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MESSAGE FROM THE DIRECTOR'S DESK:

Sea through the eyes of fishers and coastal communities!

Just by casting the net into the deep blue sea, no one cannot guarantee a fisherman a catch. It is not easy to catch a fish. It takes traditional historical accumulated skills to make a way of life in fishing. The fisher can predict the availability of fish just by looking at the colour and current of the sea, it reflects a connection with nature that combines knowledge with practice, which we call a traditional practice and knowledge. The coastal population in India is increasingly susceptible to pressures from human activities, climate crisis, extreme disaster events, and consequently degradation of the coastal ecosystems. Complex and diverse natural processes that occur in the coastal zone result in physical, chemical, and biological changes to the fragile coastlines. Human activities in the coastal zone add yet another dimension, affecting changes to our coastlines. Fishers and coastal communities prioritize the environment, ecological ethics, and life under the sea.

SNEHA is striving to restore the traditional knowledge and practices that lead to the sustainability of the coast and fishers. In the process toward a sustainable coast, SNEHA also focuses on encouraging participation of fishers in local governance, livelihood enhancement of anglers through “*from the sea to the land*” under SAMUTHRA, initiating evidence-based dialogues for the inclusion of fishers and coastal communities, enriching, empowering and protecting the women and children at risk by enlighten them by educating the constitutions and legislations, reaching global networks and strengthening the global, national & state forums and channelizing the fishers and coastal communities effort to maintain their sustainability and lives of fishers who belong to the ocean! SNEHA believes in collective effort, leadership and responsibility which leads to staff capacity building through Organizational Development for collective leadership and collective responsibility. SNEHA also trailing technology by incorporating the application to the field staff where they can easily update and the report through the software.

The immense support from our donors and resource agencies has continued through the year which motivates to continue our toward sustainable coast and make our voice hear around the globe.

FISHERS SOCIO-ECONOMIC-ECOLOGICAL WELLBEING & DEVELOPMENT

SNEHA's Collective Leadership (CL) reflected on the current crisis of Climate, Development and Disasters risks and collectively strategized their commitments towards the Socio-Economic-Ecological Wellbeing & Development of the fishers and coastal communities rather than fisheries development. They devised Community-Based Action Project *“Building Climate and Disasters Resilient Marine Traditional Fishers and Coastal Communities towards securing and asserting their Marine and Coastal Spaces”* with the prime support from SwedBio, committed towards Enabling, Enhancing and Empowering the fishers and coastal communities towards asserting their collective entitlements over their fishers' commons (Land, Water and Forest).

a. Understanding the changes of the fisher community's Commons

SNEHA's CL Team tailor-made and developed its own *Fishers Centered Community Participatory Learning Action Integrated Model* (FCCPLIM) including documenting the shoreline changes in order to assess and understand the changes of the fisher community's Socio-Ecological systems (Fisher Commons) in relation with Climate Crisis, Development and Disaster Risks pertaining to the specific fishers' villages. The FCCPLIM was developed incorporating fisher people perspectives from the Participatory Learning and Action Methods¹ (PLAM), exclusively for the fishers and coastal communities. It also includes various community participatory action learning methods such as Transect walk, Village resource mapping-Venn diagram, Moon Cycle, Tidal Calculation, Wind Direction and Ocean Current, Seasonal calendar- local and export fishes seasonally, Village history timeline, which is collected from the communities and collated with the support of SNEHA CL team, youths' commitment and their active role shaped the model for each village. The community exercise was validated by the senior citizens of the villages and acknowledged by the traditional fisher leaders which are significant.

This model has impacted a lot in terms of collectivization of the fishers' people (men, women, senior citizens, traditional leaders, children and youths) towards reimagining their

¹ Participatory Learning and Action Methods is basically combination of different approaches and methods to learn about and engage with communities in the field of action research. It is a unique way to let the people who are the key stakeholders of projects or programs play a defining role in planning and implementing the actions. It also is a great way to make the best use of local knowledge, engage communities in all stages of the intervention and their voices are heard. PLAM is an advanced tool for project Planning, Implementation, and Evaluation, it is a great way to learn about the target community and their needs and priorities.

governance over their common resources of their villages. They also felt that the exercise had made them to trace the roots/origin of the village as well as community members. SNEHA's CL Team decided to take this model among women and children CBOs during their monthly meetings. The tireless committed efforts of the CL team and their field organisers as ethnographers had documented the transition of the socio-ecological fishers commons of each village. Nearly 18 fisher villages in the SNEHA's operational area were completed during the reporting period (January– December 2022), the remaining villages were planned for the upcoming year 2023. This was a unique first of its kind Older-Youth Fisher Centric Initiative of SNEHA's CL Team in the history of 30 years.

The *SwedBio Efficiency Audit Team* appreciated SNEHA CL Team for initiating, facilitating and evolving the FCCPLIM for the traditional fishers, they also highlighted that this is a new fisher centric participatory model taken forward by many grassroot global organisations to work among the fishers. The SwedBio Marine Programme Officer also added few other participatory learning methods which can be incorporated with the model to catch the Gender nuances. The aim of consolidating the FCCPLIM is to replicate the practice, knowledge sharing, sensitizing and training the other like-minded groups in India as well as global WFFP members.

On 18th-20th November 2022, NAFSO, Sri Lanka organised a consultation and strategic planning with the fishers' associations, Negombo Lagoon Protection Civil Groups and fisher women groups in NAFSO office. The issues of the Negombo lagoon and their interventions till date were presented by them and Jones T Spartegus explained the effectiveness in implementing the '*Fishers Centered Community Participatory Learning Action Integrated Model* (FCCPLIM)' to document and reclaim with customary governance over the fisher resources and Jesu Rethinam facilitated strategic planning meeting and briefed about the legal scope of the community Participatory Fishers' Centred Integrated Model to reimaging their customary governance. Herman Kumara, Convenor of NAFSO and General Secretary of WFFP, facilitated the consultation as well as the strategic planning. We visited the field, had Focus Group Discussions and interactions in the Negombo Lagoon Fishers. When we discussed about the FCCPLIM to the villagers, both women and Men Fishers were eager to adopt and execute the FCCPLIM to document and secure the customary rights of the lagoon. They have initiated the process of collecting the Land, Water and Forest Records of the Negombo Lagoon back. We also analysed the Negombo Development Plan 2019-2030. They have shown interest and shown willingness for an international exchange program for learning from the experience in India. Similarly, we had virtual interface meetings with KIARA Indonesian Team members

where FCCPLIM was introduced and they have agreed to collect the data on the Marine Protected Areas and we have planned to have a field visit in 2023.

