as their Sacred Ecology and also attached to the same with sociocultural and economic values. However, the rapid climatic disorders and extreme weather events challenge the ecological region in a great way, for example, bleaching rates of the coral reefs are high, submergence of islands due to sea-level rises, lagoons became

unusable due to salinity increase and so on. Henceforth, nowadays these ecological sensitive areas have been made critically vulnerable to the core by both natural shocks and anthropogenic (manmade) activities.

On the other hand, these regions are also being targets of biodiversity² and ecological conservation programmes, so these regions are governed, monitored, and protected by several Policies, Laws and Institutional mechanisms by the State facilitated by the global environmental networks like IUCN, and other conservation groups. The Marine Protected Areas (MPAs), and Marine Bioreserves are regarded as one of the most potent conservation tools for the protection of marine habitats and their resources. The conservation and environmental groups assume that MPAs results in a significant increase in the biomass and densities of several species, so globally they lobby for increase in number of MPAs in each State. However, these ecological protection governances' mechanisms and strategies largely excluded the fisher's communities who are custodians and the primary users of the resources in the process and decision making in conserving the region. The core socio-ecological issue is that in the name of conversation fishers' commons are fenced and governed by Forest official which alienates and excludes the fishers from the use of their commons.

In this context, the SCT realised the necessitate to secure the CVCE areas considering both climatic(natural) as well as human induced threats which affect the wellbeing of the everyday life of the fisher communities in large. The SCT decided and had sampled **1 (One) CVCE Site** (Gulf, Lagoons, and so on) in each targeted country such as Indonesia, India, and Sri Lanka. The SCT had initiated the preparatory meetings with the regional meetings with India, Sri Lanka and Indonesia.

The SCT collaborated with National Level Federations and Coastal Action Network³(CAN) and finalised **Gulfs of India i.e., Gulf of Mannar (East Coast) and Gulf of Kutch and Khambhat (West Coast) as the CVCE site**. The preparatory meetings with Gulf of Mannar, Gulf of Kutch/Khambhat Fishers Unions were conducted through online mode and further Interface Discussion Meeting was held during the Fisher Movements Executive Meeting along with Fisher leaders and support groups. It was decided to have a larger Strategizing Consultation with Field Visits to the affected families on CVCAs in Gulf of

² Aichi Biodiversity Targets, especially Target No. 11 (at least 10% of coastal and marine areas are conserved in networks of protected areas) and Target No.14 (ecosystems that provide water, health, livelihoods and well-being are restored and safeguarded).

³A Tamil Nadu State Level Forum - broad based forum formed in 1996 with various interest groups such as Fishing People's Organisations, Non-Government Organisations, Environmental and Consumer Groups, Academics, Lawyers and activists working towards protecting the rights of the coastal communities and the coast from environmental degradation and it is affiliated with NFF.

Mannar, Tamil Nadu to explore the current status of CVCAs and then next year in the Gulf of Khambhat/ Kutch.

i. National Consultation cum Field Visits



on "*Exploring the Implications of Blue Economy on the CVCAs of India – Gulf of Mannar, Gulf of Kutch and Gulf of Khambhat*" from 15th-17th November 2021 was organised and hosted by Coastal Action Network in Ramanathapuram, Tamil Nadu (Gulf of Mannar Region). The Brackish water Research Institute

(Gujarat) with Machimar Adhikaar Sangharsh Sangathan (MASS - Association for the Struggle for Fisherworkers' Rights) Fisher Union in West Coast (Gujarat) and SNEHA with Ramanad Fishworkers Trade Union(RFTU), Tamil Nadu in East Coast of India collaborated to execute the process of documentation using Fishers Community Participatory Approach and also grassroots Citizen Science GIS Models intertwined with Climate, Fisheries, Development and Environment related Policies, Laws, Plans and institutional mechanisms in securing and governing the CVCE in large. The members of MASS and RFTU Fisher Unions, Fisher's support researchers, environmentalists and other fishworkers participated in the consultation. The Forest Rights Activist and members of the Forest Rights Alliance movements participated via Zoom and deliberated on the existing rights over the forest lands in the ocean and coastal ecosystems.



As a part of the Consultation, the ground truthing visits of the Gulf of Mannar Islands and interface meetings with Forests officials were conducted. The outcome of the consultation was that fishers agreed to gather the information about the forest lands and their boundaries in the gulf region, fact finding visits to document the ground realities of fishers' voices, alliance building

with Forest Working People Movements to push reclaiming coastal and ocean forest lands. The fishers shared that consultation was more informative and claiming rights over the ocean and coastal forests were the first of its kind. The fishers decided to hold the next national consultation in the Gulf of Kutch region.

