



Management Plan 2016

DG Maritime Affairs and Fisheries

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PART 1. Overview of main outputs for the year

General objective I: A New Boost for Jobs, Growth and Investment

Specific measurement of Growth for Fisheries: Economic growth potential and environmental sustainability measured by the proportion (Atlantic) or number of stocks (Mediterranean and Black Sea) that are fished at MSY levels¹.

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target date	Responsible units
Proposal for a Regulation of EP and Council on technical measures for the protection of marine organisms (2013/MARE/002).	Adoption by the Commission	11/03/2016	A2
Commission Communication to EP and Council concerning a consultation on fishing opportunities for 2017 (2016/MARE/070).	Adoption by the Commission	June 2016	A2
Proposal for a Council Regulation fixing the fishing opportunities for 2017 (2016/MARE/081).	Adoption by the Commission	November 2016	C2
Proposal for a Council Regulation on fishing opportunities in the Baltic Sea for 2017 (2016/MARE/093).	Adoption by the Commission	September 2016	E2
Proposal for a Council Regulation fixing for 2017 the fishing opportunities for certain fish stocks in the Black Sea (2016/MARE/094).	Adoption by the Commission	November 2016	D2
Fishing opportunities for deep-sea fish stocks for 2017 and 2018 (2016/MARE/090).	Adoption by the Commission	October 2016	C2
Proposal for a multiannual plan for the Northern Adriatic small pelagic fisheries (2016/MARE/001).	Adoption by the Commission	2 nd quarter 2016	D2
Proposal for a multiannual plan for demersal fisheries in north-western EU waters (2016/MARE/004).	Adoption by the Commission	4 th quarter 2016	Dir. C
Proposal for a multiannual plan for demersal fisheries in south-western EU waters (2016/MARE/005).	Adoption by the Commission	4 th quarter 2016	Dir. C
Proposal for a multi-annual plan for the North Sea demersal fisheries (2011/MARE/063).	Adoption by the Commission	3rd quarter 2016	E2

¹ In the Mediterranean and Black Seas, the "proportion" of stocks fished sustainably is not provided because the total number of stocks is unknown. The respective catches, in live weight, of the known stocks correspond to a limited part of the total catches (i.e. approx. 495 Kt out of 1.4.Mt total estimated, Source: STECF, GFCM-SAC, and FAO Capture Production). The total number of known stocks may therefore be still very limited compared to the total number of stocks.

Annual report on Member States' efforts in 2014 to balance fishing capacity and fishing opportunities (2016/MARE/019).	Adoption by the Commission	May 2016	A2
Proposal for a multi-annual plan for demersal species in the Western Mediterranean (2016/MARE/021).	Adoption by the Commission	3rd quarter 2016	D2
Commission Delegated Regulations on a discard plan for demersal stocks in the North and South Western Waters of the Atlantic (2016/MARE/086 and 2016/MARE/087).	Adoption by the Commission	October 2016	C2
Proposal on a Union framework for the collection, management and use of data in the fisheries sector and support for scientific advice regarding the CFP (recast) (COM(2015) 294 final).	Adoption by the co-legislators	2 nd semester 2016	C3
Commission Decision on a multiannual Union programme for the collection, management and use of data in the fisheries and aquaculture sectors (2016/MARE/101).	Adoption by the Commission	July 2016	C3
Commission implementing act laying down rules on procedures format and timetables for the submission of work plans for data collection (2016/MARE/100).	Adoption by the Commission	July 2016	C3

Specific measurement of Jobs for Fisheries: Employment created and maintained with support from the European Maritime and Fisheries Fund (EMFF).

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target date	Responsible units
EMFF Annual Implementation Reports.	Completion by the Member States	2016	C3, D3, E3 and A3

Main expenditure outputs

Description	Indicator	Target	Responsible units
EMFF support to sustainable and competitive fisheries and aquaculture.	EMFF payment requests by EMFF Managing Authorities.	2016	C3, D3, E3

Specific measurement of Growth for Fisheries: Profitability of the EU fishing fleet.