b. Enabling and Enhancing the Fishers Participation in Governance

Coastal Zone Land Use Development Planning

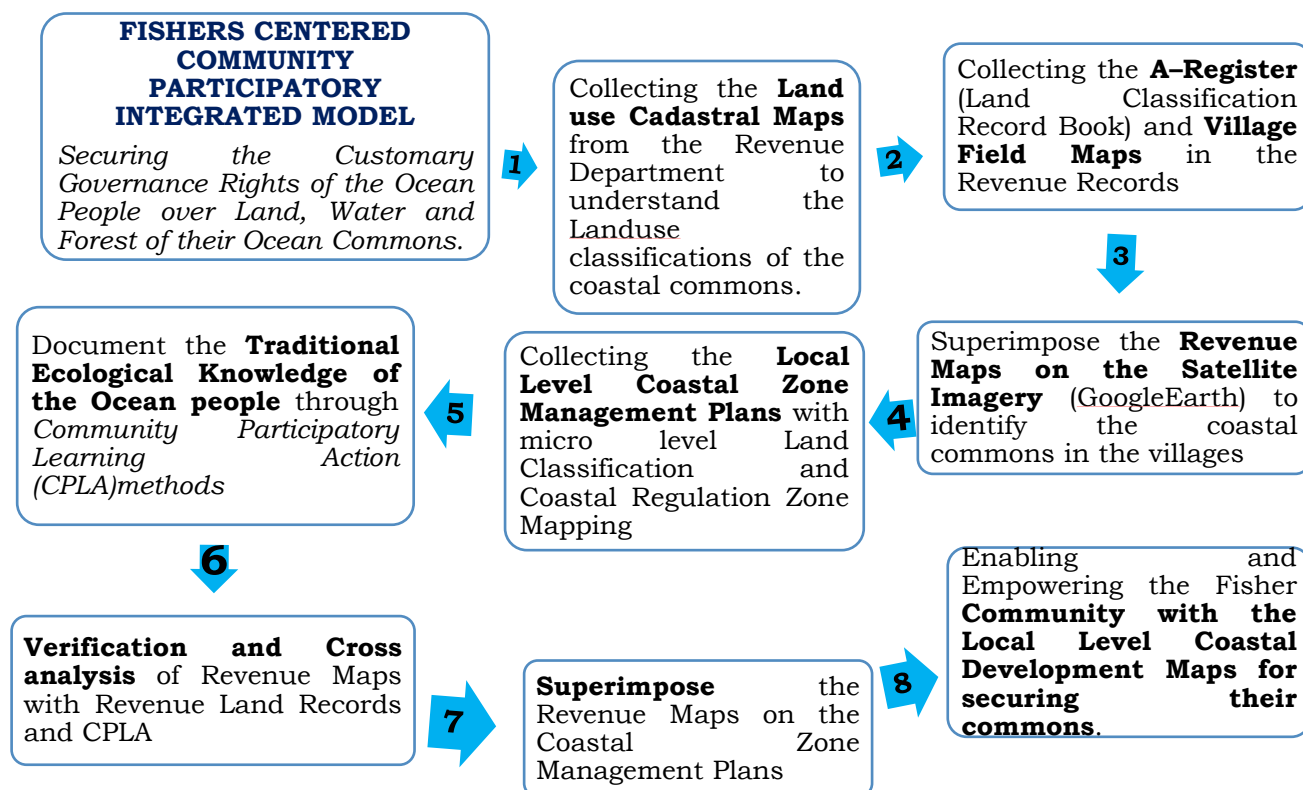
In India, Fishers Commons are generally regulated by the Coastal Regulation Zone (CRZ) Notification which classifies the Land, Forests, Brackish water bodies and Territorial Waters (Sea) of the ocean ecology into five different zones with limitations and restrictions. The zonation's are CRZ 1- Ecological Sensitive Areas (Forests, swaps, mudflats), and Inter Tidal zones, CRZ 2 -Coastal Urban Area (like in Mumbai, Chennai), CRZ 3 - Coastal Rural villages, CRZ 4 -Territorial Waters (0- 12 nautical miles), Brackish water Bodies, Tidal Influenced Water Bodies and finally there is a special category called the CRZ 5 -Critical Vulnerable Coastal Areas. The notification clearly provides some list of clauses to secure rights for the traditional fishers' people living near the coast. The implementation gap observed were none of that clause has been implemented, especially rights for housing and rights over commons for traditional fishers remains misinterpreted and unimplemented by both the Government. On other hand, the environmentalist and other likeminded groups had argued the CRZ Notification from the environmental violations' perspectives, rather missed to address the large part of securing the collective customary right of the traditional fisher people. Therefore, this misunderstanding of CRZ Notification led pathway for the regional States to enclose the fisher commons. With this conceptual clarity on the CRZ and everyday experiences of the fishers' commons, SNEHA CL Team decided to revive back to sensitise, document, assert and secure the collective customary rights of the People of Neythal²(Fisher People).

The SNEHA's CL Team devised a step-by-step process in mapping to analyze the Coastal Zone Land use, specific to their villages. This exercise helped SNEHA to document village specific fisher customary commons Land, Water and Forest and verified the same with written Government Revenue record books (A-Register), in order to build back their customary governance as well as restoring their commons for collective purposes. SNEHA team ensures

² The Tamil Civilization had classified the five types of Thina (with a particular landscape) namely Kurinji(Mountainous/Hilly), Mullai(Forests), Marutham(Cropland), Neythal(Sea and Seashore) and Palai(Dry Lands).

Neythal Makkal (People of Neythal) is the comm term used to refer coastal communities in Tamil Nadu.
https://en.wikipedia.org/wiki/Sangam_landscape

the collective responsibilities from the village traditional panchayats, women and senior citizen participated to a greater extent in the documentation process.



As the first step, the CL Team initiated Capacity Building and Perspective Workshops on Ocean Ecology, Neythal Commons and Customary Collective rights, CRZ Notification 1991 -2019 and other respective legislations and policy related Neythal commons for SNEHA Team on a regular basis. SNEHA conducted perspective building workshop on CRZ Notification (1991 - 2019) and interpreting Local Level CZMP (1:4000 scale) based on CRZ 2011 Notification on 23-09-22 in Karaikal and also interpreting draft CZMP and CLUP (1:25,000 scale) based on CRZ 2019 Notification for SNEHA Team (all staff). SNEHA Team actively participated in the sessions and mapped out misrepresentations of their village commons. They also listed out facts and flaws of the Local Level CZMP 2011, Draft Coastal Land Use Plan (CLUP) 2019 and Draft Coastal Zone Management Plan (CZMP) 2019 released by the Department of Environment on 07-10-22. Finally, they ensured to reach out their learning with communities as well as make use of the plans to initiate community driven participatory village development plans for coastal villages in Nagapattinam and Mayiladuthurai of the Tamil Nadu and Karaikal of Pondicherry UT.

Village Level and District Level

During the CBOs regular meeting, SNEHA Team disseminated their learnings to children and women CBOs, especially Children Panchayats, Cluster and District Level Women Federations, and Women Village Coordination Sangam. This process of sensation enhanced and empowered the coastal villages of Nagapattinam and Mayiladuthurai of Tamil Nadu and Karaikal of Pondicherry UT for asserting and securing their Neythal landscape. As a result, SNEHA Women CBOs analysed the plans, craved out the facts of misrepresentation of their commons and petitioned to Dept of Environment as well as the district collector to withdraw the draft CLUP and CZMP 2019 at the earliest. Nearly, 30 Village Level ,5 Cluster level and 2 District level Women Federations from 30 coastal villages of Nagapattinam and Mayiladuthurai of the Tamil Nadu had demanded to withdraw the CRZ 2019 as well as draft CLUP and CZMP 2019.

National Level

On 20-12-22, the National Fisher Federation conducted their Executive meeting in New Delhi where Jones T Spartegus and Jesu Rethinam represented SNEHA and briefed on the gaps of the CRZ 2019 Notification as well as flaws in the preparation of the CZMP 2019 for their respective states. Jesu Rethinam explained the timeline of ligation filed by CAN from 1996 to 2022. Jesu Rethinam demand the State federation to analyse and interpret the CZMP 2019 with ground realities of their coastal villages and demand for long term housing plan for fishers with common properties marked on the plan.

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 disasters events. So far, 40 FYCCAC are formed and oriented with the ecological vulnerabilities of the region. The

FYCCAC are facilitated by the community helpers to effectively execute FCPLAM and also the youths' participation has helped us to complete the process rapidly and within the stipulated timeframe.



FYCCAC conducted two **Fisher Youth Exchange Exposure Programmes** with the Fishers Youth Forum in the Gulf of Mannar Region. This programme stimulated the collectivization of the Fishers Youth as well as exchanged their Marine and Coastal Ecological Knowledge with one another. The major outcome of the programme was it enhances the leadership skills among

the fisher youths which has been reflected as an increase in number of participations in the Government Civil Service Exam. In addition, the FYCCAC are actively involved in the village activities to support the community needs and also protect their commons. The women federations shared their experiences with the youth after the programme was “We could sense that the social consensus and We feeling have been developed among the youth, when compared to the past”. They are supporting us and children’s panchayats to larger extent. As a result of the Exposure programme, 39 people have joined in the TNPSC training course and the youths appeared for the TNPSC competitive exams Nagai, Kilvellur and Vedai cluster, 38 students in Tharangai cluster and 25 students in Sirkali cluster were trained through online, out of them nearly 51 youths have attempted the TNPSC exam.