We initiated the preliminary discussion with Sri Lanka and Indonesia Field collaborating partners, and we have shared the concept note for the interventions. Sri Lanka had started working on Negombo Lagoon of the prime attractive spot for the investment of blue economy projects as well as ecological sensitive areas. However, the prevailing tension of economic crisis in Sri Lanka has delayed/ their work in progress.

In Indonesia, Marine Protected areas comprise both terrestrial and marine environments. There are over 500 protected areas, of which 54 National Parks are covering 16.4 million ha, six IUCN Protected Area categories and another 527 nature and game reserves cover further 28.3 million ha. The total protected land area represents over 15% of Indonesia's landmass. Marine Protected Areas comprise over 15.7 million ha representing ca. 5% of territorial waters. KIARA had initiated work on gathering the potential Marine Protected Area data with regard to their field area and they are in process of finalising the CVCE sites.

ii. Fisher Youth Climate Centric Action Clubs (FYCCAC)

The FYCCAC is the backbone of the project which empowers the Fisher Youths with grassroot resilient interventions working towards securing and asserting their Marine and Coastal Spaces from the impacts of climatic disorders and extreme disaster events.



The FYCCAC were executed in the Nagapattinam Region⁴, East coast of India. The Nagapattinam Region is one of the most disaster vulnerable regions of Tamil Nadu and also a disaster hotspot in India. Nagapattinam Region is located in Kaveri Delta region with 187 Kms coastal length on the East Coast (Bay of Bengal) comprising 40 fishing villages. Nagapattinam

Region is the worst affected district in the Indian Ocean Tsunami 2004 as well as subjected to Cyclones in the monsoon period every year. So, the region is also being grounded for several Disaster Mitigation and Recovery projects, Climate Risk Reduction projects, Biodiversity Conservation and Restoration projects and Fishers Development and livelihood enhancement projects, but largely the region still remains a vulnerable spot. Henceforth, considering the disaster and climatic disorders vulnerability of the region, the BE research team sampled Nagapattinam for the FYCCAC interventions.

⁴ comprises Nagapattinam and Mayiladuthurai Coastal Districts of Tamil Nadu and Karaikal District of Puducherry)

So far, 40 FYCCACs were formed and oriented with the ecological vulnerabilities of the region. They collected Coastal Land Use Field Maps for 35 villages and digitised the same. Further, these Village Level Maps are assessed with Google Reference Satellite Maps and other relevant Coastal Land Use and Ecological Sensitive Region source maps for better understanding of the resource use of the villages. Finally, the using the Citizen Science Participatory GIS methods, the FYCCAC are in the process of ground truthing the digitised superimposed village level maps and disseminating the maps with the communities.



The FYCCAC waved out with several youth centric initiatives such as *Coastal Walk*, *Coastal Ecological Talks*, *Fisher Traditional Knowledge Transfer*, and *Coastal Climate Resilient Trees Plantations* on the **World Fisheries Day 2021**. This initiative is first of a kind, a unique new action intervention done by fishers' youths, it gathered the villager's

attention towards the clubs as well as increased the youth participation in the club interventions.

In addition, FYCCAC planned for a ***Fisher Youth Exchange Exposure Programme*** with the Fishers Youth Forum in the Gulf of Mannar Region. This two-day programme collectivized the Fishers Youth as well as exchanged their Marine and Coastal Ecological Knowledge. During the programme the youths were sensitised to leadership skills and self-governance, collective learning, aspiring towards competitive exams, how to read books, and novels and usage on library, and also on fishers' commons, resource mapping and village development training, conservation and existing fisheries governance policies and legal mechanisms. The reflection of the youth exchange programme was that fishers' youths realised that they are somehow similar to the existing life of Fish in the bowl, unknown about their Ocean life.



Further, the SCT had ignited the discourses with grassroots fisher leaders and CBOs to discourse on the Fishers Commons and they are in the process of developing various short training Modules to understand the fishers centred ecology and socio-cultural living which includes, Local Traditional Ecological Knowledge, Fisheries Ecology, Resource Mapping, and reading the Land Use and Shoreline changes. These modules will be helpful to educate the Fishers Youths and make them interact with Socio-Ecological systems for ease living in the coastal region. Further, these modules will also be the base of the Community Participatory Integrated Model – a Explorative Fisher Community Centred Model in order to empower and strengthen the capacities fisher youths leading towards resilient Climate and Disasters fisher communities in future.

