



International Civil Aviation Organization

WORKING PAPER

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COUNCIL — 222ND SESSION

Subject No. 7: Organization and personnel

ANNUAL REPORT OF INVESTIGATIVE ENTITY ON CASES OF MISCONDUCT HANDLED ON BEHALF OF ICAO

(Presented by the Secretary General)

EXECUTIVE SUMMARY

On 26 June 2020, the Council adopted, at its seventh meeting of the 220th Session, a consolidated revised text of *The ICAO Service Code* (C-DEC 220/7, refers). Paragraph 60 of Annex I to the Service Code, “The ICAO Framework on Ethics”, requires the “investigative entity” [to] provide to the Council an annual report of all cases of misconduct handled on behalf of ICAO within the preceding year.”

The Secretary General transmits herewith to the Council the report of the United Nations Office of Internal Oversight Services (OIOS) on all cases of misconduct handled by the OIOS on behalf of ICAO, for the period of January to December 2020.

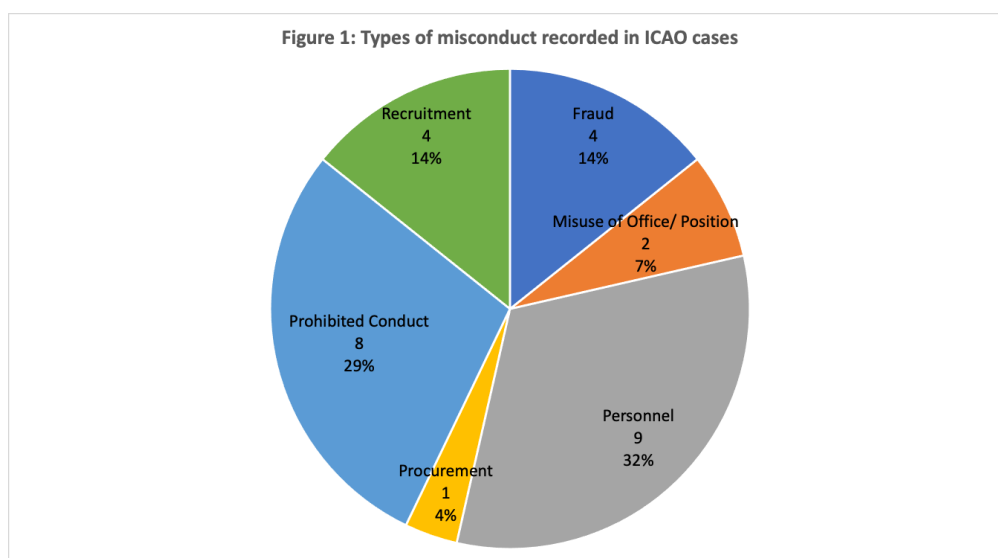
<i>Strategic Objectives:</i>	This working paper relates to all Strategic Objectives and Supporting Implementation Strategies.
<i>Financial implications:</i>	Not applicable.
<i>References:</i>	<i>The ICAO Service Code</i>

1. ANNUAL REPORT OF INVESTIGATIVE ENTITY ON CASES OF MISCONDUCT HANDLED ON BEHALF OF ICAO

1.1 The United Nations Office of Internal Oversight Services (OIOS) provided investigation services in 2020 covering allegations of misconduct implicating ICAO personnel or misconduct committed by third parties to the detriment of ICAO.

1.2 In 2020, OIOS recorded 17 cases of misconduct involving ICAO, compared to the 14 registered in 2019. Of the matters received in 2020, 6 were predicated for investigation, 3 were referred to ICAO for appropriate action, 2 remain in assessment, and 6 were recorded for information.

1.3 A case recorded by OIOS may include more than one allegation of misconduct. In 2020, the 17 cases included 28 categories of misconduct, as depicted in Figure 1.



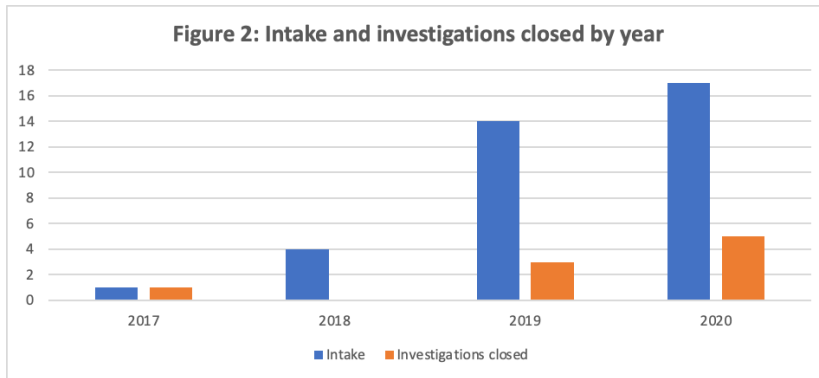
1.4 Personnel related issues accounted for the most frequent type of misconduct; specifically, acts or behaviour that caused reputational damage (5 cases), failure to disclose conflict of interest (2 cases), office disputes (2 cases) or substantial violations of UN rules and regulations (2 cases).

1.5 The second most common type of misconduct seen in ICAO cases during the reporting period relate to prohibited conduct; specifically, abuse of authority (5 cases), harassment (4 cases) or discrimination (3 cases). In 2020, OIOS recorded no new cases of sexual exploitation and abuse, or sexual harassment at ICAO.

1.6 65% of misconduct reports received were recorded as taking place in Canada, 18% in France, and the remainder in Senegal, Thailand or the USA.

1.7 5 ICAO investigations were closed in 2020 with an average completion time of five months. 3 of the investigations related to fraud, 1 related to sexual harassment, and 1 to prohibited conduct (harassment and abuse of authority).

1.8 6 ICAO investigations remain open as at 31 December 2020.



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