

2021 ADMINISTRATIVE REPORT¹

1. Introduction

In accordance with Article VII of the Convention, this report is presented by the Secretariat to the Commission to outline its activities during financial year 2021.

2. Contracting Parties and Cooperators to the Convention

2.1 Contracting Parties

At 18 October 2021, the International Convention for the Conservation of Atlantic Tunas (ICCAT) comprises the following 52 Contracting Parties: Albania, Algeria, Angola, Barbados, Belize, Brazil, Canada, Cabo Verde, China, Côte d'Ivoire, Curaçao, Egypt, El Salvador, Equatorial Guinea, European Union, France (St. Pierre & Miquelon), Gabon, Ghana, Grenada, Guatemala, Guinea (Rep.) Guinea Bissau, Honduras, Iceland, Japan, Korea (Rep.), Liberia, Libya, Mauritania, Mexico, Morocco, Namibia, Nicaragua, Nigeria, Norway, Panama, Philippines, Russia, Senegal, Sierra Leone, South Africa, Sao Tomé and Príncipe, St. Vincent and the Grenadines, Syrian Arab Republic, The Gambia, Trinidad and Tobago, Tunisia, Turkey, United Kingdom of Great Britain and Northern Ireland, United States, Uruguay, and Venezuela.

2.2 Cooperating Non-Contracting Parties, Entities or Fishing Entities

In addition to the Contracting Parties, the Commission can also grant the status of cooperator following the procedure described in the *Recommendation by ICCAT on Criteria for Attaining the Status of Cooperating Non-Contracting Party, Entity or Fishing Entity in ICCAT* (Rec. 03-20). The following States currently hold this status: Bolivia, Costa Rica, Guyana, Chinese Taipei and Suriname.

3. Approval, ratification or acceptance of the Palma de Mallorca Protocol

At the 26th Regular meeting of the International Commission for the Conservation of Atlantic Tunas, held in November 2019 in Palma de Mallorca (Spain), the Contracting Parties of the International Convention for the Conservation of Atlantic Tunas approved a Protocol to amend this Convention. On 5 December 2019, the Executive Secretary of the Commission deposited the Protocol with the Depository, the Director General of the United Nations Food and Agriculture Organisation (FAO).

In accordance with its Article 13, the new Protocol adopted in Palma de Mallorca (Spain) "*shall enter into force for each Contracting Party to the Convention accepting it on the ninetieth day after the deposit with the Director-General of the Food and Agriculture Organization of the United Nations of an instrument of approval, ratification, or acceptance by three-fourths of the Contracting Parties to the Convention, and thereafter for each remaining Contracting Party to the Convention upon approval, ratification, or acceptance by it. A government which becomes a Contracting Party to the Convention after this Protocol has been opened for signature pursuant to Article 12 above shall be considered as having accepted this Protocol*".

On 11 September 2020, the European Union deposited an instrument of acceptance of the Protocol referred to above. Norway did likewise on 3 November 2020, Canada on 23 June 2021 and Japan on 30 July 2021.

¹ Data at 18 October 2021.

4. ICCAT Recommendations and Resolutions

Adoption and entry into force of the Recommendations and Resolutions

On 17 February 2021, the Secretariat officially transmitted the texts of the Recommendations and Resolutions adopted during the Discussions on Essential Commission Business in 2020 *in lieu* of the 22nd Special Meeting of the Commission to the Contracting Parties and to the non-Contracting Parties, Entities or Fishing Entities that have Atlantic coastlines or that fish tunas in the Convention area, and to the intergovernmental fishery organizations, requesting their cooperation in this regard.

The texts of the Recommendations and Resolutions adopted by the Commission in 2020 were published in the *Report for Biennial Period 2020-2021, Part I (2020), Vol. 1*

Following the six-month grace period after the transmission of the Recommendations and Resolutions adopted by the Commission, the Recommendations entered into force on 17 August 2021, in accordance with Article VIII of the ICCAT Convention.