The key upshot of the Fisher Youth Initiatives is that FYCCAC Representative and Coordinator (Mr. Prakash) had become a member of WFP Youth Forum and also actively being part of the Global Youth Training (Module Series) for SSF Global Movement organized by Trans National Institute (TNI) and Masifundise in support for WFP Youth Forum.

C. Initiating Evidence Based Dialogues for The Inclusion of Fishers and Coastal Communities'

i. Regional Level Capacity Building Training and Workshops

Keeping Climate Crisis and Disasters that are affecting the everydayness of the fishers, was discussed by **the Executive Committee of the National Fishers Federation**, a two-day in-depth discussion with the union representative from different coastal states. It was decided to collaborate with **South Asian People's Action on Climate Crisis (SAPACC)** to capacitate on the Climate Crisis and Disasters.



Through **WCAWG** discussions, the Fisher Leaders decided the purpose of the Capacity Building Workshop was to understand the climate crisis from the lived experiences of fisher and coastal communities and to sensitise the fisher and coastal communities about the climate crisis mitigation policies and disaster Risk reduction strategies to broaden perspective and develop action strategies and coping mechanisms to face the existing and upcoming challenges of the climate crisis. The PCT organised and facilitated the *SAPACC-NFF Regional Level Capacity Building Workshop on Climate Crisis with Union Representatives on 25th - 28th November 2021 in Bangalore, Karnataka*. The outcome of the meeting was that Action Plans were developed for dialoguing with Government Officials and elected representatives for the Inclusion of Fisher Centric Perspectives into the National Climate Change Action Plan and National Disaster Management Plan in India.

The SNEHA's PCT and SCT devised series of perspective building workshops for grassroots and regional level intervention. As a first step, SNEHA upholds VGSSF, capacitating and educating the fishers people and coastal communities on their rights over their



commons. The PCT organised **Regional Level Perspective Building Workshop** *Locating and Regrounding the Fisher Rights Perspective Building National Level Workshop for National Fishers Federations from 13th -14th December 2021* with all relevant like-minded groups, forums, fisheries

experts, union leaders, community members, academicians, and other stakeholders. The Key leaders of the Fisher Movements participated in the workshop with a maximum number of Fisherwomen Representatives from each union. The SCT ensured the grassroot leaders' participation, and the WCAWG planned and scheduled the workshop session with key resource person. Each day was clubbed with sharing on the ground realities experiences by the fisher's movement leaders in the evening. The key intervention on the WCAWG was that they ensured native coastal language translations for each session, so their understanding and their sharing were more realistic and more involved. The outcome of the workshop was the Movement should plan State Level Fisher Conventions and then combine National Level Fisher Convention at New Delhi (the Capital of India) by next year 2022, the conventions should put forth Fishers Demands as the Declaration to Visible Fishers Voices to the Government of India. In addition, it was decided to draft the Fishers Traditional Governance Rights legislation to assert the rights of the fishers and coastal communities over their commons. It was also decided to capacitate the Women Leaders at the grassroots and national level. In the upcoming February

2022, a National Level Capacity Development Workshop Exclusively for Fishers Women (no Men leaders) was planned.



D. Challenges and Achievements

Challenges

- From April 2021 to June 2021, the spike in COVID cases induced severe Lockdown Restrictions which delayed the formation of Climate Youths Clubs initiatives and then step by step relaxations on June 2021 supported the team to activate the field actions.
- Initially, the technocratic Climate Change and disaster reports were being difficult to understand as well as conceptualise with fisher perspectives was a more time-consuming activity for the grassroot teams.

Achievements:

➞ Grassroots Level:

The first of its kind, SNEHA had formed *Climate Centric Fisher Youth Clubs* in the fishing villages of Tamil Nadu. The Fisher Youths act as First Responders to the Climate Disorders and also act as the fisher's rights defenders to assert the historical traditional rights over the coast and ocean.

➞ National Level:

Youth for Coast (Y4C)- 8 days Residential Workshop on Fisheries and Fishers related matters spearheaded by the National Fishers Federation (NFF) - Delhi Forum. We were part of the core team in executing the Y4C in the coastal regions of India. Out of 8 days, the 2 days capacity building and sensitisation Blue Economy policy and its related mega developments in India as well as globe level.

Y4C – Goa, Tamil Nadu and West Bengal have been completed the BE Research Team played a major role in both coordinating and implementing the programme in the coastal states of India. Nearly 70 Youths from different parts of India participated which includes traditional fisher youths, ecologist, technocrats, fisheries science experts, media and public relations youths and activist.

