



2024 – 2025 WORKPLAN OF SEYCHELLES NATIONAL MULTI-STAKEHOLDER GROUP OF THE FISHERIES TRANSPARENCY INITIATIVE (FiTI)

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Approved by the National Multi-Stakeholder Group:

This workplan will be made public after approval of the NMSG.

INTRODUCTION

The Fisheries Transparency Initiative (FiTI) is implemented in Seychelles through a National Multi-Stakeholder Group (NMSG), consisting of 15 representatives from government (5), business (5) and organized civil society (5).

Together, this group assumes several important responsibilities, such as:

- Determining the country's annual FiTI Workplan
- Producing annual FiTI Reports that provide an assessment of the accessibility and completeness of information in the public domain for all transparency requirements set forth in the FiTI Standard (Part I, section B.1)
- Making recommendations on how to improve information published by national authorities
- Contributing to public debates on how the fisheries sector is managed.

➤ **NMSG Mandate**

The National Multi-Stakeholder Group (NMSG) is responsible for the implementation and operations of the FiTI in Seychelles with the aim of enabling Seychelles to achieve and maintain compliance with the FiTI Standard.

The goal of the National Multi-Stakeholder Group (NMSG) is to collectively ensure that the FiTI is fully implemented in the Seychelles, thereby making a positive contribution to strengthening transparency, participation, and accountability in fisheries governance for the benefit of a more sustainable management of its marine fisheries.

The mission of the National Multi-Stakeholder Group (NMSG) is to empower Seychelles' fisheries stakeholders with effective reporting mechanisms, regulatory frameworks, and collaborative partnerships.

The purpose of the ***2024 to 2025 Workplan of Seychelles' National Multi-Stakeholder Group of the Fisheries Transparency Initiative (FiTI)*** is to document the NMSG's core objectives and activities to support an efficient, effective and relevant implementation of the FiTI in Seychelles. This is a continuation of the progress already carried out from the previous workplan. The inclusion of 2025 in the work plan signifies the ongoing commitment to the Fisheries Transparency Initiative (FiTI). While the work plan remains a work in progress and is subject to adjustments, the National Multi-Stakeholder Group (NMSG) has agreed to publish specific initiatives to be pursued in the coming year. This demonstrates Seychelles' NMSG dedication to continuous improvement and transparency in fisheries governance. Furthermore, possible constraints (risks) in achieving these objectives as well as mitigating activities are highlighted in the workplan.

NMSG Annual FiTI Workplan 2024 – 2025

Objective 1: Enhance the efficiency of the NMSG and the FiTI National Secretariat.

This objective seeks to revitalize and strengthen the National Multi-Stakeholder Group (NMSG) and the FiTI National Secretariat. This includes assuring transparent and fair procedures for nominating and rotating the NMSG members, strengthening internal administrative work and governance to ensure effective, efficient, and impactful implementation, and establish a dedicated FiTI National Secretariat that will be supported with the allocation of sufficient time for its staff.

	Activities	Status/Period	Outcomes	Responsible	Resource Required
1.1	Assign an existing staff member of the MoFBE or SFA to act as a dedicated part-time FiTI National Secretariat, with clearly assigned responsibilities	January 2024	A staff from the Blue Economy Department has been chosen and is working closely with the NMSG members to facilitate the work of FiTI. There is a possibility of rotation of the FiTI National Secretariat by the end of 2024.	FiTI National Lead	No funding has been sourced yet
1.2	Conduct attendance analysis and FiTI NMSG minutes of meetings for 2024	January 2024	The production of a summary table detailing the attendance of NMSG members at NMSG meetings from 2024 to 2025.	<ul style="list-style-type: none"> • FiTI NMSG • FiTI National Secretariat 	No funding required
1.3	Evaluate member terms and attendance data to potentially revise the composition of the FiTI NMSG for the upcoming two years.	February 2024	The FiTI National MSG reflects the composition of Seychelles' fisheries sector, comprising of appropriately qualified and fully, actively and effectively engaged representatives, and is perceived as legitimate.	<ul style="list-style-type: none"> • FiTI NMSG • FiTI National Secretariat 	No funding required
1.4	Develop a Calendar of Activities to showcase the participation of NMSG members in external activities.	April 2024	The production of a summary table detailing quarterly activities undergone by NMSG members.	FiTI National Secretariat	No funding required
1.5	Obtain In-Person Training from FiTI International Secretariat for NMSG members	June 2024	Enable FiTI NMSG members to co-develop practical participation-related recommendations and solutions for the national government.	FiTI International Secretariat	No funding required

