

Karnataka Small Pelagic Purse Seine Fishery Improvement Project (FIP)

Social Workplan (2026–2030)

Arabian Sea Fisheries Management Coordination Committee (SeaMC2)

Prepared for Fishery Progress Reporting

Executive Summary

The Social Workplan for the Karnataka Small Pelagic Purse Seine Fishery Improvement Project (FIP) aims to strengthen social responsibility practices within the fishery between 2026 and 2030. The initiative focuses on improving worker protection, occupational safety, grievance mechanisms, wage transparency, and inclusive participation of fishers. The program also supports research on food and nutrition contributions of the fishery and promotes livelihood security of fishing communities. The estimated implementation budget for the program is ₹2.65 Crores over five years.

Project Duration: 2026–2030 (Five Years)

Total Estimated Budget: ₹2.65 Crores

Project Overview

This Social Workplan supports improvements in labour standards, worker welfare, and governance within the Karnataka small pelagic purse seine fishery. The workplan aligns with the objectives of responsible fisheries development by strengthening worker rights, safety standards, transparency in fisher payments, and participation of fishing communities in decision-making processes.

This Social Workplan is developed as part of the Fishery Improvement Project (FIP) for the Karnataka small pelagic purse seine fishery and contributes to strengthening social responsibility practices within the fishery through structured, time-bound improvement actions reported through the FisheryProgress platform.

Justification for Higher Year-1 Budget

The first year (2026) has a higher allocation of ₹95 lakhs to establish foundational systems required for effective implementation of the Fishery Improvement Project. Key Year-1 activities include baseline assessments, development of worker rights policies, establishment of grievance mechanisms, procurement of safety equipment, installation of first aid kits, sanitation improvements on vessels, training programs for fishers and vessel owners, and pilot implementation of wage documentation systems. Subsequent years focus mainly on implementation, monitoring, scaling and continuous improvement.

Implementation Governance Structure

The Social Workplan will be implemented through a collaborative governance structure involving SeaMC2 as the FIP Secretariat, fisher associations, vessel owners, government agencies, research institutions and industry stakeholders. SeaMC2 will coordinate implementation, facilitate stakeholder engagement and manage FisheryProgress reporting. Fisher associations and vessel owners will implement worker rights policies, safety practices and wage documentation systems. The Department of Fisheries will provide institutional support and alignment with regulatory frameworks. Research institutions such as the College of

Fisheries, Mangalore will support baseline studies and technical assessments.

Overall coordination and reporting of the Social Workplan will be managed by the FIP Secretariat (SeaMC2), in collaboration with fisher associations, government agencies, research institutions, and industry stakeholders.

5-Year Implementation Roadmap

Phase	Year	Key Focus	Major Activities
Phase 1	2026	Foundation	Baseline studies, governance systems, safety equipment procurement, pilot systems
Phase 2	2027	Initial Implementation	Operationalize grievance system, training programs, expand wage documentation
Phase 3	2028	Scaling	Expand implementation across vessels and strengthen monitoring
Phase 4	2029	Evaluation	Review effectiveness and strengthen systems
Phase 5	2030	Consolidation	Final evaluation and reporting

Social Workplan Table

Component	Actions	Action Goal	Tasks	Task Description	Start Date	Completion Date	Estimated Cost
Principle 1: Protect human rights, dignity and access to resources	Written human and workers' rights policies:	Written policies on abuse and harassment, human trafficking and forced labor, child labor, freedom	Develop written policies & Discuss with association leaders.	Develop written policies on abuse and harassment, human trafficking and forced labor, child labor,	01 January 2026	31 December 2027	₹7.4 Lakhs

		of associati on and collective bargaini ng, and discrimi nation available and known.		freedom of associati on and collective bargaini ng, and discrimi nation			
Principle 1: Protect human rights, dignity and access to resources	Written human and workers' rights policies:	Written policies on abuse and harassm ent, human traffickin g and forced labor, child labor, freedom of associati on and collective bargaini ng, and discrimi nation available and known.	Commun icate written policies	Print and laminate policies in relevant language s, post on vessels	01 January 2026	31 Decembe r 2027	₹7.4 Lakhs
Principle 1: Protect human rights, dignity and access to resources	Written human and workers' rights policies:	Written policies on abuse and harassm ent, human traffickin g and forced labor, child labor, freedom of	Maintain communi cation of policies	Replace faded/lost laminate s	01 January 2026	31 Decembe r 2027	₹7.4 Lakhs