Neythal (Fisher Commons) Revitalization

SNEHA’s FYCCAC jointly with Children and Women CBOs identified the commons of the villages by organizing coastal walk along the shore of their villages. The shoreline changes have been apparent since 2015. It was operated by 16

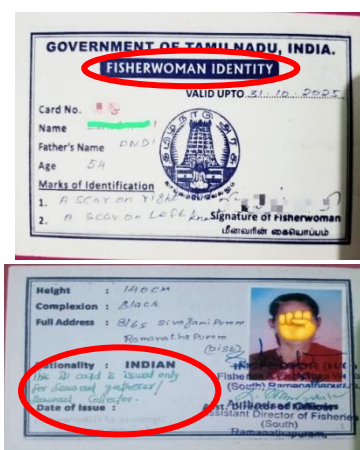


volunteers and 4 staff at four control points. Taking sand at three locations and taking 27 photographs. We had explained about shoreline changes nearly 1000 people in the target villages. Then, they started safeguarding the identified coastal commons by planting coastal resilient ‘Palm seedlings’ collected by the members of children panchayat from forest commons of their villages; further they planted the seedlings with the support of traditional fisher panchayat leaders. This activity has helped them a lot to rethink and revitalize their commons. In certain villages children panchayats occupy the village commons as playgrounds and for collective gardening. Also, Sand dunes were created by SNEHA volunteers in Vanavan Mahadevi and Kameswaram villages. In 2022, 464 members of SNEHA volunteers and village people have planted 7000 palm seeds for coast protection in Karaikal, Community members were involved in planting 950 palm seeds in the village of

South Vizhunthamavadi and also Chinnoorpettai – 50, Chinnangudi -500, Chinnamedu -1000 Sirkali - Madathukuppam -50 were planted, totally **13,700 Palm seedlings** were planted in SNEHA's target coastal villages of Nagapattinam and Mayiladuthurai of the Tamil Nadu and Karaikal of Pondicherry UT.

Recognition of Fisherwomen in Critical Vulnerable Coastal Ecosystems

The Ramanad District Fish workers Sangam (Tamil Nadu) with the support of Coastal Action Network (CAN) had consultation “*Exploring the Implications of Blue Economy on the Critically Vulnerable Coastal Areas of India – Gulf of Mannar, Gulf of Kutch and Gulf of Khambat*” with the Forest Rights Act 2006 analyst and other forest people who were involved in the implementation of the Act in tribal areas. Following that, Ramanad Fisherwomen had experiential sharing with the Member of Parliament and the District Collector for enhancing their understanding on the customary community rights over Islands of the Gulf of Mannar Region, which had been suggested as a recommendation by the Planning Commission of India in 2014. They also highlighted harassments of the forest officials to the women seaweed collectors while they are involved in collecting seaweed in the sea. The Member of Parliament assured that necessary steps will be taken at the earliest. Further, the members also raised this issue with other workers networks seeking support to voice out for Community Forest Rights.



With immediate effect, the Department of Fisheries started surveying the Seaweed collectors in Ramanathapuram. The fisher federation also joined and supported the fisheries officials to collect the appropriate data. The Fisheries officials told the members of the federation that they have pressure from the higher authorities to provide Identity cards immediately for the women seaweed collectors in the Gulf of Mannar region. After an interface meeting with the Member of Parliament, petitioning with District Collectors and the Forest officials, on

12-11-22, the indigenous traditional Seaweed Collectors got their recognition as marine Fisher Women specially mentioning seaweed gathers. Thus, the 15 years of struggle, the atrocities of the Forest officials came to an end. This is first of its kind in India where women involved in marine fishing get an ID card which was so far provided only for men. This intervention had provided a long pending Recognition for the Women Fishers, which will protect them from the harassment of Forest officials as well as assert and secure their traditional historical customary rights over forest commons which were designated as Gulf of Mannar National Marine Park (MPA) part of Gulf of Mannar Bioserve.

c. Enhancing the Fisher People participation in Local Governance & Entitlements



SNEHA CL team has been actively involved in educating their federations and CBOs on the State and National Schemes benefitting the fishers' people and other vulnerable communities especially Elderly, physically challenged people and marginalised women. SNEHA field organisers are well experienced in gathering the data regarding the schemes, announcements of schemes, building rapport with government department officials and making better

implementation of the schemes in the SNEHA operational villages. In the reporting period, Nagai, Kilvellur & Vedai Cluster – 2 persons had obtained Disable Identity Card (DIC) and 7 persons applied for Old Aged Pension (OAP), in Tharangai Cluster 101 persons obtained OAP, 21 got Widow Pension, 1 person got DIC and 67 obtained Maternity Support and in Srikali Cluster 28 persons obtained OAP, 17 get Widow Pension and 56 got Maternity Support. Further, the SNEHA CL Team with organisers ensured the effective participation of children and women in the Grama Sabha meeting in all clusters.

In addition, the SNEHA had enhanced and empowered their federations and CBOs to monitor and demand for the basic public facilities in their villages, it has become a routine duty of the SNEHA's CBO and Federation members to petition the District Collector and relevant department officials demanding basic public facilities. Certain demands of the Federation and CBOs members are water problems, Repair of graveyard roads, Construction of cement roads, Street lights, Cyclone shelters cleaning, installation of electric lighting for playgrounds, increasing classroom in Government High school, Construction of water tank in government school, National rural employment project-accomplished, Primary school toilet problem, Setting up a new water tank, Primary Health Centre reconstruction - Process, Insulation of rain water drainage, Construction of beach road, Street light, and construction of new transform, most of the demands are accomplished by the concern departments . Through this the government schemes and facilities are better implemented in their villages by the grassroot women and children federation is one of the greatest transitions of people enlighten about their entitlements and participation with the government network.



d. Livelihood Economic Enhancement Programmes

Samuthra India Producer Company Ltd., was facilitated towards ensuring economic empowerment of women in Nagapattinam, Mayiladuthurai and Karaikal coastal districts. This community owned initiative is launched with an objective to strengthen the primary livelihood options for the women. This initiative also seeks to strengthen food security and better Nutrition at the local level and to ensure women fish workers access and control over the local market.



SAMUTHRA have produced Primary Livelihood Fish based products like Prawn pickle, Nethili Fry Fish pickle, Dry Fish, Chennakunni powder and Crab pickle, Household Products like Toilet cleaner, Natural phenyl, Dish wash, Hand wash, Catering services, Washing Liquid Floor cleaner,

Tea marketing , Aloe vera Soap Washing liquid, Speedy Pain balm, Gaultheria and Eucalyptus oil, Pickles like Mango pickle, Lime pickle, Sour Lime Pickle, Mudakathan Thokku, Pirandai thokku , Garlic thokku and Onion pickle, Masala powders like Kari masala, Briyani masala, Chili powder, Asafoetida, Sambar powder, Nutrition powder, Kulambu milagai thool, and Idly

podu and other products like Mixed fruit jam, Paper bags, Cloth bags, Raggi laddu, and Kambu laddu are the products holding the local economy within the community. These products are consumed and locally sold to the coastal communities by the members of the women Sangams.

In addition, SNEHA organizes regular Economic Skill Enhancement Programmes for the women sangams for improving the economic wellbeing of the women. The Entrepreneurship development Programmes supported the women sangams to develop an additional livelihood option for the women.

e. Initiating Evidence Based Dialogues for the inclusion of Fishers and Coastal Communities'

Keeping in mind the adverse impacts of Climate Crisis (CC), unsustainable and unviable strategic economic development on the increase, affecting huge numbers of communities in more vulnerable geographies, it was planned to organise workshops on the theme of Climate Crisis and Coastal Disasters. As the Oceans and seas are one of the most impacted ecosystems, the coastal communities, and specifically the Fish workers are being regularly impacted by both Climate extreme events, and comparatively slowly changing climate change impacts like increasing sea surface temperature, seawater acidification and so on.



In November 2021, the National Fishers Federation (NFF) organised a preliminary workshop on these issues in Bengaluru, and sessions - what are the increasing impacts of climate change, why these are happening and some basic steps that coastal communities can and should take by Soumya Dutta. (The Report of this Workshop is published).

As a logical follow-up of that process, the NFF organised a **National Perspective Building Workshop on Climate Crisis and Disasters – II** in the Karmasadan Center located in the Alappuzha district of Kerala from 5th -7th November 2022. The objective of the workshop was to strengthen the understanding and evolve multi-level action agenda for the ocean people specifically fish workers communities. The Alappuzha workshop had representatives and stakeholders from all the coastal states of India except West Bengal. Recap of the Bangalore

workshop and action plan, understanding climate change impacts on fisher lives and ocean ecology, understanding impacts of economic development activities/projects on fisher lives and ocean ecology, Environmental Governance & Development, Realities vs Rights of the communities - Making sense of coastal erosion and loss of shoreline and Cyclone & other disaster preparedness, and Women and Disasters ‘Tsunami to Cyclones’, were the important sessions.



