

# DAN NOU KAZYE

The Seychelles Fishing Authority Newsletter



'Responsible for Sustainable Fishing'



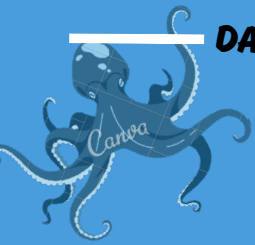
## Top News

SFA launches its Overweight and Obesity Reduction Plan

Management establishes three working groups to handle issues effectively and efficiently



The Social Committee is back with a vision to increase staff participation



## SFA staff gets physically active

The SFA staff got down and sweaty at the launching of SFA's own Obesity and Weight Reduction plan this month. The plan was launched to coincide with International Women's Day on the 8th March. This initiative was brought forward by the Health and Environmental Club, in collaboration with the HR/Admin department under the staff welfare program.

Along with the groovy tunes from DJ Julio and under the lead of our very own Ms. Marie-Ange Francourt, the staff engaged in an interval Zumba-style workout session for all of the afternoon, with exercises ranging from jumping jacks, squats, and knee lifts.



During his opening remarks, Dr. Jan Robinson, the Chief Executive Officer of SFA expressed his contentment that a great number of staff showed interest in participating while stating that he hopes this kind of activity will continue. A sentiment that the participants on their part also shared, as most of them requested that this be done again.



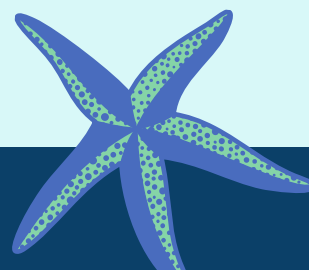
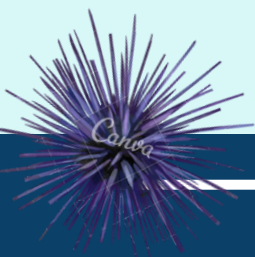
The SFA's obesity and weight-reduction plan was launched in line with the national campaign against obesity being led by the Seychelles Overweight and Obesity Reduction Task Force. The campaign aims to tackle the problem of overweight in the country by having a seven-year obesity reduction action plan, of which all organizations, as well as individuals, are being called upon to participate and do their part.



One of the member of the Health and Environmental Club spearheading this activity, Mr Michael Gill described the launching of SFA's plan as a success. The plan comprises of having regular hikes, healthy eating complimenting the work of the existing Exercise Club, currently active twice a week.



After the workout session, each participant received some refreshing local fruit juice and some chilled fruits to energize. The activity ended with live entertainment and Moutya at the SFA HQ, Carpark.



## SFA tests its new data acquisition app on the 4th FAD watch



The Seychelles Fishing Authority had the opportunity to test its new FAD data acquisition application during the 4th FAD Watch Mission that was held this month. The focus area for this trial was the inner islands, specifically in the Silhouette Island area.



The two observers who tested the Shore-Manager/FAD-Watch portable GPS joined the 20 Coast Guard crew onboard the Topaz Coast Gard vessel on the 3-day mission. They were also joined by 3 Seychelles Maritime Academy students and their lecturer.

The field testing of the new data acquisition application was in preparation for a longer mission scheduled for the middle of the year.



By using this application, they were able to have near real-time data on drifting FAD locations and were alerted of possible stranding events which facilitated the recovery of DFAD before they were beached or caused damage to coral reefs.

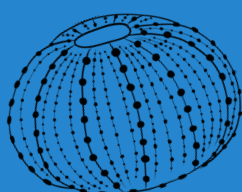


## Management establishes working groups

In order to have better coordination and ensure inter-departmental collaboration within the SFA, three working groups have been created. The working groups are teamed up according to the core mandates and functions of the organization.

These are Fisheries Management, Fisheries and Aquaculture development and the very needed Support Services. The groups have already had their inaugural meeting this month to lay down the foundation for future work.

The groups will convene on a monthly basis. During these meetings, they will address the points discussed by the Committees established under the Board of Directors and the Ministry of Fisheries. The groups will also share the progress of ongoing projects, raise any queries, and exchange ideas.





## Social Committee is back

There is more to a workplace than just performance and delivery. Building team morale amongst employees is equally important. Ensuring your team is happy is a key factor in safeguarding the overall success and performance of an organization, and here is where the Social Committee comes in.