5. Intersessional meetings, Working Groups and ICCAT training courses

In accordance with Commission decisions in this regard, the following twenty-four meetings were held in 2021:

- Atlantic Ocean Tropical Tuna Tagging Programme (AOTTP) Final Symposium (12-14 January 2021, Online)
- Meeting of the Working Group for the Development of an Online Reporting System (IOMS) (16-18 February 2021, Online)
- Intersessional Meeting of Panel 2 (2-5 March 2021, Online)
- Intersessional Meeting of the Billfish Species Group (8-12 March 2021, Online)
- Intersessional Meeting of Tropical Tunas MSE Technical Group (29-31 March 2021, Online)
- Intersessional Meeting of the Bluefin Tuna Species Group (including WBFT Data Preparatory) (5-13 April 2021, Online)
- Bigeye Tuna Data Preparatory Meeting (22-30 April 2021, Online)
- Meeting of the Working Group on Stock Assessment Methods (WGSAM) (5-10 May 2021, Online)
- Intersessional Meeting of the Subcommittee on Ecosystems and Bycatch (5-10 May 2021, Online)
- Intersessional Meeting of the Small Tunas Species Group (17-20 May 2021, Online)
- Intersessional Meeting of the Swordfish Species Group (including MSE) (31 May-7 June 2021, Online)
- Meeting of the Technical Working Group on eBCD (8-9 June 2021, Online)
- 14th Meeting of the IMM Working Group (14-17 June 2021, Online)
- Intersessional Meeting of the Albacore Species Group (including MED Assessment) (21-30 June 2021, Online)
- Intersessional Meeting of Panel 1 (1 and 2 July 2021, Online)
- Intersessional Meeting of Bluefin Tuna MSE Technical Group (5-10 July 2021, Online)
- Intersessional Meeting of Panel 4 (6-8 July 2021, Online)
- Bigeye Tuna Stock Assessment Meeting (19-29 July 2021, Online)
- West Bluefin Tuna Stock Assessment Meeting (30 August-1 September 2021, Online)
- 2nd Intersessional Meeting of Panel 1 (1-3 September 2021, Online)
- 2nd Intersessional Meeting of the Bluefin Tuna Species Group (2-9 September 2021, Online)
- 2nd Intersessional Meeting of Panel 2 (13-15 September 2021, Online)
- SCRS Species Group Meetings (20-25 September 2021, Online)
- Meeting of the Standing Committee on Research and Statistics (SCRS) (27 September – 2 October 2021, Online)

In addition to the meetings referred to above, the following workshops and webinars were held:

- GBYP Close-Kin Workshop (8-9 February 2021, Online)
- GBYP Electronic Tagging Workshop (15-16 March 2021, Online)
- 2021 ICCAT Swordfish Biology Workshop (22-26 March 2021, Online)
- 2021 Ambassadors webinars on BFT MSE (13-15 October 2021, Online)

6. Meetings at which ICCAT was represented

Within the framework of ICCAT's mandate to inform other international organizations of the measures adopted by the Commission, the Secretariat participated in several meetings and technical consultation processes, which included several regional fisheries organizations (see **Annex 1** to this Report (STF-201/2021-Annex 1), which summarizes the main issues discussed at these meetings)

- 34th Session of the FAO Committee on Fisheries (COFI) (1-5 February 2021, Online)
- Eighth meeting of the Regional Fishery Body Secretariats' Network (24-25 February 2021, Online)
- ATLAFCO Symposium "For an active participation in the international management of marine living species" (3-4 March 2021, Online)
- FAO-GFCM COC - Meeting of the Working Group on VMS and related controls system (WGVMS) (20 May 2021, Online)
- 25th Session of the Indian Ocean Tuna Commission (IOTC) (7-11 June 2021, Online)
- Meeting of the Regional Coordination Group on Large Pelagics (RCG LP) 2021 (28-30 June 2021, Online)
- Regional Coordination Group on Large Pelagics (RCG LP) 2021 Annual Meeting (23-24 September 2021, Online)
- 18th Liaison Meeting (Subgroup of the European Commission's Group on Experts on Fisheries Data Collection) between the Chairs of RCGs, STECF Meetings on DCF, RDB Steering Groups, Key End Users (ICES, STECF, RFMOS), JRC and the Commission (23-24 September 2021, Online)
- Meeting of the Mediterranean Advisory Council MEDAC (6 October 2021, Online)

7. Tagging lottery

In 2021 the tuna lottery draw did not taken place during the SCRS plenary meeting.

8. Letters concerning compliance with budgetary obligations

In early 2021, the Executive Secretary notified all the Contracting Parties of the amount of their contributions to the 2021 budget. In July 2021, a reminder was sent to the Contracting Parties that had not made the corresponding payments. Subsequently, and for those Contracting Parties that had not taken action, a second reminder was sent in October, attaching for the affected parties the letter sent in 2020, in which the ICCAT Chair warns that the situation of non-payment by Contracting Parties makes it impossible to support activities that are crucial to the Commission and gives CPCs in arrears a final opportunity to regularise their situation. The following table summarizes the correspondence sent to the Contracting Parties in arrears as regards their ICCAT and eBCD contributions.

