



# 2021 A year in review



**This publication summarises the main results as gathered in the Annual Report 2021,  
the full text of which can be found at <https://www.efca.europa.eu/en/content/annual-report-2021>**

ISBN: 978-92-9209-170-5

ISSN: 2599-820X

DOI: 10.2835/455030

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Ensure the Agency representation, cooperation, dialogue and transparency with other institutional bodies, EU agencies and third parties.

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Ensure the optimisation in the allocation and use of EFCA's resources in accordance with the principle of sound financial management and with the guarantee concerning the legality and regularity of the underlying transactions.

Ensure the rationalisation, simplification, scalability and streamlining of EFCA's processes.

# List of acronyms

<b>AB</b>	Administrative Board.	<b>JAD</b>	Joint Action Day.
<b>AC</b>	Advisory Council.	<b>JDP</b>	Joint Deployment Plan.
<b>AR</b>	Annual Report.	<b>JISS</b>	Joint Inspection and Surveillance Scheme.
<b>CEG</b>	Control Expert Group.	<b>MS</b>	Member States.
<b>CFP</b>	Common Fisheries Policy.	<b>NAFO</b>	Northwest Atlantic Fisheries Organisation.
<b>DG MARE</b>	Directorate-General for Maritime Affairs and Fisheries.	<b>NEAFC</b>	Northeast Atlantic Fisheries Commission.
<b>EMSA</b>	European Maritime Safety Agency.	<b>NGO</b>	Non-Governmental Organisation.
<b>ERS</b>	Electronic Reporting System.	<b>OPV</b>	Offshore Patrol Vessel.
<b>EUCG</b>	European Union Coast Guard.	<b>PACT</b>	Partnership, Accountability, Cooperation and Transparency.
<b>EUMSS</b>	European Union Maritime Security Strategy.	<b>RA</b>	Regulatory Area.
<b>FCWC</b>	Fisheries Committee for the Western Central Gulf of Guinea.	<b>REM</b>	Remote Electronic Monitoring.
<b>FISHNET</b>	Fisheries Information System.	<b>RFMO</b>	Regional Fisheries Management Organisation.
<b>FRONTEX</b>	European Border and Coast Guard Agency.	<b>RPAS</b>	Remotely Piloted Aircraft System.
<b>GFCM</b>	General Fisheries Commission for Mediterranean.	<b>SCIP</b>	Specific Control and Inspection Programme.
<b>ICAAT</b>	International Commission for the Conservation of the Atlantic Tuna.	<b>SG</b>	Steering Group.
<b>ICT (also IT)</b>	Information and Communication Technologies.	<b>SRFC</b>	Sub-Regional Fisheries Commission.
<b>IMS</b>	Integrated Maritime System.	<b>TWA</b>	Tripartite Working Agreement.
<b>IUU</b>	Illegal, Unreported and Unregulated (Fishing).	<b>WW</b>	Western Waters.



# Foreword



**Susan Steele**  
Executive Director

This fifth issue of *A Year in Review* provides a summarised version of the European Fisheries Control Agency (EFCA) Annual Report 2021, and presents the main activities undertaken as well as the results of the year. The European Fisheries Control Agency implemented 98.6% of the Annual Work Programme (AWP), despite the challenges still caused by COVID-19). This implementation was aligned with a coherent budget execution of 99.1%.

In general terms and following its primary mandate, the agency continued to support the Member States and the Commission in the effective and harmonised implementation of the Common Fisheries Policy through the coordination of the Joint Deployments Plans and the capacity building activities in the framework of the international dimension. The European cooperation on coast guard functions, formalised by a tripartite working arrangement with EMSA and Frontex, also enhanced EFCA's capacity of contributing to fisheries control.

Some of the good news from 2021 were the additional resources granted to EFCA and which provided the Agency with the necessary operational capacity for assisting the Member States and the European Commission in the monitoring, control and surveillance regime, including the measures entailed by the Trade and Cooperation Agreement (TCA) with the UK. The fact that EU co-legislators have granted more resources to EFCA is as well a recognition of the work done in fulfilling the objectives of its mandate.

Moreover, the higher number of suspected infringements detected may also indicate a higher efficiency in control and surveillance, as the JDP activities are based on a strategic risk assessment conducted in regional level by EFCA in collaboration with the concerned Members States.

All in all, EFCA has become a centre of excellence for fisheries control, not only for the EU, but globally. Through its activities, EFCA is making a major contribution to fisheries sustainability and level playing field.

Also this year, EFCA Administrative Board appointed me as Executive Director of the European Fisheries Control Agency. I had the honour to take office in September 2021 after ten years of dedication and determined leadership of Pascal Savouret and since then I have been devoted to accomplish the goals set for EFCA, together with its very committed and professional staff.

# Getting to know the EFCA

## What is the Agency's history?

EU governments agreed to establish the Agency in the 2002 reform of the CFP as part of the drive to instill a culture of compliance within the fisheries sector across Europe. In April 2005, they adopted the necessary legislation<sup>1</sup>.

In 2016 EFCA's mandate was extended by Regulation (EU) 2016/1626, strengthening the cooperation on coast guard functions with the European Border and Coast Guard Agency (Frontex) and the European

Maritime Safety Agency (EMSA). Therefore, in cooperation with Frontex and EMSA, each within its mandate, EFCA supports the national authorities carrying out coast guard functions by providing them with services, information, equipment and training, as well as by coordinating multipurpose operations.

In the interests of clarity and rationality, the Agency's Founding Regulation was codified in 2019 by Regulation (EU) 2019/473 of the European Parliament and of the Council, in force since 14 April 2019.

EFCA has its official seat in Vigo, Spain.



### Mission

The objective of the Agency is to organise operational coordination of fisheries control and inspection activities by the Member States and to assist them to cooperate so as to comply with the rules of the Common Fisheries Policy, helping to ensure its effective and uniform application.

### Vision and values

EFCA will function at the highest level of excellence and transparency with a view to developing the necessary confidence and cooperation of all parties involved and, in so doing, to ensure effectiveness and efficiency of its operations.

The added value of the work of the agency lies in its contribution to a European-wide level playing field for the fishing industry so that European obligations are observed by everyone and everyone in the sector is treated equally, wherever they might be operating.

Secondly, it contributes towards sustainable fisheries by enhancing compliance with existing conservation and management measures to the benefit of present and future generations.

<sup>1</sup> [www.efca.europa.eu/en/content/legal-basis](http://www.efca.europa.eu/en/content/legal-basis)





## How does EFCA coordinate the EU Member States?

### The Joint Deployment Plans

JDPs are the main instrument for EFCA to assist Member States in the implementation of the control measures linked with the Common Fisheries Policy, through the coordination of their efforts and promotion of cooperation.

JDPs are established for fisheries that are considered a priority by the European Commission and the concerned Member States.

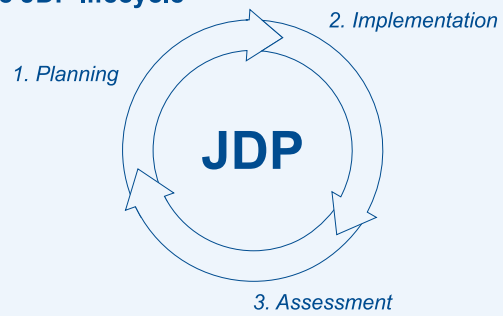
They can refer to EU and adjacent waters to which a SCIP adopted by the Commission in concert with the Member States applies, or International waters under the competence of a RFMO, where EFCA is requested to coordinate the implementation of the European obligations under international control and inspection programmes.

## What is a SCIP?

The Specific Control and Inspection Programmes (SCIPs) are programmes that define minimum and common standards for control and risk assessment in a given sea-basin and for specific fisheries in that sea-basin. The scope, procedures and benchmarks of the SCIPs are laid down in an Implementing Decision adopted by the European Commission. For the fisheries that are covered by the SCIPs, according to the EFCA Founding Regulation, EFCA shall coordinate the joint inspection and surveillance activities by Member States concerned through a Joint Deployment Plan. The SCIPs and JDPs for 2021 applied to:

- Eastern Atlantic and Mediterranean<sup>2</sup>
- Black Sea
- Baltic Sea
- North Sea
- Western Waters of the Eastern Atlantic

### The JDP lifecycle



#### 1. Planning

The planning of the deployment of fisheries control means at sea, in the air and ashore is based on results of a regional risk assessment conducted in accordance with the methodology developed by the Member States and EFCA. The organisational framework of the cooperation and coordination of joint control operations and the procedures for operational information to be shared are discussed and agreed by a Steering Group, composed of Member States, the European Commission and EFCA.

#### 2. Implementation

The JDP is implemented through a year-round continuous campaign. EFCA coordinates the deployment of control means in operational areas and the implementation of joint control operations through a Technical Joint Deployment Group. The coordination covers the implementation of specific actions and specific campaigns, targeted inspections, sharing of fishing activity related data and collection of inspection and surveillance data for further analysis. The coordination may be conducted directly by Member States experts appointed to a Joint Coordination Team deployed to the EFCA Coordination Centre, either physical or virtually.