Main outputs in 2016

Main expenditure outputs

Description	Indicator	Target	Responsible unit
Annual Economic Report of the EU fleet 2016, STECF ² .	Publication of the report	July 2016	A3

² <http://stecf.jrc.ec.europa.eu/reports/economic>

Specific objective 1: More sustainable and competitive fisheries and aquaculture by 2020

Result indicator 1: Volume and value of aquaculture production in the EU.

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target date	Responsible unit
Commission Regulation on a supplementary info sheet for State aid to fishery and aquaculture sector (2016/MARE/046).	Adoption by the Commission	April 2016	F4

Main expenditure outputs

Description	Indicator	Target	Responsible unit
Commission Communication on the start of the functioning of the Advisory Councils for Aquaculture, Markets and the Black Sea (2015/MARE/070).	Adoption by the Commission	25/02/2016	A2

Result indicator 2: Number of Member States with an effective control system.

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target date	Responsible units
Commission Implementing Decisions on control action plans (2015/MARE/098, 2015/MARE/099, 2015/MARE/100, 2016/MARE/114).	Adoption by the Commission	2016	D2 and E2
Commission Implementing Decision establishing a SCIP ³ for demersal fisheries in Western Waters of the North East Atlantic (2016/MARE/002).	Adoption by the Commission	1 st quarter 2016	C2
Commission Implementing Decision establishing a SCIP for the North Sea (2016/MARE/076).	Adoption by the Commission	2nd quarter 2016	E2
Commission five-year reporting to EP and Council on the application of the Control Regulation (2015/MARE/043).	Adoption by the Commission	2016	A1

Main expenditure outputs

Description	Indicator	Target	Responsible units
Control expenditure under EMFF Regulation No 508/2014.	Payments	2016	Units A1, A3, C3, D3, E3
Grant to European Fisheries Control Agency (EFCA).	Payment	2016	A1

³ Specific Control and Inspection Programme.

Specific objective 2: A sustainable blue economy generating growth, jobs and prosperity by 2020

Main policy output in 2016

Description	Indicator	Target date	Responsible unit
Commission Communication on Ocean Governance and the Blue Economy (2015/MARE/050).	Adoption by the Commission	3 rd quarter 2016	E1

Result indicator 1: EU investment relating to the blue economy expressed as percentage of total European Structural and Investment Funds (ESIF).

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target date	Responsible units
EMFF Annual Implementation Reports.	Completion by Member States	2016	C3, D3, E3 and A3
Commission Implementing Decision on the revised EFF operational programme of Member States for 2007-2013: - NL (2016/MARE/075) - PT (2015/MARE/072) - DE (2014/MARE/136) - BE (2015/MARE/075) - AT (2015/MARE/078) - LT (2015/MARE/113) - MT (2016/MARE/074) - PL (2015/MARE/109) - IT (2015/MARE/064) - EL (2015/MARE/065)	Adoption by the Commission	2016	C3, D3, E3

Main expenditure outputs

Description	Indicator	Target	Responsible units
Establishment of a Union for the Mediterranean Forum on the blue economy.	Completion by the Commission and the Union for the Mediterranean	1st semester 2016	D1
Call for proposals on Blue technologies.	Call for proposals launched	February 2016	E1
Black Sea stakeholder conference.	Completion by the Commission and relevant countries	16-17 June 2016	D1
Cooperation Platform for the North Sea and Baltic Sea.	Contract signed	3 rd quarter 2016	E1
Western Mediterranean stakeholder conference.	Completion by the Commission and relevant countries	17/10/2016	D1

Result indicator 2: Marine Knowledge 2020

Improvement in marine knowledge measured by the degree of use of the European Marine Observation and Data network (EMODnet) in terms of the number of downloads of data per month.