➤ **Global Level:**

The IPC Working Group on Fisheries agreed for the Fisher People Ocean Tribunals to bring out the voices of the SSF and make them visible. We played a crucial role in convening the WFFP members and also other members of the IPC – Working Group on Fisheries.

➤ **Regional Level:**

We shaped and supported the BE Tribunal for the South Africa Region. We are part of the coordination, execution and also part of organizing jury members of the tribunal.

V. DISASTER & EMERGENCY SUPPORT INTERVENTIONS

COVID 2021- Overview

We, SNEHA has been working on Women and Child Rights as well as right to natural resources for coastal communities for over 35 years in Tamil Nadu, primarily based in Nagapattinam. We have a long experience with disaster related work – from relief to rehabilitation as well as recovery. We led disaster response efforts during the 2004 Tsunami as part of a consortium, NCRC, as well as several cyclone-related disasters in the region, the latest being Cyclone Gaja in 2018. As a strategy, SNEHA has always made it a point to identify critical links and work with the most marginalised communities, especially those who slip under the radar of conventional relief programmes in times of disasters.

In 2020, the global Pandemic SARS-Cov19 imposed a National Lockdown which resulted in a huge cry on the lives and wellbeing of the marginalised unorganized communities in India. The Pandemic spread wider across the nation state, in which Tamil Nadu was one of the hotspots of COVID. On 17th of April, 2019, Tamil Nadu had a total of 1323 positive cases in total, of which Nagapattinam district in particular had 45 positive cases. Over 60,000 houses in the district were also under quarantine or self-isolation ordered by the health officials. As a result, the marginalized fishing communities in Nagapattinam, Mayiladuthurai and Karaikal consist of 54 villages with over 25,000 households and for a population of over 1.2 lakh, everyday wellbeing had been impacted to a larger extent. With the generous support and collaboration with Azim Premji Philanthropic Initiatives, SNEHA supported 615 vulnerable

coastal families who were affected by COVID'19. Out of which, most of the beneficiaries are women headed families of Nagapattinam, Tamil Nadu.

In 2021, the Pandemic Second Wave of SARS-Cov19 and its multiple variants in India have wreaked havoc all over the country. Unlike the first wave in 2020, this second wave has seen increased infections and more severe attacks even in rural areas, apart from the major urban centres. As on 27th of June 2021, Nagapattinam and Mayiladuthurai districts had a total of 37,802 positive cases, of which 632 were still active cases. There had been 511 deaths due to Covid19, and also 36,659 discharged and recovered patients. Nagapattinam and Mayiladuthurai districts were still under lockdown. However, with the rise in the number of fungal and bacterial infections even in recovered patients, post-COVID care became vitally important.

The pandemic and the subsequent lockdown impacted children in more unique ways. Children, who are usually free and very outdoors had suddenly found themselves trapped within the confines of their homes. There are ground reports that this is giving rise to boredom, panic and also forms of childhood depression among children and adolescents. The threat of violence and abuse against children has also been heightened. Moreover, the third wave is a distinct possibility. However, there could still be local level waves due to local mutations. So, SNEHA intended to work towards coping up the COVID affected fishing families and children with Nutrition Kits in order to overcome the upcoming pandemic as well as preventive healthy diet measures to fight the pandemic wave. In this backdrop, SNEHA collaborated with Azim Premji Philanthropic Initiatives, to support the pandemic affected families, especially infected Children in Nagapattinam and Mayiladuthurai Districts of Tamil Nadu and Karaikal District of Pondicherry/UT.

COVID EMERGENCY NEED ASSESSMENT (CENA)

SNEHA conducted a COVID Emergency Need Assessment (CENA) through the village panchayats facilitated by the SNEHA field staff. The Participatory Inclusive Approach was adopted to analyse the needs in the COVID affected villages. The CENA team came up with certain ground realities. The sheer number of deaths, social stigma, fear, loss of education, and loss of livelihoods, had incurred a mental health crisis leading to several people feeling depressed. So, there is a grave need for counselling, and then providing Nutrient Kits as pandemic response interventions to the affected families of COVID in order to fight the ongoing and upcoming waves of COVID. The CENA Team recommend to focus on COVID Infected Children and Children who lost their Parents in COVID 19.

Based on CENA Team recommendation, SNEHA Team decided to facilitate the Infected Children⁵ and Children who lost their Parents with *Nutrient Kit Packages* as an immune booster (tool) to fight the ongoing and upcoming waves of COVID. Then, a list of Infected children and Children who lost their Parents in COVID 19 was prepared and tokens were distributed in advance to avoid duplication and chaos during the distribution of COVID-19 Emergency Support. The products were sourced through Samuthra India Producer Company, a CBO involved in training the members of MSMEs and supporting them in marketing.