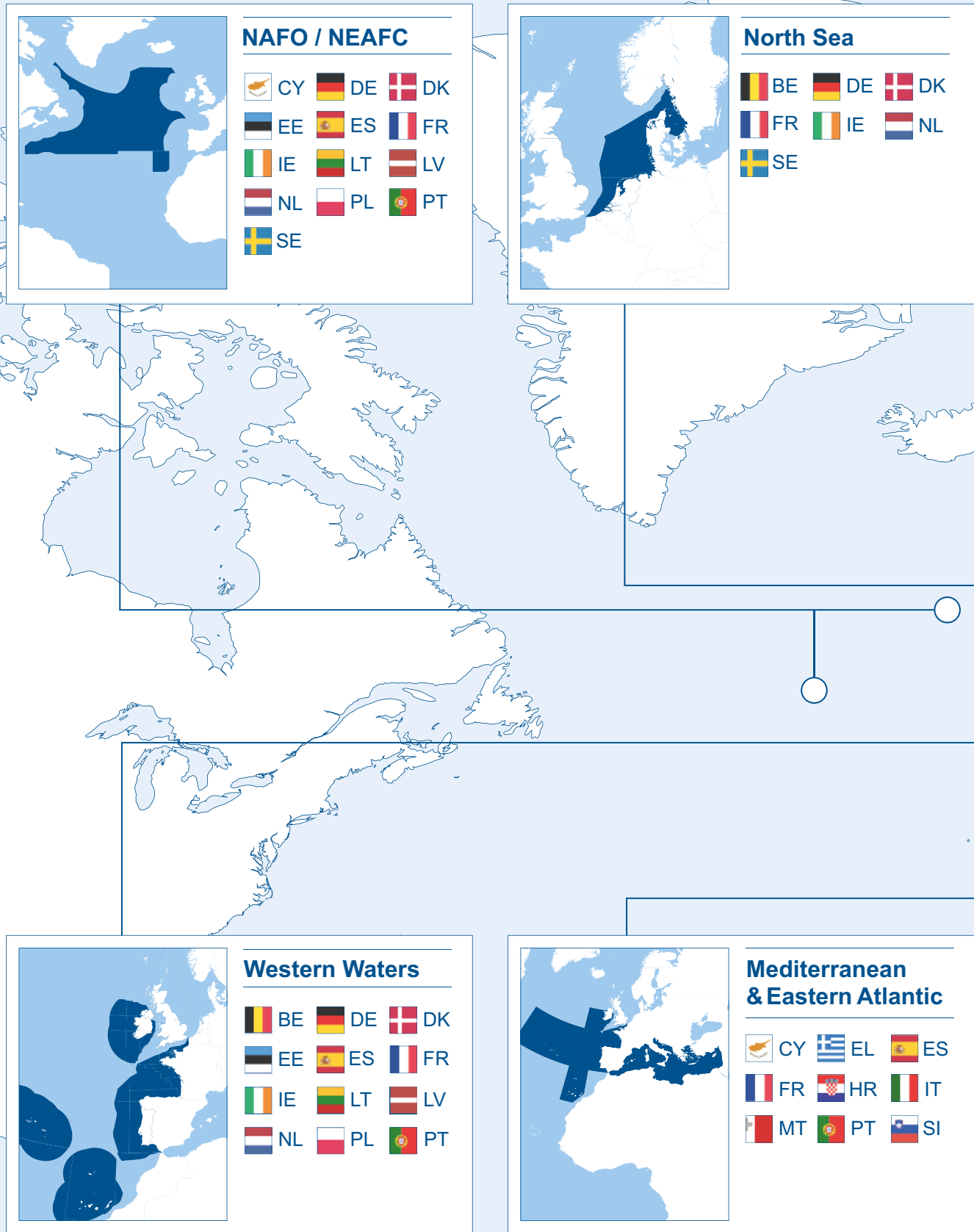
#### 3. Assessment

The JDP is assessed and evaluated yearly by EFCA with the collaboration of the Member States, with the aim to improve future JDP planning and implementation, for an efficient monitoring, control and surveillance of fishing related activities in the sea basins covered by the JDP.



<sup>2</sup> Only Bluefin tuna fisheries (BFT) in the Eastern Atlantic

# Implementation of JDP in EU Waters and International Waters in 2021



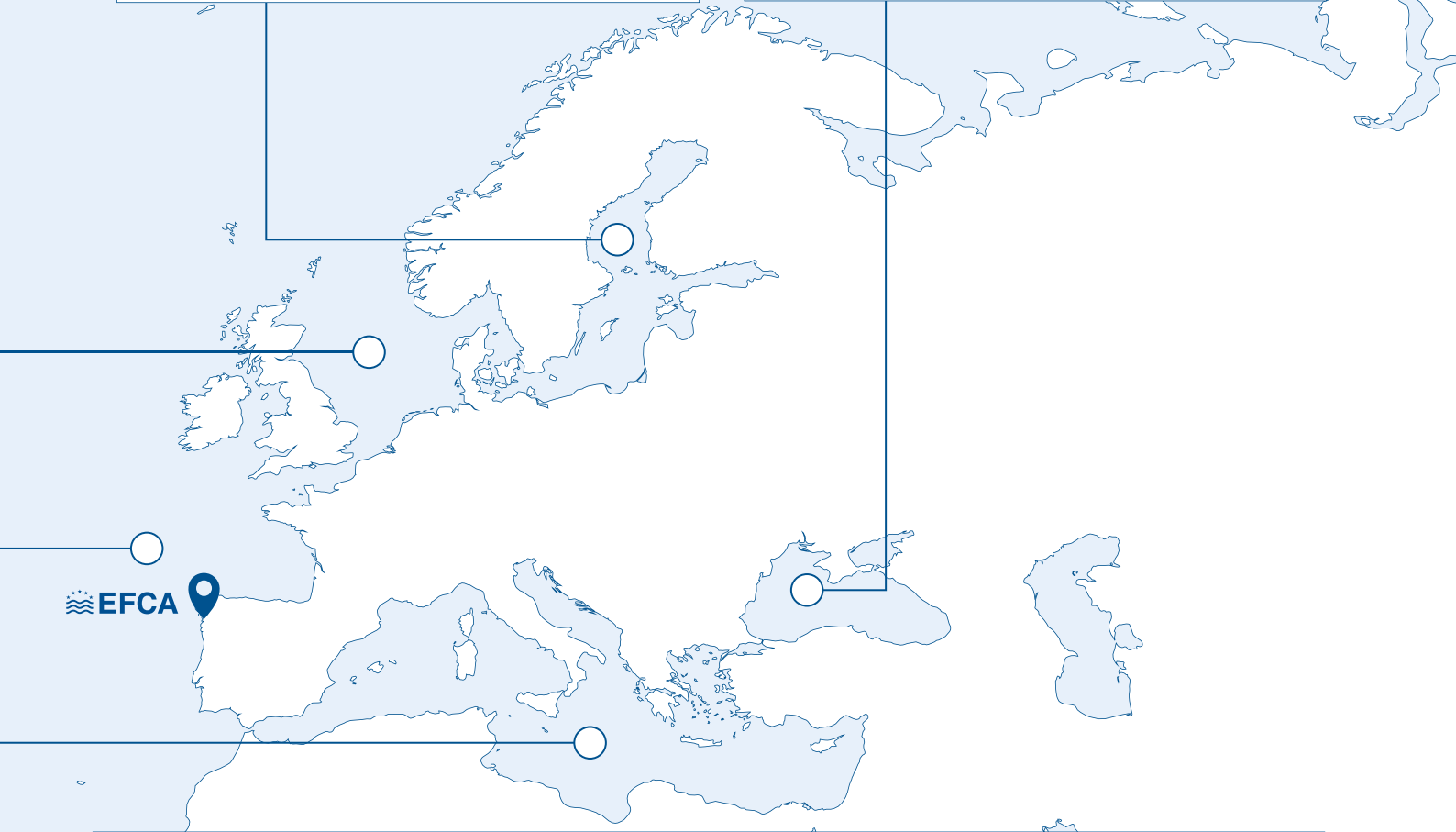


**Baltic Sea**

	DE		DK		EE
	FI		LT		LV
	PL		SE		

**Black Sea**

	BG		RO
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**Country codes**

<b>DE</b> Germany	<b>BE</b> Belgium	<b>CY</b> Cyprus	<b>DK</b> Denmark	<b>EE</b> Estonia	<b>EL</b> Greece	<b>ES</b> Spain
<b>FI</b> Finland	<b>HR</b> Croatia	<b>IE</b> Ireland	<b>IT</b> Italy	<b>LT</b> Lithuania	<b>LV</b> Latvia	<b>MT</b> Malta
<b>FR</b> France	<b>NL</b> Netherlands	<b>PL</b> Poland	<b>PT</b> Portugal	<b>SE</b> Sweden	<b>SI</b> Slovenia	

## How have JDPs evolved over the years?

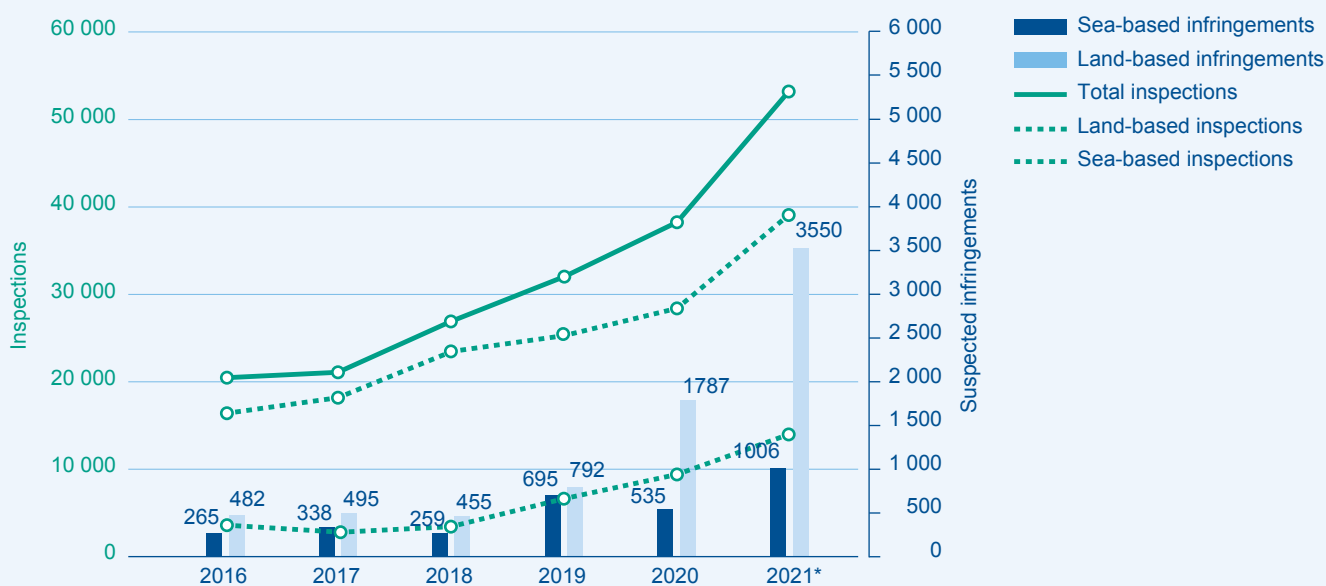
Currently, all JDPs are multiannual operations following the time framework defined in the SCIPs with control activities planned for each year on the basis of the results of regional risk assessment: Member States assess the existing risks with regard to fish stocks, areas, periods and fleet segments exploiting these stocks, in accordance with the methodology established in cooperation with EFCA.

The JDP strategic planning for 2021 addressed all the prominent risks identified through a set of risk treatment measures in the form of specific actions and campaigns. Additionally, the JDP framework ensured that the Member States concerned kept collaborating closely with each other.

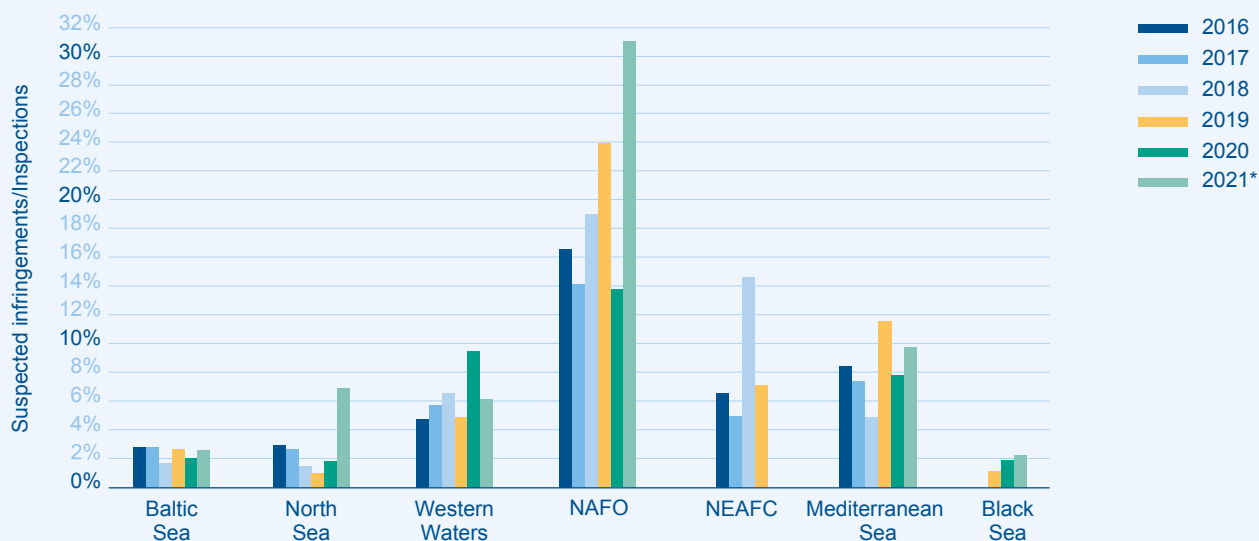
There was a decrease on the number of inspections conducted in the North Sea (67%) and in the Black Sea (1%). Nevertheless, an increase of suspected infringement ratio in the North Sea, NAFO, and Mediterranean Sea JDPs, compared with the previous year can be noted.