1.6	Conduct up to 5 FiTI NMSG meetings annually	throughout 2024	Ensures that the FiTI NMSG remains effective, accountable, and responsive to the needs and developments in the fisheries sector.	FiTI National Secretariat	No funding required
1.7	Revise and Update the new Terms of Reference "ToR"	August 2024	A new "ToR" will be updated and circulated to the NMSG for final approval.	<ul style="list-style-type: none"> • FiTI National Secretariat 	No funding required
1.8	Ensure active participation of members in the Validation Process (e.g. Interviews with an Independent Validator)	August to September 2024	Independent Validator gains accurate and honest insights into national stakeholders' views of the efficiency, scope, intent and impact of FiTI implementation in Seychelles.	<ul style="list-style-type: none"> • FiTI National Secretariat • FiTI NMSG • FiTI International Secretariat 	Costs of independent validation covered by the FiTI International Secretariat
1.9	Adopt the 2024 workplan based on recommendations of the final compliance statement, if any	End of 2024 (to be determined)	An updated workplan that incorporates any corrective actions stated by the FiTI International Board in its Compliance Statement following the conclusion of Seychelles' validation.	<ul style="list-style-type: none"> • FiTI National Secretariat • FiTI NMSG 	No funding required
1.10	Determine 2025 workplan of FiTI NMSG Seychelles by the end of 2024	December 2024	A workplan under section B.3.4 of the FiTI Standard is approved by the National MSG and made publicly available.	<ul style="list-style-type: none"> • FiTI National Secretariat 	No funding required

Objective 2: Active engagement with stakeholders and the exploration of partnerships with relevant institutions.

This objective aims to enhance awareness among a diverse group of stakeholders, both within Seychelles and across the Indian Ocean/East African region, about Seychelles' active involvement in FiTI and to formalize inclusive strategies aimed at making FiTI information contribute effectively to sustainable policy-making, oversight, and accountability.

	Activities	Status/Period	Outcomes	Responsible	Resource Required
2.1	Disseminate the FiTI Report 2022 to various stakeholders	April 2024	Various stakeholder groups are sensitized on key findings/pertinent information from Seychelles' 2022 FiTI	<ul style="list-style-type: none"> • FiTI NMSG • SFA 	No funding required

			Reports relevant to their interests/operations.		
2.2	Obtain workshop/training opportunities from FiTI International Secretariat for government officials.	May 2024	<p>This will aid in presenting national government representatives with a foundational understanding of what participation is, what constitutes a good quality process, and what key standards should be embedded into any participatory initiative.</p> <ul style="list-style-type: none"> • In-person training workshop 	<ul style="list-style-type: none"> • FiTI International Secretariat 	FiTI International Secretariat
2.3	Participate and collaborate with other stakeholders in external training and workshops to ensure transparency in action.	July 2024	<p>NMSG Members will collaborate with stakeholders and government representatives to create and promote opportunities and mechanisms for enhancing fishery transparency within their national context and among other key national policy-making actors.</p> <ul style="list-style-type: none"> • Danny Faure Foundation Media Training 	<ul style="list-style-type: none"> • FiTI International Secretariat • FiTI National Secretariat 	<p>Danny Faure Foundation (DFF)</p> <p>FiTI International Secretariat</p> <p>Open Government Partnership (OGP)</p>
2.4	Recommend improvements on the publication of relevant data in the public domain.	October 2024	<p>Ensure public dissemination of fisheries information of public interest, contributing to the wide dissemination of national FiTI Reports and stimulate public debate on them, and responding to queries from the public and elected representatives</p>	<ul style="list-style-type: none"> • FiTI NMSG • SFA 	<p>Funding Required</p> <p>Open Government Partnership (OGP)</p>

Objective 3: Submit the next upcoming FiTI Report for the Seychelles.

This objective aims to facilitate the upcoming FiTI reporting process, leading to the preparation, approval, and public release of the 2023 FiTI Report.

	Activities	Status/Period	Results	Responsible	Resource Required
3.1	Endorse the appointment of a Report Compiler for 2023 FiTI Report	March 2024	A consultant is hired to act as a Report Compiler and collectively approved by the NSMG. <ul style="list-style-type: none"> Ms. Daniella Larue 	<ul style="list-style-type: none"> Drafting of ToR: <i>FiTI National Secretariat</i> Approval of ToR: <i>NMSG members</i> 	<i>Funding by the FiTI International Secretariat</i>
3.2	Compile draft 2023 FiTI Report	September 2024	The Report Compiler compiles the first draft of the 2023 FiTI Report for submission to the NMSG.	Report Compiler	No funding required
3.3	Approve 2023 FiTI Report	November 2024	The NMSG collectively approves the contents of the FiTI Report (including joint recommendations on how the government can continue increasing transparency levels).	FiTI NMSG	No funding required
3.4	Disseminate the 2023 FiTI Report (nationally and regionally)	December 2024 to January 2025	The NMSG contributes to wide distribution of the 2023 FiTI Report to local and regional stakeholders through various communication and outreach activities.	<ul style="list-style-type: none"> FiTI NMSG FiTI National Secretariat 	No funding is required, MoFBE and SFA will ensure communications.