COVID-19 Emergency Support Interventions

The CENA Team's rapid survey data and the data obtained from the Health Department supported SNEHA to identify the list of children to be provided with Nutrient packages. As of May 2021, 1780, Children Infected with COVID 19 in Nagapattinam and Mayiladuthurai Districts and 200 children in Karaikal District of Pondicherry were identified. The field volunteers verified the list of children and their families in order to ensure that support reaches the needy children as well as to ensure not even (one) needy child is missed from the list.



The *Nutrient Kit Packages* consists of Nutrition Powder, Dates, Nuts, Fruits, Cereals and Rice. The cost per kit was estimated as Rs.1532/- per kit. Due to reduced cost of fruits, we were able to provide more items for Rs.1507/- itself and hence the number of beneficiaries were increased to 1027. The distribution of Nutrient Kits was done in coordination with the District Child Protection Unit in Nagapattinam, Mayiladuthurai and Karaikal Districts.

S.NO	PRODUCTS	QTY	RATE	AMOUNT
1	Honey	0.25	350	175
2	Dates	1	140	140
3	Channa	0.5	92	46
4	Fried Dhal	0.5	110	55
5	Green gram	0.5	110	55
6	Nutrition powder	1	200	200
7	Fruits (Orange + Mosambi)	2	150	150
8	Dry Grapes	0.2	330	66
9	Rice	10	45	450
10	Tea Powder	0.15	65	65
11	Cashew	0.1	750	75
10	Packing bag	1	30	30
	Cost /Kit			1507

We facilitated Emergency support to 927 COVID Infected Children and 100 Children who lost their Parents in COVID 19 in the coastal districts of Nagapattinam and Mayiladuthurai of Tamil Nadu and Karaikal of Pudhucherry

⁵ CORONA ACTIVE CASES (BELOW 18 Yrs)

CHILDREN FACILITATED WITH NUTRITION KIT

District Name	Block Name	Infected Children	Children who lost their Parents in COVID 19	Total
attinam	Nagai Union & Municipality	158	22	180
	Kilvelur	48	10	58
	Keezhaiyur	29	3	32
	Thalanayaru	13	9	22
	Vedaranyam	20	8	28
	Thirumarugal	41	4	45
Mayiladuthurai	Mayiladuthurai Union & Municipality	129	22	151
	Kuthalam	37	4	41
	Kollidam	20	7	27
	Sirkali	74	7	81
	Sembanarkoil	2	4	6
	Tharangmabadi Town Panchayat	4	0	4
Karaikal	Neravy	21	0	21
	Thirunallur	78	0	78
	Nedungadu	45	0	45
	Kottucherry	35	0	35
	Karaikal Municipality	151	0	151
	T.R. Pattinam	22	0	22
Total		927	100	1027