The last committee took a bow after its last activity, which was the staff gathering, and now a new committee has been formed, to help employees bond and boost morale in the workplace.

At its first meeting, the Committee elected its Chairperson, Mrs. Tresa Bastienne and Mr. Daniel Bristol as the Vice Chairperson.



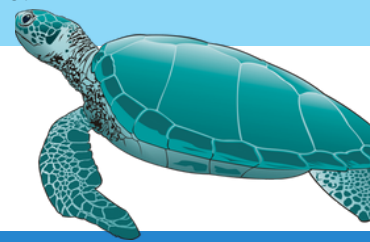
Tresa Bastienne – Chairman Daniel Bristol – Vice Chair

The excited new committee has already started discussing activities for upcoming events, including its first activity which will be organized in celebration of Labour Day.

The committee wishes to see all staff participating in activities throughout the year in the hopes of building exceptional working relationships and achieving a good work-life balance.



## First Aid Training 2024



The Health and Safety has started its Basic First Aid Training for this year for the SFA staff. This is to equip staff with skills to offer prompt and safe care before a victim receives professional assistance.

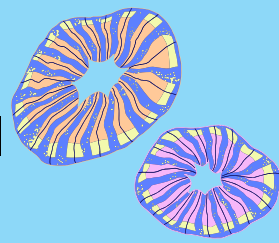
The first training included practical and theoretical sessions and was held at the J&S Conference room. It was facilitated by Ms. Marthe Faure, who has 30 years' experience as a First Aid Instructor.

The 15 participants learned the principles of first aid and how to assist in common emergency instances. Upon completion of the course, participants will receive an international accredited certificate which is valid for a period of 2 years.

The Health and Safety section encourages more staff to enroll in the training course.



# Study assesses potential impact of a seasonal dFAD closure on the Seychelles economy



SFA's very own Sharif Antoine teamed up with a group of 7 people, to assess the potential impact of seasonal closure of drifting fish aggregating devices (dFADs), for the Indian Ocean tuna fishery, using Seychelles as a case study. The findings of the paper were recently published in the npj Ocean Sustainability online journal.

The study revealed that the Indian Ocean Tuna Commission (IOTC) Resolution 23/02 to create a 72-day seasonal dFAD closure from July 2024 could potentially lead to a shortage of fish supply in areas that rely on tuna. This decision may also have a ripple effect, affecting various activities and institutions.



The study found that beyond the catch level and landings, the whole value chain of tuna fishery could be affected by the conservation measures and, in turn, propagate the downturn effects on the entire economy including the shutdown of tuna cannery plants between two and six weeks, corresponding to a drop in activity between 4% and 12% of tuna processing plants. Using a hypothetical worst-case scenario as an example, the cannery would be closed for six weeks every year from 2019, resulting in a 12% drop in canned tuna exports, which account for the bulk of the country's foreign sales. This reduction in exports could also impact other drivers of aggregate demand, such as household consumption, investment, and government spending, making the entire domestic economy reliant on foreign visitors and tourist activities. This would increase the country's vulnerability to new shocks, such as pandemics or international crises.

It is important to note that one-third of the IOTC members objected to this resolution causing the conservation management measure to be non-binding. Even though members are not bound by the measure, the authors recognized the importance of providing insight beyond the ecological impacts of fisheries management.

"This study aims to bridge this gap by highlighting the importance of considering the social and economic aspects in sustainable fisheries management as it showcases the potential consequences of regulation on our small island economy. While such measures intend to curb overcapacity in our tuna fishery, as a trade-off we have shown that it leads to a net negative benefit to our economy.", says Mr. Antoine.

The paper titled Macroeconomic impact of an international fishery regulation on a small island country can be found online on the following site <https://doi.org/10.1038/s44183-024-00054-w>



## Stakeholders talk about tuna fishery management



Although tuna fisheries are an important source of revenue, jobs, and foreign exchange, there has been a lack of long-term planning to ensure that these benefits are sustainable. Therefore, the Seychelles Fishing Authority and the Ministry of Fisheries and the Blue Economy are coordinating the process for the development of a Sustainable Tuna Fishery Management Plan to address this issue and provide a roadmap for the sector in line with established policies and strategies.