	<i>First reminder Letter of 16 July 2021</i>	<i>Second reminder Letter of 11 October 2021</i>	<i>First reminder eBCD Letter of 16 July 2021</i>	<i>Second reminder eBCD Letter of 18 October 2021</i>
Algeria			X	
Angola	X	X		
Barbados	X			
Brazil	X	X		
Cabo Verde	X	X		
Côte d'Ivoire	X	X		
Curaçao	X	X		
Egypt			X	X
France (Saint Pierre et Miquelon)			X	
The Gambia	X			
Ghana	X	X		
Granada	X	X		
Guatemala				
Guinea Bissau				
Equatorial Guinea	X	X		
Guinea, Rep.	X	X		
Honduras	X	X		
Liberia	X	X		
Libya	X	X	X	X
Mauritania	X	X		
Namibia	X	X		
Nigeria	X	X		
Panama	X	X		
Saint Vicent and the Grenadines	X	X		
Santo Tomé and Príncipe	X	X		
Senegal	X	X		
Sierra Leone	X	X		
Syria (Arab Rep.)	X	X	X	X
South Africa				
Trinidad and Tobago	X			
Tunisia			X	X
Turkey	X		X	
United Kingdom	X	X		
United States	X		X	X
Uruguay	X			
Venezuela	X	X		

9. Publications of the Secretariat - 2021

In 2021, the following publications were issued:

- Report for Biennial Period 2020-21, Part I (2020), Vols. 1, 2, 3 and 4: English (in electronic format only).
- Report for Biennial Period 2020-21, Part I (2020), Vols. 1, 2, 3 and 4: French (in electronic format only).
- Report for Biennial Period 2020-21, Part I (2020), Vols. 1, 2, 3 and 4: Spanish (in electronic format only).
- Collective Volume of Scientific Papers, Vol. 78, comprising eight volumes. The publications are available on the ICCAT web site.
- ICCAT Newsletter (September 2021).

10. Organisation and management of the Secretariat staff

10.1 Organisation

The Secretariat is organised as follows:

Executive Secretary

Mr. Camille Jean Pierre Manel. He is responsible for selection and administration of staff of the Commission and oversees execution of the main functions of the Commission, such as:

Coordination of research programmes
Preparation of budget estimates for review by the Commission
Authorising disbursement of funds according to the Commission's budget
Accounting of the Commission's funds
Preparation of coordination with sister organisations
Collecting the necessary fisheries statistics
Preparation of scientific, administrative and other reports

Assistant Executive Secretary

Dr Miguel Neves dos Santos. Reporting directly to the Executive Secretary, he performs all the tasks delegated to him by the Executive Secretary, which include management of the Secretariat and representation of the ICCAT Secretariat at meetings of a technical and/or administrative nature. In addition, he performs the functions of scientific coordinator, carrying out tasks related to the coordination of research programmes, collection of fisheries statistics, preparation of reports and coordination with closely related organisations. He is in charge of the Department of Translation and Publications and coordination of work between the Department of Research and Statistics and the Compliance Department. He is also responsible for coordination between the Secretariat and the SCRS and preparation of SCRS meetings and management of Commission meeting documents. Finally, he has assumed the role of coordinator of the ICCAT/Japan Capacity Building Assistance Project (Phase II) (JCAP-2) since the departure of the previous coordinator.

Department of Research and Statistics

By reason of its mandate to manage and conserve tuna fishery resources, ICCAT members carry out a broad range of scientific research and monitoring activities. The Secretariat is directly involved in the coordination of some of these activities, although a large part of the practical work is carried out by the Contracting Parties. The Secretariat maintains a large number of databases that contain information on fishery statistics which are useful for stock assessments and for compliance-related records. The main tasks that are carried out are requests for data, rules for data transmission, development of databases, user interfaces of the databases, quality control of data, data mining and publication of data, management of the web site, tagging inventory, preparation of reports and coordination with the SCRS.