Main outputs in 2016**Policy-related outputs**

Description	Indicator	Target date	Responsible unit
Commission Decision approving an agreement between the European Commission and the Flanders Marine Institute, VLIZ, regarding the EMODnet portal (2014/MARE/113*).	Adoption by the Commission	03/02/2016	C1
User Group to advise further development of EMODnet.	Decision on composition of Group	October 2016	C1

Main expenditure outputs

Description	Indicator	Target	Responsible unit
Final reports of second phase of EMODnet.	Payments made on 7 contracts	December 2016	C1
Contract signed for third phase of EMODnet.	8 contracts signed	October 2016	C1
Conference on "stress tests on European marine data".	Conference takes place	October 2016	C1

General objective II: A Resilient Energy Union with a Forward-Looking Climate Change Policy

Specific measurement for Energy Union: Share of ocean energy and offshore wind energy in the overall EU renewable energy mix.

Result indicator 1a - Ocean Energy: installed capacity in offshore ocean energy.

Result indicator 1b - Offshore Wind: installed capacity in offshore wind energy.

Main outputs in 2016**Policy-related outputs**

Description	Indicator	Target date	Responsible unit
Report on data gaps for wind farms in North Sea and Mediterranean.	Delivery of Data Adequacy Report	October 2016	C1
Strategic roadmap for the ocean energy sector.	Delivery of report	Autumn 2016	C1

Main expenditure outputs

Description	Indicator	Target	Responsible units
Blue careers – improved dialogue between industry and education.	Call for proposals	February 2016	C1
3 projects on cross-border spatial planning.	Signature of grant agreements	4 th quarter 2016	E1
Closing conference for Ocean Energy Forum.	Conference takes place	Autumn 2016	C1

General objective III: Towards a New Policy on Migration

Specific measurement for Maritime security: Closing the information gap across borders and sectors to improve maritime surveillance.

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target date	Responsible unit
Non-binding CISE Handbook explaining how to apply CISE and how to handle sensitive information.	Completion of first draft	End 2016	D1
Overview of added value information services validated by stakeholders that close main parts of the information gap identified in 2012.	First overview	End 2016	D1
European Union Maritime Security Strategy (EUMSS).	First Implementation report (including work on priorities) of the EUMSS, based on Member States' and EU reports delivered to Council.	2nd quarter 2016	D1

Main expenditure outputs

Description	Indicator	Target	Responsible units
Grants to support the national interoperability of CISE.	Executing 2016 payments	End 2016	D1 + EASME ⁴
European Coast Guard Functions Forum (ECGFF) to support the development of: <ul style="list-style-type: none"> – a Sectoral Qualification Framework for Coastguard Academies – a workplan for developing coastguard functions – the annual plenary session of the ECGFF. 	<ul style="list-style-type: none"> – Sectoral Qualification Framework: delivery of final report – Delivery of workplan – ECGFF plenary session completed. 	<ul style="list-style-type: none"> – 4th quarter 2016 – 4th quarter 2016 – 3rd quarter 2016 	D1 + EASME

Result indicator - Maritime security: Degree of implementation of the EU Maritime Security Strategy (EUMSS)

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target	Responsible unit
First implementation report and prioritisation of actions.	Publication of the report; decision on priority actions	2016	D1

Main expenditure outputs

Description	Indicator	Target	Responsible unit
EUMSS framework contract.	Signature of the contract	End 2016	D1

⁴ Executive Agency for Small and Medium-sized Enterprises

General objective IV: A Stronger Global Actor

Specific measurement for Stronger Global Actor, Fisheries: Fighting IUU fishing globally measured by the number of third countries that the Commission has engaged in a dialogue with and the number of countries having addressed their deficiencies.

Main outputs in 2016

Policy-related outputs

Description	Indicator	Target date	Responsible unit
Commission Decisions on pre-identification of a third country as a non-cooperating third country in fighting IUU fishing.	Adoption by the Commission	2016	A1
Revocations of pre-identifications.	Adoption by the Commission	2016	A1
Commission Decisions on identification of a third country as a non-cooperating third country in fighting IUU fishing.	Adoption by the Commission	2016	A1
Revocations of identifications.	Adoption by the Commission	2016	A1

Main expenditure outputs

Description	Indicator	Target	Responsible unit
Modernisation of the catch certification system by using IT cost-effective system, harmonized risk analysis and catch certification controls to improve Member States' implementation of the IUU Regulation.	Initialisation of the process	2016	A1