State wise groups were formed to Formulate State/Regional Action Plan with pointers for national action plan by different State groups. The workshop ended with the participants presenting their action plans on the third day. Everyone agreed to start working towards implementing these action plans among their respective

community. MJ Vijayan informed that the follow-up of this workshop will be conducted in the upcoming months to evaluate how far the participants reached their goals.

f. Reaching Global Networks and Strengthening WFPF Member Organisations

Conference of the Ocean Peoples (C-OP)

The oceanic communities have been living historically in harmony within the ocean ecology, whereby their ways of life incorporate the custody of the ocean, through traditional and sustainable systems of capture/ wild fishing. The corporate mindset, on the other hand, has narrowed the ocean ecology down to natural capital as grounding spaces for production, economy, market and development, whereby the ownership of the oceanic resources are sought to be transferred from the hands of the people who have historically lived on the coast, to the private entities. This approach of ‘Exploration, Expansion and Exploitation’ is explicit in the upcoming United Nations Ocean Conference 2022 (27 June – 1 July 2022). It does not come as a surprise that the UNOC is organised by international corporations that seek to extract resources from the ocean along with elite conservationist groups – who view the ocean as the source of petrodollars, and the ocean people as encroachers on this ambition. In addition, the revised draft political declaration failed drastically to address the Voluntary Guidelines for securing sustainable small-scale fisheries (VGSSF) in the context of food security and poverty eradication. This amounts to a war on the occupation of ocean people across the world.



We organised the Conference of the Ocean Peoples, in order to take the responsibility to assert our historical and customary rights to secure the sovereignty of the oceans and protect the coastal land for our future generations. The India's National Level Fishers Organisation collaborated with the World Forum of Fisher Peoples along with other civil society organisations called for the Conference of the Ocean Peoples (C-OP). It was decided and organised as a simultaneous counter to the United Nations Ocean Conference (27 June – 1 July 2022), C-OP held on 26, 28 and 30 June 2022. SNEHA's Federation and CBOs organised village level screening of C-OP in more than 15 fisher villages comprising 500+(at least 20 village members) in Nagapattinam, Mayiladuthurai of Tamil Nadu and Karaikal of Puducherry Union Territory. Certain villages welcomed the C-OP Declaration in the form of Kollam and fisher youths raised lighted candles while the declaration was loudly pronounced. This was our way to dissent against the historical injustice meted out to the ocean people. We believe this is a battle of survival not just for our people but also for every community and living being on earth.

We Belong to the Ocean; Our Ocean; Our Rights

Asia and Pacific Regional Advisory Group, Thailand

The International Planning Committee for Food sovereignty (IPC) with the support of Sustainable Development Foundation (SDF) organized an IPC Regional Advisory Group (RAG) of Asia and Pacific, represented by members of the World Forum of Fishers People (WFFP), the World Forum of Fish Harvesters and Fish Workers (WFF) and La Via Campesina (LVC) together with two members of the SSF-GSF Advisory Group and other regional civil society organizations, from Bangladesh, India, Indonesia, Sri Lanka and Thailand, Samutsongkram province, in Thailand, from 10th to 13th of May 2022, to advance and contribute to the SSF People Centered Methodology to assess the implementation of the SSF Guidelines, developed by the IPC. The aim of the Asia – Pacific RAG was reviewing the SSF People Centered Methodology to assess the implementation of the SSF Guidelines, define contributions from the national level to this exercise and define the national, regional and global strategy and related workplan.

The IPC Fisheries Working Group and the Global Strategic Framework: the link between the AG and the RAGs was presented by (Jones Spartegus, IPC Fisheries WG and AG member) and then Jesu Rethinam (AG member) presented the introduction of the Blue Economy Peoples Tribunals in 5 Countries [Bangladesh, India, Indonesia, Sri Lanka & Thailand] and also the SSF People Centered Methodology was presented by Jones Spartegus, AG member along with the presentation of a draft comparative analysis on the BE and SSF Guidelines (Amelie Tapella, Crocevia/IPC Secretariat). Last day, Simon Funge-Smith (FAO Regional Office for Asia and the Pacific) shared on “Trends in capture fisheries development and outlook in the Asian Region: priorities for SSF sector” and interacted with the members of Asia and the Pacific RAG.



People's Workshop on the Ocean Economy



The International Solidarity Networks of Natural Resource-Based People's Movement organised a four-day *People's Workshop on the Ocean Economy: Flagging the Actors, Drivers and modalities of 'Ocean Grabbing, an 'Outside' parallel event to the United Nations Ocean Conference (UNOC) 27 June –1 July, 2022*, at Lisbon. The core purpose of the workshop was to

voice out for the people from grassroots organisations, labour associations, fisher forums and other rights holders working on coastal and marine issues. Further, the workshop aimed towards strengthening the links of international solidarity by the act of coming together and put forward a counter view to the UNOC based on the principles of justice and equality. The workshop highlighted issues such as the Blue Economy paradigm of ocean governance as

‘Ocean Grabbing’, the perils of intensive culture-based fisheries and the myth of aquaculture as a solution to food security, 30by30’ agenda of protectionist conservation methods of Marine Protected Areas, SDG14 and its conflicts and contradictions, Climate Change and the problematics of neoliberal growth models and reorientation of public finance to serve private accumulation which are resulting in marginalisation, disintegration of way of life, and forceful evictions historical natural dependent communities from their homelands and nature ecology. Ms. Jesu Rethinam representing WFFP highlighted the implications of Blue Economy, enclosing the land, water and forest of ocean ecology and insisted to assert the historic governance of the ocean people globally.

On 29th June 2022, Jesu Rethinam from WFFP made an intervention mentioning the IPC People-Centered Methodology to assess the implementation of the SSF Guidelines in the CopSolidar External Side Event, “*Dialogues for Marine Conservation and Artisanal Small-Scale Fisheries: A Vision from Artisanal Small-Scale Fisheries, seeking Equity, Social Justice, Sustainability and Peace*”. The event was moderated by Hanna Wetterstrand from Swedbio. Jesu Rethinam shared the everyday life struggles and experiences faced by the fishers, coastal communities and Indigenous Peoples that have been caused by the Blue Economy investments. Further, the IPC delegates with the supporting NGOs finalized the IPC UNOC statement for the Conference, and supported WFF delegates in the finalising their statements. Later, most of the participants discussed with Jesu Rethinam regarding the impacts of BE and struggles of SSF. She also attended many other events related to UNOC in the consequent days, and shared about the impacts of blue investments on the ocean globally. This opportunity provided a greater momentum to drive parallel online event Conference of Ocean people as well as to take forward the Indian Ocean People Tribunals.

Represented IPC and WFFP in UNFCC -COP27

Jones T Spartegus was invited as speaker of the **Food and Agriculture Organization (FAO) Side Event** on “*Climate smart gender-equitable initiatives in small-scale aquatic food systems for sustainable healthy diets*³” held in the FAO Pavilion on 12 November 2022 at UNFCC Climate Change Conference (COP27) in Sharm El-Sheikh, Egypt. He spoke on behalf of the International Planning Committee for Food Sovereignty IPC, representing millions of fisher peoples from all over the world. His participation was first of its kind, where WFFP/IPC working Group on Fisheries representation in COP- UNFCC Climate Change Conference.

³ <https://youtu.be/5ULvMW3eylo>



He said *“We People of Ocean and inland water bodies are politically marginalised and living in the margins of the nations, so we are subjected to all forms marginalization by the States and being subjects of Climate Crisis”. We call upon our governments to recognise our solutions to the climate catastrophe instead of putting blind faith in false solutions such as ocean geoengineering and carbon trading schemes. Our methods of fishing, the way we process our fish, and our distribution of fish, primarily to local markets are the solution to the climate catastrophe. We make use of very little energy inputs in our value chain; we provide healthy and nutritious foods for people and we provide livelihoods for millions. It is time for our governments to recognise us, our livelihoods and knowledge as part of the solution to the climate catastrophe.*

For the first time, WFFP presented its voices in COP27 at Egypt. This moment made SNEHA Team embraced of hearing Fisher voice in the Global Arena.

It was great moment in my life to representing our fisher voice in COP 27 as well as provided a vast exposure to meet and interact with different marginal groups/ movements like LVC, IITC, FoEI and experts from various sectors in one place. It provided me opportunity to gain diverse perspective and views on ocean and climate crisis. - Jones T Spartegus

On 14th November 2022, we supported WFFP COP27 Statement *“Carbon Trading and Geoengineering, Not the Solution to the Climate Catastrophe”*⁴ to voice out, resist the carbon trading schemes and dangerous geoengineering which is back on the top of the agenda at the Sharm-el-Sheikh COP- UNFCCC Climate Change Conference.



