



# ANNUAL REPORT



2023-2024

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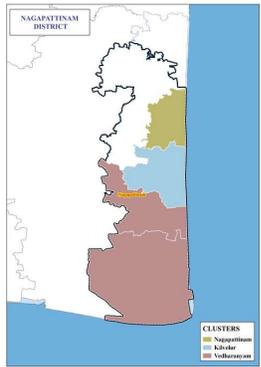
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# SNEHA - Working Districts

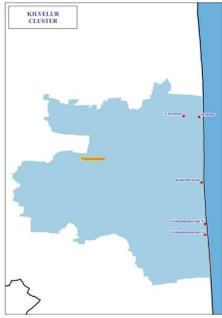


## Nagapattinam District



### Nagai Cluster

### Kilvelur & Vedhai Cluster



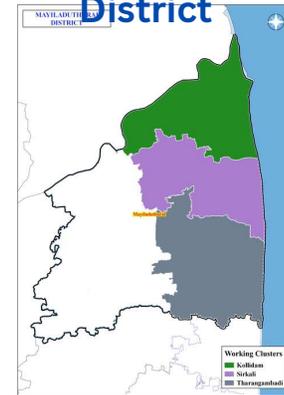
## Karaikal District



### Karaikal Cluster



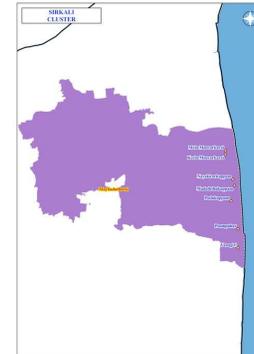
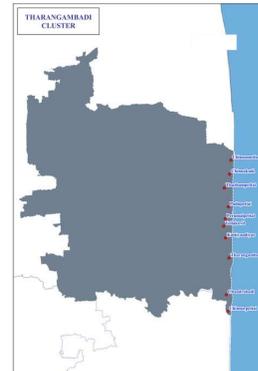
## Mylāduthurai District



### Tharangai Cluster

### Sirkali Cluster

### Kollidam Cluster



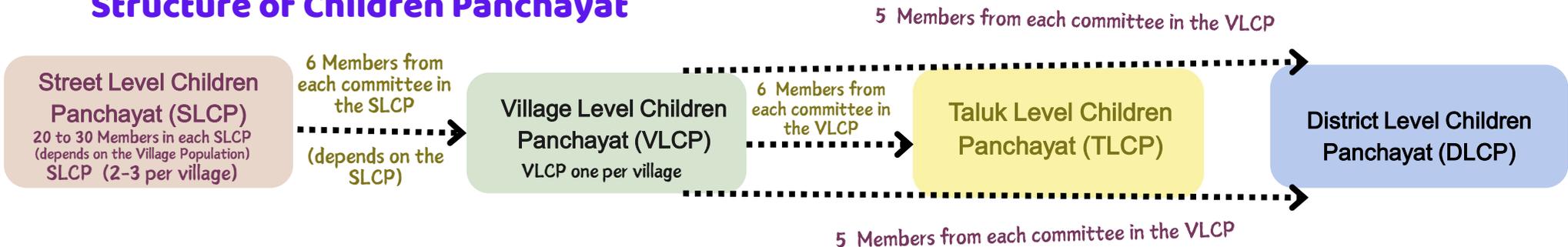
# CHILDREN'S WELFARE AND SOCIAL GROWTH INTERVENTIONS

**SNEHA**, with the aim of creating a bright future for children, works towards removing social barriers such as caste, religion, and various forms of untouchability. It strives to bring about social change within coastal communities in ways that ensure the growth and development of children.

Children between the ages of **10 and 14** are organized into various children's groups (20–30 children per group). These groups are then united under a structure called the **Children's Panchayat**.

These groups are guided by the **four core principles** outlined in the **United Nations Convention on the Rights of the Child (UNCRC)**.

## Structure of Children Panchayat



# ACTIVITIES FOR THE CHILDREN'S WELFARE, SOCIAL DEVELOPMENT

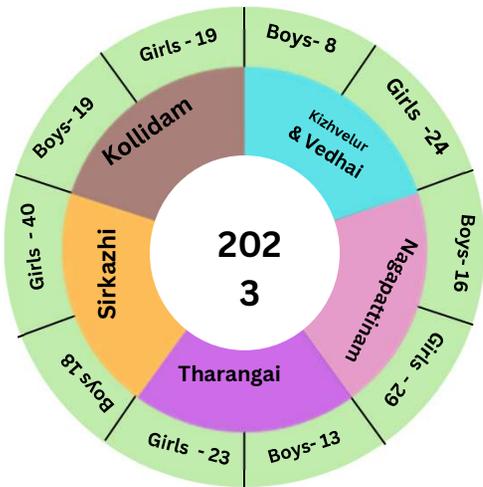
- ❑ A total of 207 meetings were conducted across the six blocks.
- ❑ 2,081 boys and 2,338 girls participated actively in these meetings.
- ❑ As a result, children have enthusiastically engaged in constructive activities and games that foster unity and gender equality, and they have begun taking on leadership roles.
- ❑ All Children's Panchayat members have gained awareness on the UN Convention on the Rights of the Child.
- ❑ Children across all blocks have started regular book reading activity during Panchayat meetings.
- ❑ Amirtharoopan from Nambiyarnagar and Stephen from Chinnamedu have been enrolled in the ITI.
- ❑ Abisha and Pradeepa, students of Nambiyarnagar Municipal School, won at the district-level competition on the topic "New Scientific inventions" organized by Vanavil Club, and also participated at the state level. They were appreciated in the meeting.
- ❑ An exercise of interacting with the Grandparents were given and each child has interacted with their grandparents to learn about their village's history and has shared the stories during village Panchayat meetings.
- ❑ On Environment Day (June 5) and World Ocean Day (June 8), children from all blocks participated in activities to prevent coastal soil erosion and built sand dunes, planting Gundumul, Adappankodi, and Palmyra seeds. A total of 615 children contributed to these efforts.
- ❑ Children visited the post office to learn about its functions, government schemes, and the procedures to open savings accounts. As a result, three parents have started saving accounts in their children's names.

*Based on the children's participation in the Gram Sabha meetings and the submission petitions:*

- ❖ In Chandrapadi, 20 streetlights have been installed.
- ❖ In Chinnamedu village, the water tank has been cleaned and the drinking water pipe tap has been replaced.
- ❖ In Seruthur, following a petition, a government bus now arrives and departs at a scheduled time.
- ❖ In Palayaar village, a toilet with water facility has been repaired.
- ❖ A government bus service has been restarted to Chandrapadi village at regular interval of time

## CLUSTER LEVEL CHILDREN PANCHAYAT

Participants



### Activities carried out:

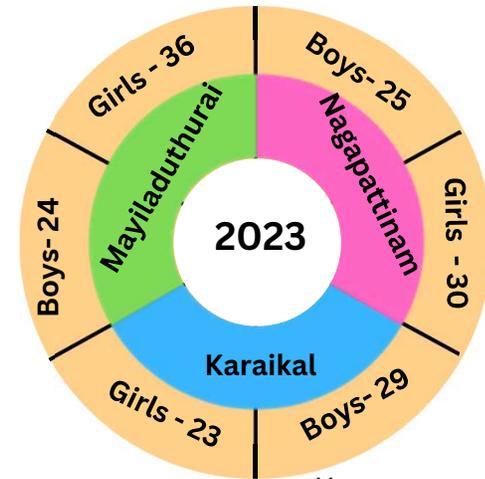
- Beach and park cleaning initiatives were carried out. Small Prosopis Juliflora (Karuvela) saplings growing along the roadsides were removed.
- At Karaikkalmedu School, a request was submitted to Puducherry MP Mr. Vaithilingam highlighting the inadequate of toilets. Following this, he laid the foundation stone for new toilet facilities.
- In every village coordination sangam meeting, street plays were performed to raise awareness about the harms of tobacco and substance abuse.
- In Nambiyarnagar, two students who failed the 10th standard were counseled, motivated, and supported to reappear for the exam this year.

### Children's Future Plans

- ✓ Transform their village into a plastic-free zone by avoiding the use of plastic materials.
- ✓ Identify and monitor school dropouts through the Village Coordination Sangam, and re-enroll them in school.
- ✓ Create awareness among children about protecting themselves from sexual abuse.
- ✓ Submit a petition to the Panchayat President requesting the installation of waste bins on every street.
- ✓ Plant trees along roadsides and in public spaces, water them regularly, and ensure their protection.

## DISTRICT LEVEL CHILDREN PANCHAYAT

Participants



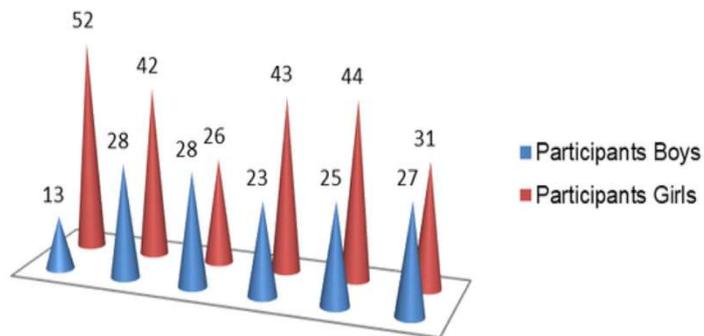
### Takeaway

- Objectives of the Children's Panchayat
- Activities of the Six Group of the Children's Panchayat
- Achievements of the Children's Panchayat
- Future Plans of the Children's Panchayat
- Dialogue with Elders on the Traditional Lifestyle of the Fishing Community
- Games and Recreational Activities

### Children's Feedback

- Children were able to reflect on the achievements they have accomplished over the past year.
- They gained a clear understanding of the activities carried out by all six groups of Children Panchayat.
- They have also realized the importance of submitting petitions for the basic needs that are essential and yet to be fulfilled.

