



International Civil Aviation Organization

**WORKING PAPER**

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(Information paper)  
English only

**COUNCIL — 225TH SESSION**

**Subject No. 7: Organization and Personnel**

**ANNUAL REPORT OF INVESTIGATIVE ENTITY ON CASES OF MISCONDUCT  
HANDLED ON BEHALF OF ICAO – 2021**

(Presented by the United Nations Office for Internal Oversight Services – OIOS)

**EXECUTIVE SUMMARY**

Paragraph 60 of the ICAO Framework on Ethics (Annex I to *The ICAO Service Code*) requires the investigative entity to provide to the Council each year an annual report of all cases of misconduct handled on behalf of ICAO within the preceding year. This working paper therefore presents the annual report of the investigative entity, the Investigations Division of the United Nations Office of Internal Oversight Services (OIOS), for 2021, which covers all cases of misconduct handled by OIOS on behalf of ICAO during the period 1 January 2021 to 31 December 2021.

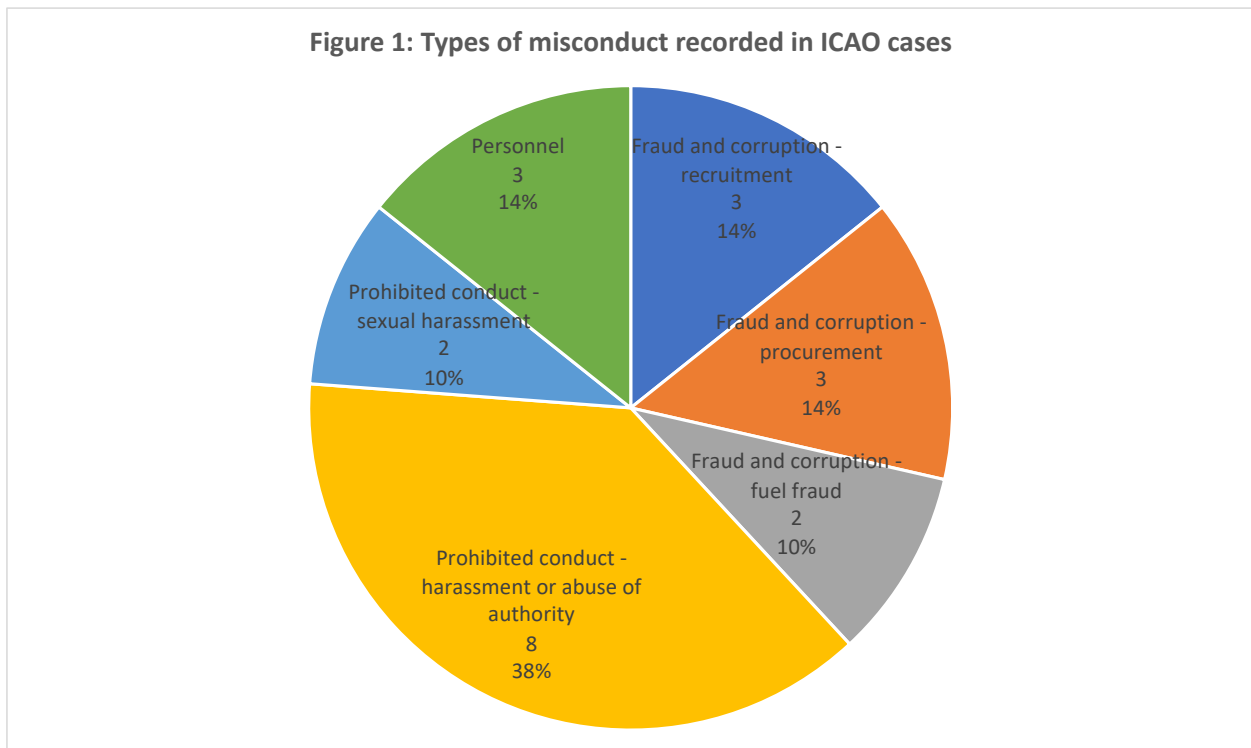
<i>Strategic Objectives:</i>	This working paper relates to all Strategic Objectives and Supporting Implementation Strategies.
<i>Financial implications:</i>	Not applicable.
<i>References:</i>	<i>The ICAO Service Code.</i>

## 1. INVESTIGATIONS

1.1 On 20 January 2022, the Office of Internal Oversight Services (OIOS) and the International Civil Aviation Organization (ICAO) entered into a formal agreement for the provision of independent investigation services by OIOS to ICAO.

