



TERMS OF REFERENCE– INCEPTION WORKSHOP

TITLE AND DATE OF WORKSHOP

TCP/SEY/4001: Support to design and implement a Tuna fish grading system for Seychelles fishing industry

Date: 14 August 2025

Venue: L'Escale Resort

Time: 09:00 hrs to 13:00 hrs

1. Context

In a preliminary study conducted by the Seychelles Fisheries Authority in 2020, at least 25 tonnes of fish waste which include rejected and spoiled fish resulting from improper fish handling are disposed at the landfill by local fish processors per month. This number that can be reduced if good fish handling practices are adhered to throughout the value chain.

In the midst of transformation to improve and enhance its sector, the Ministry for Fisheries and the Blue Economy and the Seychelles Fisheries Authority (SFA) facilitated processes and projects such as infrastructural development (fish markets & ice plants) in fishing communities around Mahe, Praslin and La Digue; paved the way for the demarcation of Zone 14 - fish processing zone at Ile du Port; coordinated fisheries related projects through the Third South West Indian Ocean Fisheries Governance and Shared Growth Project (SWIOFish3), by reviewing its Fisheries Act 2014; and introduced its Aquaculture Policy.

Despite the aforementioned, more work remains to attain the ultimate goal of reducing post-harvest fish losses and maximising the economic value of all species landed in Port Victoria. In particular, the following remaining challenges need to be addressed:

- The absence of a fish grading system that is governed by an existing regulator in place;
- Unsettled dispute between fishers and fish processors on the value and grade of fish landed and transacted ;
- The absence of a nationally and internationally recognised seafood brand for fish and fish products ;
- The lack of resources and know-how to diversify into niche or new markets.



Through collaboration such as that being presented by the FAO, the country aims to put forward mechanisms and build a fish grading system that is adaptive and specifically designed for the Seychelles Fisheries Sector. It is the recognition that the Seychelles tuna industry plays a vital role in the socio-economic development of a small nation-state like the Seychelles therefore it is critical to safeguard it. Seychelles is the main landing port for the tuna industry in the region, and with the economic growth and importance of the local Semi-Industrial Sector, there is a need to explore a fish grading system that is both adaptive to Seychelles and accepted internationally. This can be done through phases where this system, through a pilot project for at least two tuna species in the semi-industrial sector, mainly the yellowfin tuna and the bigeye or skipjack can be used. As challenges are identified, re-evaluation and recommendations can be done before extending to other species and sectors. Through the right legislation and a proper grading system in place, we can better manage and continue to strive for a more resilient and sustainable industry promoting high-value products thus maximising quality and preventing economic post-harvest fish losses.

The current proposal aims to address the above-listed challenges, as well as to align with the Department of Fisheries' strategic priorities to promote fish and fish products trade through the setting up of a robust marketing strategy. This strategy shall be inclusive of branding of fish through a recognised grading system for its fish and seafood products. Furthermore, to increase the value and diversify fish and fisheries products through a shift from primary to secondary economy.

The Government, through the Department of Fisheries, aims to sustainably transform and diversify the ocean's economy while promoting research and innovation in the fisheries sector for the prosperity of the Seychellois people and most importantly, to ensure food security at its core. In order to achieve this, it is imperative that efforts are being put forward to achieve this objective.

The response from the Food and Agriculture Organization (FAO) has come at an opportune time to facilitate that mission and to collaborate with the hope of adding and enhancing more value to the Seychelles' fisheries sector.

2. Objective of the Workshop

Project Inception Workshop



3. Results Expected

The workshop is expected to realize the following outputs:

- Well-informed stakeholders on the project objectives and outputs;
- Present the Work Plan and Budget with a focus on the activities that will be implemented between August 2025 and April 2027;
- Partners and beneficiaries are identified;
- The media report on this event in Seychelles