## CHILDREN CAMPS



- A special camp was organized for the members of the Children's Panchayat. A total of 148 boys and 238 girls participated and benefited from the event.

*Discussions were held on children's rights and responsibilities, as well as on the current coastal environmental issues.*

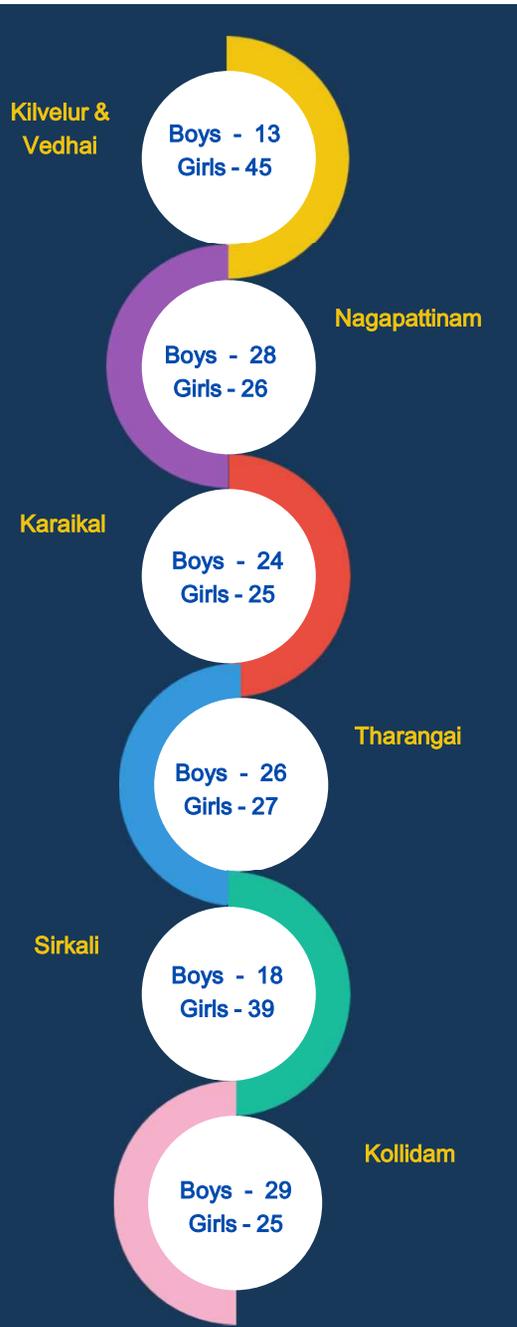
*A short film was screened, showcasing how children can achieve success through collaborative efforts.*

*Several new and engaging games were conducted, all of which emphasized the importance of teamwork and cooperation.*

*The children showed great enthusiasm and remained actively involved from beginning to end of the event.*

# CLUSTER LEVEL CHILDREN'S CAMP

## Participants



The children's camp was designed to provide an environment distinct from their usual home and school settings, fostering happiness and encouraging positive changes in their mindset. A range of engaging activities were organized, including debates, environmental discussions, games, grain art, songs, sand sculpting, and more.

## Voices of children attended the camp



We generally do not prefer millet-based foods, but during this children's camp we had the opportunity to prepare millet dishes, share them with others, learn about their health benefits, and spread this knowledge — an experience that was both satisfying and rewarding.



For the first time, we tried our hand at sand sculpting. The experience was filled with joy, made even more special by creating sculptures on the seashore to the soothing sound of the waves.



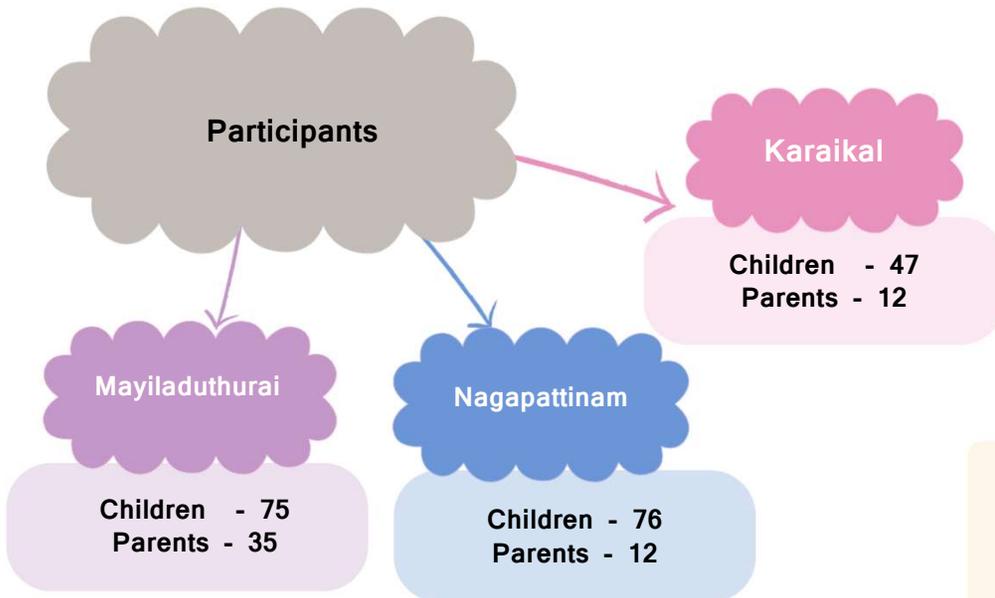
The environmental awareness sessions helped us understand the vital role that every marine organism and coastal resource plays in sustaining the livelihoods of fishermen.



In the debate session, the moderator skillfully encouraged diverse viewpoints and provided a fair, insightful conclusion. Through the discussion, we learned — with many real-life examples — that both mothers and fathers are equally important in our lives. We came away with a strong resolve to support and stand by our parents as we grow older.



# CHILDREN'S PROGRAMME - ANNUAL REVIEW AND PLAN



## Parents and children's Voices



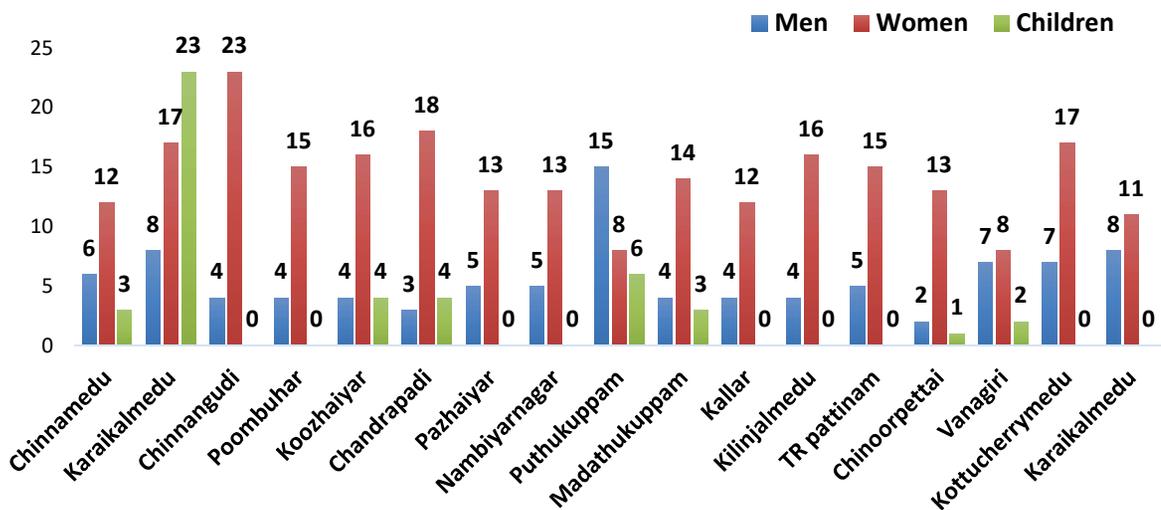
It was wonderful to see the photographs. In our village, staff members usually take photos during every meeting, and I often wondered why. But when I saw all those photographs displayed at the exhibition, I was amazed. I have never participated in such events before. In our childhood, we never had such opportunities. Seeing these photographs, I was surprised at the variety of trainings that had been conducted. In my childhood, I never had the chance to go on stage and speak, but this generation of children has that opportunity, and you should make full use of it. As parents, this event was a completely new experience for us. It was special and glad to take part in the events alongside the children, almost as if we were children ourselves. It was also surprising to see that the thoughts and ideas we, as parents, might want to share were instead being shared by you, the children, in your group discussions.

## Way Forward



Training classes for TNPSC should be conducted to help candidates secure government jobs. Career guidance should be provided for 10th and 12th-grade students. Training on social media should be organized. Greater participation should be encouraged in the fisheries sector and law colleges. To increase women's representation in governance, relevant training programs should be offered.

# VILLAGE LEVEL CHILDREN AND WOMEN PROTECTION COMMITTEE



Requests	Activities
In Kottucherry Medu village, the mother of a Class 11 student (who is also the SMC Chairperson) privately shared that her son had dropped out of school.	The student was given counseling, and the counseling process is being continued.
At Kilinjal Medu Government Primary School, teachers reported waterlogging during rains and requested sand filling.	The village community provided sand filling and also laid a cement floor where the children sit and eat.
In Kallar village, poor toilet conditions in the school were raised.	<ul style="list-style-type: none"> <li>Based on a petition submitted by the SMC Committee to the Panchayat President, the school toilets were repaired.</li> <li>It was also decided that VLCWPC committee members would visit the school to inspect the repairs.</li> </ul>



These actions reflect strong collaboration between the community, school committees, and local authorities to resolve issues affecting children's education and school infrastructure.