On 14th November 2022, SNEHA’s CBO members participated in the **United Nations Universal Periodic Review (UPR)** on human right situation in India through Zoom online meeting. The Indian report submitted by the Government did not have observations regarding the status of coastal communities, especially the loss of biodiversity and habitats resulting in forced migration and displacement from their homelands. This was captured in the UN report as CAN submitted the issues and concerns of coastal communities to the National Report drafted by the Human Right Defender’s forum.

⁴ <https://worldfishers.org/2022/11/14/carbon-trading-and-geoengineering-not-the-solution-to-the-climate-catastrophe-statement-of-the-world-forum-of-fisher-peoples-wffp-sharm-el-sheikh-14-november-2022/>

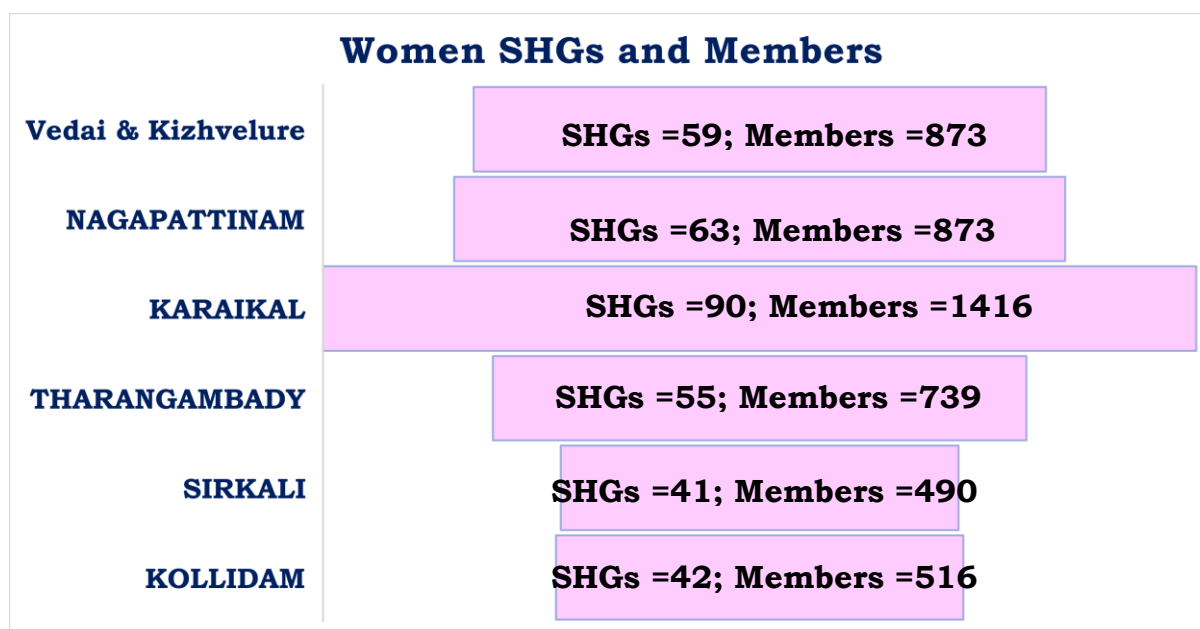
WOMEN DEVELOPMENT PROGRAMME

SNEHA have transformed thousands of fisherwomen's lives focused on expanding women's



economic opportunities, increasing women's rights and security, and advancing women's political participation through evidence-based programs as well as community centred integrated approach that promotes gender equality across all programmes.

Through Education, Entrepreneurship and Vocational training, we equip women with the knowledge and skills to earn an income, providing networking opportunities, mentoring, access to information and credit, and other entrepreneur management skills and training.



Globally, it is estimated that 90 percent of fishers and fishworkers are employed in Marine Capture Fisheries (not including fishing vessels anchored in ports), and most of them live in developing countries. Among the population, nearly half of those employed in fisheries are women. However, marine fisheries still remain a traditionally male-dominated sector, fish capture in the

open seas and post landing have generally been a male preserve conditioned by various social, cultural, and economic factors. And women's fisheries contributions are often considered indiscernible, unrecognized, and are devalued as well as their contributions to fisheries are

largely kept restricted to the mainstay of the family, community sustenance. Therefore, SNEHA envisioned workshop to build Women's Leadership in advancing the movement of the National Level Fishers Organisations. The **Women Leadership Workshop** *"Looking at the sea and seashore through the eyes of Women Fish workers facilitating reconciliation of their past to build present leadership"* was held from 23rd to 25th February 2022, Goa.

Violence Against Women (VAW)



We work with individuals and communities to change norms that perpetuate gender-based violence and the exploitation of women and girls. We engage government and civil society to strengthen laws, legal systems, and other response mechanisms to increase access to justice and improve service delivery.

An Anti-Violence Against Women Committee is formed in each village. This committee consists of three members from SNEHA Women's CBOs. The women members are unorganized women workers, youth, ward members, public welfare workers, and village health nurses. This group intervenes in sexual violence and domestic violence committed against women. The groups organise perspective building interface workshops to train the women members to interface with the respective authorities and the relevant officials, related to women's rights and laws related to women's rights.

Interventions of the Women Sangams and Federations

- ✚ Both Sailaja and Devipriya from Karaikalmedu village were got a sewing machine on behalf of Karaikalmedu friends and VCS.
- ✚ On behalf of VCS, the women who complained to the village panchayat regarding alcohol and drugs, a consultation meeting was held under the leadership of the district collector, and now a committee formed in Karaikal District is engaged in intensive monitoring.
- ✚ In relation to Domestic Violence, the project is being implemented by selecting a THOZHICAL in each group. Susheela domestic violence case has been compromised and settled.

- ✚ Stopped Illegal Arak selling in Kameswaram.
- ✚ In Nambiyar Nagar, 7 Sangams have given advance notice and prevented gifting during 'Nalungu', Gifts were brought to 'Nalungu' were sent back. So, borrowing for Nalungu was completely reduced. Also, ONE GIRL CHILD MARRIAGE was stopped. Now, the child was pursuing their graduation. A concrete pathway has been built in the school premises in Nambiyar village. So the excess rainwater does not stagnate in those areas.
- ✚ In Nagore, dense "Seemai Karuvelam" trees were a threat to women's safety. Now, trees were destroyed. In Nagore, unhygienic garbage present on the roadside were cleaned.
- ✚ In Nambiyar Nagar, New Nambiyar Nagar and Nagore, 30 percent of children who are members of Children's Panchayat had learned how to fill bank challans.
- ✚ In Pushpavanam Fishing Village, VCS women were influenced to get job on MGNREGA Scheme.
- ✚ In Vizhunthamavadi village, the old ration shop has been repaired and ration items are being distributed on time
- ✚ Government bus arrives on time in Seruthur village. So, the Students reach school and colleges on time.
- ✚ After 12th Standard, a girl child's education was stopped by their parents. After our intervention her family accepted to continue her education in ADM college.
- ✚ Sangam members got selected for SMC – Chandrabadi-2, Chinnagudi -1, Chinnoorpettai-1
- ✚ In Chandrapadi, a Child Abuse was solved, and Toilet was constructed in women's activity centre



CHILDREN DEVELOPMENT PROGRAMME

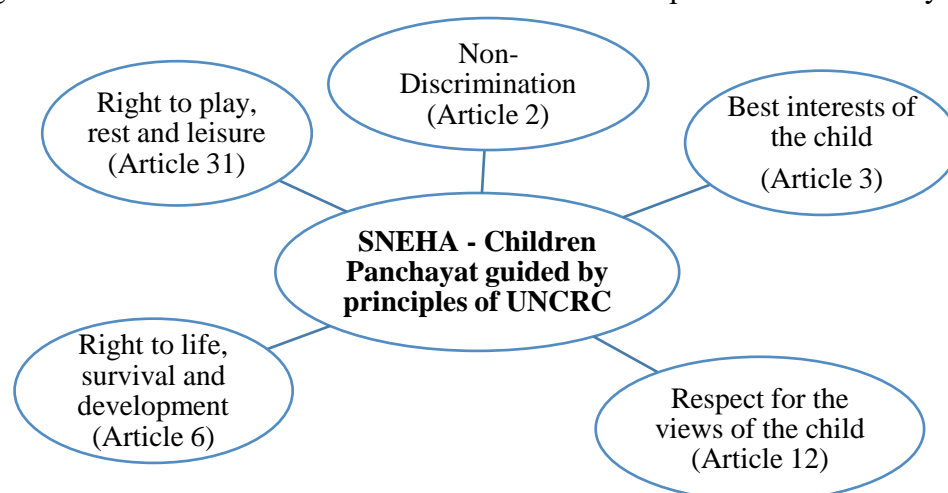


For the past 35 years, SNEHA has been engaged in humanitarian-based development Initiatives among the marginalised vulnerable groups such as Women, Children and Fishers in coastal fishing villages in Nagapattinam and Karaikal districts of Tamil Nadu. Children are one among the vulnerable groups to be focused on 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 the realization of the prescribed rights of children.