The research and statistics activities, under the supervision of the Scientific Coordinator, are carried out by the Head of Department and Fisheries Data Analyst, a Population Dynamics Expert, a By-catch Coordinator, a Biostatistician, two Database Programmers, a Programming Technician and a Database Programmer and Webmaster, and three Software Developers (IOMS). Dr Mauricio Ortiz is Head of the Department of Research and Statistics and a Fisheries Data Analyst. He is in charge of the activities relating to the analysis

of tuna and tuna-like species data contained in the ICCAT databases. Mr. Carlos Palma is responsible for activities related to the creation and maintenance of databases. Dr Nathan Taylor is the Bycatch Coordinator. Dr Ai Kimoto is in charge of the activities related to coordination with the SCRS regarding stock assessments and other scientific matters. Mr. Carlos Mayor performs tasks related to programming and development of databases. Mr. Jesús García carries out database programming tasks and is a GIS specialist. Mr. Juan Carlos Muñoz is the Database Programmer and Webmaster. Mr. Juan Luis Gallego is the Programming Technician and Mr. Manuel Maestre, Mr. José Sanz and Mr. Dashiell Portel perform the role of software developers for the Integrated Online Management System (IOMS) project.

Compliance Department

In recent years, the Commission has adopted an increasing number of Recommendations and Resolutions that require CPCs to communicate various types of information largely related to Monitoring, Control and Surveillance (MCS) measures; there are currently around 140 reporting requirements of this type. This department compiles and distributes a large volume of information. The Department's main tasks are: preparation of the compliance tables and compliance summaries and management of the associated correspondence; maintenance of the Record of Vessels and other ICCAT records; implementation of the Regional Observer Programmes; VMS management; inventory of vessel chartering and access agreements; port inspection; joint inspection programme; bluefin tuna farming reports; periodic catch reports (weekly, monthly and quarterly), data and validation of the statistical documents and of the ICCAT Bluefin Tuna Catch Documentation Programme; eBCD management, preparation of the compendium of the management regulations; determination of reporting requirements, management of requests for cooperator status and requests for observer status; compilation of Annual Reports; responses to compliance related queries; as well as tasks related to general correspondence with CPCs, intergovernmental organisations and others. The department is composed of Ms. Jenny Cheatle, Head of Department, Mr. M'Hamed Idrissi and Mr. Alberto Parrilla, as Compliance Coordinators, Dr Valerie Samedy, as VMS Programme Manager and Compliance Technician, Ms. Aldana Vieito, Compliance Assistant and Mr. Javier Martínez as Full Stack Developer (eBCD).

Department of Translation and Publications

The Department of Translation and Publications carries out tasks related to the compilation, adoption, translation and publication of circulars, reports and scientific documents, ASFA and FIRMS entries, in the three official languages of the Commission, the coordination of peer reviews of scientific documents, and publications in electronic format, communications and design of the web site. The department is coordinated by Dr Neves dos Santos and is composed of six translators: Ms. Christine Peyre (French), Ms. María Isabel de Andrés (Spanish), Ms. María José García-Orad (Spanish), Ms. Rebecca Campoy (English), Ms. Dorothée Pinet (French), and Ms. Karen Donovan (English).

Department of Finance and Administration

This Department carries out all the administrative and financial tasks of the Secretariat. Its main tasks are: preparation and control of the budget, accounting, preparation of the administrative and financial reports, organisation of ICCAT meetings, management of special funds, human resources within the Secretariat, purchases, travel, reception, archives, management of contact information, inventory of the library and publications, photocopying, scanning and mail. The department is composed of eight members: Mr. Juan Antonio Moreno, Head of Department, who coordinates all the tasks related to the department, Ms. Africa Martín (Accountant), Ms. Ana Martínez (Accounting Assistant), Mr. Juan Angel Moreno (photocopying and mail), Mr. Cristóbal García (photocopying and library), Ms. Esther Peña (Administrative Secretary) and Ms. Gisela Porto (Administrative Assistant to the Executive Secretary) and Mr. Pablo Herranz (Administrative Assistant).

Information Technology (IT)

Mr. Jesús Fiz, under the direct supervision of the Executive Secretary, is responsible for information technology and security of the information systems of the ICCAT Secretariat. His main tasks include design, planning, management and ensuring maintenance and protection of the information technology in the Secretariat. He also manages the security of the information and communication systems, aligns information security with ICCAT objectives, facilitates implementation of ISO 27001 and provides technical support for adaptation of the data protection policy.

Atlantic-wide Research Programme for Bluefin Tuna (GBYP)

The overall aim of the programme, which began in January 2010, is to improve the scientific basis for decision making in relation to management of bluefin tuna in the Atlantic Ocean and the Mediterranean Sea. The programme includes a list of actions, to be carried out over several years, such as recovery of basic data collections, improvement of knowledge on key biological and ecological processes or improvement of assessment models and provision of scientific advice. The programme is implemented by Dr Francisco Alemany (Coordinator), Ms. Stasa Tensek (Assistant Coordinator) and Mr. Alfonso Pagá (Database Specialist).