## OUR SPACE OUR DEVELOPMENT ACTIVITIES

### Launch programme

- The inauguration ceremony was held in 8 schools and 2 villages in Mayiladuthurai district  
Total number of girls – 284

### Baseline and Endline Survey

Prior to the commencement of the life skills sessions, a baseline assessment was carried out for 60% of this year's target group of 284 girls. Upon completion of the sessions, an endline assessment was conducted, and the findings have been consolidated.

### Netball camp

- A 10-day intensive netball training was provided to 85 selected students.

### Graduation Programme

- In the life skills education sessions, a learning assessment was conducted through a quiz for the students who attended 90% of the sessions, in the presence of school teachers and parents, and certificates were awarded to them.

### Lifeskill and net ball sessions

- Two days a week, one day is allocated for life skills education and the other day for netball training. A total of 284 girls have completed the consent form, read it to their parents, and obtained their consent. Nutritious snacks are provided.

### Refresher and capacity building sessions

- Life skills education and Netball sessions were reviewed for staff and peer leaders.

### District level - Netball tournament

In collaboration with the Mayiladuthurai District Netball Association, a two-day tournament was conducted featuring 8 teams, which included girls from 5 government schools we trained, 2 villages, and Punganur School. A total of 90 students participated in the event.

#### Winners:

1st Place – Vaanagiri

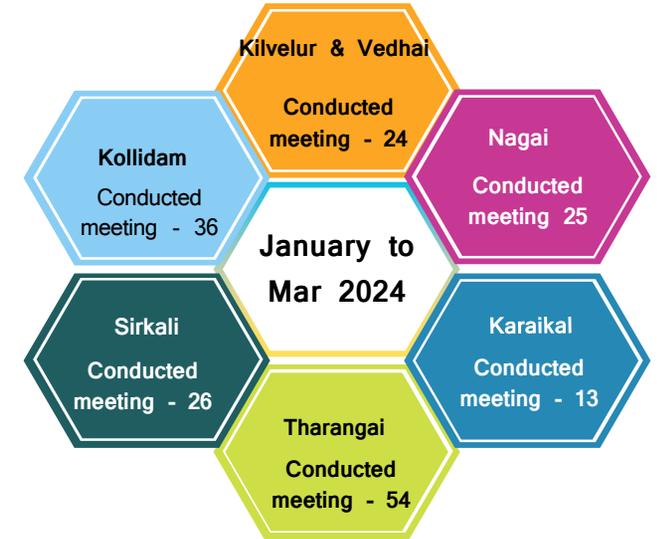
2nd Place – Thirumullaivasal

3rd Place – Perumal Pettai & Pudupettai

# ADOLESCENT GIRLS' WELL-BEING AND EMPOWERMENT INTERVENTIONS

## Adolescent meetings

SNEHA organization is committed to ensuring that adolescents (aged 15 to 20) in a community grow up safely and healthily, while also becoming educated and skilled individuals for the sustainable development of the community.



## Achievements



Children from Karaikalmedu, Kilinjalmadu, and Chandrapadi visited local post offices as part of an activity to learn about government office schemes. They interacted with officials to understand how the office operates, the various government schemes available, and the procedures for opening an account. As a result, fourteen children successfully opened post office accounts.



In two villages of Kollidam, it was learned that marriages were arranged for children under the age of seventeen. Through the Adolescent Girls' meeting, this was reported to 1098, and the child marriages were stopped.



In Serudur village, 17 adolescent girls made paper butterflies and decorated homes as learned from craft sessions.



At the Nagapattinam book fair, 20 adolescent girls from the Karaikal region, 18 adolescent girls, 15 boys, and 27 girls from the Nagai region, along with 38 adolescent girls from the Tharangambadi region, took part and purchased books of their choice.



The group also visited the Karaikalmedu Government Hospital, where they met Dr. Lavanya and discussed their questions on personal hygiene and environmental cleanliness.



During a visit to the Karaikal Port, adolescent girls from the Sirkazhi region learned about different types of fish through an informative session given by an official, which they found highly beneficial.



Through applications submitted to a private charitable trust for educational support, six children from Mayiladuthurai district and six children from Nagapattinam district were considered. As a result, one child was selected by the Aravind Eye Hospital Foundation, one child by the Maatram Foundation, one child by the Abdul Kalam Foundation, and seven children by the Agaram Foundation. These selected students are now continuing their higher education with the support received.



By participating in a free government-run skill development program in Nagapattinam district, six adolescent girls from Nagore and four adolescent girls from Nambiyar Nagar have enrolled in free Aari embroidery training and are currently undergoing the course.



In the district-level yoga competition, Kavya from Vellakkoil village in Tharangambadi taluk won first place.

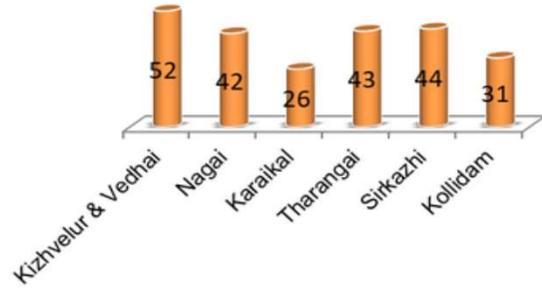
## **ADOLESCENT GIRLS' : INTERVENTIONS AND ACHIEVEMENTS**

- ❑ 143 meetings were conducted across various villages, with a total participation of 1,469 children and adolescents.
- ❑ In Nagoor, two students, Vidhya (10th) and Abirami (12th), who had previously failed their board exams, were encouraged to reappear. They have now resumed regular schooling.
- ❑ In Chinnameedu, a child marriage planned for a 17-year-old girl was stopped after a report was made to 1098 (Childline) through the Adolescent Girls' Group.
- ❑ All girl children took a pledge to avoid junk food and switch to nutritious traditional meals.
- ❑ In Karaikkalmedu, adolescent girls were made to engage in dialogues with their mothers about expectations, mutual respect, and understanding. The activity fostered joy and emotional bonding.
- ❑ Awareness was raised about menstrual hygiene and diet during periods, helping girls to adopt better care practices.
- ❑ Discussions began around property rights and inheritance for girls, with adolescents openly voicing that girls have equal rights as boys in family matters and parental responsibilities.
- ❑ Two cases of child marriage involving under-18 girls were identified in two villages in Kollidam region. Both were successfully prevented by informing 1098 through the adolescent girls' group.
- ❑ In Seruthur, 17 adolescent girls created paper butterflies and decorated their homes, fostering creativity and cultural pride.
- ❑ During the Nagapattinam Book Fair, participants included, 20 adolescent girls from Karaikal block, 18 adolescent girls from Nagai block, 15 boys and 27 girls (children), 38 adolescent girls from Tharangambadi block. They purchased books of their interest and need, promoting a culture of reading.

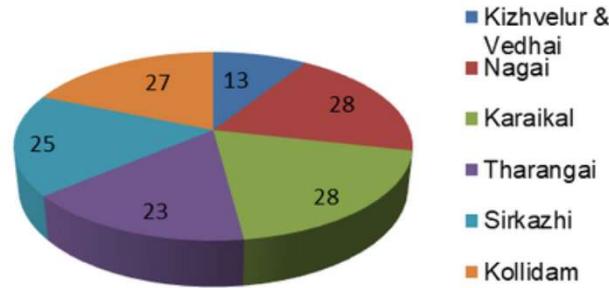
## ADOLESCENT GIRLS' WELFARE DEVELOPMENT INTERVENTIONS

**SNEHA** organization strongly believes that for a community to attain sustainable development, adolescents (aged 15 to 20) must grow up in a safe, healthy environment and have access to education and skill-building opportunities.