Objective 4: To develop a new annual workplan for 2025 (subject to amendments)

This objective aims to ensure the ongoing implementation of the previous annual workplan and to maintain Seychelles' compliance with the Fisheries Transparency Initiative (FiTI) for the year 2025.

	Activities	Status/Period	Results	Responsible	Resource Required
4.1	Develop and apply annually a fully-costed workplan in accordance with the deadlines and periods specified in the FiTI Standard	September 2025	The Workplan must contain measurable targets and a timetable for implementation which incorporates an assessment of capacity constraints and measures to address them.	<ul style="list-style-type: none"> • FiTI NMSG • FiTI National Secretariat 	No funding required
4.2	Review and engage in the Corrective Actions, if any ¹ , from the year 2024	February to June 2025	To review the corrective actions relayed via the Validation Process.	<ul style="list-style-type: none"> • FiTI NMSG • FiTI National Secretariat 	No funding required
4.3	Disseminate the 2023 FiTI Report (nationally and regionally)	February 2025	The NMSG contributes to the wide distribution of the 2023 FiTI Report to local and regional stakeholders through various communication and outreach activities.	<ul style="list-style-type: none"> • FiTI NMSG • FiTI National Secretariat 	No funding required
4.4	Strengthen administration and governance of FiTI implementation	April 2025	Organize at least 6 NMSG meetings and analyze the performance and participation levels of the National Multi-Stakeholder group members, as well as any adjustments to the "ToR".	<ul style="list-style-type: none"> • FiTI NMSG 	No funding required
4.5	Ensure active engagement with stakeholders and the exploration of partnerships with relevant institutions	June 2025	Secure workshops and training sessions to educate fishers about how to access, interpret, and utilize the available information effectively as well as opportunities for	<ul style="list-style-type: none"> • FiTI International Secretariat • OGP 	FiTI International Secretariat

¹ Depending on the availability of the final compliance statement, such recommendations may also be included in the 2025 workplan.

			engaging in public decision-making processes.		
4.6	Establish Feedback Mechanism	August 2025	Establish feedback mechanisms where fishers can express their information needs and preferences, allowing for more targeted and relevant data dissemination.	<ul style="list-style-type: none"> • SFA • FiTI International Secretariat • FiTI NMSG 	Funding Required
4.7	Enhance communications and generate regular reports on FiTI fisheries initiatives' progress in Seychelles	February to September 2025	Communicate successes, challenges, and impact through various channels, including newspaper spreads, media, and online platforms.	<ul style="list-style-type: none"> • FiTI NMSG • OGP 	Funding Required
4.8	Attend and participate in any international group meetings with other states that are members of FiTI	October 2025	Find ways to meet and engage with other FiTI member state.	<ul style="list-style-type: none"> • FiTI International Secretariat 	<ul style="list-style-type: none"> • Funding Required • FiTI International Secretariat

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Potential constraints and mitigation options in 2024 – 2025

Below we list several potential constraints to implementing this workplan that could impact its operational effectiveness and possible mitigation measures:

1. Barriers to accessing and publishing information

There may be legal, institutional, or political barriers to accessing and publicly disclosing certain fisheries data.

Mitigation:

- Engage with stakeholders to build consensus on transparency requirements
- Advocate for policy changes to enable greater information sharing

2. Capacity constraints of small-scale fishing associations and civil society

Small-scale fishers and NGOs may lack the knowledge and skills to understand and analyze complex fisheries data.

Mitigation:

- Provide targeted training and capacity building for key stakeholder groups
- Develop user-friendly tools and resources to facilitate data interpretation
- Encourage active participation in the FiTI process to build ownership

3. Financial Support

Securing financial support is essential for advancing projects, as insufficient funding can negatively impact the outcomes.

Mitigation:

- Implementing cost-effective printing solutions (discounted rates)
- Utilizing digital platforms for awareness such as Facebook or Instagram
- Develop a fundraising strategy that includes grant applications, sponsorship opportunities, and community fundraising events focused on raising awareness for fisheries transparency.
- Engaging stakeholders for In-Kind contributions, such as venue space for meetings or workshops, or volunteer time for outreach efforts.

4. Coordination challenges across government agencies

Effective FiTI implementation requires collaboration between multiple ministries and authorities responsible for different aspects of fisheries management.

Mitigation:

- Clearly define roles and responsibilities within the National Multi-Stakeholder Group
- Establish effective communication channels and data sharing protocols
- Ensure high-level political commitment and leadership support
- Engage with the OGP Initiative

5. Resistance to Transparency

It's imperative to acknowledge that some government offices and other stakeholders may exhibit resistance or scepticism regarding their involvement in the FiTI, which could lead to potential disruptions.

Mitigation:

- Ongoing education about the significance of this process will be essential to address these concerns.
- Engage more with media houses