Children Panchayat

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 by adopting the UNCRC & NPC. 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 future generations of children, who were empowered with the 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 the 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 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 power to influence decisions that have an implication on their wellbeing.

Participation of children in local governance

Integration of children's issues in GPDP

Institutionalizing child participation through constituting Children Panchayats and organizing

Creating an accountability mechanism at PRI level for ensuring equitable coverage of services and entitlements for children

Creation of an enabling environment through Village Level Child Protection Committee

Carrying out periodic situation analysis from child lens and carried out outreach activities by members of children Panchayat to understand issues and concerns of all children

Development of appropriate resources of PRIs and children to meaningfully engage in the governance processes

Goal of CP & Enablers

The CPs also submitted number of 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, 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.

Nine -year-old Raj (name changed) has never seen a post office and seen post man. He has read about one and seen pictures in his social science book. So, through CP he had an opportunity to visit the post office, see post man and understands how a post office works. He also says that “he was so curious to see the old and new stamps. The post man showed big brown bag full of letters.” The postman collected the letters and post cards from the big red box added Raj. The elder sisters were also asking about the job opportunities in postoffice was also excited me.

Integrating of Child Protection issues in Grama Panchayat Development plans integrating major schemes of children and women.

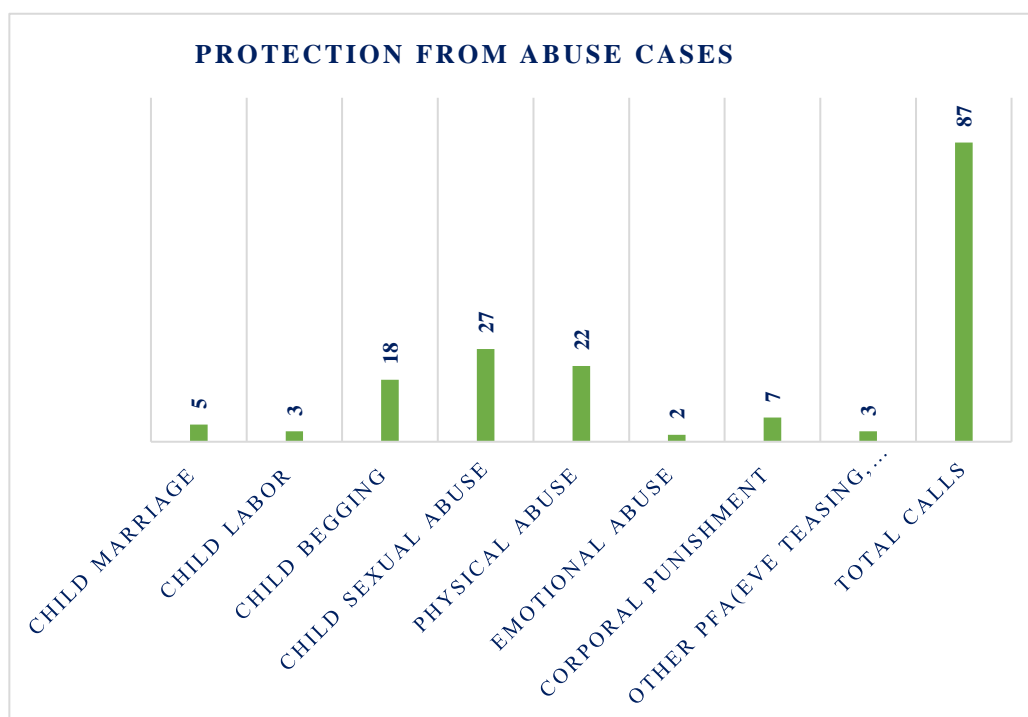
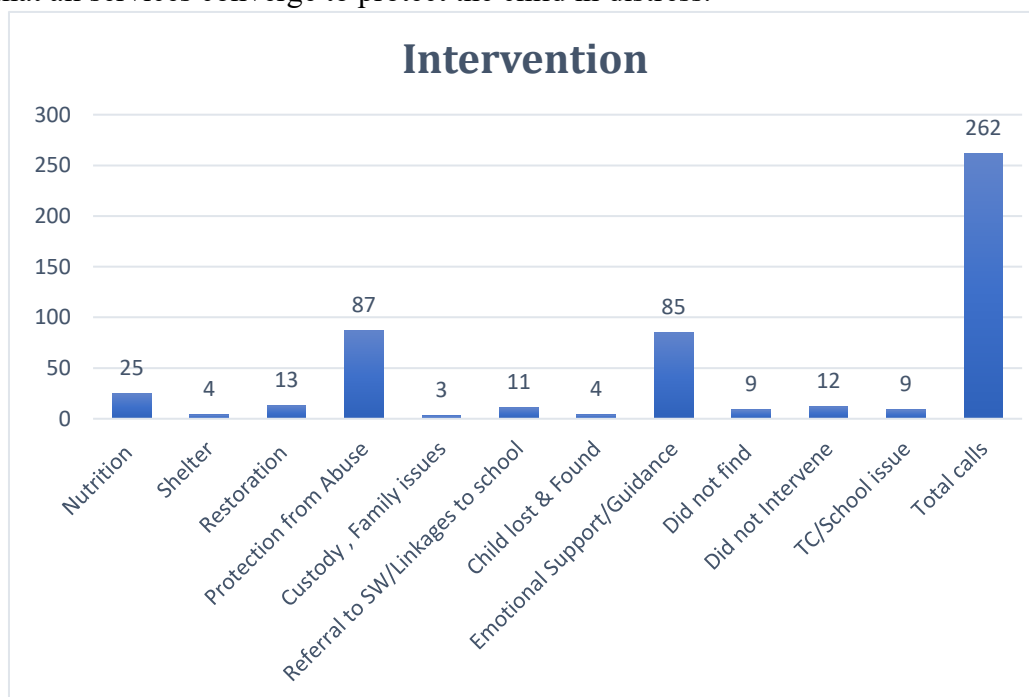
SNEHA's participation in Grama Panchayat is an initiative to strengthen institutional mechanisms and systems to prevent child protection issues like child marriage, child labour, child sexual abuse and school dropouts.

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 activities

undertaken to provide visibility to the service. It also provides information on the coordination of activities with different departments to enhance the protection aspects of children and helps to ensure that all services converge to protect the child in distress.



Childline Outreach Programmes:

30
Area Covered
in Outreach

14,530
Children reached 2023

19,625
Adult reached 2023

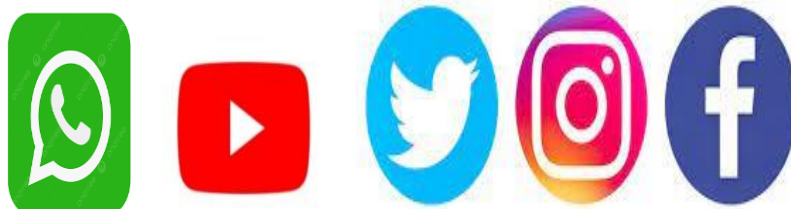
- ➔ SHG meeting conducted 23 Groups covered 334 members aware of 1098.
- ➔ Youth meetings conducted 16 Groups covered 182 youngsters aware of 1098.
- ➔ Children meetings conducted 28 Groups covered 387 children aware of 1098.
- ➔ Adolescent meetings conducted 14 Groups covered 195 adolescents aware of 1098.
- ➔ 12 open house programme conducted and 610 children participated.
- ➔ Monthly twice begging raid conducted along with police department on weekends. 12 raids conducted 105 children and 603 adults were covered. 12 cases identified and rescued.
- ➔ Community outreach was conducted in vulnerable areas once in a month. 9 programmes conducted this month covering 350 adults and 257 children.
- ➔ Monthly twice night outreach conducted to cover the floating population during night. 16 programmes conducted covering 588 adult and 185 children.
- ➔ 12 auto awareness programmes conducted covering 116 auto drivers and 7 cases referred through them.
- ➔ Public awareness was conducted on every Tuesday and this year 7 programmes conducted covering 413 adult and 125 children. 1 child labor was rescued and provided shelter.
- ➔ 8 Mass awareness was conducted covering 915 children and 2140 Adults on festivals and celebrations in the district.
- ➔ 13 School awareness programme conducted in schools, 11 Government school and 2 Private schools. Covering 132 teachers and 1912 students and received 15 direct cases through this programme.