In its effort to develop that long-term roadmap, the Government (SFA) engaged IOS PARTNERS, INC., as consultants and Dr. Jude Bijoux as local Team Leader to assist in developing it. During this process, gaps and shortcomings in the current management approach were identified, and a 10-year development pathway was developed in alignment with existing fisheries policies and international standards.



The consultants also developed a 5-year Seychelles sustainable tuna management plan that considered stock status, IOTC Conservation, and Management Measures. Stakeholders in the fishing industry were invited to a validation workshop to discuss the management plan and provide feedback.

## MCS' NPOA Illegal Unregulated Unreported Fishing Workshop

As part of the process to prepare the National Plan of Action to Prevent, Deter and Eliminate Illegal, Unregulated & Unreported Fishing (NPOA – IUU), the Seychelles Fishing Authority invited its stakeholders to a half-day workshop to discuss and provide inputs on the measures to be included in the Implementation Plan.



Attendees included representatives from various government organizations, SFA staff, international partners, and NGOs. At the time being there are measures in place to combat IUU fishing.

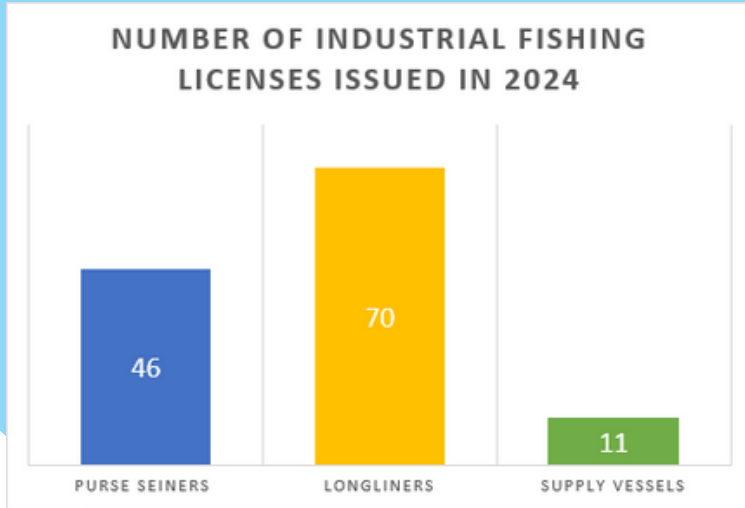
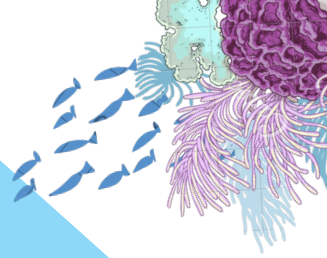


These include a system for registration, licensing and permits for fishing vessels and gears, an information sharing system, and digitalization of processes such as vessel register, catch certificate documentation and other databases to promote transparency and verification of vessel history for flagging or re-flagging purposes.

Even with these measures being implemented, there are still gaps and new measures have been identified to provide a general direction to the overall MCS strategy and plan.

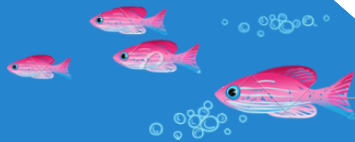


# Fishing licenses issued by the SFA



The License and Permit Section within the SFA’s Monitoring Control and Surveillance Department issues various type of licenses for the both the local small-scale and large-scale industrial fisheries sectors alike.

Licenses for large scale, Industrial Fishing are issued to Seychelles Fishing Vessels, Foreign Fishing Vessels, or Joint Venture Vessels more than 24m Length Overall (LOA), undertaking Industrial harvesting of Tuna and Tuna Like Species within the Seychelles Exclusive Economic Zone (EEZ). A foreign fishing vessel may not be granted a license to fish within the Seychelles EEZ in the absence of a bilateral agreement with the respective flag state of the concerned vessel, or an agreement with an association representing foreign fishing vessel owner of which the fishing vessel is a member of.



