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منظمة
الغذية والزراعة
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COMMITTEE ON CONSTITUTIONAL AND LEGAL MATTERS

Hundred and Twenty-third Session

Rome, 6-8 October 2025

Information Note - Recommendation 7 of the JIU Report *Review of the state of the investigation function: progress made in the United Nations system organizations in strengthening the investigation function* (JIU/REP/2020/1) – Analysis of the practices of UN specialized agencies

I. Introduction

1. Pursuant to the recommendations of the Committee on Constitutional and Legal Matters (CCLM) at its 122nd Session in March 2025¹ and the Finance Committee at its 203rd Session in March 2025,² as respectively endorsed and noted by the Council at its 177th Session in April 2025,³ this information note provides a comparative analysis of the practices of UN specialized agencies on elements of the formal procedures for the investigation of complaints of misconduct by executive heads.

¹ [CL 177/11, paragraph 15.](#)

² [CL 177/10, paragraph 32 \(e\).](#)

³ [CL 177/REP, paragraphs 18 \(d\) and 19 \(a\) \(i\).](#)

Specialized Agency	Entity responsible for receiving allegations of misconduct by the Executive Head	Entity responsible for the initial determination	Entity responsible for closure of cases following the further review	Entity responsible for deciding on whether to open an investigation	Entity responsible for any interim measures	Entity responsible for conducting the investigation	Entity responsible for initiating the decision-making phase or closing the case	Entity responsible for taking the final decision
FAO draft Procedure Version 3.0	Office of the Inspector General (OIG)	Inspector General and the Oversight Advisory Committee (OAC)	EIE	EIE	Council, taking into account the recommendation of the Special Committee (SC), which, in turn, takes into account the recommendation of the SC Chairperson (with the advice of members of the Oversight Advisory Committee as required)	EIE	Special Committee (SC) comprised of the Chairperson and members of the Finance Committee	Conference
International Civil Aviation Organization (ICAO)	External Investigating Entity (EIE), which is the UN Office of Internal Oversight Services (OIOS) ⁴	EIE (OIOS)	EIE (OIOS)	EIE (OIOS), notifying the President ⁵ of the Council ⁶	N/A, as the ICAO procedures do not expressly provide for interim measures	EIE (OIOS)	EIE (OIOS) decides to: (a) close the case, providing a closure notice to President of the Council and the Secretary General and, as appropriate, the complainant; or (b) refer the matter, including an investigation report and supporting documentation, to the President of the Council for further consideration by the Council	Council

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International Fund for Agricultural Development (IFAD) ⁷	Office of Audit and Oversight (AUO) ⁸ or the Ethics Office (ETH) ⁹	AUO Director and the Chief of Ethics	Executive Board (EB) ¹⁰ , following its consideration of the report prepared by the Audit Committee (AC) ¹¹	EB	EB, on its own initiative or upon recommendation of the AC	EIE	EB	Governing Council
International Labour Organization (ILO) ¹²	The ILO Standard Operating Procedures for Investigations provide that “[a]llegations of fraud/misconduct concerning the Director-General shall	N/A	N/A	N/A	N/A	N/A	N/A	N/A

⁴ OIOS provides all investigation functions to ICAO, which does not have its own internal investigation function.

⁵ The President of the Council is elected for a three-year term and is eligible for re-election.

⁶ The Council is a permanent body responsible to the Assembly. It is responsible for oversight of the Secretariat and ongoing diplomatic and technical decision-making through ICAO while the Assembly is not in session. It is composed of thirty-six ICAO Contracting States, which are elected by the Assembly for three-year terms.

⁷ Please see the IFAD [Policy on Handling Allegations of Misconduct against the President of IFAD](#); the [Proposed amendments to the By-laws for the Conduct of Business of IFAD concerning the Policy on Handling Allegations of Misconduct against the President of IFAD](#); and the [Resolutions adopted by the Governing Council at its forty-eighth session](#), particularly Resolution 239/XLVIII.