Highlights:

- ➔ 15 Banners were sponsored by the public to the Our Childline Team for Childline 1098 Awareness. Flex Board 8x6 Visibility raised on 1098 at Various public places of karaikal region.
 - Bus stand - 02
 - Railway station- 01
 - Neravy Market Street - 01
 - Kottucherry Schools - 01
 - PHC, hospitals- 03

- Administrative office -01
 - Thirunallar temple -04
 - Childline Office -01
 - Police station -01
- ➔ 3000 Pamphlets were sponsored – for sensitizing public on 1098 during awareness Programme and Outreach.
 - ➔ Childline planted 50 saplings in Mont fort Academy school through sponsor for educating children on environmental depletion.
 - ➔ CHILDLINE provided Computer skill training programmes to 18 children at Childline Office.
 - ➔ 08 children were rescued from Drug abuse and rejoined to VOCGHSS school.
 - ➔ 31 FIRs were Filed this year under Ponso Act, Child Marriage, Physical abuse and Missing Children.
 - ➔ To encourage children to eat balanced diet CHILDLINE team-oriented children on Kitchen garden - 35 Children grow their own vegetable garden and start to eat vegetables and fruits.
 - ➔ Special efforts were taken to support children to continue their studies, and found that they study well.
 - ➔ CHILDLINE rejoined the 7 Dropout children, of those 5 children joined ITI.
 - ➔ CHILDLINE provided programmes on Prevention for Suicide, Online abuse and importance of education, Exam tips to reduce stress and anxiety on exams during school awareness programmes.

CHILDLINE @Media:



shutterstock.com • 638802006

Adolescent Programmes

SNEHA believes that if a large number of adolescents are safe, healthy, educated and equipped with information and life skills, then they will support to the community's continued development. Both adolescent girls and boys lack access to information on issues affecting their lives and have limited space to develop competencies crucial for active participation. Adolescent girls, especially, are exposed to multiple layers of vulnerability due to pernicious social norms affecting the value of girls, which in turn affects their ability to move freely and to make decisions affecting their work, education, marriage and social relationships.



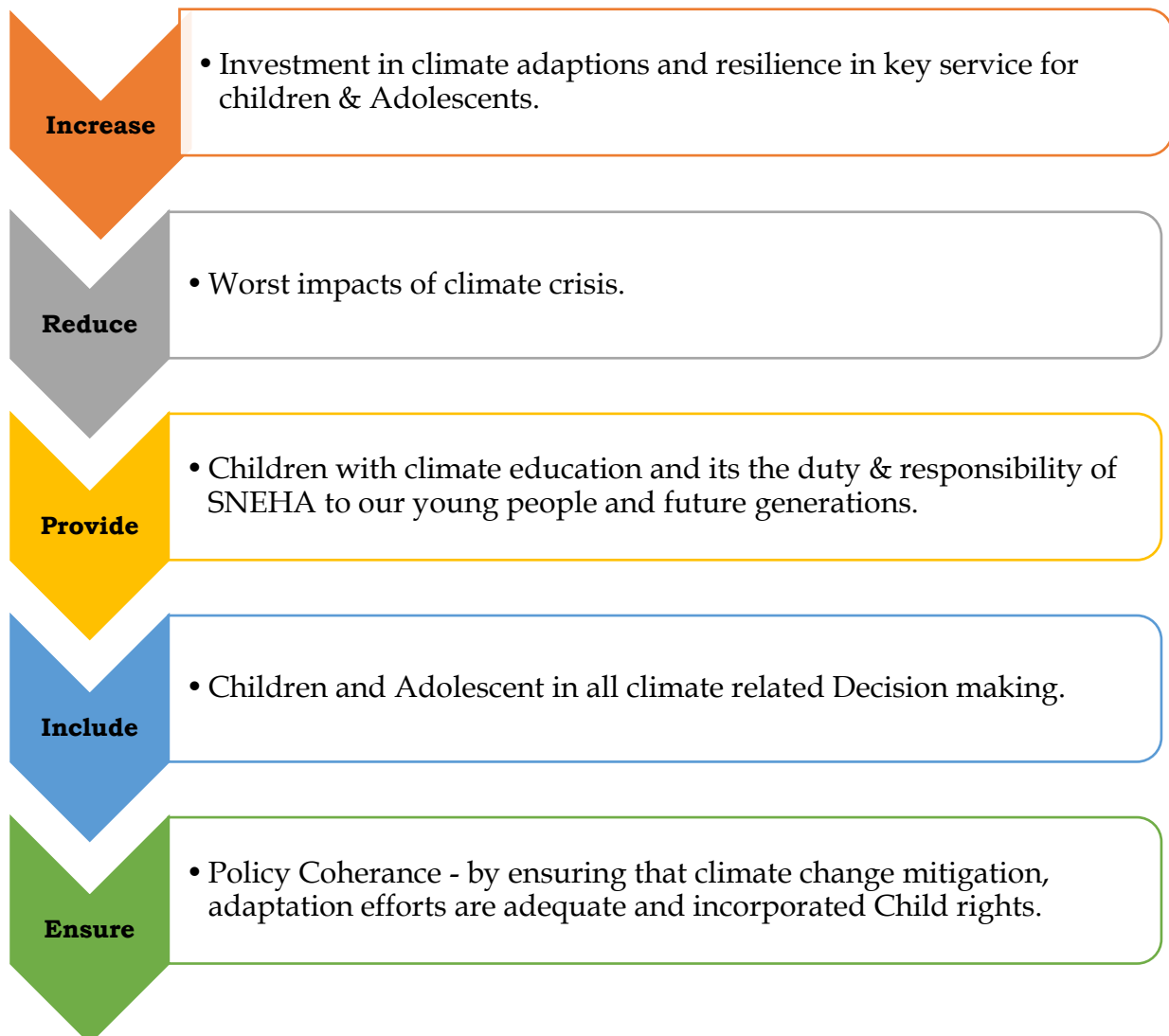
SNEHA is being working among Adolescent Girls, on social health knowledge enhancement focusing on Climate crisis, Climate crisis and their effects on Children & adolescent rights and sexual & reproductive health. The Adolescent girls' groups were sensitised on the factors that affects their environment and which lead to climate crisis, various reproductive health issues and also challenges faced by girls in the societal ease living. The Adolescent girls actively participate in the group discussions, to minimize the environmental causes and consequences of crisis, the broader issues like Violence Against Women, Right to Information, 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. 267 Adolescent meetings and 2545 adolescent girls participated in the meetings.

Best practices and Outcome of Adolescent meeting:

- Skill enhancement program – Type writing and basic computer skill trainings were provided.
- WhatsApp group was formed, useful information was shared with adolescents.

Adolescent Programmes Outcome:



Participation National Education Policy:



Five Adolescent representatives from SNEHA represented on behalf of 74 adolescents voice in the consultation meeting on National Education Policy held at Thiruvavur District. The discussions and petition points are given below,

- ✚ Infrastructure – Compound wall, availability of electricity during school working days, Adequate seating arrangements and repair, clean drinking water facility, Napkin dispensaries and disposal facility, Toilet with water facility, Waste management, Space for having food for pupil.
- ✚ First Aid
- ✚ Complaint box in all classes
- ✚ Transportation
- ✚ Mental health programme for students and teachers
- ✚ Drug addiction and other usage awareness

MILESTONE ACTIVITY OF SNEHA 2022

a. Organisational Review and Strategic Planning (ORSP)

The **Organisational Review and Strategic Planning** process was started by SNEHA in January 2020. In the planning stage, it was decided that the ORSP process will spread out into three phases which will follow the trajectory of key strategic changes required in the existing system of SnehA, capacity building of the team and then charting out ways for the transition of roles of the team members.

In October 2022 the Third Phase has come to an end and the effort has been *to locate what are the markers to identify for transitioning of roles of SNEHA team, how far the transition*

has been possible, what tools were required to implement and what were the learnings from the First Phase & Second Phase which were required to revisit in the Third Phase.