1.2 In 2021, OIOS recorded 18 cases of misconduct involving ICAO, compared to the 17 registered in 2020, and the 14 registered in 2019. Of the matters received in 2021, five were predicated for investigation, three were referred to ICAO for appropriate action, two remain under intake assessment, and eight were recorded for information.

1.3 A case recorded by OIOS may include more than one allegation of misconduct. Figure 1 depicts the breakdown of cases by category of misconduct.



1.4 Harassment or abuse of authority featured in over one third of cases, with sub-categories of fraud and corruption accounting for another third of cases.

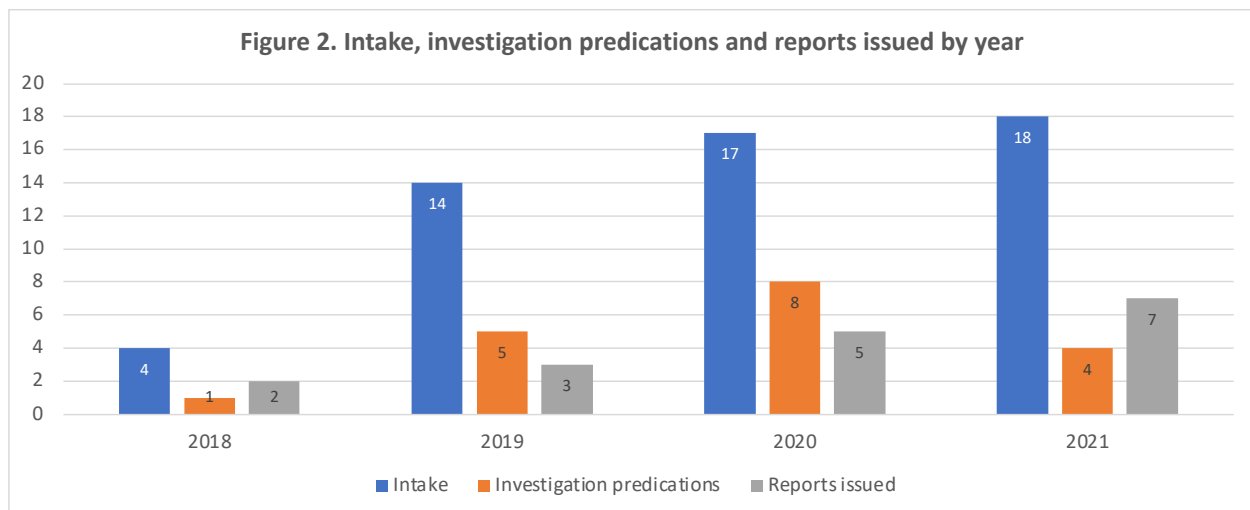
1.5 14% of cases in 2021 featured a personnel-related misconduct, down from 32% in 2020; specifically, the three personnel-related cases in this reporting period included allegations of assault, failure to disclose an actual or potential conflict of interest, failure to comply with financial disclosure obligations or private legal obligations, and unauthorised outside activities.

1.6 OIOS received two reports of sexual harassment in 2021, one of which was investigated and a closure memorandum issued, the second remains under intake assessment.

1.7 50% of misconduct reports received were recorded as taking place in Canada, 16% in France, 11% in Egypt, 11% in Senegal, and the remainder in China or Peru.

1.8 Seven ICAO investigations were closed in 2021 with an average completion time of 11.1 months, covering allegations of fraud and corruption (four cases), sexual harassment (two cases), harassment and discrimination (one case) and personnel-related misconduct (three cases). As outputs for these cases, OIOS issued five investigation reports and two closure notices.

1.9 Four ICAO investigations remain open as of 31 December 2021.



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