## JDP Evolution

JDPs inspections and suspected infringements evolution



Ratio of suspected infringements by inspection in the different JDP areas



\*Data available on 2nd February 2022. Additional data may be received later from Member States.



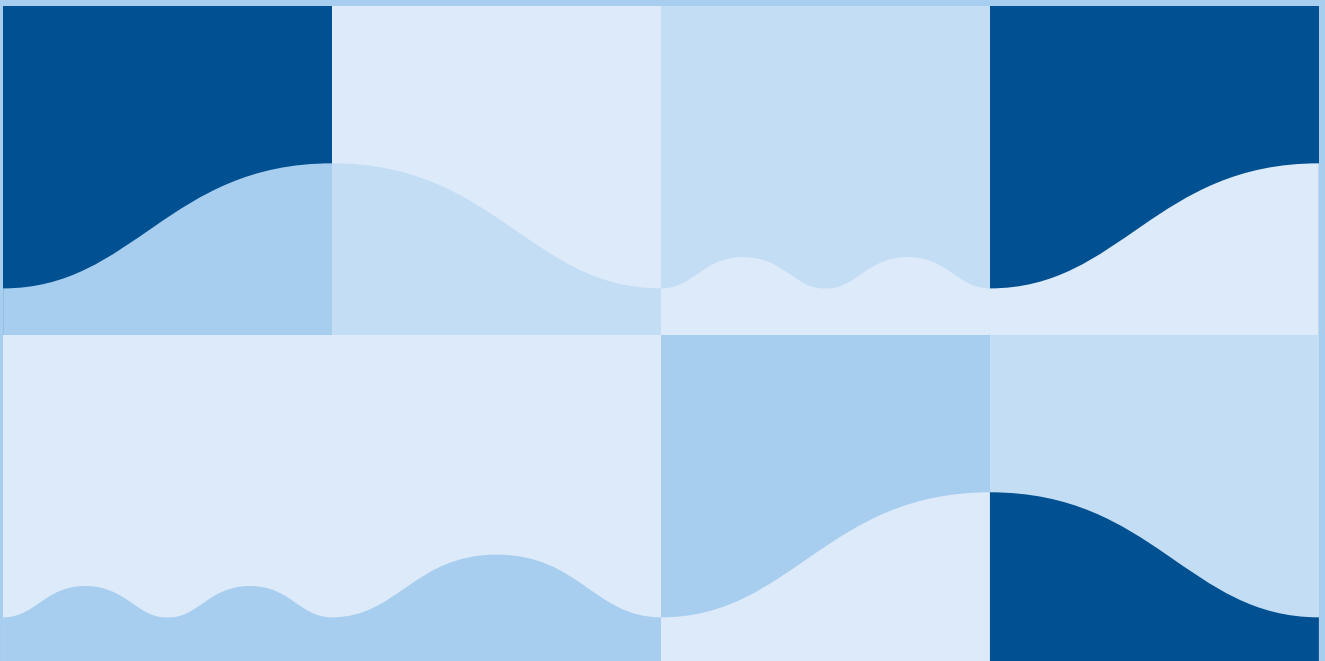
Part I

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# Achievements of the year

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## Main results 2021



## JDP main results in 2021

Through the use of Joint Deployment Plans (JDPs) co-ordination EFCA has provided assistance to Member States and the European Commission in the area of control, inspection and surveillance. Specifically, the activity focused on joint coordination and enhancement of the potential of national enforcement services to apply the rules of the Common Fisheries Policy in a uniform and effective manner.

In 2021 all six JDPs (NAFO/NEAFC, North Sea, Baltic Sea, Black Sea, Western Waters, Mediterranean & Eastern Atlantic) were implemented as planned, keeping the measures and protocols set due to the COVID-19 pandemic. Through the use of JDPs, EFCA provided assistance to Member States and the European Commission in the area of control, inspection and surveillance. Specifically, the activity focused on joint coordination and enhancement of the potential of national enforcement services to apply the rules of the Common Fisheries Policy in a uniform and effective manner.

In 2021, the cooperative efforts led to 53 567 coordinated inspections, and 4 031 inspections with at least one suspected infringement.

In accordance with the results of the regional risk analysis, priority was given to the control of fisheries with the highest risks, and joint control activities were regularly coordinated in the context of specific actions. In total there were 32 specific actions proposed in the framework of three JDPs and eight specific campaigns implemented in the framework of the Mediterranean and Black Sea.

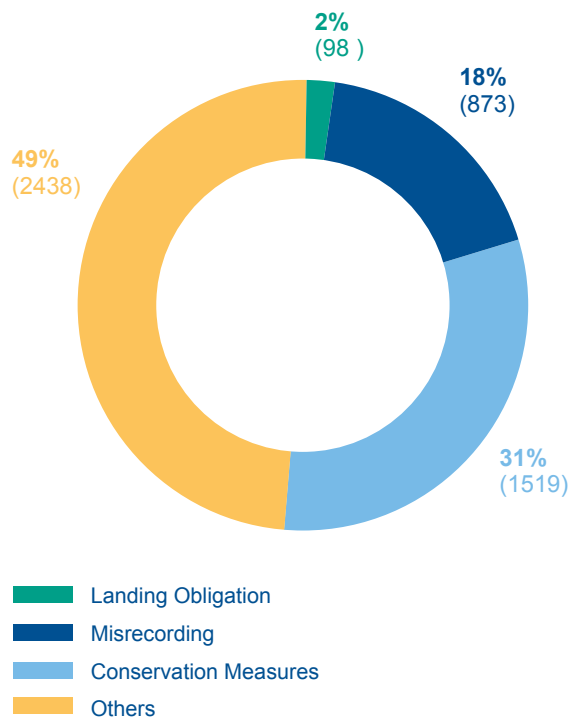
EFCA's chartered Offshore Patrol Vessels (OPVs), the Lundy Sentinel, and Aegis since September 2021, were operational and provided a robust platform for fisheries inspections leading to a total of 77 inspections and 22 suspected infringements detected. The EFCA chartered OPVs contributed to the implementation of JDPs in the EU sea basins by adding capacity to fisheries control operations outside the territorial waters of MS and providing a platform to deploy multinational Member State inspection teams. This promoted transparency and a level playing field and fostered a good exchange of knowledge and expertise. It also provided a first-hand understanding of fisheries situ-

ations in terms of compliance, to enable the fine tuning of risk assessments. In addition to fisheries control tasks, EFCA's OPVs were made available for multipurpose tasks in the framework of European cooperation on coast guard functions, such as search and rescue, maritime border control and pollution response operations, in cooperation with Member State authorities, Frontex and EMSA. The Lundy Sentinel also included a light Remotely Piloted Aircraft System on board.

## Suspected infringements by type and by JDP

In 2021 misreporting of catches and technical measures remained the most common non-compliance issues.

### Suspected infringements by type and by Joint Deployment Plan (JDP)\*

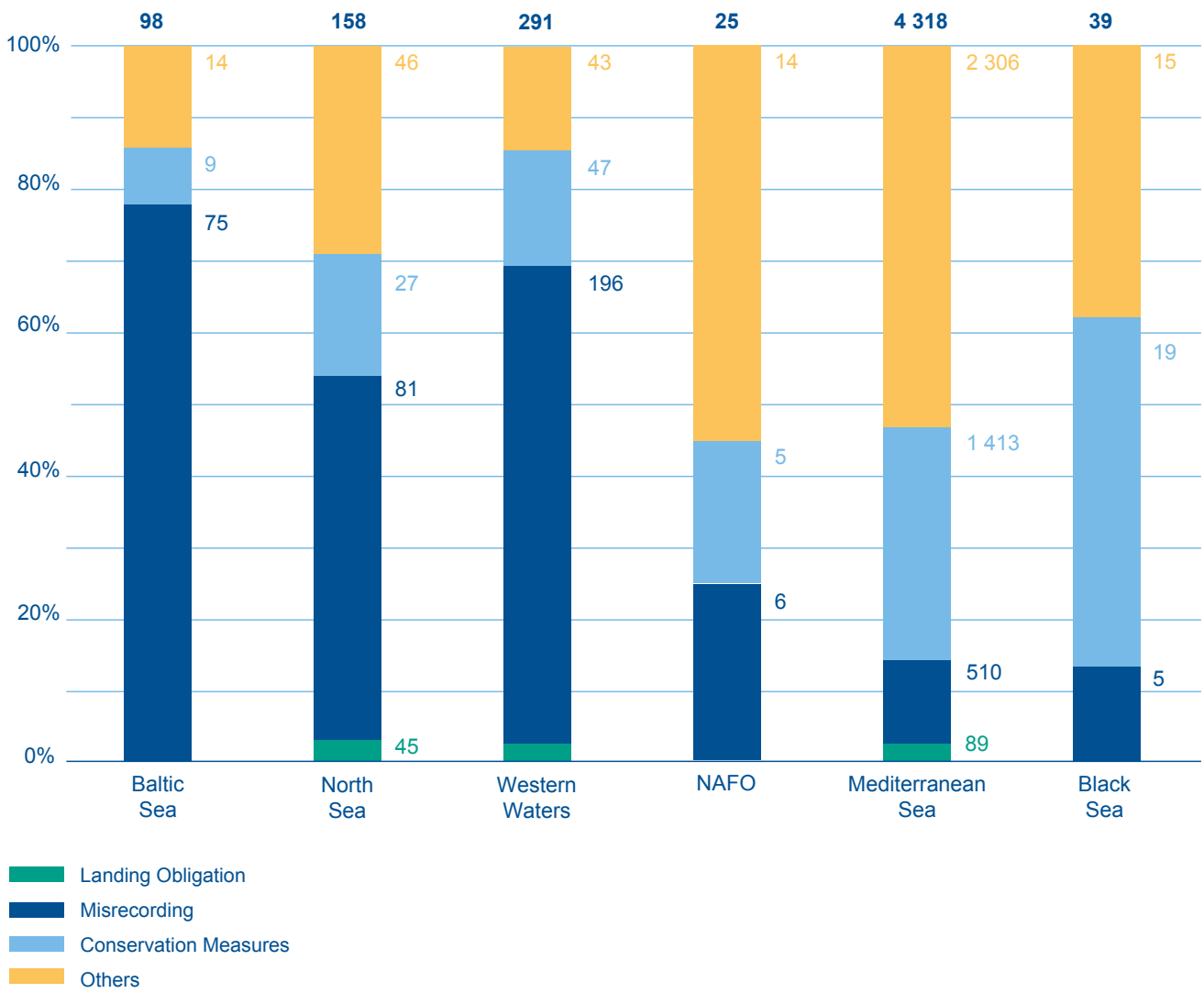


\*Data available on 2 February 2022. Additional data may be received later from Member States.