Atlantic Ocean Tropical Tuna Tagging Programme (AOTTP)

The aims of the programme, which began in 2015 and ended in February 2021, were to contribute to data compilation and improve information for tropical tuna stock assessments, in order to provide sound scientific advice on management of these tuna species. The programme collected, compiled and analysed tagging data and tag recovery for the most important tropical tuna species in the Atlantic, such as skipjack, bigeye and yellowfin tuna. The objective was to tag at least 120,000 species over five years with conventional and electronic tags. The activities carried out included chartering of professional fishing vessels, deployment of tag placement and recovery teams, data collection, scientific interpretation, development and implementation of training courses and promotion of awareness campaigns to promote tag recoveries. To implement these activities, the following people were hired for part or throughout the programme: Dr Doug Beare, Dr Lisa Ailloud, Mr. Pedro Güemes, Mr. Jesús García, Ms. Seynabou Kebe and Mr. Ricardo Pastor.

10.2 New appointments

In March 2021, Mr. Jesús García was hired as a database programmer and GIS specialist, within the Department of Research and Statistics, after being a member of the AOTTP team since August 2017 until its conclusion.

In April 2021, Mr. Dashiell Portel was hired for a 12 month period as a software developer (IOMS) to develop the functionality of user assistance, and help module. For this hire, a contract was signed with the European Union which will cover 80% of the costs for this development.

11. Other matters

11.1 Management of other programmes

It should be noted that the Financial Report contains detailed information on these programmes and funds.

Since 2005, the United States has contributed to the Special Data Fund established in accordance with the *Resolution by ICCAT on Improvements in Data Collection and Quality Assurance* (Res. 03-21), to assist scientists from developing countries in participating in the meetings and work of the Scientific Committee.

In April 2021, the contract was extended with the Consortium MRAG/CapFish for the ICCAT Regional Observer Programme for at-sea transshipment, in compliance with *Recommendation by ICCAT on a Programme for Transshipment* (Rec. 12-06). This programme was financed in 2021 by voluntary contributions from China (People's Rep.), Côte d'Ivoire, Japan, Korea, Namibia, Senegal, St. Vincent and the Grenadines and Chinese Taipei; the programme continues to be managed by the Secretariat.

To implement the provisions of the *Recommendation by ICCAT Amending the Recommendation by ICCAT to Establish a Multi-Annual Recovery Plan for Bluefin Tuna in the Eastern Atlantic and Mediterranean* (Rec. 08-05), in 2009 the Regional Observer Program for bluefin tuna was established. For this purpose, in April 2021, the contract was extended with the Consortium MRAG/COFREPECHE for hiring and deployment of observers. During this period, vessels, farms and traps have participated, and their operators have financed the programme.

Since 2008, the United States delegation has made numerous contributions to the United States Fund for Capacity Building for developing countries.

At the 16th Special Meeting of the Commission (Marrakesh, Morocco, 17 to 24 November 2008), the Commission endorsed a five-year coordinated Atlantic-wide bluefin tuna research program (known as GBYP-ICCAT). Currently, the programme is in its eleventh phase. The European Union is financing 80.00% of this amount, and the remainder is being financed through voluntary contributions from Albania, Algeria, Japan, Korea, Morocco, Norway, Turkey and Chinese Taipei.

Following the ICCAT-Japan Capacity-building Assistance Project (JCAP), which was implemented from 2014 to 2019, in December 2019, a special new project for capacity-building with a five-year duration began, financed by the Government of Japan, the ICCAT-Japan Capacity-Building Assistance Project - Phase 2 (JCAP-2). Its overriding objective is to assist ICCAT developing CPCs in complying with their obligations related to data compilation and reporting, as well as in implementing efficiently ICCAT measures.

In July 2021, the Secretariat received a contribution of €15,084.00 from China (People's Rep.) for continuation of the activities of the Special Data Fund-People's Republic of China.

Following approval in 2020 of the *Recommendation by ICCAT Amending Recommendation 14-14 on the Establishment of a Meeting Participation Fund for developing ICCAT Contracting Parties* (Rec. 20-09), the Secretariat received in 2021 an allocation of €40,000.00 charged to the Commission's budget.

