

# Performance reviews at ICCAT

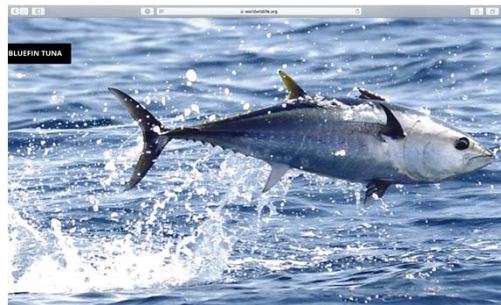
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First Vice Chair and Former Chair



# History

- \* Kobe Process: (Jan 2007 meeting) Common Criteria
- \* ICCAT at Annual Meeting November 2007: appoint 3 experts (Manager, scientist, lawyer)
- \* Outcome: (“Horresco referens”) Devastating: the experts were quite outspoken: “International disgrace”
- \* Modify Convention/manage species properly/Compliance
- \* Benchmark: (eastern) Bluefin Tuna



# History Continued

- \* Work on the various elements of the PR: Convention amendment, Mgt, control, compliance, ..
- \* Recovery plan (2006) strongly reinforced.
- \* Recovery plan progressively reinforced with capacity reduction, strict control, minimum size, low TAC
- \* “Draconian”: massive criticism (see example i.a. in the European union. Plantu)



THE MANAGEMENT OF BLUEFIN TUNA PURSE-SEINE FISHING SEASON IN 2010 IN THE EUROPEAN UNION



OH! EXCUSEZ-NOUS,  
ON S'EST TROMPÉ!  
VOUS POUVEZ ENCORE  
PÊCHER UN PEU  
DE THON!

# History continued

- \* First sign of recovery eBFT 2013
- \* Annual Meeting 2015: decision to undertake a Second PR : again 3 experts, like before.
- \* Outcome presented at Annual Meeting in 2016



# History Continued



SDP at UN ICSP UNFSA New York 2-3 May 2019

# History Continued

- \* Relief: no more devastating criticism
- \* Positive comments plus:
- \* Long list of recommendations 131
- \* Commitment at Annual Meeting to follow up
- \* Creation of Ad Hoc Working Group (Met in 2017)
- \* Structured recommendations + defined action plan:
  - \* Time line and
  - \* Assignment (CPC, Commission, Subs bodies, Secretariat)
- \* Annual follow up of progress

# Lessons learned /Good practices

- \* Good to be pushed into it (cq Kobe Process/Contracting Parties/Press/Civil society)
- \* Have the courage to do it
- \* Structure the team properly (ICCAT: 3 experts)
- \* Resources (Budget + Access to data and people)
- \* Follow up to be structured and assigned
- \* There must be an internal driver (ICCAT: Chair/Vice Chair + Executive Secretary)
- \* Discipline: action plan
- \* Support by all actors (CPC-Board-Secretariat)
- \* Seek/show appreciation for results (motivation!)



# Lessons learned/Good practices

Continued

- \* Continuous effort (TQM) to fight entropy
- \* Fixed item on agenda Annual Meeting
- \* Integral Calculus: continued small steps yield big result
- \* External peer pressure (eg through Kobe process) remains useful
- \* Positive stimulation: “Plus est en vous”
- \* Standard of Good Governance

# Thank You

- \* Questions
- \* Comments