<sup>3</sup> OJ L 317, 14.12.2018, p. 29–46



### Overall classification of the suspected infringements



## ANTI COVID MEASURES

Despite the standing challenges caused by COVID-19, the Agency was able to implement 98.6% of the annual work programme in cooperation with the Member States and the Commission including the JDPs.

### **Supporting the Union and the Member States**

EFCA carried on assisting the Member States and the European Union. Regarding the impact of COVID-19 on fisheries control, inspection and Member States enforcement, EFCA adapted the control plans in concert with Member States (MS) and the EC where needed. Together with MS, EFCA analysed the risks impacted by reduced monitoring and control levels caused by COVID-19 and developed specific actions and mitigation measures for each fleet segments and/or campaign under the joint deployment plans.

### **Ensuring safer conditions for inspectors**

EFCA kept and updated the specific protocol for the operations on board of its Offshore Patrol Vessels (OPVs). The procedure covered two main levels of measures relevant for the operations: measures for joining the EFCA chartered ships, OPV Lundy Sentinel and OPV Aegis, and measures for inspecting fishing vessels. The planning for the operations of the EFCA chartered vessels was designed to respect safety related requirements.

### **Moving to other inspection instruments**

As already implemented in 2020, EFCA focused more on other available instruments such as data monitoring and analysis, based on the EFCA methodology for compliance indicators. While it was not possible to rely on remote electronic monitoring such as CCTVs, EFCA nevertheless used other available tools, including but not limited to, additional information from surveillance flights in cooperation with Frontex, deployment of drones within the cooperation with EMSA, and analysis of satellite images from Copernicus. Besides, EFCA Coordination Centre (CC) activities were implemented online via “Virtual CC”.

### **Meetings, trainings and workshops**

Most of the meetings and training actions with EFCA stakeholders have been maintained without any disruptions and were delivered in accordance to plan. With more numerous attendance to the webinar trainings, the face to face interactive elements of training were absent but EFCA embraced new aspects of webinar technology to promote engagement and interactivity on line to good effect. Interactivity remains a key element as exchanging actively views and sharing experience is of great value.

### **Corporate level**

The sanitary crisis and subsequent migration to teleworking by EFCA staff ensured business continuity and proved the resilience of the Agency in the face of critical and long-lasting situations. EFCA applied teleworking based on the Phased plan for a gradual return to the office and in accordance with the sanitary situation. Electronic workflows and the digitalisation of the communication tools was also reinforced.

**5 July 2021** EFCA moved from structured teleworking to teleworking combined with a limited cautious and voluntary return to the office.

**13 December 2021** EFCA moved back to structured teleworking.

The phased plan for a gradual return to the office and its annexed protocols established by EFCA to face COVID-19, were submitted to the Spanish Certification Agency AENOR who approved and certified these protocols in December 2020.





## 2021 in numbers



# 53 567

EFCA-coordinated inspections



# 4 031

Suspected infringements



# 1 421

Officials in the EFCA e-learning platform



# 21 M

Budget (EUR)



# 80

EFCA staff members

## Firsthand



**Pedro Galache** Head of Unit Coast Guard and International Programmes

“ The Agency supported the Member States and the Commission in the effective and harmonised implementation of the CFP through the coordination of the Joint Deployments Plans (JDP) and the capacity building activities in the framework of the international dimension. The European cooperation on coast guard functions also enhanced EFCA’s capacity of contributing to fisheries control. ”



**Mario Santos** Head of Unit EU Waters and North Atlantic

“ The deployment of EFCA’s chartered vessels, Lundy Sentinel and also Aegis since September 2021 provided robust platforms for fisheries inspections which allowed for the detection of additional suspected infringements, fostering transparency, exchange of knowledge and expertise and a first-hand understanding of fisheries situations in terms of compliance. ”



**Lena Andersson Penc** Administrative Board member - European Commission

“ [EFCA’s] activities clearly contribute to a culture of compliance and to the harmonised and efficient application of the Common Fisheries Policy. Moreover, they are firmly embedded in the European Green Deal helping safeguard biodiversity and also contributing to a sustainable blue economy. ”



**Ancuta Kazimirovicz** Administrative Board member - Romania

“ Even though the COVID-19 pandemic kept posing challenges, the well-established health and safety protocols allowed for EFCA to go ahead with its operational activities covering all EU sea-basins and international waters. ”

# Objective 1

## Implementation of JDPs and assistance to the Member States and the Commission in EU and International Waters.

### Expected results

1. Improved compliance, level playing field and cost-effectiveness in the EU and International waters.
2. Increased synergies and transparency between the participating Member States.
3. Support to the EU in relation to RFMOs and third countries in the North Atlantic, Mediterranean and the Black Sea.
4. Assistance to Member States, Regional Bodies, and the European Commission in the implementation of the CFP, including the landing obligation.

In 2021, EFCA continued coordinating six JDPs (Baltic Sea, Black Sea, Mediterranean Sea, North East Atlantic (NAFO/NEAFC), North Sea and Western Waters). The JDPs were implemented through joint campaigns in accordance with the plan adopted by the respective Steering Groups (SG). EFCA organised several meetings for each SG and joint SG meetings, to address respectively regional or common aspects of several regions.

The main horizontal aspects discussed at the Steering Group level were related with the EFCA chartered means deployment and the establishment of the EFCA pool of Union inspectors. In 2021, additional funds were granted to EFCA to enhance its control and coordination means to strengthen compliance with the CFP and to address control challenges in the context of the extended maritime border between the EU and UK waters. The additional funds allocated to EFCA were dedicated to provide adequate means for the fishing control activities at sea by EFCA, as regards the fulfilment with the international obligations of the EU vis-à-vis third countries which were translated, among other measures, in a deployment of two OPVs during 2021. To address this increase, it was agreed to establish a pool of Member States Union inspectors that would be deployed at EFCA OPVs.

The collaboration between Member States continued to be enhanced in 2021 in the framework of relevant JDPs. Regularly organized video conferences

and sharing of information through different electronic tools ensured a satisfactory level of understanding of the state of play as regard the planning, implementation and evaluation of executed joint control operation. MS experts and inspectors supported efficiently the coordination of JDP activities at operational level. The considerable Member States participation and the result of the work of the joint teams deployed aboard of EFCA OPVs in 2021 should be a highlight.

EFCA organised regional workshops trainings and best practice meetings for Union inspectors, inspectors and Member States staff involved in the implementation of joint campaigns. In 2021 almost all these training activities were delivered as webinars through IT communication platforms. It should be underlined that, in comparison to the years with physical presence trainings, the webinar format has more than doubled the participation to these trainings by Member States' inspectors.

The Agency also provided technical support to the European Commission on NAFO and NEAFC matters and participated in five and six virtual meetings respectively. The role of EFCA was to participate and support the European Commission and Member States with regards to formulating and analysing proposals.

The Trade and Cooperation Agreement between EU and UK envisaged the establishment of a Specialised Fisheries Committee (SFC), which was still be-



ing formalised in 2021. As the UK were no longer part of the JDP framework, EFCA provided a valuable link between the Virtual Coordination Network and the European Commission, highlighting control challenges as they evolved and also a conduit to provide information, responses to queries and state of play relevant to UK related control. EFCA facilitated the exchange of inspectors from UK and from Norway on two separate EFCA OPV deployments in the North Sea where visiting inspectors took part as observers in an exchange of best practices in inspection.

EFCA provided assistance to the Member States regional Control Expert Groups (CEGs). EFCA cooperated with the CEGs, which are regional bodies created in the framework of regionalisation, such as

BALTFISH, Scheveningen, NWW and SWW CEGs. The work of these groups has been reinforced and enhanced in accordance with the updated Terms of Reference and CEG's workplans for 2021 and 2022. The main areas of activities with the support of EFCA are the common understanding on the application of fisheries related regulations from the perspective of control and inspection, and the implementation of the LO, in particular in the areas of risk assessment, evaluation of compliance and remote electronic monitoring, as outlined below. EFCA's activities in all these areas contribute, directly or indirectly, to the CFP implementation and are, consequently, also relevant to the Green Deal, more concretely to halting biodiversity loss.



## Objective 2

### Promotion of a risk management-based approach and compliance evaluation.

#### Expected results

1. Improved Risk Management Strategy and identification of possible minimum common standards for national risk assessment systems.
2. Support the implementation of alternative, compliance-based methodologies for evaluating the effectiveness of control and inspection activities.
3. Improvement of EFCA information systems in support of fisheries monitoring and control.
4. Improvement of data management in support of fisheries monitoring and control.

Following the same methodology as in previous years and as agreed in the guidelines developed with EFCA in collaboration with Member States, in 2021 Regional Risk Assessments were conducted at fleet segment level for several JDP areas (Baltic Sea, North Sea, Western Waters, Mediterranean Sea, Black Sea and fisheries activities of EU vessels in the NAFO Regulatory Area). Dedicated regional video-conference workshops with participation of risk assessment Member States experts were organised.

The two main outcomes of the regional meetings were: the identification of those fleet segments with the estimated highest risk of non-compliance with the current regulations; and a recommended set of possible risk treatment measures to address each of the main threats identified for the fleet segments with the highest risk levels.

On this basis, a series of specific actions addressing main threats in the most relevant fleet segments and implementing some of the risk treatment measures, was agreed for the 2022 JDPs.

In 2021 EFCA continued to work with the regional indicators for non-compliance with the landing obligation and for non-compliance with the recording and reporting obligation. The former indicator was based on the analyses on data collected during the last haul programme for estimation of illegal discards in Baltic Sea, North Sea, Western Waters and Mediterranean Sea.

EFCA ensures that good quality data is available for the planning, risks analysis, operational coordination and evaluation of Joint Deployment Plans. The main data received by EFCA from Member States was:

- a) vessel positions (VMS);
- b) electronic logbooks (ERS);
- c) summary of inspection and surveillance reports (Activity Reports);
- d) target vessels.

The data flow from Member States to EFCA was monitored on a daily basis.

Besides, EFCA is collaborating with EMSA in the provision of services through a web-based application, which integrates maritime data from several sources. This application offers a way to track vessels in real time, through the integration of vessel positions provided by systems such as VMS, Automatic Identification Systems (AIS) or Long Range Identification and Tracking (LRIT). The EFCA IMS application is used by a large community of Member States users as a support to fisheries control and activities against IUU fishing. By the end of 2021, 1167 credentials were issued to users of the fisheries control authorities in Member States, the European Commission and EFCA.

Moreover, the elaboration of a framework for the governance of the EFCA systems managing fishing activity and JDP activity data was completed. It includes five components addressing Access and Au-



thorisations, User Support and Incident management, Demand management, Training and Communication on demand management.