Specific objective 3:***Sustainable fisheries worldwide and improved international governance by 2020*****Result indicator 1: Conservation measures based on scientific advice adopted, for all species under the purview of RFMOs to which the EU is a member.****Main outputs in 2016****Policy-related outputs**

Description	Indicator	Target date	Responsible unit
Proposal for a SPRFMO Transposition Regulation (2015/MARE/060).	Adoption by the Commission	June 2016	B1
Proposal for a IOTC Transposition Regulation (2016/MARE/003).	Adoption by the Commission	4 th quarter 2016	B1
Proposal for a Regulation of EP and Council on measures applicable in the Regulatory Area of ICCAT (2005/MARE/021).	Adoption by the Commission	2 nd quarter 2016	B1
Proposal for a Regulation of EP and Council on conservation and enforcement measures applicable in the Regulatory Area of NAFO (2010/MARE/014).	Adoption by the Commission	2 nd quarter 2016	B1

Result indicator 2: Number of SFPAs in force.**Main outputs in 2016****Policy-related outputs**

Description	Indicator	Target date	Responsible unit
Proposal for a Council Decision on the conclusion of a new SFPA/protocol with ⁵ :	Adoption by the Commission		B3
– Cook Islands (2013/MARE/086, 087 and 088)		1st quarter 2016	
– Gabon (2016/MARE/065, 066 and 067)		2nd quarter 2016	
– Tanzania (2016/MARE/062, 063 and 064)		3rd quarter 2016	
– Sierra Leone (2015/MARE/052 and 2016/MARE/050, 051, 052)		3 rd - 4 th quarter 2016	
– Comoros (2016/MARE/056, 057 and 058) – Mauritius (2016/MARE/049, 059, 060 and 061)		2016	
– Kenya (2014/MARE/052, 2016/MARE/053, 054 and 055) – Mozambique (possibly) (2015/MARE/009, 010 and 011)		4th quarter 2016	
Proposal for a Council Regulation on the fishing opportunities under the Protocol to the SFPA between the EU and Greenland (2015/MARE/004).	Adoption by the Commission	June 2016	B3
Main expenditure outputs			
Description	Indicator	Target	Responsible unit
Commission Decision regarding credits for the implementation of SFPAs (financing decision).	Adoption by the Commission	Beginning of 2016	B3

⁵ SFPAs and their associated protocols enter into force after concluding negotiations with the third country concerned.

Result indicator 3 : Control of imports of fisheries products in the EU.**Main outputs in 2016****Policy-related outputs**

Description	Indicator	Target date	Responsible unit
Commission Decisions on pre-identification of a third country as a non-cooperating third country in fighting IUU fishing.	Adoption by the Commission	2016	A1
Revocations of pre-identifications.	Adoption by the Commission	2016	A1
Commission Decisions on identification of a third country as a non-cooperating third country in fighting IUU fishing.	Adoption by the Commission	2016	A1
Revocations of identifications.	Adoption by the Commission	2016	A1

Main expenditure outputs

Description	Indicator	Target	Responsible unit
Modernisation of the catch certification system by using IT cost-effective system, harmonized risk analysis and catch certification controls to improve implementations by Member States of the of IUU Regulation.	Initialisation of the system	2016	A1

PART 2. Organisational management outputs for the year

Objective (mandatory): The DG deploys effectively its resources in support of the delivery of the Commission's priorities and core business, has a competent and engaged workforce, which is driven by an effective and gender-balanced management and which can deploy its full potential within supportive and healthy working conditions.

DG MARE is fully committed to achieving the mandatory objective set at corporate level in the area of organisational management. In 2016, DG MARE will continue to aim at the effective and efficient delivery of the political priorities. In its HR policy, DG MARE will pay particular attention to the efficient use of resources and to the wellbeing and the engagement of staff.

At 44% in January 2015 DG MARE was well above the Commission average on the **representation of women in middle management** functions. DG MARE is committed to ensuring that gender balance objectives are fully attained. The target for 2016 is to maintain at least this level of gender balance, and if possible move to a higher target.