*Emergency Support Challenges - **Reaching the Remote***

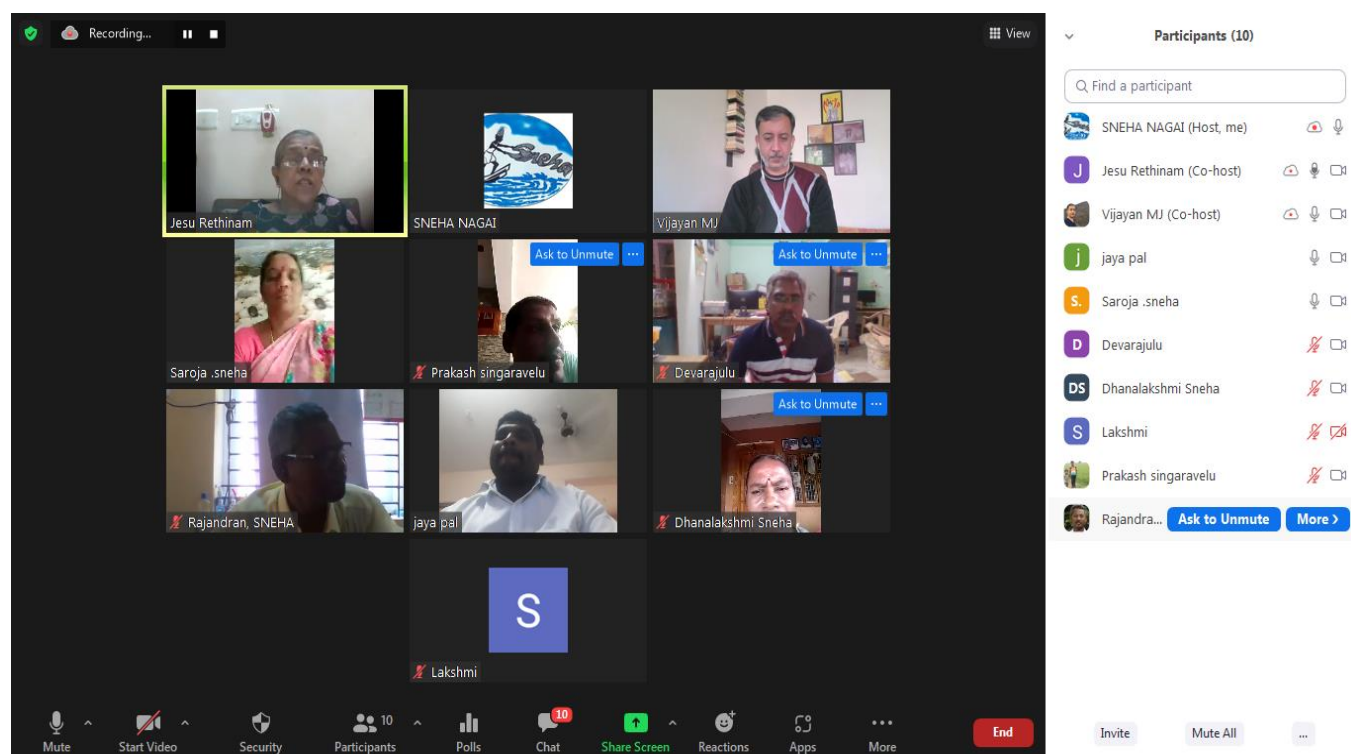
attinam and Mayiladuthurai Districts remained in Lockdown during the distribution of the emergency support. We found it very difficult to shortlist the children as the entire community was affected by COVID 19. Hence, few leaders did not extend their fullest cooperation

Glimpse of COVID19 Emergency Response



VI ORGANISATIONAL REVIEW AND STRATEGIC PLANNING (ORSP)

SNEHA – ORSP Process



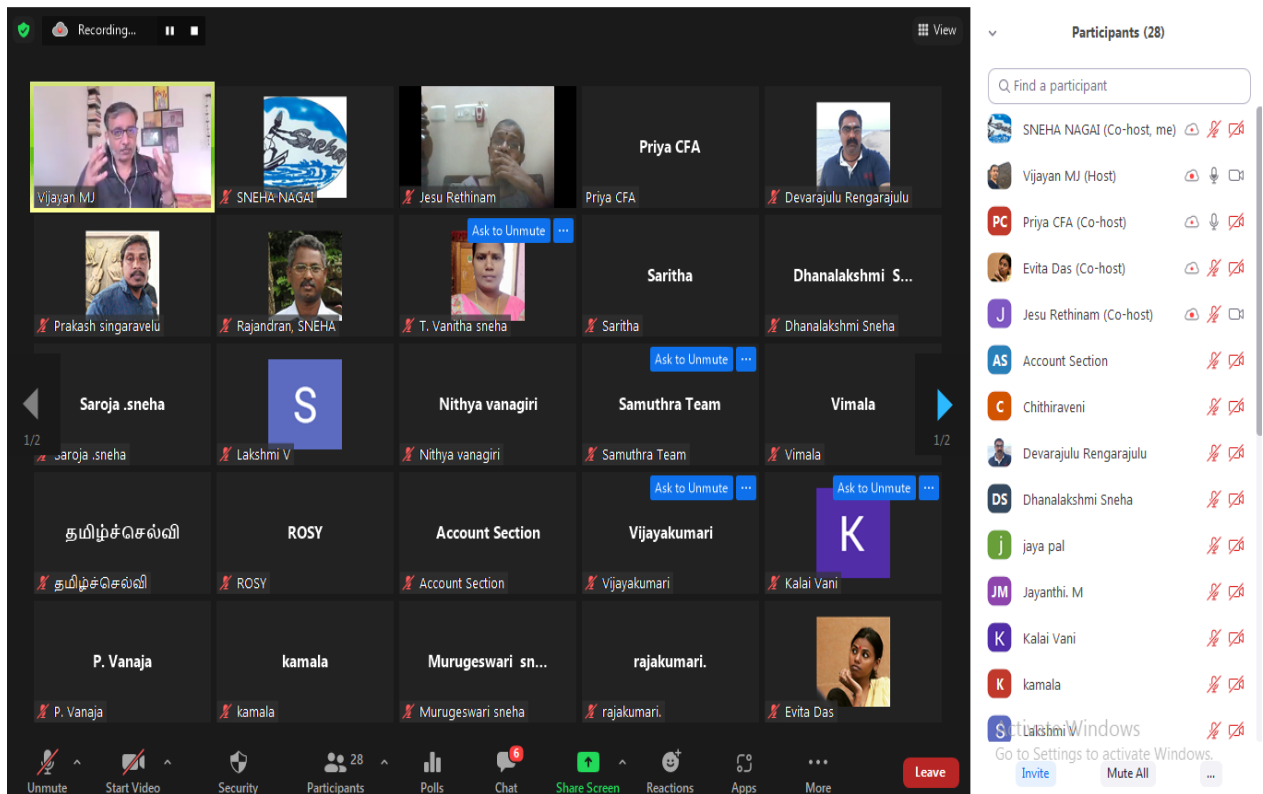
The Organisational Review and Strategic Planning process started with SNEHA in the year 2020 in the month of September. Originally meant as a one-year process that involved only aspects of review and planning, the process has spanned over the planned period due to the intensity of the process – now aiding leadership transformation. It must also be noted that the COVID pandemic caused immense unplanned disruptions. After the successful completion of the first phase of the ORSP on 22nd January 2021, the second phase of ORSP process was initiated in February 2021. A preliminary report for the period ending January 2021 was already sent. The current report refers to the just completed phase of ORSP, i.e., between February and October 2021. In December 2021 and January 2022, we were not able to organise meetings due to Covid outbreak again.