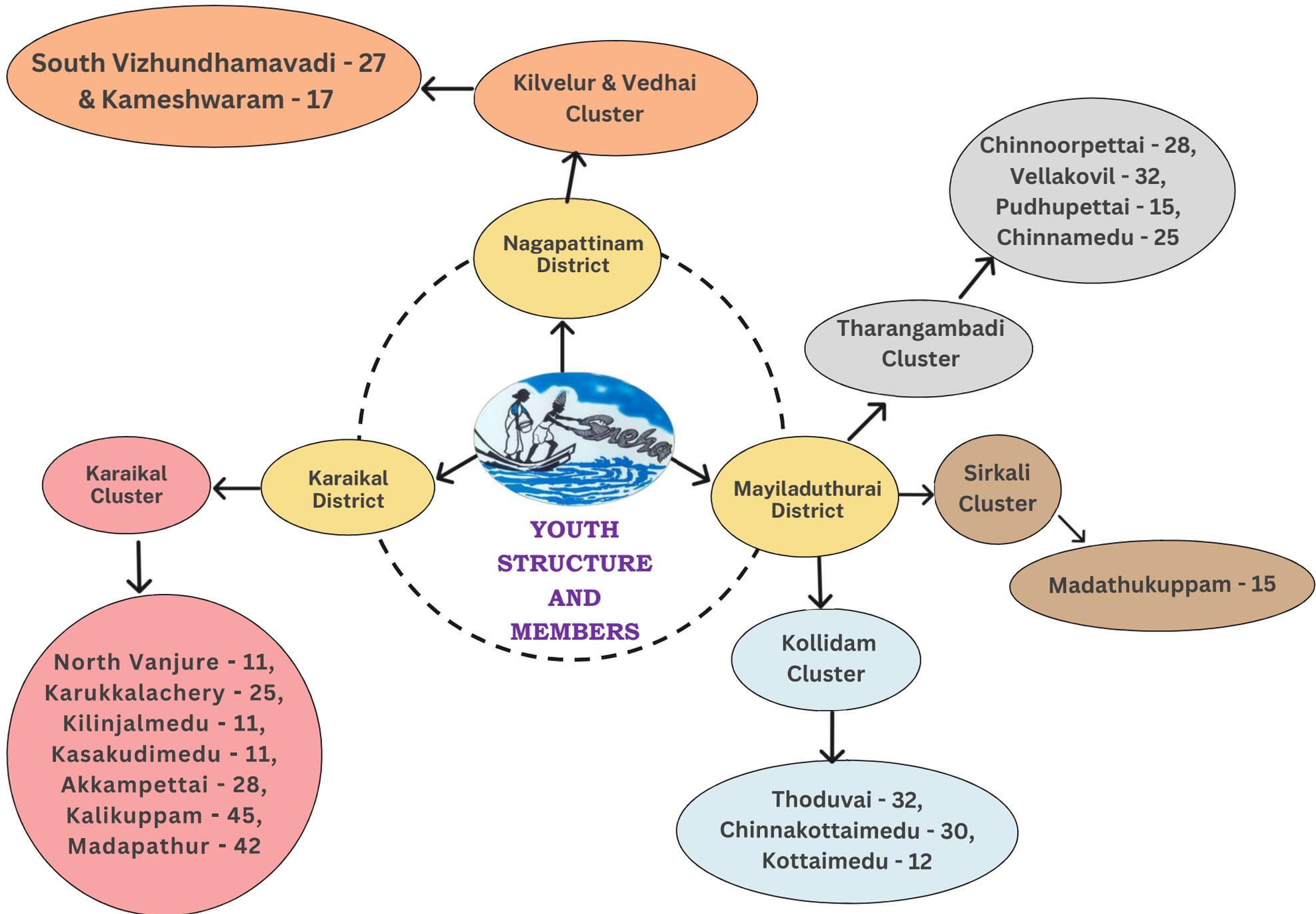
**No of Participants**



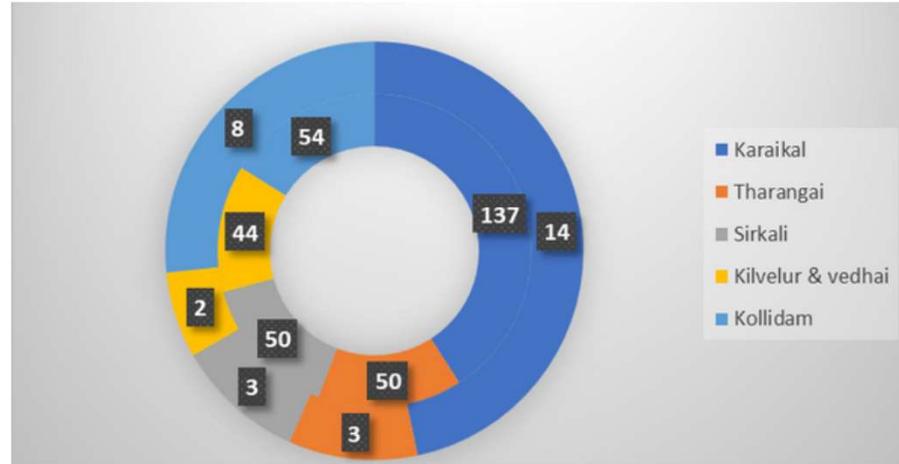
**No of Conducted Meeting**



# YOUTH GROUPS CBO's STRUCTURE



## YOUTH WELFARE AND EMPOWERMENT INTERVENTIONS



### *Experiential Sharing*

- It was shared that, due to the increasing use of drugs, there is a need to raise awareness about this issue. It was also discussed that our youth group should gather at least once a month to share essential information and updates regarding government welfare schemes that can benefit our village and community.
- Additionally, it was suggested that palm seeds, adappangodi (a local shrub), and kundumullu plants be planted along the coastal areas to prevent sea erosion.
- Through our organization, a social media page has been created to provide guidance on higher education and employment opportunities for students. It was encouraged that our fisherfolk youth join and benefit from it.

### *Outcome of the meeting:*

- Through youth group meetings, their personal issues are being openly addressed. The common misconceptions about youth are gradually changing, and they are now building healthier relationships with others. It has also been observed that they are participating more in sharing and helping with household chores.
- During open discussions about their past mistakes in society, they expressed feelings of regret. They were offered suggestions and guidance to help them overcome their challenges.

# GUIDANCE SUPPORT AND COUNSELLING FOR HIGHER EDUCATION

## CAREER GUIDANCE WORKSHOP

### IMPORTANCES

CAREER OPPURTUNITES

EXPOSURE TO HIGHER EDUCATION INSTITUTIONS

SCHOLARSHIPS AND GRANTS

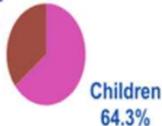
CAREER OPPORTUNITIES

APTITUDE TEST AND EDUCATI

Total Participants-

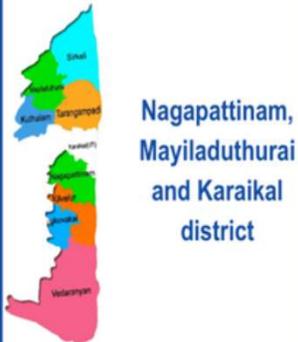
260

Parents  
35.7%



Children  
64.3%

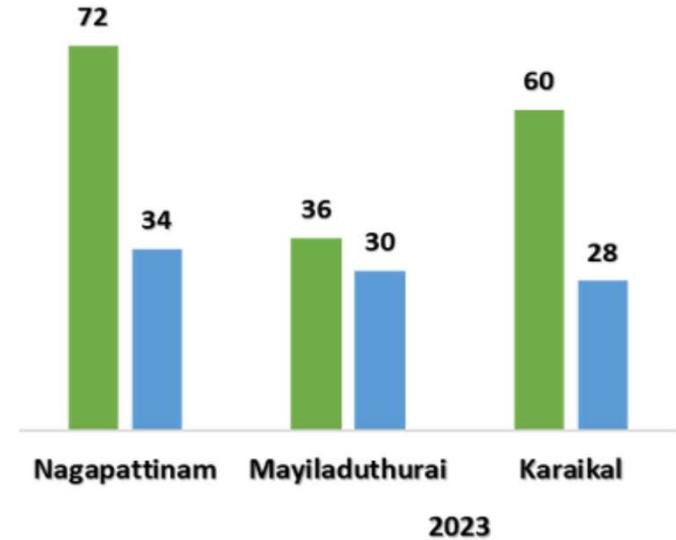
Districts covered



MENTOR



MR. PUSHPARAYAN  
Founder-Pearl Academy



## In association with Akaram Foundation

- A total of 17 children from Mayiladuthurai district and 25 children from Nagapattinam district, all from below-poverty-line families, applied for higher education assistance for Agaram Foundation.
- After an assessment by the Agaram Foundation team, only selected children were called for an interview at Thiruvavur.
- Among them, five children from Nambiyar Nagar (Srimathi, Gomathi, Abisha, Bhavanitha, and Ragatharshini) were selected. Additionally, Ragasri from Keechangukuppam, who was not initially called for the interview, was later accepted considering her challenging family circumstances.
- These six selected children were later brought to Chennai, enrolled in their preferred courses, and are now pursuing their studies in cities such as Coimbatore and Chennai through the support of the Agaram Foundation.



CHRISTY NEITHAL LEARNING CENTRE

SNEHA



# BOOK FAIR: INTRODUCTION & EXPLORATION

## NAGAPATTINAM

Participants : 25

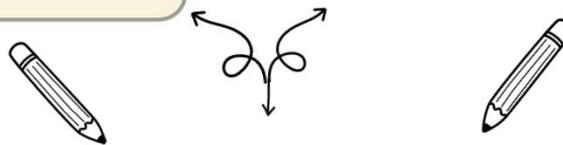
### SHARED THOUGHTS & IDEAS:

They shared that buying a dictionary has been very helpful in building vocabulary and making it easier to write exams. They also mentioned purchasing the book about Che Guevara and suggested that his life story and struggles could be discussed and shared during every gathering. Additionally, they emphasized that books related to general knowledge, quiz questions, and biographies of great leaders, which were purchased, should be read and presented during the meetings.

## MAYILADTHUDURAI

Participants: 42

Getting books at a low price was very beneficial. Reading these books helped us gain a lot of information. We learned that mangrove forests help in reducing wind speed, conserving water, and preventing soil erosion. The seeds of these mangrove trees are shaped like needles, allowing them to easily penetrate the soil and sprout quickly.



## KARAIKAL

Participants : 20

Among the women who attended the fair three purchased English storybooks, stating that their main reason was to improve their English reading and speaking skills. We explored a wide range of books at the fair and bought several, including those on spoken English and general knowledge.

They also shared that, until now, they had been unaware of the mangrove forests in Karaikal. For the first time, they visited the area, saw the mangroves, and learned about their importance. Additionally, they mentioned that they would grow the plants they received at the book fair as a way to remember the event.

## SOCIAL MEDIA SKILLS DEVELOPMENT TRAINING FOR YOUTH

Trainers: Mr.Arun &  
Mr.Musthu

Youth & Adolescent girls - 17

### Feedback:

Participants shared that they had now learned to shoot video, audio, and presentation, as well as how to switch to landscape mode. They also learned what aspects need to be followed when taking photographs. They expressed gratitude to SNEHA organization for conducting this training effectively, and it was suggested that the trained youth from our villages should provide similar training to other youth in our villages.



Facilitators - 3

Participants

Nagapattinam - 22

Mayiladuthurai - 27

Karaikal - 21

### Participants feedback:

We learned how to edit videos. This was an opportunity to correct mistakes in video editing. We learned about Canva. They shared that they will record videos about the conditions in the village. Until now, we used to get our resumes prepared in shops, but now we have learned to prepare our own information. It was very useful. Prizes were given by the trainer to those who created the best video edits.