Indicator 1 (mandatory – data provided by DG HR): Percentage of female representation in middle management.		
Main outputs in 2016		
Description	Indicator	Target
Monthly dashboard from DG HR.	% of women in middle management functions.	2016: maintain or increase the current level of 44%. 2019: 50% (Equal Opportunities Strategy 2015-2019 for senior management, middle management and non-management administrators).

38,65% of DG MARE **staff** replied in the 2014 Commission Staff Survey that they consider the Commission cares for their **wellbeing**. The target for 2016 is to maintain this percentage. As a follow-up to the 2014 Staff Survey results an extensive internal consultation took place, which resulted in a number of actions aiming at enhancing wellbeing that will continue to be implemented in 2016, including the organisation of training events and lunchtime conferences on topics related to wellbeing; cooperation with DG AGRI on the organisation of wellbeing and fit@work activities; promotion of fit@work actions across the Commission. As regards the physical environment, DG MARE will consistently pursue the objective of its upgrading. DG MARE will request regular controls of quality of offices; address the frequency and quality of cleaning of offices/common spaces; increase number of chairs and tables and install shelter for rainy days; request upgrade of showers/lockers. Furthermore, DG MARE will continue to promote flexible working methods (including flexitime and part-time arrangements) as a way to boost productivity and ability to adapt to changing workloads and demands.

Indicator 2 (mandatory – data provided by DG HR): Percentage of staff who feel that the Commission cares about their well-being⁶.

Main outputs in 2016

Description	Indicator	Target
Implementation of the Staff Engagement Action Plan.	Staff survey results available.	Launch of the survey in Spring 2016.

In the 2014 Commission Staff Survey DG MARE achieved a very high **Staff Engagement Index** of 73, compared with the Commission average of 54. The target for 2016 is to remain at least at the same level for the Staff Engagement Index, and if possible to increase it. In the framework of the Action Plan for Staff Engagement, a number of actions will be implemented as of early 2016 including the creation of a Staff Engagement, Diversity and Inclusion Working Group, chaired by the Director General with the participation of staff from all categories and functions. DG MARE will be following closely the results of the 2016 Commission Staff Survey and in order to enhance the reliability of the results, participation of staff in the survey will be strongly promoted.

Indicator 3 (mandatory – data provided by DG HR): Staff engagement index.

Source of data: Commission staff survey

Main outputs in 2016

Description	Indicator	Target
Implementation of the Staff Engagement Action Plan.	Staff survey results available.	Launch of the survey in Spring 2016.

⁶ This indicator may be replaced by a fit@work index on which DG HR is currently working.

For the **2014-2020 programming period**, DG MARE has developed a Single Audit Strategy (SAS) in conjunction with DG REGIO and DG EMPL. It will carry out a desk review of a selected number of "designation packages" (which contain a report and opinion of the independent audit body that assesses the fulfilment by the designated authorities of the necessary criteria); this exercise may require additional information or clarification to be obtained through on-the-spot fact finding missions. DG MARE may also decide to carry out early preventive system audits which will focus on the functioning of the most important key requirements at this early stage of implementation. This will provide a source of direct assurance prior to receipt of the first "full" packages from Member States (February 2017).

For the **2007-2013 programming period**, the residual error rate, represented by the cumulative residual risk (CRR), has been estimated for all European Fisheries Fund (EFF) operational programmes since the beginning of the programming period, based on the best available sources of information. The estimated CRR is an additional check applied to confirm whether each programme is managed correctly on a cumulative basis, i.e. whether the corrective measures (withdrawals, recoveries) already implemented by Member States have adequately mitigated the risks of irregularities since the beginning of the programming period.

In achieving the target DG MARE is heavily dependent on the Member States' implementation and operation of effective control systems. A low CRR requires Member States to act promptly to correct ineligible expenditure. DG MARE manages the risk by interrupting payments to Member States whose programmes show material levels of error, thereby protecting the EU budget. The CRR of 1.17% (Annual Activity Report 2014) illustrates that the corrective capacity of the controls operated by DG MARE is effective in shielding the Budget from material levels of irregular expenditure.