The main outcomes of the Electronic Inspection & Surveillance Report (e-ISR WG) activities in 2021 have been the production of sample reports which can be used by EU Member States to test that the business rules they have implemented for the validation of e-ISR reports is conformed to the standard. Priority was given to the most common types of inspections: fishing vessel at sea and in port.

Apart from this, EFCA's information systems enabled the collection of data from each Member State providing details of their fishing vessels, catches and other such information. Overall, EFCA was sent Electronic Reporting System-logbook data from 6054 vessels in 12 Member States and Vessel Monitoring System (VMS) data from different vessels, throughout all Member States.

The EFCA IMS application is used by a large community of Member States users as a support to fisheries control and activities against IUU fishing. By the end of 2021, 1167 credentials were issued to users of

the fisheries control authorities in Member States, the European Commission and EFCA. This is an increase of 10.8 % compared to 2020. EFCA collaborates with EMSA in the provision of services through a web-based application, which integrates maritime data from several sources.

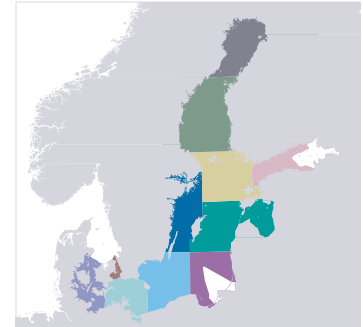
The use of specific functionalities and services such as Automatic Behavior Monitoring (ABM) and Copernicus Maritime Services (CMS) - both imbedded in the EFCA IMS application - are taken on board in various Joint Deployment Plans.

As agreed in the North Sea JDP decision, the Real Time Closures established in the North Sea are visible in the EFCA IMS promoting an efficient monitoring and control of fisheries activities in these areas.

## Results of risk assessment of non-compliance

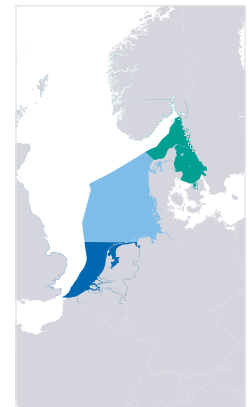
### Baltic Sea - Fisheries with the highest risk of non-compliance

Gear – Mesh size – Fishery	Area	Main target species	Landing obligation	Mis-recording	Illegal gear	Other
Otter trawls ≥ 105 mm	22-24	Demersal species	■	■		■
	25-27	Demersal species	■	■		
Otter and pair trawls ≥ 32 and < 90 mm	22-27	Herring		■		
Otter and pair trawls ≥ 16 and < 32 mm	22-27	Sprat		■		
Otter and pair trawls ≥ 16 and < 105 mm	28-32	Herring		■		
Longlines	22-29	Salmon		■		
Fixed gears	22-32	Salmon		■		■
Gillnets ≥ 110 mm and longlines	22-24	Demersal species				■
	25-27	Demersal species				
Recreational fisheries	22-24	Demersal species				■
Eel fishery	22-32	Eel		■	■	



### North Sea - Demersal fisheries with the highest risk of non-compliance

Gear – Mesh size – Fishery	Area	Main target species	Landing obligation	Mis-recording	Illegal gear
Otter trawls / Seines ≥ 70 and < 100 mm	4.b	Plaice, Norway lobster	■	■	
Otter trawls / Seines ≥ 120 mm	3.a	Cod	■	■	
Otter trawls / Seines ≥ 90 and < 120 mm	3.a	Cod	■	■	■
Otter trawls / Seines ≥ 35 and < 70 mm	3.a	Northern prawn	■	■	

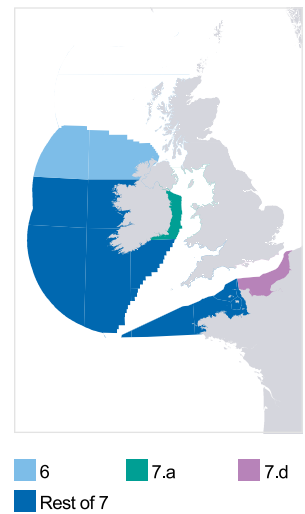


Level of risk: ■ High ■ Very High



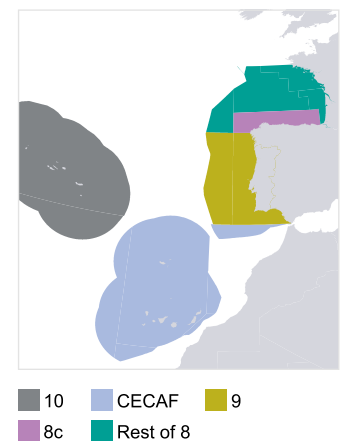
### North Western Waters - Demersal fisheries with the highest risk of non-compliance

Gear – Mesh size – Fishery	Area	Main target species	Landing obligation	Mis-recording	Illegal gear
Trawls ≥ 120 mm	6	Anglerfish, Cod, Haddock, Hake, Saithe, Whiting	■	■	
	7.a		■	■	
	rest of 7		■	■	
Trawls < 120 mm	6	Anglerfish, Haddock, Hake, Norway lobster, Plaice, Sole, Whiting	■	■	
	7.a		■	■	
	7.d		■	■	
	rest of 7		■	■	■
Beam trawls < 120 mm	7.a	Plaice, sole	■	■	
	7.d		■	■	■
	rest of 7		■	■	■
Seines	rest of 7	Hake, Haddock, Whiting	■	■	
Gillnets	6	Anglerfish, Hake, Saithe		■	
	rest of 7			■	
Trammel nets	7.d	Sole, Plaice	■	■	
Lines	6	Hake		■	
Eel fishery	6, 7	Eel		■	



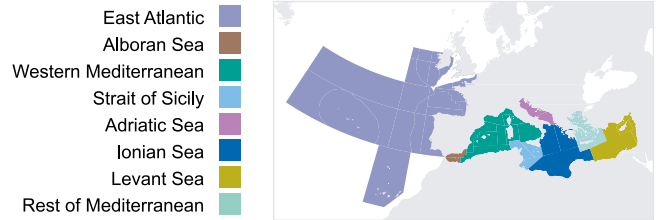
### South Western Waters - Demersal fisheries with the highest risk of non-compliance

Gear – Mesh size – Fishery	Area	Main target species	Non-compliance with the LO	Mis-recording	Illegal gear
Bottom trawls ≥ 70 and < 100 mm	8, c, Rest of 8	Anglerfish, Hake, Norway lobster, Sole	■	■	
Bottom trawls targeting mixed pelagic / demersal ≥ 55 and < 70 mm	8.c	Hake, Norway lobster	■	■	
	9		■	■	■
Beam trawls ≥ 70 and < 100 mm	Rest of 8	Anglerfish, Sole	■	■	
Gill and trammel nets ≥ 100 and < 169 mm	9	Anglerfish, Hake		■	
Longlines targeting black scabbardfish	9	Black scabbardfish		■	
Eel fishery	All	Eel		■	



Level of risk: ■ High ■ Very High

**Mediterranean Sea and Eastern Atlantic\***  
fisheries with the highest risk  
of non-compliance



Gear	Area	Main target species	Non-compliance with the LO	Misreporting and/or misrecording	Non-compliance with quota or bycatch limit	Non-compliance with temporal/spatial closures	Non-compliance with the minimum size of BFT/SWO	Non-compliance with general technical and management rules
Trawlers	Strait of Sicily	Deep-Sea Rose Shrimp, Hake, Blue, and Red Shrimp	■	■		■		■
	Ionian Sea	Deep-Sea Rose Shrimp, Hake, Blue, and Red Shrimp	■	■				■
	Aegean Sea	Deep-Sea Rose Shrimp, Hake, Mullus spp.	■	■				
	Western Mediterranean	Deep-Sea Rose Shrimp, Hake, Mullus spp.	■	■	■	■		■
	Adriatic Sea	Deep-Sea Rose Shrimp, Hake, Mullus spp., Norway lobster, Sole	■	■				■
	Levant Sea	Hake, Mullus spp.	■	■				■
Purse seines	Mediterranean without Adriatic Sea	Anchovy, sardine	■	■				
	Adriatic Sea	Anchovy, sardine	■	■	■			
Purse seines (catching vessels)	Mediterranean Sea	Bluefin tuna		■				
Purse seines (farms)	Mediterranean Sea	Bluefin tuna		■				
Purse seines (auxiliary vessels)	Mediterranean Sea	Bluefin tuna		■				
Purse seines (towing vessels)	Mediterranean Sea	Bluefin tuna		■				
Long Llines	Alboran Sea	Seabream, Hake		■				■
Long Lines, hand-liners	Mediterranean Sea	Mediterranean albacore, Bluefin tuna, Mediterranean swordfish		■	■	■	■	■
Trammel nets and gill nets	Western Mediterranean Sea	Hake, Mullus spp., Seabreams		■				
	Adriatic Sea	Pandora, Seabreams, Sole		■				
	Strait of Sicily and Ionian Sea	Hake, Mullus spp., Seabreams		■				
Sport and Recreational fishery	Eastern Atlantic and Mediterranean Sea	Mediterranean albacore, Bluefin tuna		■		■		
Lampara	Mediterranean Sea	Dolphinfish						■
Diving	Mediterranean Sea	Red Coral	■	■				

\* Covers only bluefin tuna

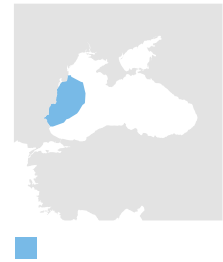
Level of risk: ■ High ■ Very High





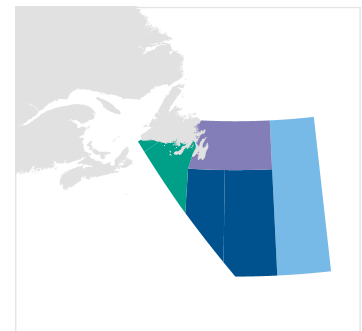
### Black Sea - Fisheries with the highest risk of non-compliance

Gear	Gear Code	Main target species	Non-compliance with the LO	Mis-recording	Non-compliance with spatial / temporal closures	Fishing without license and authorisation	Use of illegal gears	IUU Fishing activities
Mid-water otter trawler	OTM	Sprat	Medium	Medium			Medium	
Bottom set gillnets (authorised)	GNS	Turbot	High	High	High	High	High	High



### NAFO - Fisheries with the highest risk of non-compliance

Gear	Main Target Species	Area	Species misrecording	Area misrecording	Non-compliance with move-on rule	Illegal gear
Otter bottom trawlers	Redfish, Greenland halibut	3L	High	High		
	Cod, Redfish, Greenland halibut	3M	High	High	High	High
	Cod, White Hake, Redfish, Green halibut	3N	High	High		
	Redfish, Greenland halibut	3O		High		