**Contributed**

## Research staff learn to identify grouper fish

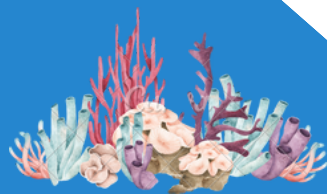


Fisheries Research staff, Fisheries Statisticians, and Enumerators from Mahe and Praslin attended a training workshop to enhance their knowledge on the grouper fish species. The grouper identification training workshop was conducted as part of a SeyCCAT project. The workshop focussed on the different type of grouper fish found in our seas, such as ‘Msye Angar’, ‘Vyey Prine’ and ‘Babonn rouz.’

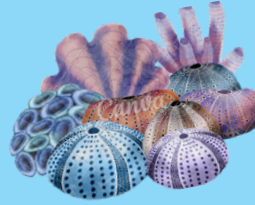


The knowledge gained will help the officers when carrying out field work.

Also attending the workshop, were representatives from external organization such as Biodiversity Conservation section from the Ministry of Agriculture, Climate Change and Environment, the Blue Economy Research Institute, Marine Conservation Society Seychelles (MCCS) and the Seychelles Island Foundation (SIF) were also present.



# The breakwater in Port Providence gets a new look



The Port Management and Facilities Department enlisted the help of a group of inmates from Seychelles prison to clear the Providence fishing port. The work involved cutting and disposing of overgrown trees and removing debris from the breakwater area.



This was done after an assessment identified the breakwater area as a potential security risk due to the overgrown trees.

The site had casuarina trees and other small obstacles causing visual and physical obstructions, making it difficult to identify threats and access the breakwater safely.

This collaboration is in line with SFA's efforts to strengthen security at both the Victoria Artisanal Fishing Port and the Providence Fishing Port, ensuring that security measures can operate more effectively and safely.



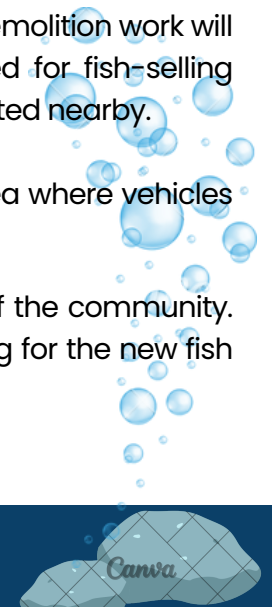
## Anse Etoile Fish Market moves to temporary location



The Fishermen of Anse Etoile will be getting a brand new fish market in the near future. Demolition work will soon start on the existing market to make way for a new infrastructure, better suited for fish-selling activities. In the meantime, the fishermen will be moving to a temporary market constructed nearby.

The temporary facility includes an area for selling and cleaning of fish, and a proper area where vehicles may pull off the road and stop.

The construction of this temporary facility has been done with the support of the community. While the fishers are very appreciative of this gesture, they are eagerly waiting for the new fish market as this will bring standardization to the fisheries activity in their region.







## Anse Royale Fisher's community gets structured

The Anse Royale Fishermen community in collaboration with its MNA, Mrs. Sylvanne Lemiel as well as DA's Office, has taken the initiative to form its first Fishermen Association. The aim is to have a more organized and coordinated fishing community to support growth and improvements in the region.



Boat owners and fishermen have met 3 times this month to initiate the process of forming the association and this includes electing an Executive Committee and procedures to have the Association officially registered as per the Associations Act 2022.

Under the leadership of its Chairman Capt. Jeffrey Benoiton and Vice Chairman Daniel Esparon, the newly formed group also got fishers and boat owners to formally register their membership. The first major activity that the members are eager to organize will be for Labour Day.



## Delegates from Foreign Affairs Department learn Aquaculture

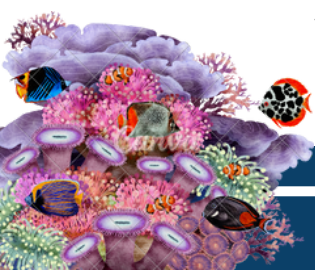
The Aquaculture Department was proud to share its different milestones with some officials working in the Regional Affairs Division of the Department of Foreign Affairs. This was through a stakeholder visit to the Aquaculture facilities at Providence.



The visit was organized in commemoration of the 27th anniversary of the Indian Ocean Rim Association - IORA Day, under the theme "Ensuring a Sustainable Indian Ocean for Future Generations: Our Ocean, Our Life."

The aquaculture team who guided the visit comprised of the Assistant Manager to the Aquaculture department Ms, Veronica Uzice, Mr. Danroy Prudence and Mr. Lawrence Grant.