DG MARE will continue its programme of EFF audits (mainly on recoveries and specific risk areas) in 2016; these may include examinations of Member States' preparedness for closure. In addition, a set of audits to cover the final cost declarations in the areas of markets, control, and direct management is foreseen (these headings fall under the scope of shared management in the 2014-2020 period).

Overarching objective: The Authorising Officer by Delegation should have reasonable assurance that resources have been used in accordance with the principles of sound financial management, and that the control procedures put in place give the necessary guarantees concerning the legality and regularity of the underlying transactions including prevention, detection, correction and follow-up of fraud and irregularities.

Main outputs in 2016:

Description	Indicator	Target
Review of designation packages for the 2014-2020 programming period.	Number of designation packages reviewed.	8
Execution of early preventive system audits for the 2014-2020 programming period.	Number of early preventive system audits carried out.	6
Review of 27 Member States' annual control reports in respect of the 2007-2013 programming period.	Validated error rates for all annual control reports and calculation of cumulative residual risk (CRR).	100%
Ex-post / (pre-) closure / recoveries audits in respect of 2007-2013 programming period.	Number of such audits carried out.	12
Audit of direct management expenditure categories (Markets, Control and Data Collection).	1 audit executed for each category.	3 audits
Minimise average time to pay.	Average time to pay.	At or below 25 days
Maximise the proportion of payments made within the legal time limits/deadlines.	% of payments meeting the legal time limits.	Equal to or above the Commission average.

Objective (mandatory): Prepare new policy initiatives and manage the EU's acquis in line with better regulation practices to ensure that EU policy objectives are achieved effectively and efficiently.

Main outputs in 2016

Description	Indicator	Target
Opinions of the Regulatory Scrutiny Board.	Annual re-submission rate of DG MARE.	End 2016: below Commission average.

The actual situation as far as shared HAN files⁷ with other DGs is concerned is at 0,21% (a number of files are shared with EASME). DG MARE would be ready to consider giving Commission-wide access to files further to any new guidelines stemming from the work of the High Level Reflection Group on Information Management. Exceptions to this emerging approach relating to a 'need to know' basis will apply whenever necessary. During 2016 a regular review of the filing plan will be carried out. This could be a first opportunity to identify at unit level which of the existing DG files in ARES could eventually be upgraded to Commission-wide access as well as to consider the introduction of the same Commission-wide access approach upon the creation of the new files. Data and information should be complete, reliable, relevant and easy to retrieve. A quality check is ensured at the level of the Document Management Officer. Taking into consideration the fact that unfiled documents are not retrievable in ARES, DG MARE has achieved to file the registered documents almost 100%. The target of unfiled documents will be at the minimum percentage of 1% or even less.

Objective (mandatory): Information and knowledge in your DG is shared and reusable by other DGs. Important documents are registered, filed and retrievable.

Main outputs in 2016

Description	Indicator	Target
Unfiled registered documents.	1,92%	≤ 1%
Files shared with other Commission services.	0,21%	Depending on Information Management Reflection Group's outcome.

*Data based on Indicators related to Information Management of DIGIT/SEC GEN 1/1/2016.

⁷ HERMES / ARES / NOMCOM (HAN)

For external communication overall spending

The objective of DG MARE's external communication activities is to raise awareness and mobilise support for the EU fisheries and maritime policy.

Annual communication spending (based on estimated commitments):	
Baseline 2015: 2 700 000 €	Target 2016: Estimated overall communication spending of 1 500 000 €

Significant communication actions for 2016 with specific performance indicators and benchmark targets⁸:

Communication action	Performance indicator	Benchmark target	Link with the Strategic Plan 2016-2020
Migration of DG MARE website and integration into the new European Commission web structure.	Retention of the number of visitors/visits.	1.700.000 visits (2015)	Information on EU fisheries and maritime policy easily available to stakeholders.
Seafood 2016.	Sustain/increase number of participants who engage directly with DG MARE experts and participate in information sessions. Level of satisfaction measured via a survey.	200 participants	Better awareness of EU fisheries policy.
Ocean Governance communication.	Number of stakeholders reached.	5.000	Increase awareness of: <ul style="list-style-type: none"> - why it is important to have better ocean governance and how the EU could contribute to this. - EU maritime policy and EU support to the blue economy; engage stakeholders for better policy-making and facilitate exchange and joint cooperation amongst stakeholders.
European Maritime Day 2016.	Number of participants and level of satisfaction.	1000 participants	See before.
Joint participation with DG AGRI, SANCO in international fairs: <i>Grüne Woche Berlin</i> and <i>Salon de l'Agriculture Paris</i> .	Engaging with new audiences, in particular young people, and getting new social media followers. Level of satisfaction of activities carried out at the stand via a survey.	150 new followers gained at each fair	Increase awareness of EU fisheries policy and its contribution to growth and jobs.