### Trainers shared:

They expressed their thanks to the SNEHA organization, who had learned social media training, to provide training to others.

# WOMEN WELFARE AND SOCIAL GROWTH INTERVENTIONS

## WOMEN FEDERATION STRUCTURE - CBO'S



**Individual level**

**SELF HELP GROUP (SHG)**

A self help group have 12 - 20 members. This SHG holds two meetings every month, works together in a democratic manner for their Personal Development livelihood development, social justice and coastal environment protection.

**Village level**

**VILLAGE COORDINATION SANGAM (VCS)**

Village Coordination Sangam are functioning in 48 villages. It meets once a month and works on grass root level development, women, children and coastal environment protection.

**Cluster level**

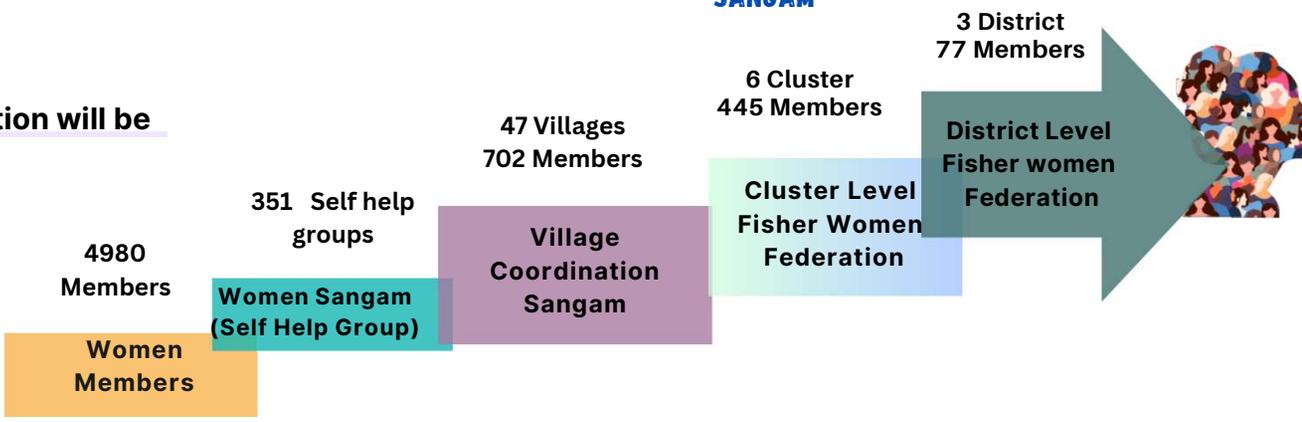
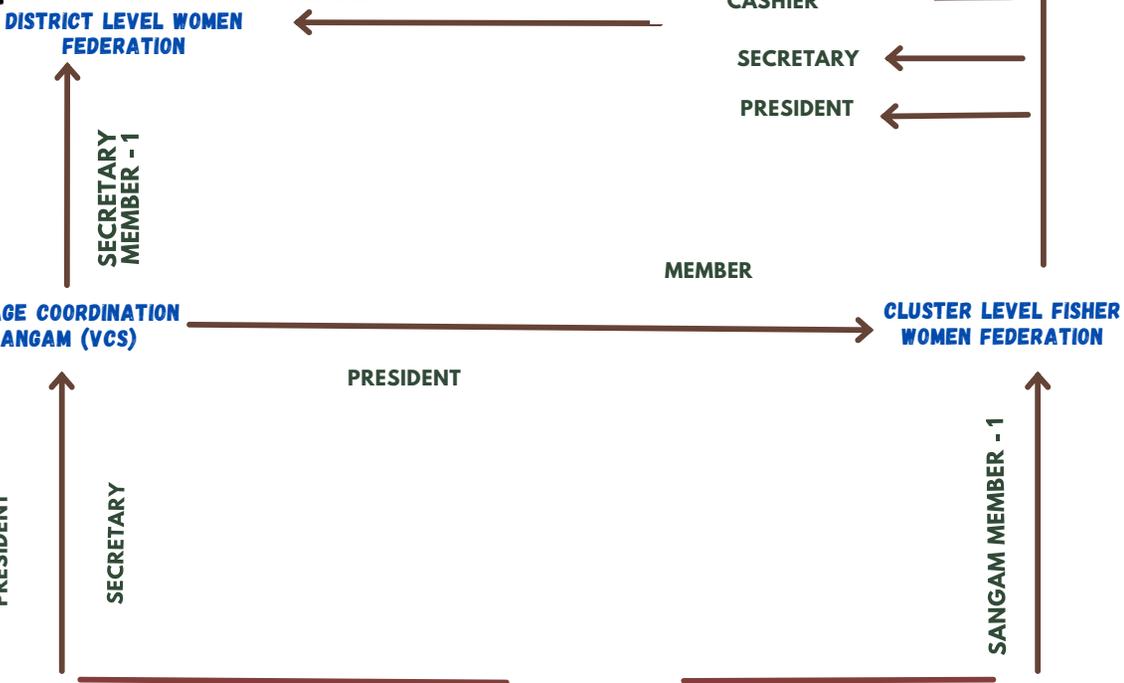
**CLUSTER LEVEL FISHER WOMEN FEDERATION (CLF)**

Problems which require cluster level intervention will be taken to Cluster level federation.

**District level**

**DISTRICT LEVEL FISHER WOMEN FEDERATION (DLF)**

Problems which require district level intervention will be taken to District level federation.



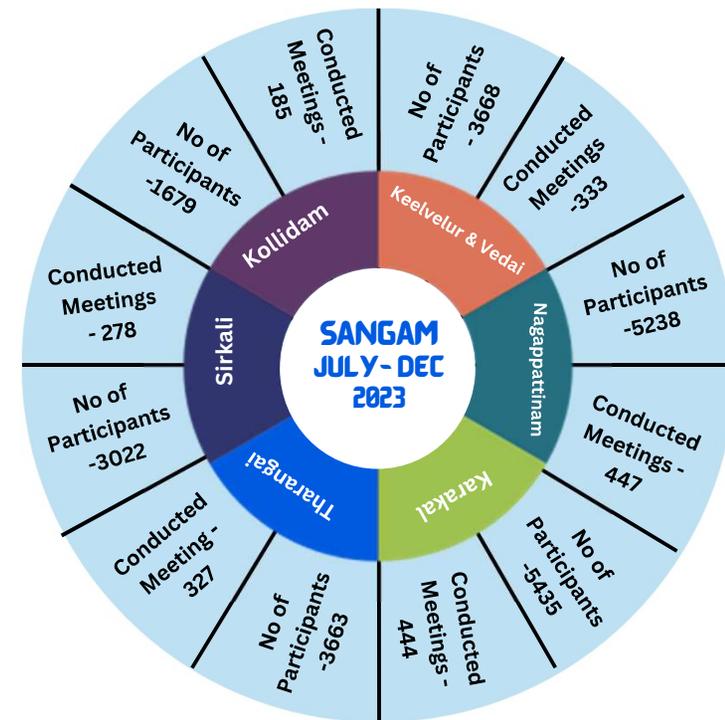
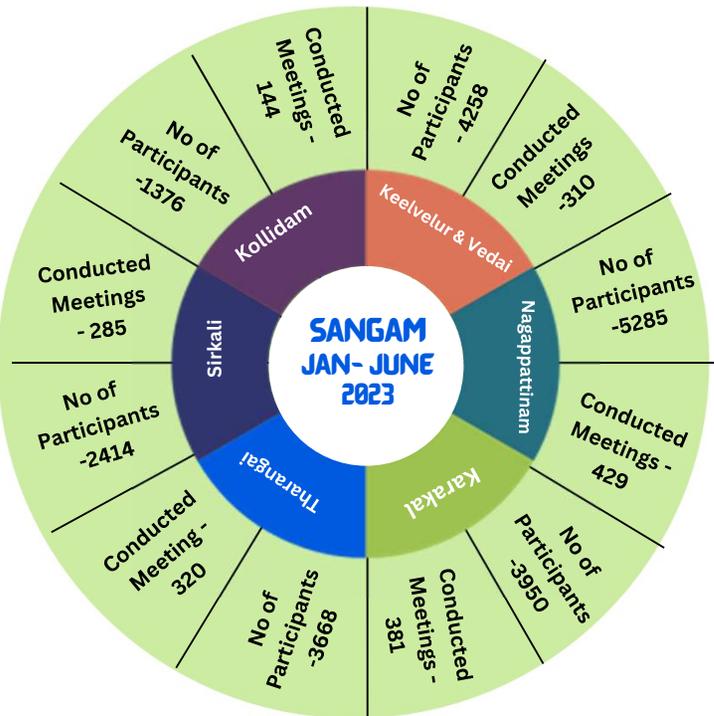
# KEY ACTIVITIES OF SANGAM

2022	2023
Working Village -47 Total Sangam -354 Total Members -5066	Left Sangam – 11 Left Members -191 New Sangam -8 New Members -105 Total Sangam – 351 Total Members – 4980

2023 (Jan to June)	2023 (July to December)
Conducted Meetings – 2026 Total Participants -22,998	Conducted Meetings – 2017 Total Participants -22,705

## Discussion Key points

- Increasing savings, membership fees, and bank loans
- Restructuring of existing Sangam's and forming new Sangem's
- Addition/removal of members and election of office bearers
- Addressing street-level and village-level basic issues
- Transferring funds of certain groups to bank accounts
- Collecting interest and depositing it in the bank
- Linking all sangams to Mahalir thittam department.
- Women's economic development program activities
- Disaster management and coastal protection measures
- Documenting village history