In 2013, the Morocco Fund to Support National Capacity for Participation at Commission Meetings was established. For this purpose, in March 2021, Morocco made a voluntary contribution in the amount of €56,838.81.

In 2013, the Commission adopted the *Recommendation by ICCAT on the Establishment of a Scientific Capacity Building Fund for Developing States which are ICCAT Contracting Parties* (Rec. 13-19) for the purpose of supporting scientists from ICCAT Contracting Parties that are developing States in their need to acquire knowledge and develop skills on issues related to ICCAT. The special Scientific Capacity Building Fund (SCBF) was allocated €80,000.00 from the Working Capital Fund. In light of the limited activity of this fund, in 2017, the Commission decided to transfer the balance of this fund to the new Strategic Research Programme. It also decided that this fund should be maintained for future activities, but with no balance.

On 30 June 2015, the Secretariat signed the contract with the European Union for implementation of the Atlantic Ocean Tuna Tagging Programme (AOTTP), which concluded on 28 February 2021. The final costs of the Programme were €14,687,373.19, and the initial budget was €15,000,000.00. The European Union financed 90% of the Programme for a total amount of €13,218,635.79. The remaining 10% was financed by Canada (€94,388.21), the United States (€257,847.68), Japan (€12,355.47), Senegal (Gaipes) (€5,370.93), Chinese Taipei (€53,000.00), interest (€247.06) and ICCAT (€1,045,528.05).

In 2017, the Tunisia Fund to Support National Capacity for Participation at Commission Meetings was established.

In 2015, the special Monitoring, Control, and Surveillance Fund (MCSF) was established to support and strengthen development and implementation of efficient in port inspection systems by developing CPCs for the purpose of achieving or surpassing the minimum standards established in the *Recommendation by ICCAT to support effective implementation of Recommendation 12-07 by ICCAT for an ICCAT scheme for minimum standards for inspection in port* (Rec. 14-08).

In 2017, the Commission decided to create for 2018, the Strategic Research Programme, with the objective of grouping and including in the regular Commission budget all ICCAT scientific activities. It also decided to gradually incorporate this new budgetary item over 4 years. For this reason, a contract was entered into in December 2020 with the European Union to finance 71.93% of the Commission's scientific activities in 2021, within the framework of the new Strategic Research Programme, which are not covered by the budget and whose total amount is €860,230.00.

In December 2019, a contract was signed with the European Union with a twelve-month term, which has been extended for a further 12 months, to continue to improve the capacity of developing countries, which includes the activities of the *Recommendation by ICCAT amending Recommendation 14-14 on the establishment of a Meeting Participation Fund for developing ICCAT Contracting Parties* (Rec. 20-09).

For this very objective, in December 2020, a new contract, with a 12-month term, and for a total amount of €250,000.00, was entered into with the European Union, under which the European Union will finance 80.00%.

In December 2020, a contract was signed with the European Union for development of the IOMS functionality, user assistance system. This module will cover the components that will manage the help elements created to assist and facilitate dynamically the interaction and learning process of the user in relation to the IOMS. The contract will cover the hire for 12 months of a software developer and the team and programs necessary for this development. The contract has a budget of €125,000.00 euros, of which the European Union will cover 80%.

In September 2021, the United States Fund for Tropicals was established, to support the work to conclude the Atlantic Ocean Tropical Tunas Tagging Programme (AOTTP) and finance a software upgrade to continue development of a tool to support decision making on tropical tunas. For this purpose, the United States has provided a voluntary contribution in the amount of €84,700.00.

11.2 Assessment of staff profile and workload of the Secretariat

To comply with recommendation 130 of the second ICCAT performance review, in 2021, an independent firm Crowe Advisory SP, S.L., was hired to carry out a Study on staff profile and workload of the Secretariat.

The study is presented to the Commission in document **STF-211/2021**.

11.3 Support for cybersecurity management and compliance with Gold Security (Plan for comprehensive adaptation to security management)

In January 2021, the Secretariat signed a contract with the company Secure and IT Proyectos, S.L. to carry out a multidisciplinary security project over a 3 year term, which aims to bring ICCAT in line with the Data Protection Law and improve the cooperate processes based on standard ISO 27001. At the same time, it is sought to protect ICCAT assets through monitoring the security of the Secretariat's information technology.

11.4 Revision of ICCAT Staff Regulations and Rules

In 2021, an external expert has been commissioned with the revision and comprehensive update of the ICCAT Staff Regulations and Rules. The document **STF-210/2021** reflects the current situation of this revision.