⁸ AUO has a [direct reporting line to the IFAD President](#).

⁹ ETH has a [direct reporting line to the IFAD President](#).

¹⁰ The EB oversees the general operations of IFAD and approves its programme of work. EB Members serve a three-year term and are determined by the Governing Council

¹¹ The [AC](#) is a subsidiary body of the EB. It is composed of nine IFAD EB members or alternate members, who are appointed by the IFAD President and serve three-year terms. [The IFAD AC has a reporting line to the IFAD President](#).

¹² Please see the [ILO Standard Operating Procedures for Investigations](#).

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	<i>be reported to the Chair of the Governing Body either directly or via the Treasurer and Financial Comptroller, Chief Internal Auditor, or the Chair of the IOAC [i.e. the Independent Oversight Advisory Committee]</i> ¹³ . ILO is in the process of developing its procedures							
International Maritime Organization (IMO)	The <u>IMO Staff Regulations</u> ¹⁴ provide that “ <i>the Internal Oversight and Ethics Office,</i>	N/A	N/A	N/A	N/A	Internal Oversight and Ethics Office (IOEO) ¹⁵ or EIE	N/A	Council ¹⁶

¹³ The ILO Office of Internal Audit and Oversight and the IOAC both have direct reporting lines to the Director-General.

¹⁴ IMO Staff Regulations, Article X (Disciplinary Measures), Regulation 10.4.

¹⁵ IOEO has a [direct reporting line to the Secretary-General](#).

¹⁶ The [Council](#) is the executive organ of IMO and is responsible, under the Assembly, for supervising the work of IMO. The Council is made up of 40 IMO Member States, elected by the Assembly for two-year terms.

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	<i>or the Joint Inspection Unit, as appropriate, will conduct investigations into alleged cases of wrongdoing or misconduct allegedly committed by the Secretary-General". There are not, at present, any specific procedures.</i>							
International Telecommunication Union (ITU) ¹⁷	Chairperson ¹⁸ of the Council ¹⁹ , and Chairperson of the Independent Management Advisory	Chairperson of the Council or, at their request, OIOS/EIE selected from a roster	Chairperson of the Council	Chairperson of the Council	N/A, as the ITU procedures do not specifically provide for any interim measures	OIOS/EIE selected from a roster	Chairperson of the Council	Council

¹⁷ Please see the [Report by the Chair of the Standing Committee on Administration and Management \(Document C23/105-E\), Item 23 and Annex G.](#)

¹⁸ The Chairperson is elected by the Council and remains in office until the election of their successor at the first meeting of the next annual Council session. The Chairperson is not eligible for re-election.

¹⁹ The [Council](#) acts as the ITU's governing body in the interval between the Plenipotentiary Conferences. It is composed of 48 ITU Member States, who serve a four-year term and are elected by the Plenipotentiary Conference.

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	Committee (IMAC). ²⁰	N.B. The ITU procedures provide that, if available, OIOS will be the default choice for the EIE as much as possible						
United Nations Educational, Scientific and Cultural Organization (UNESCO) ²¹	Director, Division of Internal Oversight Services (IOS) ²² , who may consult with the Ethics Advisor	Director, IOS	Director, IOS	Oversight Advisory Committee (OAC) ²³ , who will hear the Director, IOS at an OAC “special private meeting”	UNESCO’s procedures do not expressly mention this.	EIE (OIOS)	Chairperson ²⁴ , Executive Board ²⁵ for “ <i>further action as appropriate</i> ”	UNESCO’s procedures do not expressly mention this

²⁰ The IMAC is composed of six independent experts, who serve in an advisory capacity and assist the Council and the Secretary -General in effectively fulfilling their governance responsibilities, including ensuring the functioning of ITU’s internal control systems, risk management and governance processes, including human resources management.

²¹ Please see the [UNESCO procedure of investigation in case of allegations against a Director-General](#).