# VILLAGE COORDINATION SANGAM

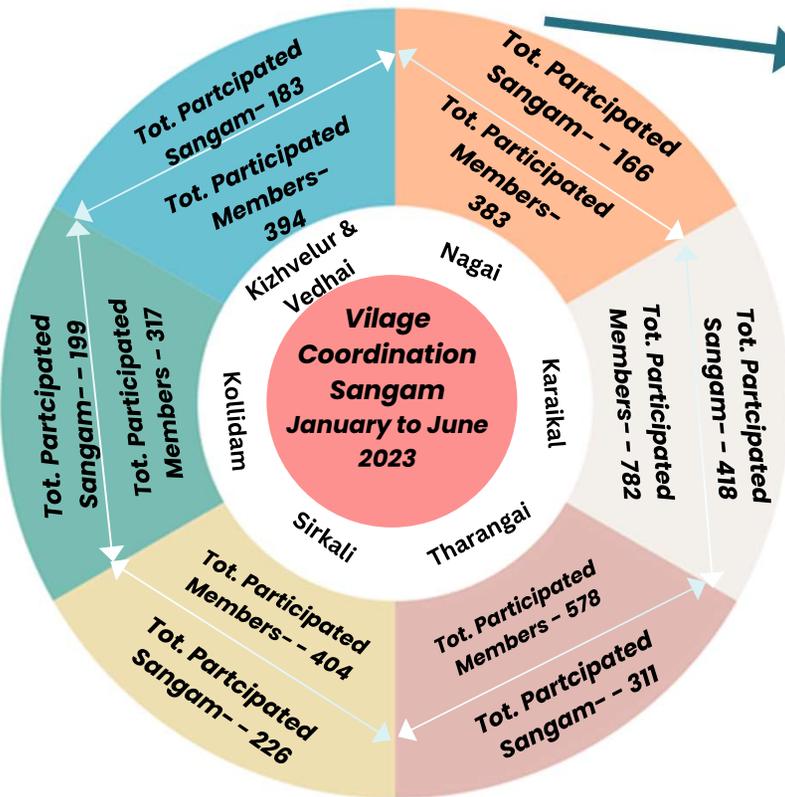
2023(January to June)

Total Participated Sangam – 1503  
Total Participated Members -2858

2023 (July to December)

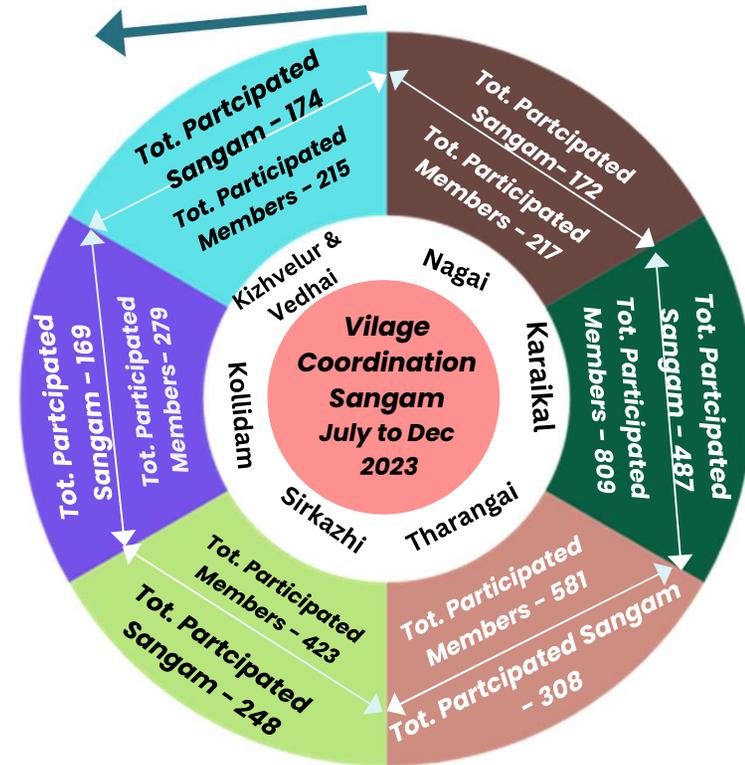
Total Participated Sangam – 1558  
Total Participated Members -2524

- Village coordination Sangam - 47
- Total Members -702



## Discussion Key Points

- Sangam and Federation activities
- Economic activities
- VCS loan details
- CZMP (Coastal Zone Management Plan) map
- School meetings
- Public grievance redressal day
- Cleaning of activity centers
- Formation of new Sangams
- Federation meeting
- Learning center donations
- Record and register maintenance
- Municipality-related works
- Fishermen Welfare Board educational assistance schemes

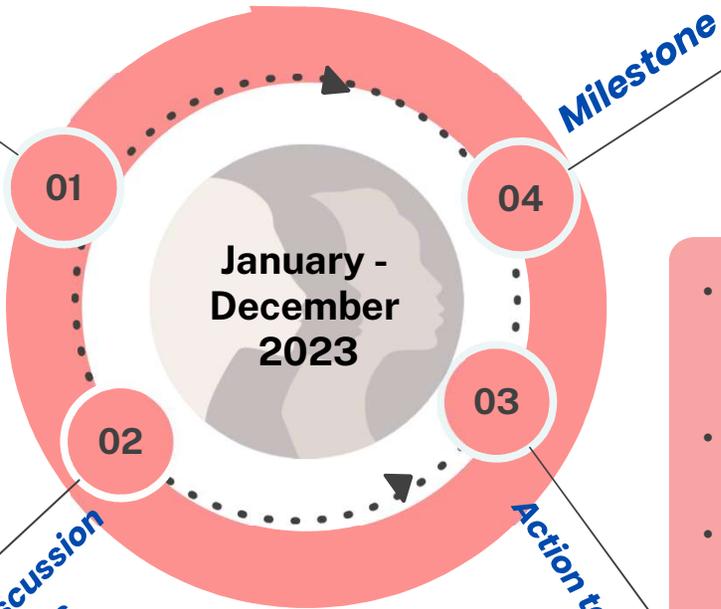


# FISHER WOMEN FEDERATION

**Number of Fisherwomen's Federation Meetings Held at the Block Level: 10, Total Participants: 481**

- Cluster Level Fisher Women Federation -6
  - Total Members -94
- District Level Fisher Women Federation -3
  - Total Members -77

**As per the decision taken in the recent federation meeting, an amount of ₹625,200 was spent for the renovation of the federation building. Additionally, trees and plants have been planted in the premises and are being maintained.**



- Accessing & benefitting Government Welfare Schemes
- Addressing village Basic Issues
- Public Grievance Redressal Day
- Federation Membership Fees, Income & Expenditure Accounts
- Improving economic Activities
- Sharing of VCS Activities
- Discussing CZMP (Coastal Zone Management PLAN) & VDP (VILLAGE DEVELOPMENT PLAN)

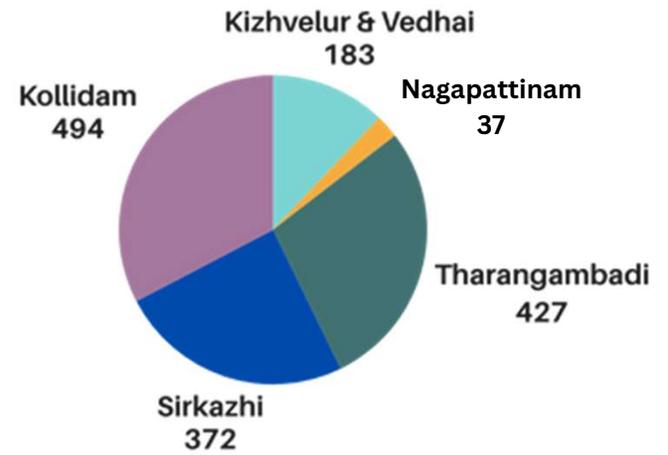
- Awareness rallies demanding a ban on drugs were conducted in all six blocks.
- Federation women filed complaints regarding violence against women.
- A petition was submitted to the Department of Environment, requesting the inclusion of resources and excluded areas within the fishing settlements. As a result, a public inquiry has been recommended to emphasize the inclusion of these excluded areas.

# GRAMA SABHA MEETING

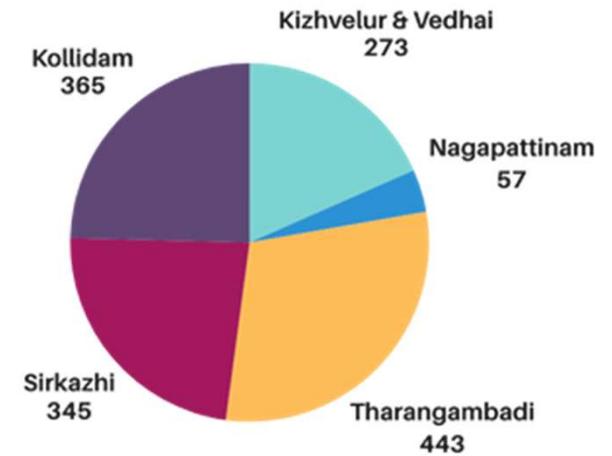


Petition Given Details		
Number of Petitions Given	Number of completed Petition	Types in continuous action
272	60	212

## Number of participants



Jan to June - 2023



July to December 2023

# "16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE & HARASSMENT"

From mandapathur

KARAIKAL



Participants in Karaikal : 135

Till Karaikalmedu



From Puthupettai

THARANGAMBADI



Participants in Tharangambadi : 110

Till Kuttiyandiyur beach



From Nagapattinam Collector office

NAGAPATTINAM



Participants in Nagapattinam : 1735

Till New bus stand



## "16 Days of Activism Against Gender-Based Violence & Harassment" Campaign

- This global campaign, continuously advocated by women's movements since the 1960s, was officially recognized by the United Nations in 1999. The campaign is currently observed in 182 countries. Each year, November 25 is observed as the International Day for the Elimination of Violence Against Women.
- Starting on this day and continuing until Human Rights Day on December 10, women's groups around the world actively participate in campaigns and activities to raise awareness and take action against gender-based violence. One of the key objectives of this campaign is to encourage government officials and community activists to commit themselves to act against violence on women.
- This event was organized in only three blocks by Sneha, where it was observed through activities such as human chains and motorcycle rallies.
- In Nagapattinam, the District Collector, Deputy Collector, District Revenue Officer, Superintendent of Police, Panchayat Union Chairperson, Chairperson of Tamil Nadu Fisheries Welfare Board, District Social Welfare Officer, and District Child Protection Officer participated in the "Students-Fishers Human Chain" event and pledged their commitment to the cause

## Impacts

- Awareness campaigns and activities against violence towards women and children are ongoing. As a result of these rallies, there has been a significant increase in women's participation, their active involvement, and the support from panchayat leaders in the formation of Child and Women Protection Committees as per Government Order 30.