⁸ Indicative list will be provided by the ECN network.

<p>Publications:</p> <ul style="list-style-type: none"> – Posters of seafood species in different sea basins. – CFP facts and figures brochure. 	<p>Publications produced in time for distribution at events.</p>	<ul style="list-style-type: none"> – Posters: 25.000 copies – Brochures: 22.000 copies. 	<p>Increase awareness of EU fisheries policy and its contribution to growth and jobs.</p>
<p>Presence on social media:</p> <ul style="list-style-type: none"> – Twitter – Facebook. 	<ul style="list-style-type: none"> – Twitter: number of followers – Facebook: number of likes. 	<ul style="list-style-type: none"> – Twitter: 25.000 followers – Facebook: 75.000 likes. 	<p>Information on EU fisheries and maritime policy easily available to stakeholders.</p>

Initiatives to improve economy and efficiency of financial and non-financial activities of DG MARE

Workload assessment: assessing and rebalancing DG MARE's workload in line with political priorities

Within the context of President Juncker's Priorities, DG MARE is working to harness the potential of our land and seas to create sustainable jobs that preserve our natural resources, to implementing the new Common Fisheries Policy and lead the task, with our global partners, of defining the management and governance of our planet's oceans. Given its relatively small size, it has been a challenge to provide sufficient staffing to effectively deliver on these political priorities. In particular the area of Ocean Governance touches on many different aspects of both maritime policy and fisheries and requires close cooperation with other Commission Services such as for example DG ENV. DG MARE made use of project based working which has been effective to ensure involvement of all concerned.

Moreover, under the Treaties, DG MARE has a core responsibility to deliver on the Common Fisheries Policy for which the EU has exclusive competence.

In view of the further staff reductions in 2016 the current approach may not ensure effective and timely delivery. Therefore, in January 2016 MARE launched a Workload Assessment to assess and rebalance MARE's workload in line with the political priorities. This workload assessment entails the DG wide mapping of the current processes and resources, identification of imbalances and plotting corrective actions. The results are expected by April 2016 and will be the basis for further action.

Optimisation of the financial circuits in DG MARE

DG MARE opted to delegate the implementation of a major share of its directly managed budget for 2014-2020 to EASME (Executive Agency for Small and Medium-sized Enterprises) allowing the DG to concentrate its resources on the policy aspects of the Common Fisheries Policy and the Integrated Maritime Policy. In addition, a significant number of payments to experts have been transferred to PMO.

Following this externalisation and the reduction in the number of transactions relating to the legacy, DG MARE is now in a position to review its financial circuits with a view to their optimisation. This will entail examining the scope for a reduction in the number of financial initiators and of circuits and the identification of simplification possibilities at all levels.

Collaboration with EASME

EASME is in charge of 21 actions under the EMFF work programme 2016. A dedicated EMFF unit was set up in EASME in September 2014.

The delegation to EASME concerns the following tasks:

- Actions in the area of the Integrated Maritime Policy, in areas such as marine knowledge, maritime spatial planning, maritime surveillance and blue growth;
- Scientific advice and projects necessary for the development and the implementation of the Common Fisheries Policy;
- Support for purchase and/or chartering by Member States of shared means for fisheries control (Article 87 of the EMFF regulation).

Given their policy support nature, the Agency implements the delegated actions in close cooperation with DG MARE in accordance with the EMFF specific Memorandum of Understanding with the Agency.

In addition, the Agency will continue to look for synergies and provide policy relevant input to DG MARE, notably in the area of Blue Growth.