



ANNUAL REPORT OF INVESTIGATIVE ENTITY ON CASES OF MISCONDUCT HANDLED ON BEHALF OF ICAO – 2024

EXECUTIVE SUMMARY

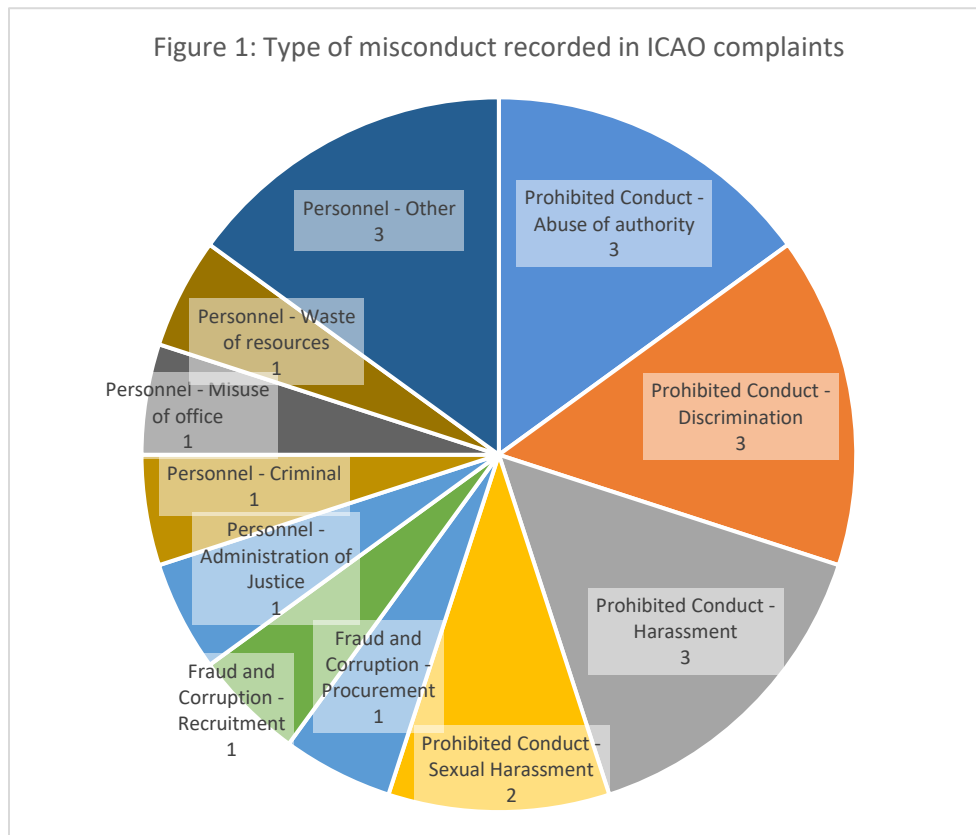
Paragraph 60 of the ICAO Framework on Ethics (Annex I to The ICAO Service Code) requires the investigative entity to provide to the Council each year an annual report of all cases of misconduct handled on behalf of ICAO within the preceding year. Therefore, this document presents the annual report of the investigative entity, the United Nations Office of Internal Oversight Services (OIOS), for 2024, which covers all cases of misconduct handled by OIOS on behalf of ICAO during the period 1 January 2024 to 31 December 2024.

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 new formal agreement for the provision of independent investigation services by OIOS to ICAO.

1.2 In 2024, OIOS recorded 14 complaints of misconduct involving ICAO personnel, compared to the 18 registered in 2023, 12 registered in 2022, 18 registered in 2021, 17 registered in 2020, and 14 registered in 2019. Of the matters received in 2024, four were predicated for investigation, seven were referred to ICAO for appropriate action, two matters remained in intake, and one was recorded for information.

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



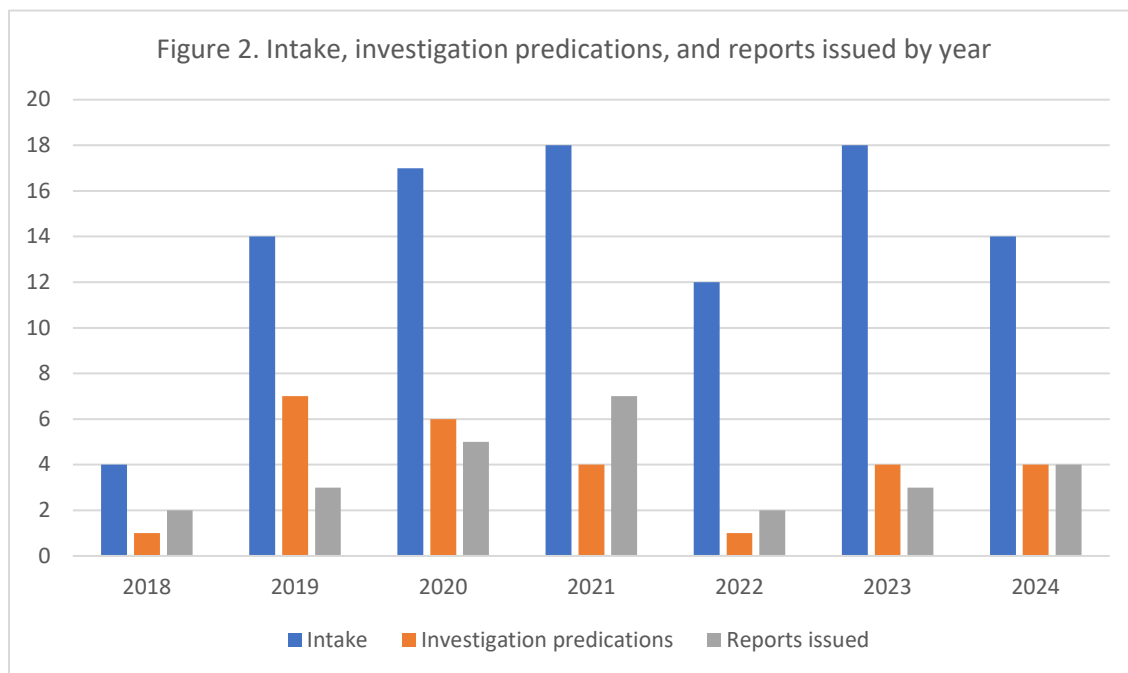
1.4 Abuse of authority, discrimination, and harassment were the most frequently reported types of misconduct in 2024. Matters recorded as ‘Personnel – other’ included allegations of disreputable conduct and non-compliance with United Nations policies.

1.5 OIOS received two allegations of sexual harassment in 2024, and one of them was predicated for investigation. OIOS did not receive any allegations of sexual exploitation and abuse in 2024.

1.6 50% of misconduct reports received were recorded as taking place in Canada, 21% in Egypt, and one case was reported from France, Saudi Arabia, and Switzerland, respectively.

1.7 Four ICAO investigations were closed in 2024, with the average completion time of 8.9 months. The investigations covered allegations of abuse of authority, harassment, sexual harassment, criminal acts, and non-compliance with United Nations policies. As outputs for these cases, OIOS issued two investigation reports, and two closure reports.

1.8 Four ICAO investigations remain open as of 31 December 2024.



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