Key Objectives

The key objectives of the second phase of the Review and Strategic Planning included (1-8 were planned while objective 9 was part of the situational emergency response, and hence unplanned):

- ➔ Facilitating the transformation of the second-generation leadership of the organisation into a democratic Collective Leadership (CL)

- ➔ Delimiting the current responsibilities of the linear Executive Director based hierarchy of the organisation into a plural Collective Leadership based format, where the same responsibilities are decentralised and distributed between eight members of the CL team
- ➔ Affirming the role of women in socio-political organisations, establishing the role of women leadership within collective processes of SNEHA
- ➔ Assessing and making transformative interventions regarding the organisational and political conflicts involving the organisation and its members
- ➔ Initiating the CL team members in understanding individual, political and organisational perspectives and positions, including their respective roles in the organisation. Helping them resolve internal and external conflicts through democratic and dialogue-based approaches.
- ➔ Hold exclusive sessions with conversations including “from workers to leaders” and “understanding organisational transformation”
- ➔ Aid the team members in developing skills in organisational affairs, social media and communication, dialogue facilitation, transparency & accountability, etc.
- ➔ Initiate political conversations regarding ‘NGO-isation’ and ‘Projectisation’ of erstwhile voluntary action groups - to make the CL team think and act in ways to protect SNEHA



Strengthen the understanding and capacities of the SNEHA staff in Emergency interventions - with special focus on medical interventions during COVID second wave (though the formal ORSP process could not be conducted during April and May 2021, due to the second wave of the pandemic that specifically took a toll in Nagapattinam district where SNEHA is located, a series of training workshops and webinars were held to assist the SNEHA staff with home-based medical care, forming of relief teams thematically, aiding government hospitals with equipment, and so on)

The Process

The ORSP for the second phase was designed in 4 modules in consultation with the SNEHA team members. Broadly categorised within the frame of written expressions and oral/verbal expressions, these included:

- I.** (Written) Review and Assessment forms (two different forms - curated for SNEHA) - completed by all staff members of the organisation
- II.** (Verbal) One monthly meeting of the ORSP facilitation team with all staff members of SNEHA (commenced from May 2021)
- III.** (Verbal) One monthly meeting of ORSP facilitation team with Collective Leadership of SNEHA (commenced from February 2021) - in some months, there have been more than 2 meetings with the CL team due to time management issues in the online format
- IV.** (Verbal) Individual meetings of ORSP facilitation team with each member of the CL team (one round - one on one)

The module formulation in the second phase streamlined a timely review process of the members through scheduled meetings and written forms of expression. The 4 modes of expression ensured that:

- ❖ Every month, a minimum of 2 meetings were scheduled by the facilitation team; one catering to the entire staff members and one for the collective leadership. Each meeting had a set agenda for the day where components of conversations around transformation of leadership, a review of each member based on the task assigned, interactive activities to express their viewpoints on the socio-political issues as well as their concerns, etc. were prioritized.
- ❖ ORSP process made the deliberate choice of going beyond staff members who are looking after projects. The accounts, admin team of the organisation, the teams that are looking

after producer companies on behalf of the local community, etc. were also roped in, to understand the core principles of collective leadership and to align their understanding with the existing mission, vision and activities SNEHA is engaged in.