# DISTRICT- LEVEL WOMEN LEADERS TRAINING

## FACILITATORS

**Cyril Alexander, Executive Director**  
**Manavalan, Health Educator**

### Topics Covered:

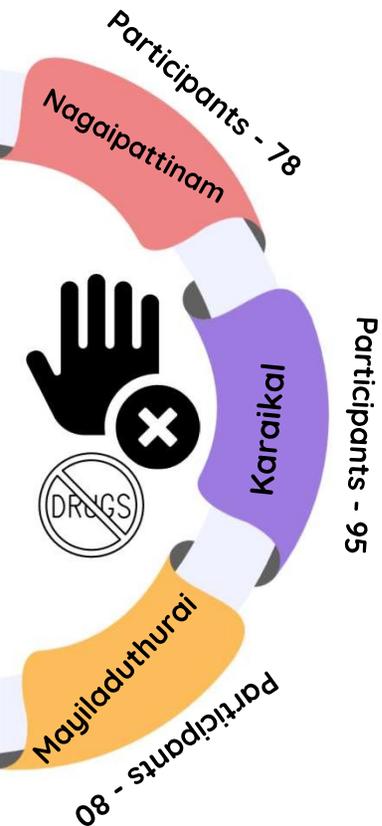
- **What is Drug Addiction? Causes and Contributing Factors**
- **Impacts and Consequences of Drug Addiction**
- **Prevention Methods and Strategies**
- **Government Initiatives and Actions**
- **Relevant Government Orders and Policies**
- **Screening Methods for Breast Cancer and Cervical Cancer**
- **Planning of Actions to Be Taken by the Public**

## WOMEN-LED ACTION PLANS

- Formation of a Drug Prevention Committee.
- Taking awareness programs to common gathering places in the village.
- Discussing this topic in Village Level Children, Women and Protection Committee (VLCWPC) meetings.
- Bringing up the issue in Panchayat meetings.
- Collecting details of shops in the village and ensuring they display awareness messages.
- Using the Tobacco Monitor App for monitoring.
- Conducting awareness sessions for children.
- Reporting drug-related issues to the Nagapattinam District Drug Prevention Division.
- Organizing awareness rallies.
- Creating awareness on breast cancer through SHGs (Self-Help Groups) and Village Coordination sangam (VCS).
- Promoting women's self-examination for early detection of breast cancer.

## TOPICS DELIBERATED

- The goal is to nurture the children in our villages and homes to become socially responsible individuals and good future leaders.
- In the past, substance use was mainly seen among older people. However, nowadays, even young children are using addictive substances and becoming dependent on them. Both boys and girls are affected by this issue, with women being more severely impacted.
- With the objective of preventing the younger generation from falling into addiction and helping those already affected to recover, this training program was conducted specifically for women leaders. Through these women leaders, awareness programs will be carried out to educate children about the dangers of substance abuse.



# FISHER'S SOCIO – ECONOMIC ECOLOGICAL WELFARE & WELL-BEING INTERVENTIONS



*Training on the Livelihoods of Coastal Communities, and understanding their village commons – Village development Plan (VDP)*

**In the year 2023, three meetings were conducted online and one meeting was held in person.**



## Discussion Points:

A training session was conducted on village mapping with the objective of reclaiming land rights for coastal communities and reviving traditional knowledge. As a result of this initiative, various community-based mapping tools such as Village History, Transit Walk, Seasonal Calendar, Moon Cycle, Air and Wind Diagram, Timeline, and Women's Work Cycle were completed in a total of 16 villages.

Following this, meetings were held with representatives of 10 coastal village panchayats to discuss the government-released maps related to our coastal areas and villages. In collaboration with the Puducherry Pollution Control Board, a comprehensive village map was prepared and submitted to the government.

However, none of the key details from our village mapping were reflected in the government map. Therefore, it was discussed and decided that each village panchayat should review the discrepancies and submit petitions again to the concerned authorities regarding this issue.



## Impact:

**To strengthen this initiative, one village from each cluster has been selected. Efforts are currently underway to collect primary and secondary data about these villages from government offices, along with information from various books and publications. The collected information will be compiled and published as a book.**

## COMMUNITY SHORELINE CHANGES ASSESSMENT

- In the Karaikal region, a total of four control points have been established at Mandapathur, Kilinjal Medu, Karukalatchery, and Vanchur for conducting coastal surveys.
- This coastal monitoring initiative began in September 2015 and has been continuously carried out since then. A commitment has been made to conduct this study for a duration of ten years, and it is currently being implemented.
- The coastal study is being carried out effectively using simple scientific methods through the Emery Method. The necessary preparatory training and support for this study were received from TISS, Mumbai. The survey work in the Karaikal region is being conducted collaboratively by local staff members along with volunteers from the respective villages.
- During the survey, sand samples are collected from three specific areas: Fore Dune, Berm, and Berm Face. For photographic documentation, a total of 27 photographs are taken per control point—4 photos of the control point itself, 4 photos each of the Fore Dune, Berm, and Berm Face areas, 4 photos of the seaward edge, 4 photos of nearby visible areas, and 3 photos related to sand sampling.

### Impacts:

*The coastal survey has now successfully completed nine years. With the support of local volunteers from each area, all key aspects of the coastal regions are being carefully documented and recorded through this survey. After completing ten years of continuous study, a comprehensive research report in the form of a book will be published, presenting the findings of this long-term coastal monitoring effort.*

### Observations During Coastal Survey:

- At Vanchur village, a young man named Muruganandham, who has completed his studies in civil engineering, actively participated in the coastal survey. He shared that the methods we use for taking measurements during the coastal study, particularly the use of the horizon as a reference point, have helped him measure dimensions more easily in his current work related to building construction.
- In Mandapathur village, during the coastal survey, when students were unavailable to participate, elderly villagers who regularly sit by the coast volunteered to join the survey activities. Their involvement in the survey was seen as a meaningful and positive contribution.



# "SNEHA STAFF CAPACITY BUILDING TRAINING"

## Psycho social care

### Activities:

- Breathing Exercises
- Stress Relief Training
- Anger Management
- Goal Setting

Trainer Ms.Ancy

Participants:  
SNEHA STAFF MEMBERS

- In 2023, eight online meetings and two in-person meetings were conducted

### Impact:

- Stronger trust has been established within the community.
- Adolescents and children have shown greater self-confidence and are more open in sharing their thoughts, with a noticeable decrease in distractions.
- Parents, adolescents, and children have improved their ability to manage anger effectively.
- Children are now demonstrating better time management skills.
- There has been an increase in participation in group activities among children and adolescents.
- Mobile phone usage among children has reduced.
- Staff members have strengthened their skills in interacting with and supporting children.



# PIVOT SOFTWARE TRAINING

## Impact:

- The cloud-based software Pivot is used by Sneha organization to centrally manage and securely store all program-related data. It also allows designated staff members, assigned based on the RACI framework, to easily organize and manage data.
- Since all information is stored in one centralized digital platform and regularly updated, it enables the organization to easily track its journey and progress from its inception to the present.

## Access in SNEHA Pivot System (RACI Framework)

### R - RESPONSIBLE:

Indicate the name of the person who is directly responsible for carrying out this activity or event.

### A - ACCOUNTABLE:

Mention the name of the person who holds the overall authority and is ultimately accountable for the successful completion of this activity or event.