The Third Phase attempts to witness the completion of the process of the strategic planning of activities and focus areas of SNEHA, for the next five years. Another key aspect of the Third Phase was *Conflict Transformation and Leadership Training*, which will get extended to the final phase. The ORSP facilitators conducted 24 meetings which were a mix of *Individual Meetings, Collective Leadership Meetings, Meetings with Accounts & Admin and All Staff Meetings*. The timeline of the meetings is listed below:

S.NO	DATE	ORSP MEETINGS
1	6 th November 2021	Collective Leadership team meeting
2	13 th November 2021	All staff meeting
3	23 rd November 2021	Individual meeting (Carry over from Phase-2)
4	20 th November 2021	Individual meeting -do-
5	14 th December 2021	Meeting & Review with ED
6	3 rd Feb 2022	Meeting with Accounts team
7	15 th Feb 2022	All Staff meeting
8	26 th Feb 2022	CL Team meeting
9	5 th March 2022	CL Team meeting
10	12 th March 2022	All Staff meeting
11	15 th March 2022	Meeting with Finance & Admin Team
12	19 th March 2022	CL Team meeting
13	26 th March 2022	All Staff Meeting
14	12 th March 2022	All staff meeting
15	26 th March 2022	Collective Leadership team meeting
16	16 th April 2022	All staff meeting
17	6 th May 2022	Collective Leadership team meeting
18	25 th May 2022	Individual conversation – Deva
19	27 th May 2022	Individual conversation - SR
20	28 th May 2022	Collective Leadership team meeting
21	2 nd July 2022	Collective Leadership team meeting
22	3 rd August 2022	Individual meeting – Vanaja
23	15 th October 2022	Collective Leadership team meeting
24	22 nd October 2022	All staff meeting

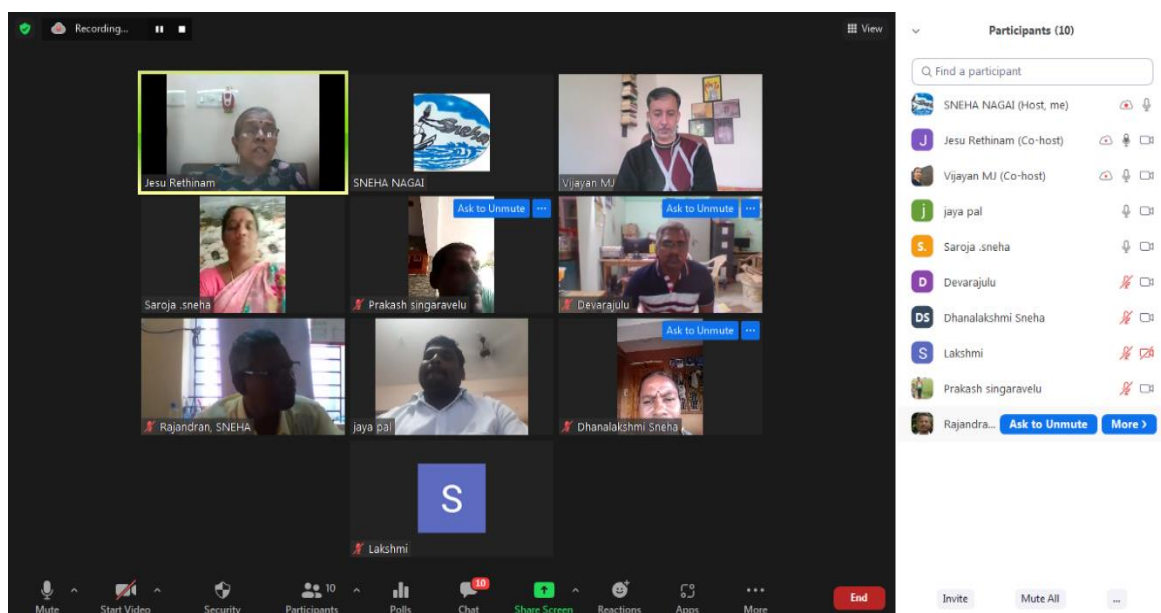
Key Reflections

Before stating the key activities for the objectives listed, it is important that we state has been our reflection in the Third Phase of ORSP:

- ➔ We were able to strengthen the loyalty of team members in the organisation, this was possible by addressing the existing conflicts in the organisation and preparing the team

members to address conflicts and transform those conflicts into a constructive engagement of team building

- ➔ The ORSP process has been internalised by the SNEHA team. This has been an energy booster for us to hear All staff members of the team sharing the changes they have seen with the ORSP process being in place. For the All staff meeting we curated analytical feedback exercise where they were asked to comment on the collective leadership initiative and what are the kind of changes seen? Sharing some of the quotes from there “Work load has reduced greatly,
Each coordinator shares their plan – the field workers get the information much more than what was the case earlier, CL team has improved, Confidence has improved Work gets done faster, the role of ED has shifted to other members”
- ➔ The ORSP was started as an internally guided process and now it is moving towards building an external review system
- ➔ The key challenge has been in the conversion of transition into transformation. In other words, it has been noted that the roles and responsibilities of ED have been divided and taken up by the team members and there is still a need to internalise that this transition is not a temporary one but this needs to be continued to move towards transformation. Therefore, the final phase will be addressing this particular issue and will move towards institutionalising structural review systems in place
- ➔ The culmination of ORSP process will happen on January 202



b. SWEDBIO - Efficiency Audit



On 16th September 22, Ms.Hanna Wetterstrand, SwedBio Marine Programme Officer and Ms.Pamela Cordero Fannkvist, SwedBio Financial Controller visited SNEHA office, Nagapattinam. SNEHA Team welcomed the SwedBio Team, followed by brief introduction of SNEHA Team. Then, the

members of SNEHA Team shared the SwedBio interventions and had interaction with SwedBio Team. SwedBio Team appreciated SNEHA Team for facilitating and evolving the “Fisher Community Participatory Integrated Model” for the traditional fishers, which was a new participatory model to work among the fishers. The Marine Programme Officer also added few other participatory learning methods which can be tailored with the model to catch the Gender nuances. Following the next day (17-09-22), SwedBio Team along with SNEHA Team visited the fisher youth groups, fisher villages leaders, members of fisherwomen federation and fishworkers in Vellakovil and Karaikal. The interaction with communities helped SwedBio Team to understand better the Fisher Community Participatory Integrated Model as well as ground realities of the fishers of SNEHA Field area. In addition, SwedBio Team visited Fish Landing Centre and also contributed to Karaikal Fisherwomen Federation by planting Palmyra Seeds on shores of Karaikal.

The Audit Firm headed by Sanjay Agarwal was appointed to conduct the Efficiency Audit



for SNEHA, following the discussions of SwedBio and SNEHA. The Firm obtained number of documents from SwedBio and SNEHA before the visit. These were studied and analysed during the week before the visit. A Financial profile was developed to better understand the organisation. The Firm also had two preparatory calls with SwedBio

team. These calls helped to provide a perspective to plan the visit and the work.

The Audit Firm headed by Sanjay Agarwal reached SNEHA on 19th morning. SwedBio Team (SwedBio Team, Marine Programme Officer and Financial Controller) joined them in the Efficiency Audit of SNEHA. Introductions with SNEHA team was followed by a discussion of the review process and objectives. SNEHA then made a presentation of its organisation structure, programmes, and management/administrative/Financial processes. The progress of



work was periodically discussed with SwedBio team, and with SNEHA Director. A visit to SNEHA Field was organised on 20th September to Kameswaram, Thirupundi East. SwedBio Team along with Auditor had an interaction with Fishers, Fisherwomen Federation that gave them an opportunity to observe their economic activities, and also their relationship with SNEHA team. After this, the team took up review of records and documents which continued till 21-September 22. An interim de-briefing was organised for SNEHA and SwedBio teams on 21 September 22. This involved a presentation of some of the key findings and a discussion on ways to improve and strengthen the systems.



Following this the Firm correlated findings with other documents, and drafted the report. Zoom and WhatsApp calls with SNEHA board members were organised on 1-October. SwedBio team also participated in the Zoom call. Another call with SNEHA auditors was organised on 11-October. Some additional documents were also requested from SNEHA, which were promptly provided.

A draft of this report was shared with SNEHA and SwedBio on 19-October. Comments from SNEHA and SwedBio teams were received on 1 November and 10 November respectively. These have been duly considered and incorporated at appropriate places or as relevant. We received the Final Report in December 2022. SNEHA has reflected on the Observations and Recommendations of the Efficiency Audit Report and started implementing them.