During the engagement, the visitors seized the opportunity to delve deeper into the various projects undertaken by the Aquaculture Department, recognizing their alignment with the overarching theme. This engagement fostered a greater understanding and appreciation of the Department's initiatives.



## SFA celebrates the women for International Women's Day

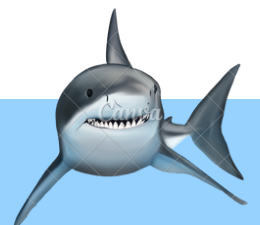
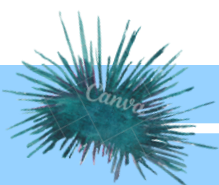
Here's to strong women.  
May we know them, may we be them and  
may we raise them.



## Liam's Rainbow Foundation receives their gift from the SFA Choir



The SFA Choir, which took part in the SBC's Office Choir Competition in December 2023 presented Liam's Rainbow Foundation with a monetary gift. The gift of SCR 5000/- was part of the prizes presented to the SFA Choir as a finalist in the competition. It was the CEO of SFA, Dr. Jan Robinson who presented the gift to some of the representatives of the foundation. The representatives expressed their gratitude to the SFA choir for choosing to support the Foundation and their eagerness to receive the same support for their future projects.





## ICT Security Measures and Best Practices

### Procurement Corner



In today's digital landscape, ensuring the security of our Information and Communication Technology (ICT) infrastructure is paramount. As threats continue to evolve, it's crucial to implement robust security measures and adhere to best practices to safeguard our data and systems. Here is one of the essential ICT security measures and best practices to uphold:

#### A Strong Password Policy

A strong password policy is a set of guidelines and rules established by the SFA to ensure that passwords used by employees or users are sufficiently secure to protect sensitive data and systems from unauthorized access.

A strong password policy typically includes the following components:

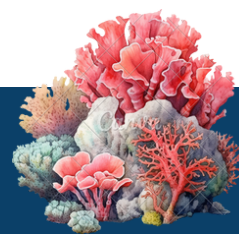
- Password must not contain the user's account name or parts of the user's full name that exceed two consecutive characters.
- Password must be at least eight characters in length.
- Password must contain characters from four of the following four categories:
- Uppercase characters (A through Z)
- Lowercase characters (a through z)
- Base 10 digits (0 through 9)
- Non-alphabetic characters (for example; !, \$, #, %)
- Complexity requirements are enforced when passwords are changed or created.
- The password should not be the same as the last 24 passwords in your password history.
- Passwords will be requested to be changed every 90 days.
- Users will be prompted 5 days before the password expiry. A pop-up window will appear on your computer device, prompting the change of the user password.
- Failure to change the password within five days will lock the account. In this event, users will have to get their immediate supervisor to contact [itsupport@sfa.sc](mailto:itsupport@sfa.sc) for assistance in unlocking the account.



### ICT Humour and Joke Corner

Why did the password go to therapy?

Because it had too many issues and couldn't remember its own identity!



# Guess

Guess the name of these species?



Send your answers to the PR team

# Crossword

S	H	A	R	K	O	R	X	Z	J
H	O	V	A	T	C	T	Y	I	W
A	I	T	Y	R	T	U	N	A	H
R	A	F	T	G	O	N	A	D	A
Q	G	R	O	U	P	E	R	U	L
H	D	W	X	T	U	R	T	L	E
F	I	N	F	I	S	H	G	V	S
M	U	D	C	R	A	B	P	A	A

1. Shark
2. Octopus
3. Rays
4. Grouper
5. Turtle
6. Tuna
7. Whale
8. Mudcrab
9. Ulva
10. Finfish
11. Gonad



### Healthy tip from the Health and Environment Club

Doctors won't make you healthy, nutrients won't make you slim, teachers won't make you smart but water will make you live longer.

Save yourself, drink lots of water.



Seychelles Fishing Authority  
 Fishing Port, PO Box 449,  
 Victoria, Mahé, Seychelles  
 Office: +248 467 03 00  
 Website: www.sfa.sc

Book a slot in the SFA newsletter for any internal communication and awareness of:

- Departmental events and trainings
- Processes and procedures
- Upcoming committee and club events etc.