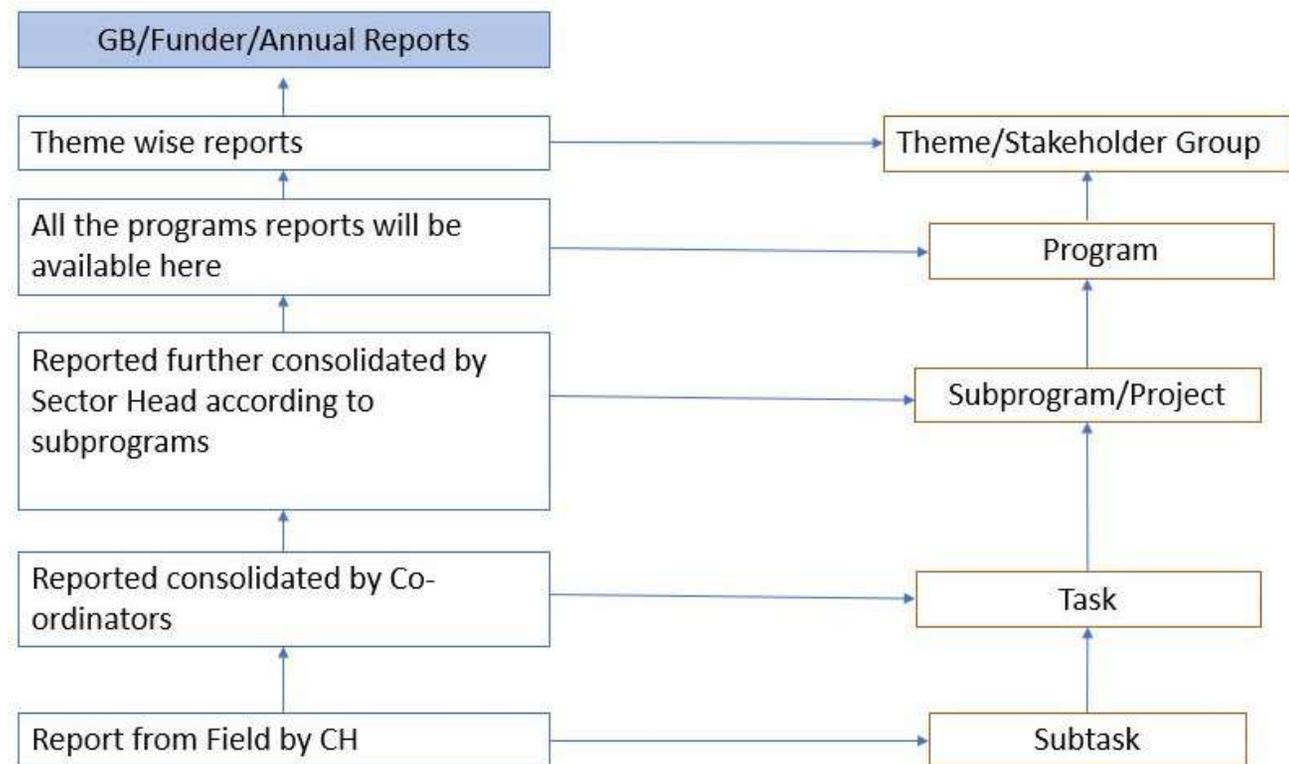
### C - CONSULTED:

Specify the names of individuals who provide advice or guidance related to this activity or event.

### I - INFORMED:

List the names of those who need to be kept informed about this activity or event.

## Report flow inside Pivot system



# EMPLOYEE SOCIAL MEDIA SKILLS ENHANCEMENT PROGRAM

Trainers  
Mr. Arun & Mr. Musthu

Participants: Staffs 22

## Reflections:

Staff members shared that they clearly learned how to effectively take photos and videos using their mobile phones. They also expressed that the training was very useful and well-structured. They mentioned that, through the Canva app learned during the session, they would be able to create posters for events happening in their area and upload them to their social media platforms. They also shared that they can now design posters in advance for upcoming organizational events and easily share them on social media.



## Links



[https://www.instagram.com/p/C53Mslxv8r7/?utm\\_source=ig\\_web\\_copy\\_link&igsh=MzRIODBiNWFIZA==](https://www.instagram.com/p/C53Mslxv8r7/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==)

<https://www.facebook.com/share/p/beeUFPNzYSdNwrs/>



<https://youtu.be/yIHVFqh24LA?si=WcbZHWeYcM3CNeP6>

## Impact:

Through this training, a total of 130 photos were uploaded to Sneha's social media platforms — Facebook and Instagram — and 6 videos were shared on YouTube.

Currently, our organization has 2,600 followers on Facebook, 121 followers on Instagram, and 49 subscribers on YouTube.

# 2023 ANNUAL REPORT REVIEW MEETING

- The 2023 Annual Report sharing session for staff, organized block-wise, was held over four days at Kalangarai.
- Feedback and reflections regarding the 2023 Annual Report were openly discussed during the sessions.

**A team discussion was conducted to formulate a clear plan for gathering accurate data on the block activities for 2023.**

- There were inconsistencies in the data regarding the number of groups in the sangam, membership counts, office records, data provided by community volunteers, and the data presented in reports—with three different sets of figures.
- In particular, it was difficult to confirm accurate data related to women, children, adolescent girls, and youth.
- To address this, each block was advised to discuss the issue with their respective teams and finalize the correct data.
- Based on this recommendation, every division conducted group discussions with their team members, and the final verified data was collected through this process.

## Feedback on the 2023 Report:

- **Future planning aspects were not included in the report.**
- **It was suggested that the report would be more effective if only key impacts are highlighted in the PowerPoint presentation (PPT).**
- **Sharing new and relevant information in the report would make it more meaningful and easily understandable to others.**
- **In today's context, information science courses are highly important and relevant.**
- **It was appreciated that the report included details on how many people availed internal and bank loans and how those funds were utilized.**



# INSIGHTS FROM THE ORGANIZATIONAL REVIEW AND STRATEGIC PLANNING

## PROCESS:

Initiation of  
Organizational  
Review and  
Strategic Planning

- Sneha organization has completed 40 years of work with the fishing communities. While the staff have been long-serving and experienced, a stagnation phase was noticed within the organization around 2020.
- Funding agencies also began to raise questions regarding the organization's future leadership and succession plans.
- Recognizing this, the Executive Director Ms. Jesu Rethinam, who has prior experience facilitating such processes with other organizations, planned to organize a training on Organizational Review and Strategic Planning with experienced members.

2021

- The needs of the staff were identified, and it was decided to provide appropriate training to address those needs.

2023

- Some staff members have been progressing in specific areas through unique approaches. They have improved their skills in effectively using social media, and have enhanced their reading, speaking, and communication abilities.
- They have also strengthened their technical skills in efficiently using computers.
- Based on their needs, and with guidance from the Director, they have begun to carry out their responsibilities more effectively and systematically.

2020

- A Collective Leadership Team was formed with the core committee members, and it was decided to share and delegate the responsibilities of the Director among them.

2022

- The Collective Leadership Team was formed, and they began to take on their assigned responsibilities.
- Opportunities were provided for the Collective Leadership Team to participate in national and international events.
- Capacity-building training sessions were organized based on identified needs.
- Discussions about the roles and functioning of the Collective Leadership Team were held among all staff members.

## Performance Appraisal discussion with the Team



3 days staff  
discussion

Staff Participants - 29

- As a result of the organizational review and strategic planning process, the performance capabilities of all staff members were assessed.
- Additionally, ethical guidelines (Code of Conduct) for the organization were established, and all existing organizational policies were thoroughly reviewed.
- Over the past three years, a clear sense of motivation has been observed among all staff members. There is now a healthy sense of competition and a positive drive among them to demonstrate their abilities.
- All programs and activities are now being designed with innovative perspectives and are approached in diverse ways.
- Staff members are increasingly displaying leadership qualities, moving beyond their basic roles and taking on responsibilities from a leadership standpoint.

# SNEHA TRANSFORMATION

*Collective Creative Collaboration*

- Proposal writing, drafting, programs for each proposal
- Responsibilities of Board (the team has planned to merge the 2<sup>nd</sup> & 3<sup>rd</sup> columns)
- Conflict resolution between the team
- Holistic organizational development
- Institutional development
- Day to day administration & Office administration
- Sales promotion
- Crucial functions in village
- Field visit
- WhatsApp (Social Media) groups for activities.
- Holding meetings with org and other institutional bodies (govt bodies) and org. Liasoning with org stakeholders.
- Mapping for organizational priorities

- All Statutory Requirements (FCRA, Bank handling, Tamilnadu Society Registration Act (TNSRA) and IT filing, preparation of annual report.
- Account monitoring, Budget
- Human resource management

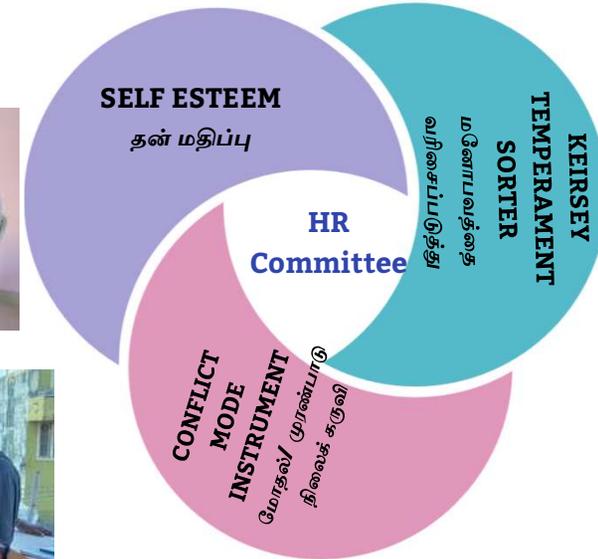


- Identifying issues, concerns and priorities in relationship with other orgs and networks
- Political strategizing and engagement
- Networking with organizations
- Representation at State, national international level
- Advocacy

- Legislative campaign and advocacy
- Political engagement with fraternity (mobilisations etc)

# EFFICIENCY AUDIT

- SwedBio, the funding agency, conducted an Efficiency Audit of the Sneha organization in the year 2022.
- Following the audit, the organization received significant encouragement and motivation.
- All organizational policies were thoroughly reviewed, and an internal audit mechanism was established.
- As a result, a Human Resources (HR) Committee was formed. Comprehensive data on all staff members was collected.
- After the formation of this committee, interviews were conducted under the guidance and initiative of the Director.



- The organization's Gender Policy has been strengthened.
- Since all staff members had already begun taking on several responsibilities under the Executive Director's guidance following organizational review and planning training, a comprehensive Operational Manual has been developed, covering and integrating all aspects of administration.
- Monitoring forms have been designed to track all administrative and operational tasks regularly. These forms are used not only as needed but also on a scheduled basis—monthly, quarterly, every four months, biannually, and annually. Additionally, specific monitoring checklists have been developed for October and January to ensure that all required areas are reviewed during these months.
- Moreover, all organizational documents are systematically categorized, and clear responsibilities have been assigned to indicate who should monitor which documents and at what intervals. This process continues to be effectively followed within the organization.

## SNEHA - Policies & Manuals