		association and collective bargaining, and discrimination available and known.					
Principle 2: Ensure equality and equitable opportunity to benefit	Grievance reporting and access to remedy	Grievance cases/issues do not re-emerge, and vulnerable groups of persons are explicitly included in grievance procedures	Build mechanisms and procedures	Build a mechanism / SOP (feedback loop)	01/07/2026	31/12/2027	₹5 Lakhs
Principle 2: Ensure equality and equitable opportunity to benefit	Grievance reporting and access to remedy	Grievance cases/issues do not re-emerge, and vulnerable groups of persons are explicitly included in grievance procedures	Integrate into training syllabus	Integrate into training syllabus; coordinate with association	01/07/2026	31/12/2027	₹5 Lakhs
Principle 2: Ensure equality	Grievance reporting	Grievance cases/iss	Document recurring	Document recurring	01/07/2026	31/12/2027	₹5 Lakhs

and equitable opportunity to benefit	and access to remedy	ues do not re-emerge, and vulnerable groups of persons are explicitly included in grievance procedures	issues	issues			
Principle 3: Improve food, nutrition, and livelihood security	Documentation of fishers' pay	Develop a system for documenting fishers' pay	Evaluate options for documenting fishers' pay	Evaluate paper pay slips, electronic receipts, etc.; general digitalization with example /reference to trawl fishing	January 2026	June 2030	₹14 Lakhs
Principle 3: Improve food, nutrition, and livelihood security	Documentation of fishers' pay	Develop a system for documenting fishers' pay	Implement documentation of fishers' pay	Roll-out and continuous evaluation of fishers' pay documentation	January 2026	June 2030	₹14 Lakhs
Principle 3: Improve food, nutrition, and livelihood security	Verification of working hours	There is a 3rd party oversight mechanism for verification of working hours	Explore potential partnerships	Explore potential partnerships with unions or other workers' voice agents	01/01/2027	31/12/2029	₹20 Lakhs

	Sanitary facilities	Sanitary facilities made available on all vessels.	Lobby to make sanitary facilities part of annual license renewals	Lobby Fisheries Dept to link toilets to annual license renewals ; awareness via camps; annual reporting ; consider public health funding options Workers already prefer boats with toilets; design readymade toilet prototypes and placement plan.	01/07/2026	31/12/2030	₹28 Lakhs
	Occupational safety	Life jackets available on all vessels, and/or life buoys easily accessible at all times. Fire extinguishers available and maintain	Life jackets and functional fire extinguishers	Make life jackets available on all vessels, and/or make life buoys easily accessible at all times. Make fire extinguishers available and	01/01/2026		₹15 Lakhs

		ed. Captains trained in health and safety procedures. Risk areas identified and marked, written health and safety policy available. Formal health and safety committee in place with formal communication channels. Vulnerable people with specific protection.		develop maintenance protocols .			
	Occupational safety	Life jackets available on all vessels, and/or life buoys easily accessible at all times. Fire extinguishers	Training in health and safety procedures	Train captains in health and safety procedures.	01/01/2026		₹15 Lakhs

		available and maintained. Captains trained in health and safety procedures. Risk areas identified and marked, written health and safety policy available. Formal health and safety committee in place with formal communication channels. Vulnerable people with specific protection.					
	Occupational safety	Life jackets available on all vessels, and/or life buoys easily accessible at all times.	Identify risk areas, develop health and safety policy	Identify and mark risk areas; make written health and safety policy available.	01/01/2026		₹15 Lakhs

		Fire extinguishers available and maintained. Captains trained in health and safety procedures. Risk areas identified and marked, written health and safety policy available. Formal health and safety committee in place with formal communication channels. Vulnerable people with specific protection.					
	Occupational safety	Life jackets available on all vessels, and/or life buoys easily	Establish formal health and safety committee	Establish a formal health and safety committee with formal communi	01/01/2026		₹15 Lakhs

		accessible at all times. Fire extinguishers available and maintained. Captains trained in health and safety procedures. Risk areas identified and marked, written health and safety policy available. Formal health and safety committee in place with formal communication channels. Vulnerable people with specific protection.		cation channels. Extend specific protection to vulnerable people.			
	First aid kits and training	First aid kits well stocked and maintained.	Place first aid kits on all vessels	Develop standard content for first aid kits, all FIP	01/01/2026		₹5 Lakhs