- ❖ Written forms of expression were captured by curating a set of questionnaires (phase 1 and phase 2). The forms captured the personal, political and organisational aspirations of each individual. Phase 1 questionnaire captured the past and present of each individual by asking about the strength and weakness of the organisation, their political vision on the Tamil Nadu coastal issues and how SNEHA contributed to the situation, and lastly their understanding of SNEHA's legacy and what attracted them to be part of the organisation. Phase 2 questionnaire tried to understand their vision, perspectives and expectations from a current and futuristic point of view. It included queries regarding where they see themselves in 5 years from 2021, specific skills that they aim to acquire, what are the organizational demands they have from SNEHA and what are the other activities that the organisation should engage in, etc. It also included a section for the staff to express / suggest regarding SNEHA's strategic alliances, changes in vision and mission, networks and political positions of SNEHA etc. for the future. It also positioned queries regarding the FCRA and other governmental norms.
- ❖ The individual review meetings were introduced to understand each cluster coordinator / collective leadership member better in terms of their roles and responsibilities in the organisation and how they see themselves as emerging leaders in the organisation. The core objective of the individual review was to have an honest conversation to understand the collective process and make sure everyone is committed to the process. The individual review catered to three kinds of questions – understanding the conflict in the organisation and among individuals and their reflection on how to resolve them, each individual's reflection on their capacity as workers and how important they are to the organization, their coordination mechanism, lastly their mapping of each colleague and how important they are to the organisation.

The Next Phases of ORSP

Phase – III (November 2021 – 15th April 2022)

Phase - IV (16th April 2022 – 31st March 2023)

- ❖ The ORSP has entered the third phase. This phase would require physical retreat meeting of the CL members and all staff with facilitation team and also require individual skill building elements to get stronger. Another key aspect of the third phase would be specific

workshops around conflict transformation and leadership training, which will get extended to the final phase too. More activity based trainings around social media and communications as well as women leadership are expected to be initiated in the third phase. The third phase will also witness completion of the process of the strategic planning of activities and focus areas of SNEHA, for the next five years – as has been shared by the working staff team of SNEHA through the assessment form-2.

- ❖ The new elements that are additionally required in the fourth and final phase of ORSP will include: 1) Interactive exchanges within the team, 2) Exchange programmes with other organisations that work on fishers, Dalit communities, women and children 3) Specific skill building programmes, etc.
- ❖ In the interim, the third phase would require an extension of the ORSP budget. The process requires both period extension and additional financial resources – also necessitated due to the pandemic caused disruption of the flow of the process. The third phase for instance will require more frequent meetings and physical consultations, unlike the first two phases. The facilitation team is hopeful that the third phase can be conclusive with regard to the continuous involvement of the external facilitation team members and after March-April 2022, the process can be largely autonomous and internal – with the facilitation team playing more monitoring and supervisory roles.

SNEHA will be in a better position to identify the needs after the completion of Review and Strategic Planning Process of SNEHA, facilitated by Vijayan MJ is completed. For the identified needs after the First Phase, we requested support for Capacity Building of the Team, which was of great support.

The image shows a Zoom meeting interface. The main window displays a grid of 20 participants in a 4x5 layout. The participants are arranged in a grid with their names and profile pictures. The names visible in the grid are: Jesu Rethinam, SNEHA NAGAI, Vijayan MJ, Accounts Section, Tamilselvi, kamala, Dhanalakshmi S..., Devarajulu Rengarajulu, v.lakshmi, Saroja.sneha, vijayakumari, Sneha vanaja, Saritha sneha, Priya CFA, Rajandran, SNEHA, Rosy, Jasminesiva82@..., Jayabal SNEHA, Kalai Vani, Rajakumari, Jayanthi. M, Evita Das, Nithya vanagiri, Chithiraveni sne..., and Chithiraveni sneha. The right side of the screen shows a list of participants (29) with their names and status icons. The list includes: SNEHA NAGAI (Host, me), Jesu Rethinam (Co-host), Vijayan MJ (Co-host), Accounts Section, Chithiraveni sneha, Devarajulu Rengarajulu, Dhanalakshmi Sneha, Evita Das, Jasminesiva82@gmail.com, Jayabal SNEHA, Jayanthi. M, K. Srimathi vellappallam, and Kalai Vani. The bottom of the screen shows the Zoom meeting controls, including Unmute, Start Video, Security, Participants, Polls, Chat, Share Screen, Reactions, Apps, More, and End.