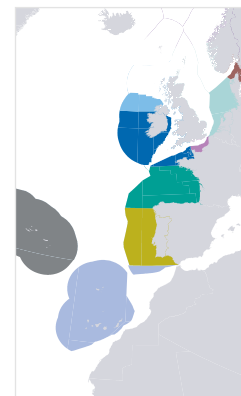
■ 3L    ■ 3O  
■ 3M    ■ 3N

Level of risk: ■ Medium    ■ High    ■ High

**North Sea and Western Waters - Pelagic fisheries with the highest risk of non-compliance**

**Anchovy**

Gear	Area	Non-compliance with the LO	Misrecording
RSW tank vessel and Polyvalent - Mid water and mid water pair trawl	rest of 7		■
Polyvalent -Purse seines	8	■	■
	9	■	■



**Herring**

Gear	Area	Non-compliance with the LO	Misrecording
RSW tank vessel and Polyvalent-Mid water and mid water pair trawl	3.a	■	■
	6		■
	Rest of 7		■

**Horse mackerel**

Gear	Area	Non-compliance with the LO	Misrecording	Illegal gear
Freezer Trawls -Mid water trawls and mid water pair trawl	6	■	■	
	7.d	■	■	
	Rest of 7	■	■	
RSW tank vessel and Polyvalent -Mid water and mid water pair trawl	6	■	■	
	7.d	■	■	
	Rest of 7	■	■	
Polyvalent - Bottom trawl and pair trawl	7.d	■	■	
	8	■	■	
Polyvalent -Purse seines	8	■	■	
	CECAF	■	■	

**Blue whiting**

Gear	Area	Non-compliance with the LO	Misrecording	Illegal gear
Freezer Trawls - Mid water and mid water pair trawl	6	■	■	
	Rest of 7	■	■	
Polyvalent -Bottom trawl and pair trawl	8	■	■	
	6	■	■	■

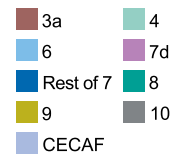
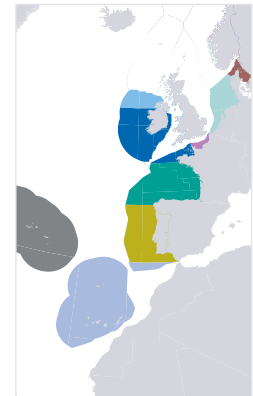
Level of risk: ■ Medium ■ High ■ High



## North Sea and Western Waters - Pelagic fisheries with the highest risk of non-compliance

### Mackerel

Gear	Area	Non-compliance with the LO	Misrecording
Freezer Trawls -Mid water and mid water pair trawl	6	Medium	Medium
	Rest of 7	Medium	Medium
RSW tank vessel and Polyvalent -Mid water and mid water pair trawl	6	High	High
	Rest of 7	High	High
Polyvalent -Bottom trawl and pair trawl	7.d	Medium	Medium
	Rest of 7	Medium	Medium
	8	Medium	Medium
Polyvalent -Purse seines	8	Medium	Medium
Polyvalent -Lines	8	Medium	Medium



### Sardine

Gear	Area	Non-compliance with the LO	Misrecording
RSW tank vessel and Polyvalent -Mid water and mid water pair trawl	Rest of 7	Medium	Medium
Polyvalent -Bottom trawl and pair trawl	7.d	Medium	Medium
Polyvalent -Purse seines	8	Medium	Medium
	9	Medium	Medium

### Albacore

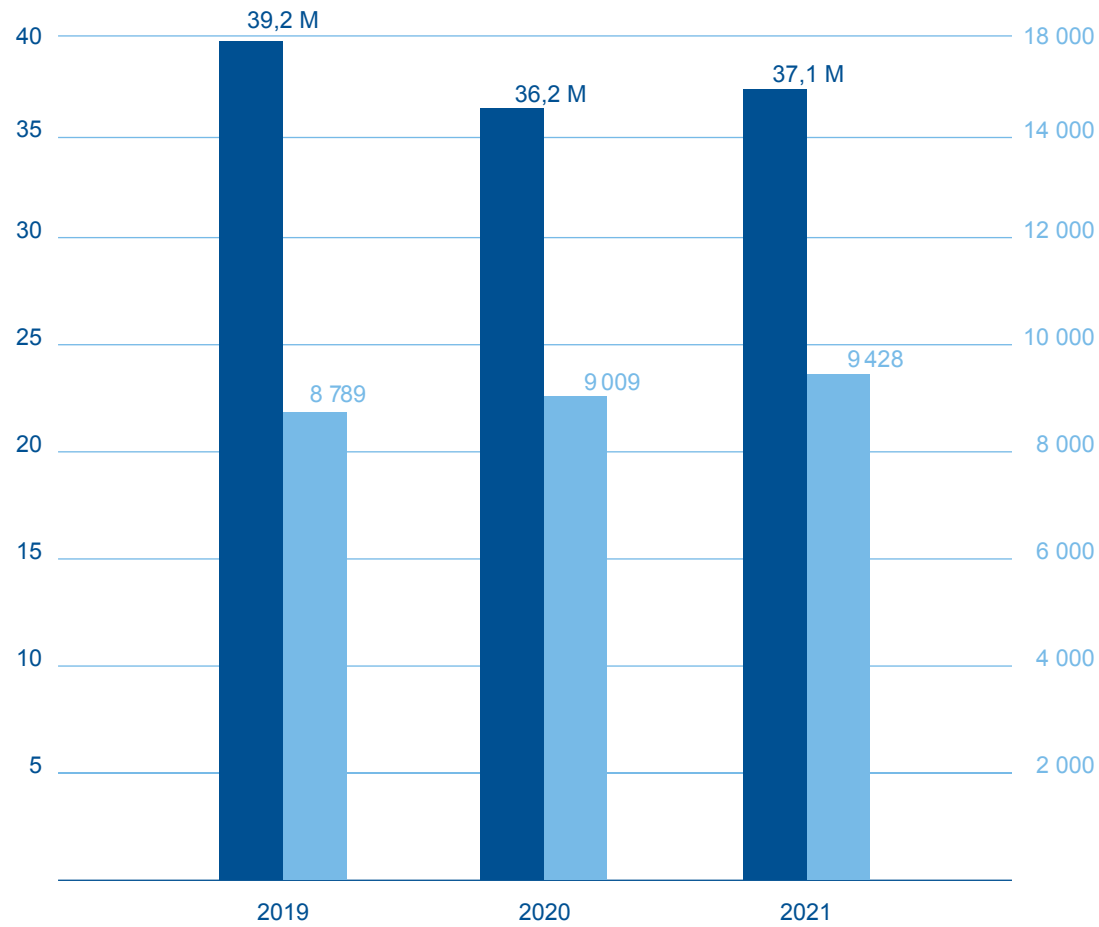
Gear	Area	Misrecording
Midwater trawls targeting albacore	7, 8	Medium
Bait boats, Pelagic Trolling and poles and lines targeting ALB	7, 8, 9, 10, CECAF	Medium

### Industrial Fisheries

Gear	Area	Non-compliance with the LO	Misrecording
Industrial trawl $\geq 16$ and $< 31$ mm	3.a, 4	Medium	Medium
Industrial trawl $< 16$ mm	3.a, 4	Medium	Medium





Level of risk: ■ Medium ■ High

**EFCA Vessel Monitoring System (VMS)**



■ Number of VMS messages received (in millions)  
■ Number of distinct vessels

**EFCA ERS data 2021**

Messages	VesselsM	Member StatesJ	DP
 <b>1 998 835</b> Total number of messages pulled from Member States	 <b>6 054</b> Total number of vessels pulled from Member States	 <b>12</b> Total number of Member States connected	 <b>5</b> Number of JDPs configured



## Objective 3

Support the EU in the implementation of the external dimension of the CFP.

### Expected results

1. Support to the EU delegation in RFMOs meetings.
2. Support to the EU as regards direct cooperation with third countries without prejudice of PESCAO (under objective 5) and in the context of ICCAT and GFCM and other RFMOs, including through JDPs.
3. Assistance to the European Commission in connection with the evaluation mission to third countries as regards IUU Regulation.
4. Increased collaboration between Member States IUU competent authorities in the organisation of training sessions, verification process and risk analysis relating to the import of fisheries products to the EU.

Throughout 2021 EFCA has continued to closely support DG MARE during the preparation, participation and follow-up of the EUs representation in RFMOs (GFCM, ICCAT, NAFO and NEAFC). This has included providing technical support and contributions to proposals, reporting and the EUs engagement during the intersessional and annual meeting correspondences.

EFCA implemented their operational activities through the JDP for the Mediterranean, where the compliance with the different relevant elements of the ICCAT and GFCM International Control Schemes were addressed: level of control activities, planning of means, notification of control means and inspectors, notification of sightings and inspections, etc., in full cooperation with the Commission and the Member States.

In the fight against IUU activities, EFCA assisted the European Commission with the analysis of 138 catch certificates and 78 processing statements for two third countries.

EFCA also provided support to the Commission with the planned evaluation of third countries regarding the implementation of the Regulation (EC) No 1005/2008 (the IUU Regulation). In this respect, throughout the year, EFCA was requested to support the Commission in the evaluation of 2 countries: Ivory Coast and Panama. Due to the travel restrictions linked with the COVID-19 pandemic, all possible missions were either cancelled or postponed, except the one in Panama to which EFCA participated.

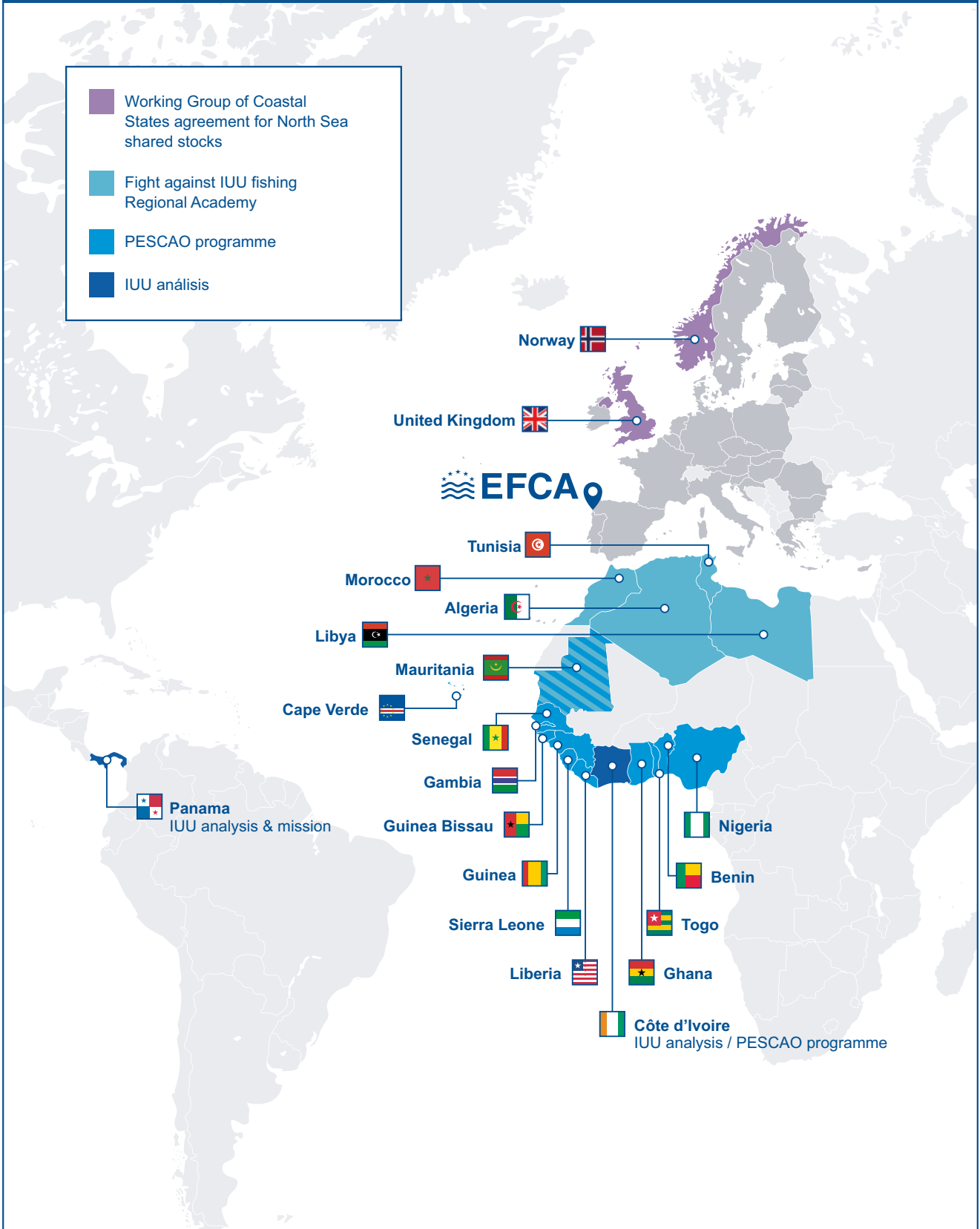
EFCA dedicated specific efforts and attention to the provision of training to Member States to assist them in the proper and uniform application of the IUU Regulation and to further foster cooperation and networking. To this end, the usual annual training cycle comprised of a “Newcomers” training and an “Advanced level” training was organised online.