		Fishers trained in emergency response and first aid.		vessels purchase First Aid kits. Develop and socialize First Aid Kit maintenance protocols.			
	First aid kits and training	First aid kits well stocked and maintained. Fishers trained in emergency response and first aid.	Train fishers in emergency response and first aid	Train fishers in emergency response and first aid.	01/01/2026		₹5 Lakhs
	Inclusive participation in and opportunity to benefit from the fishery	Women and disadvantaged, vulnerable groups are included in fisheries management discussions. Fishers/captains are involved in monitoring and enforcement; civil society	Document association meetings	Document association meeting notes to evidence customary practices (considered low risk once association meeting notes are available).	01/01/2026		₹12 Lakhs

		organisations are engaging in fishing policy development. Migrant fishers increasingly have leadership positions in associations.					
	Inclusive participation in and opportunity to benefit from the fishery	Women and disadvantaged, vulnerable groups are included in fisheries management discussions. Fishers/captains are involved in monitoring and enforcement; civil society organisations are engaging in fishing policy development. Migrant fishers increasing	Emphasize needs of migrant fishers	Ensure quarterly agenda on migrant workers' needs; leverage integration on already present; optionally show participation data in camps, Migrants generally well integrated and increasingly with leadership positions in associations. Document discussions	01/01/2026		₹4 Lakhs

		gly have leadership positions in associations.		(notes)			
	Inclusive participation in and opportunity to benefit from the fishery	Women and disadvantaged, vulnerable groups are included in fisheries management discussions. Fishers/captains are involved in monitoring and enforcement; civil society organizations are engaging in fishing policy development. Migrant fishers increasingly have leadership positions in associations.	Work together with coast guard	Invite Coast Guard/police; name actual contacts; captains to radio/report violations; produce documentary proof from past cases, Build trust with captains; reports to carry detailed interactions			₹4 Lakhs
	Impact on food and	The impact of the	Commission a study on	Commission a study	01/07/2026	30/06/2027	₹40 Lakhs

	nutrition	fishery on food and nutrition security has been studied, especially the contribution of PS fishing in contrast to e.g. trawling, and the impact of improved environmental sustainability of the fishery in the FIP on food and nutrition security.	the impact of the FIP fishery	with fisheries economist + public health expert; separate purse-seine from trawl impacts; compile fishery stats, prices, exports, public health (stunting /malnutrition); possibly clinic visits. Sardines lower tier local demand, not competing with local food, could also show positive community income effects of sardine harvests; sponsor branding preferences to be aligned. Also include			
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				3.2.2 Economic value retention			
	Economic value retention, flexibility, and autonomy	The GVA-to-turnover has been updated for 2026 and the FIP fishery. Fishers have access to formal trainings for value added handling and processing, product development, or marketing. There are written procedures that are followed to increase financial transaction security and transparency.	Commission a study on economic value retention	Include economic value retention in study in task 9.1	01/07/2026	31/12/2030	₹10 Lakhs
	Economic value retention, flexibility, and autonomy	The GVA-to-turnover has been updated for 2026 and the	Better transparency and security for commercial	Create and communicate a policy requiring better			₹10 Lakhs

	y	FIP fishery. Fishers have access to formal trainings for value added handling and processing, product development, or marketing. There are written procedures that are followed to increase financial transaction security and transparency.	transactions	transparency and security for commercial transactions; use association-based practices instead of written buying contracts ; focus on owners			
	Livelihood security	Fishers or their families are aware of and can benefit from other alternative livelihoods for their family, including ownership of	Establish partnerships	Coordinate with potential donors and other stakeholders, e.g. government departments	01/01/2026	>2030	₹20 Lakhs

		(small) vessels to access other fish stocks. Fishers have access to trainings for themselves or their family					
	Livelihood security	Fishers or their families are aware of and can benefit from other alternative livelihoods for their family, including ownership of (small) vessels to access other fish stocks. Fishers have access to trainings for themselves or their family	Integrate activities into summer camps	Integrate activities into summer camps, social media outreach, etc.			

Financial Management and Budget Oversight

The implementation of the Social Workplan will include structured financial oversight to ensure effective utilization of project funds. The FIP Secretariat (SeaMC2) will maintain annual activity plans and expenditure tracking aligned with the approved budget allocation. Periodic financial reviews will be conducted to ensure that Year-1 system establishment activities and subsequent implementation phases are executed according to the planned budget distribution. This approach ensures transparency, financial accountability, and efficient use of resources throughout the project duration.

Budget Summary

Total estimated budget for implementation of the Social Workplan from 2026–2030 is ₹2.65 Crores. The higher allocation in the first year supports baseline assessments, policy development, safety investments, training and system establishment required for long-term implementation.

Expected Outcomes and Impact by 2030

- Adoption of worker rights and labour protection policies across participating vessels.
- Functional grievance redressal mechanism accessible to fishers and workers.
- Improved occupational safety and sanitation standards on vessels.
- Transparent documentation of fishers' earnings.
- Stronger participation of fishers, including migrant workers, in governance processes.
- Improved understanding of the fishery's contribution to food security and nutrition.
- Enhanced livelihood security and resilience of fishing communities.