4. Composition of Participants

N°	Name	Function	Organization	Email
National Stakeholders				
1	Ms. Sheriffa Morel	Director General Fisheries Division Ministry of Fisheries and the Blue Economy	Ministry of Fisheries	sheriffamorel@gov.sc
2	Mr. Jan Robinson	CEO – Seychelles Fisheries Authority (SFA)	Seychelles Fisheries Authority	ceo@sfa.sc
3	Mrs. Margaret Ally- Nourrice	Project National Focal Point / HOD Product Development and Quality Assurance Department - SFA	Seychelles Fisheries Authority	mally@sfa.sc
4	Mr. Vincent Lucas	HOD Fisheries Management and Technical Coordination - SFA	Seychelles Fisheries Authority	vlucas@sfa.sc
5	Ms. Rona Arrisol	Assistant Manager Product Development and Quality Assurance Department - SFA	Seychelles Fisheries Authority	rarrisol@sfa.sc
6	Ms. Betty Victor	Senior Technical Fisheries Coordinator - SFA	Seychelles Fisheries Authority	bvictor@sfa.sc
7	Ms. Danielle Jupiter	Fisheries Management and Technical Coordination - SFA	Seychelles Fisheries Authority	danielle.jupiter@sfa.sc
8	Ms. Marie-Antoinette Saminadin	MCS Post Harvest Section- SFA	Seychelles Fisheries Authority	msaminadin@sfa.sc
9	Mr. Michael Barbe	SMA - Advanced Certificate in Fisheries and Fishing Technology	SMA	hopfisheries@sma.edu.sc
10	Mr. Guillaume Woodcock	SBS - FIQCU	SBS	ggwoodcock@sbs.sc



11	Mr. Naron Payet	Chair Seychelles Semi-Industrial Fishing Association / Upcoming Fish Exporter Bel Ombre		ptifrer1234@gmail.com
12	Mr. Louis Bossy	Association for Fish Processors and Exporters/Ocean Basket Fish Exporter		bravoseychelles@yahoo.com
13	Neil Dingwall	Fish Processor and Exporter - Fishtec		fishtechsey@gmail.com
14	Lenny Lablache	Fish Processor and Exporter -Oceana Fisheries		ceo@oceanafisheries.com
15	Sametha Manes	Processor and Exporter Rass Fish		Merciamanes@hotmail.com
16	James Lesperance	Fish Processor and Exporter - Amirantes Group		administration@amirantefisheries.sc
17	William Jacob	Fish Processor and Exporter - Fresh Seafood Seychelles		wiljacs@yahoo.com
18	Muditha Gunatilake	Fish Processor and Exporter - Ile Du Port		md@marluseychelles.com
19	Yannick Roucou	Legal Advisor – Seychelles Fisheries Authority	SFA	yroucou@sfa.sc
20	Marcus Quatre	Sea Cucumber Fisher		marcusilquatre@gmail.com
21	Paul DeBruyn	Executive Secretary - IOTC	IOTC	Paul.DeBruyn@fao.org
22	Among Jahman	Fish Grader		bintangalfredaakbar@gmail.com
23	Sharif Antoine	Technical Advisor	Semi-Industrial Boat Owners Association	Sharif.antine@yahoo.com
Guests of Honour				
24	Mr. Jean-Francois Ferrari	Minister of Fisheries and Blue Economy	Ministry of Fisheries and the Blue Economy	jf.ferrari@gov.sc
FAO				
25	Ms Audrey Zelia	Programme Coordinator	FAOSEY – Country Office	audrey.zelia@fao.org
26	Mr Rodney Nicole	Operations Specialist	FAOSEY – Country Office	Rodney.Nicole@fao.org
online	Mr Omar Penarubia	Lead Technical Officer	NFIMV	OmarRiego.Penarubia@fao.org

5. Media Representatives



Media Representatives (until morning coffee break only).

6. **Budget**

As per Workplan.

7. **Agenda**

Time	Item	Responsible
8:30 – 09:00	Registration of participants	All/FAO
09:00 – 09:15	Opening Statement	Minister of Fisheries
09:15 – 09:25	Introduction of Participants / Agenda	NFP
09:30 – 09:45	Coffee break / Media time / Photos	All/ FAO
09:45 – 10:00	Presentation - Blue Transformation and Value Chain Development	NFP Lead Technical Officer/FAO
10 :00 – 10 :20	Introduction of Project/ Objectives/ Outcomes	NFP
10 :20 – 11 :00	Presentation of Workplan/ Activities	NFP
11 :00 – 11 :30	Questions/ Remarks	All
11 :30 – 11 :40	Closing Remarks	NFP/ FAO
12 :00 – 13 :00	Lunch	All

8. **Logistics and Materials to prepare**

Catered for by the Venue Organizer (*inclusive of Conference Package*)

9. **Expected Workshop Outcome**

- **Inception Report** – National Focal Point / FAO Country Office
- **Final and approved Project Workplan** – National Focal Point / FAO Country Office