## EFCA International Dimension

2021



## Objective 4

**To strengthen compliance through the implementation of EU international projects as regards fisheries monitoring, control and surveillance.**

### Expected results

1. Strengthening of prevention and responses to IUU fishing in the areas concerned.
2. Harmonisation of third countries legal framework in accordance with international standards.
3. Increased capacity of third countries fisheries inspectors and other officials.
4. Improved compliance, level playing field and cost-effectiveness in the areas concerned.

Concerning the project PESCAO, EFCA continued during 2021 to provide technical support to the Sub-Regional Fisheries Commission, the Fisheries Committee for the Western Central Gulf of Guinea and their member countries, in a coordinated manner, applying its experience in the EU context. The specific objective of PESCAO is to improve regional fisheries governance in Western Africa through better coordination of national fisheries policies.

To facilitate the access to project related documents and the exchange of information between PESCAO Partners, EFCA has made available a specific “PESCAO corner” in its e-learning platform.

A report on the review of the SRFC and the FCWC member countries’ national legal frameworks related to fisheries control and enforcement was updated with the latest legal developments. EFCA was engaged in several online capacity building activities for third countries both in the SRFC and FCWC regions in 2021.

The joint operations continue to contribute to the development of a culture of cooperation amongst the countries in the sub-region, and to reinforce the cooperation between EFCA and SRFC.







# Objective 5

## Improve capacities to implement fisheries control and support other coastguard functions

### Expected results

1. Harmonised training programmes for MS officials including through the support to the development of a Sectoral Qualification Framework for fisheries.
2. Updated training material following new Technical Measures Regulations.
3. Cooperation with EMSA and Frontex in the implementation of the EU Coastguard initiative.
4. EFCA control means chartered and deployed following the agreed planning of operations.
5. Promotion of the use of new technologies for fisheries control purposes, including in cooperation with other EU agencies and EU dedicated projects.

EFCA provided training to Member States inspectors and promoted exchanges between Member States' Union inspectors in the context of JDP operations, both at sea and on land. The training covered the tasks carried out by Union inspectors deployed in the framework of JDPs, as well as specific training in relation to the IUU Regulation.

Training activities in support of the effective and uniform application of the Common Fisheries Policy (CFP) are crucial to guarantee a fair and equitable treatment to the Union operators. Currently, 1421 officials are trained by EFCA, including by e-learning.

In order to promote and proliferate the use of its e-learning platform by Member States' inspectors, EFCA finalised the translation of the video tutorials on the use of mesh gauges and the IMS (developed in cooperation with EMSA) into Bulgarian, Dutch, Estonian, Finnish, Latvian, Lithuanian, Romanian, and Swedish. EFCA also provided support to Croatia, Cyprus, France, Greece, Italy, Malta, and Slovenia with participation of EFCA staff in the context of national trainings on MCS.

The published core curricula manuals for the training of fisheries inspectors were updated following new Technical Measures Regulations.

The annual strategic plan agreed with EMSA and Frontex agreed for 2021 was project oriented and focused on the specific engagement of Member States national authorities.

### EFCA operational capacity

is available for **Multipurpose Operations in cooperation with FRONTEX, EMSA and Member States** relevant authorities in its support to coast guard functions

#### Primary

 **Fisheries inspection and control**

#### Support role

-  Search and rescue
-  Border Control and Customs control
-  Law enforcement
-  Maritime environmental protection and response
-  Maritime monitoring and surveillance
-  Maritime safety
-  Maritime accident and disaster response

The Tripartite Working Agreement (TWA) between, EFCA, EMSA and Frontex sets the foundations for the framework of cooperation, which aims to support national authorities carrying out Coast Guard Functions and to provide assistance and expertise on coordination and fisheries control using the means available in the agencies. An important achievement in 2021 was the agreement between the three agencies on a new and reinforced TWA, which entered into force on the

18 March 2021 and replaced the first TWA signed in 2017. EFCA, as chair of the TWA Steering Committee during the first half of 2021, successfully led the negotiations to agree on the new TWA.

EFCA provided support to the Commission and in cooperation with Frontex and EMSA led the preparations involving MS national authorities as regards the Practical Handbook on European Cooperation on Coast Guard Functions. The cooperation supports the implementation of the European Union Maritime Security Strategy as well as some specific activities to the EU blue economy report

The Practical Handbook on European Cooperation on Coast Guard Functions was made available in July 2021. EFCA, as the agency in charge of this task under the TWA, coordinated an inter-agency group established for the drafting process which successfully concluded in early 2021.

Regarding the Capacity Building area of the co-operation with EMSA and Frontex, which EFCA is coordinating, an important step was done in December 2021 with the joint organisation of a Search and Rescue (SAR) awareness session for the non-SAR community.

In cooperation with EMSA, EFCA has been active in the use and in the promotion of Remotely Piloted Aircraft Systems (RPAS) for fisheries control.

EFCA's fleet of chartered OPVs has increased in 2021. In this regard Lundy Sentinel all year and Aegis since September have been assigned as a fisheries inspection platforms for JDPs in line with the JDP planning (Western Waters, NEAFC, NAFO, North Sea and Mediterranean JDPs).

## Five Coast Guard Cooperation Areas



### Sharing of information

EFCA Integrated Maritime Services  
Sightings / observations



### Surveillance and Communication services

Remotely Piloted Aircraft Systems  
Piloted Fixed Wing Aircraft  
Copernicus Maritime Services



### Capacity Building and Training

Coast Guard Practical Handbook  
Cross-sector training and capacity building



### Cooperation on risk analysis

Cross-sector risk analysis  
Risk Analysis products



### Capacity Sharing

Multipurpose Maritime Operations  
Operational briefings  
Sharing of airborne and seaborne capacity  
Exercises





## Multipurpose Maritime Operation (MMO) in the Black Sea

31 March - 6 October 2021

### Main results



**69** joint patrols with coast guard officers and fisheries inspectors



**53** fisheries inspections leading to 4 suspected infringements



**230** fisheries sightings

Interagency cooperation  
Capacity sharing  
Information exchange  
Enhanced synergies  
Coast Guard functions  
Support to Member States  
Economies of scale



**Romania**

Border Police / Coast Guard  
National Agency for Fishing and Aquacultures (NAFA)  
Romanian Naval Authority (RNA)



**Bulgaria**

Border Police  
Executive Agency for Fisheries and Aquacultures (EAFA)  
Bulgarian Maritime Administration (MA)

Coordinated by: EFCA | FRONTEX | EMSA



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EFCA's fleet of chartered OPVs has increased in 2021. In this regard Lundy Sentinel all year and Aegis since September have been assigned as a fisheries inspection platforms for JDPs in line with the JDP planning (Western Waters, NEAFC, NAFO, North Sea and Mediterranean JDPs).

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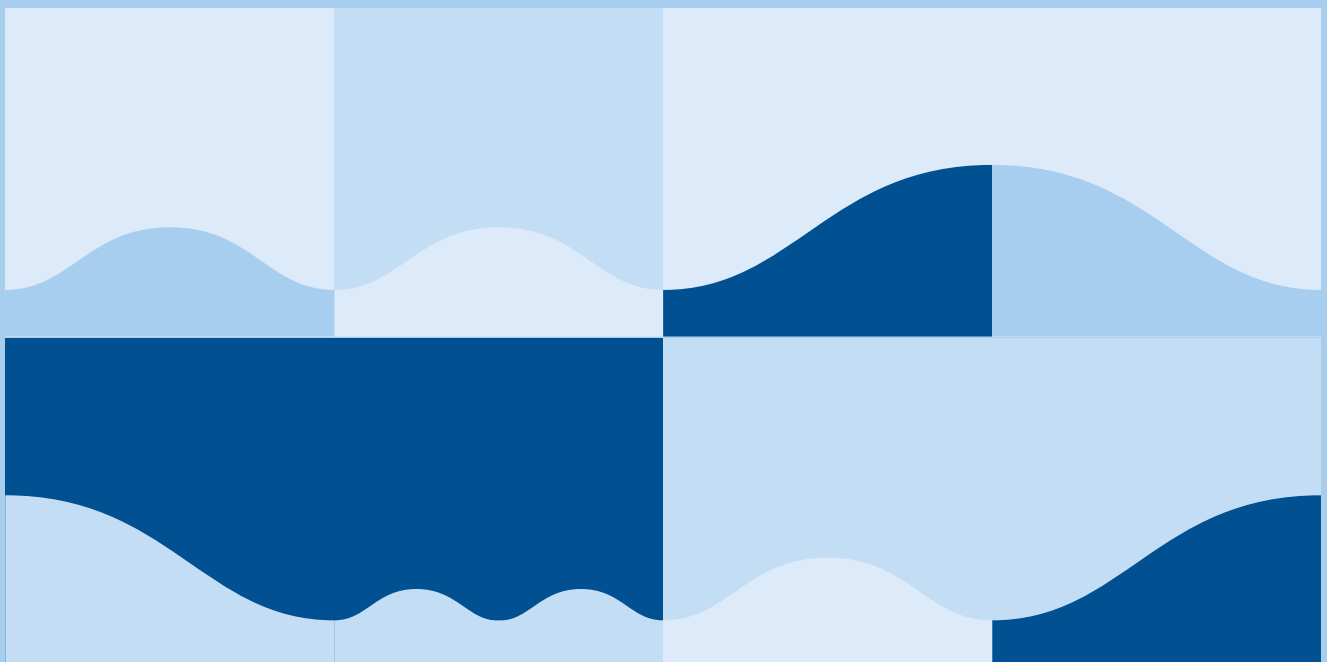
Part II

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# Horizontal Support

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## Main results 2021



## Objective 6

**Promote a culture of compliance of the Common Fisheries Policy and foster the European Union values.**

### Expected results

1. Stakeholders are informed about fisheries sustainability, the CFP rules in general and control measures concretely as well as its contribution to the European Border and Coast Guard and the cooperation programme PESCAO.
2. General public is aware of the work of the EFCA in the area of control of the Common Fisheries Policy as well as its contribution to the European Border and Coast Guard and the cooperation programme PESCAO.
3. Local public is familiar with the general values of the European Union
4. Institutional partners are well-informed about the Agency's work and mission.
5. EFCA staff is informed and involved in EFCA's work.

During 2021 EFCA was present in the meetings of the Advisory Councils relevant to EFCA work, attending both their general assemblies/executive committee meetings and dedicated workshops (through its communication with non-governmental stakeholders, EFCA contributes to build a culture of compliance of the Common Fisheries Policy by generating trust, confidence and accountability of the CFP measures).

In view of supporting the Communication Strategy defined by the European Commission, EFCA has worked hand in hand with DG MARE colleagues in Communication along the year, exchanging views on different communication material, such as videos and texts, and disseminating each other information, such as press releases or social media posts.

EFCA encouraged local public to be familiar with the general values of the European Union through events like the celebration of celebrated Europe Day,

held in the presence of the most important Vigo authorities. Besides, several institutional partners were received in the Agency, being the most prominent visit the one from Commissioner Sinkevičius.

Two videos were produced this year, on the concept of Joint Deployment Plans and on Remote Electronic Monitoring in EU fisheries control. A short version of the Annual Report 2020 has been designed and printed as well as the Single Programming Document 2021, and a general leaflet on EFCA's work.

Regarding the online tools, EFCA's kept its website updated and intensified the presence of its social media channels: Twitter, Facebook and LinkedIn, by implementing a designed social media strategy.

EFCA has placed emphasis on developing a culture of integrity, loyalty and trust through the instruments put in place to ensure ethical behaviour: EFCA avoids situations that might impair its independence or impartiality, through its comprehensive rules on prevention and management of conflicts of interest. EFCA has in place a code of good administrative behaviour for its staff as well as a handbook on management and prevention of conflicts of interest.





## Objective 7

Provide the EFCA Administrative Board with the capacity for achieving its responsibilities in governance and expertise

### Expected results

1. EFCA Administrative Board is regularly and effectively informed of the EFCA's work and developments.
2. EFCA Administrative Board ensures the matching of tasks foreseen for the Agency in the single programming document and resources available to the Agency.
3. Increased AB involvement and output legitimacy.

EFCA Administrative Board was regularly and effectively informed of the EFCA's work and developments and it ensured the matching of tasks foreseen for the Agency in the programming document and resources available to the Agency. Also, it was appreciated an increased Administrative Board involvement and output legitimacy: during 2021, extraordinarily, three Administrative Board meetings were held.

## Objective 8

Ensure an effective dialogue at the level of the Advisory Councils through the Advisory Board

### Expected results

1. Close cooperation with the Advisory Councils ensured.
2. Facilitate the interaction of the Administrative Board-Advisory Board-EFCA.

Close cooperation with the Advisory Councils (AC) was ensured: the Advisory Board met twice in 2021 and throughout this year, EFCA participated in meetings of the Executive Committees and Working Groups of the Advisory Councils, especially in those affected by the Joint Deployment Plans adopted by EFCA, and when items related to EFCA competences were included in the agendas.

Administrative Board members were invited to the online meetings of the Advisory Board to boost interaction among the two bodies.



## Objective 9

Ensure the Agency representation, cooperation, dialogue and transparency with other institutional bodies, EU agencies and third parties

### Expected results

1. Synergies with other Institutions and bodies were enhanced.
2. EU institutions and bodies and general stakeholders were informed on EFCA activities.

Synergies with other Institutions and bodies were enhanced and EU institutions and bodies and general stakeholders were informed on EFCA activities. In this sense, the Executive Director and the Head of Unit Resources attended the various meetings held at

managerial level withing the inter-agency cooperation network, which coordinates the relations between agencies, the Commission and the European Parliament. Likewise, Agency staff met their counterparts through specific technical networks.







## Objective 10

**Ensure the optimisation in the allocation and use of EFCA's resources in accordance with the principle of sound financial management and with the guarantee concerning the legality and regularity of the underlying transactions**

**Ensure the rationalisation, simplification, scalability and streamlining of EFCA's processes**

### Expected results

1. Increase of efficiency in the administration through further efforts in the area of e-administration and maintain the levels already achieved in this respect.
2. Maintaining high levels of budget implementation performance through close budget programming, reporting and regular follow up of the information gathered from the financial systems and the input from the operational units.
3. Compliance with all legal requirements in the operational and administrative fields ensured.
4. Highly available, secure and cost-effective ICT services to support the EFCA business processes and its internal/ external operational activities ensured.

Synergies with other Institutions and bodies were enhanced and EU institutions and bodies and general stakeholders were informed on EFCA activities. 2021 has been a year of consolidation and optimisation of the existing procedures: the teleworking arrangements have continued, and there were new systems implemented, such as additional modules of Sysper in the HR area, the PPMT system for e-procurement and the completion of the first annual cycle for budget programming through the new BAPT system.

The implementation of the financial year 2021 was mainly affected by the additional €4 million budget provided to EFCA in the framework of the future cooperation with the UK. Nevertheless, EFCA reached a 99.1% budget implementation in 2021 thanks to



the rigorous follow up of the budget programming and estimated forecasts, as well as the close collaboration of all operational areas.

Compliance with all legal requirements in the operational and administrative fields is ensured since the first audit mission of 2021 financial year showed no preliminary findings and there was full compliance with the regularity and legality of the financial transactions.

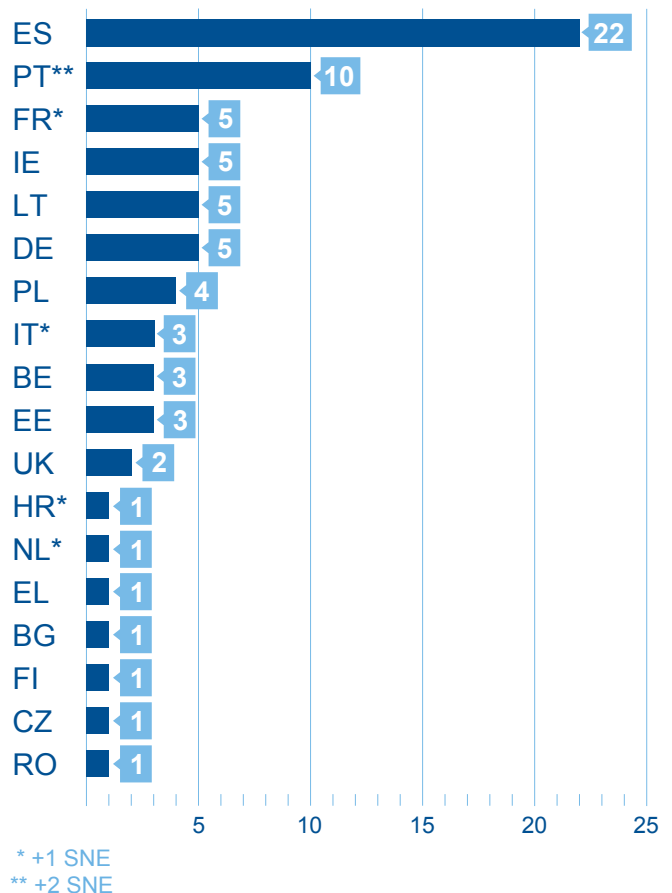
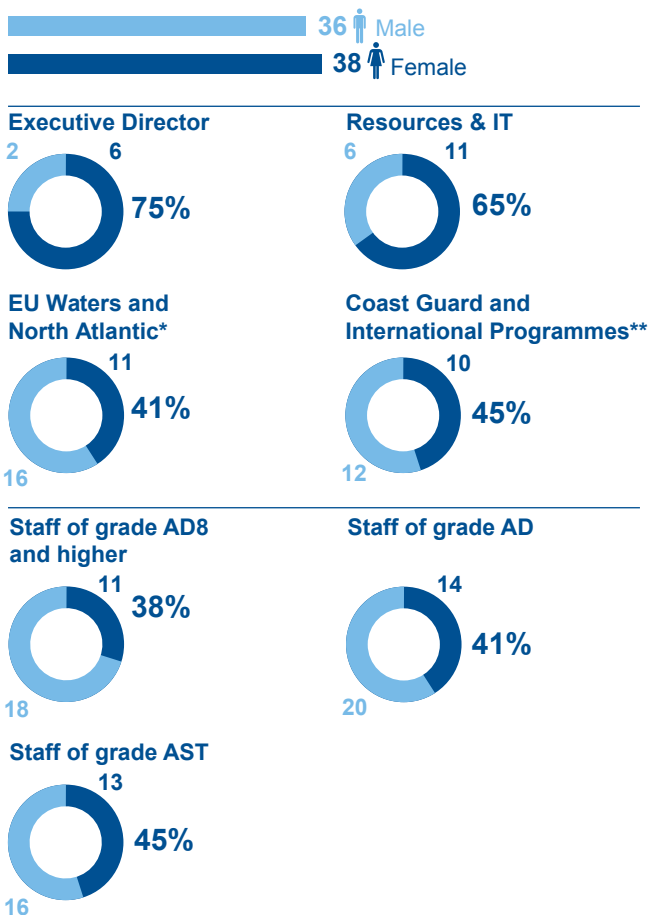
Regarding the improvement of the efficiency, the use of Fishnet was enhanced by fixing pending issues from the technical migration and adding new functionalities, the first phase of the Automated Budget Programming system was concluded and the implementation of an IT Service Management System has been launched.

On 31 December 2021, the establishment plan was 100% filled, with 65 temporary agents (TA), 9 Contract agents (CA), and 93 Seconded National Experts, plus two CA covered by ad hoc grants, under the PESCAO project.

EFCA promotes a policy of equal treatment aiming to have an optimal gender balance among its staff. On 31 December 2021, the percentage of female staff grade AD8 (administrator's function group, grade 8) or higher was 38%.

As in the previous years, there was a wide composition of staff in regard to nationalities with staff members from 18 different EU Member States. In 2021, EFCA staff included 65 temporary agents (TA), 9 Contract agents (CA), and 93 Seconded National Experts, plus two CA covered by ad hoc grants, under the PESCAO project.

### Gender and nationalities of EFCA staff members (31/12/2021)



\* Including two SNEs: 17 male and 12 female  
\*\* Including four male SNEs: 38% female



Europe Day 2021 and farewell event for outgoing Executive Director Pascal Savouret



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## European Fisheries Control Agency

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