²² [IOS](#) has a direct reporting line to the UNESCO Director-General

²³ OAC has a direct reporting line to the UNESCO Director-General. It is comprised of external independent members appointed for three-year terms.

²⁴ The Chairperson is elected from Executive Board and is not eligible for immediate re-election.

²⁵ The [Executive Board](#) acts under the authority of the General Conference and examines UNESCO’s programme of work and the corresponding budget estimates submitted to it by the UNESCO Director-General. It consists of 58 UNESCO Member States, who are elected by the General Conference. Executive Board Members serve a four-year term and are eligible for re-election.

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United Nations Industrial Development Organization (UNIDO) ²⁶	Director, Office of Evaluation and Internal Oversight (EIO) ²⁷	Director, EIO	Director, EIO	Director, EIO	UNIDO's procedures do not expressly mention this.	EIO or EIE	Industrial Development Board (IDB) ²⁸	IDB
Universal Postal Union (UPU)	This is not specified in UPU Resolution CE 1/1977, which governs the conditions of service of the Director-General	Chairperson of the Executive Council (EC)	Chairperson, EC	Chairperson, EC, in consultation with the EC	Chairperson, EC	EC	EC	EC

²⁶ Please see the [UNIDO Director General's Bulletin DGB/2021/13 of 21 September 2021 \("Investigation Policy"\)](#), Part VIII ("Exceptional Cases"), paragraph 41 (b).

²⁷ EIO has a direct reporting line to the Director-General.

²⁸ The [IDB](#) comprises 53 UNIDO Members, who are elected for a four-year term on a rotational basis from all UNIDO Member States. It reviews the implementation of the work programme, the regular and operational budgets, and makes recommendations to the General Conference on policy matters, including the appointment of the Director General.

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World Health Organization (WHO) ²⁹	Office of Internal Oversight Services (WHO-OIOS) ³⁰ , who immediately communicate the allegations to the Independent Expert Oversight Advisory Committee (IEOAC) ³¹	Director, WHO-OIOS. If the <i>prima facie</i> determination by the Director, OIOS, is that further analysis by an EIE is warranted, the Director, OIOS, will notify the Officers of the Executive Board (i.e. Chairperson, Vice-Chairperson and	Director, WHO-OIOS, reporting the determination to the Chairperson of the IEOAC and notifying the complainant	Executive Board (EB) ³² , taking into account the recommendation of Officers of the EB, which, in turn, take into account the summary of the EIE's preliminary review and the IEOAC's assessment	Officers of the EB, taking into account the recommendation of the Chairperson of the IEAOC	EIE	Officers of the EB	World Health Assembly ³³

²⁹ [WHO Seventy-Eight World Health Assembly Decision WHA 78 \(8\) \("Process for handling and investigating potential allegations against WHO Directors-General"\)](#), adopting the process set out in document [A78/5](#), as amended by document [A78/39](#).

³⁰ WHO-OIOS has a direct reporting line to the Director-General.

³¹ As set out in its [Terms of Reference](#), the IEOAC advises the Programme, Budget and Administration Committee and, through it, the EB. It also advises the Director-General, upon request, on issues within its mandate. The IEOAC is composed of five members appointed by the Executive Board.

³² The [EB's](#) main functions are to implement the decisions and policies of the Health Assembly and advise and generally to facilitate its work. The EB is composed of 34 technically qualified members elected for three-year terms.

³³ The World Health Assembly is the decision-making body of WHO, which is attended by delegations from all WHO Member States. Its main functions are to determine the policies of WHO, appoint the Director-General, supervise financial policies, and review and approve the proposed programme budget.

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		Rapporteur), the Chairperson of the IEOAC and transmit the allegation and any supporting documentation to an EIE drawn from a pool						
World Intellectual Property Organization (WIPO)	International Oversight Division (IOD) ³⁴ , immediately informing the Chairpersons of the General Assembly (GA) and Coordination Committee (CC) and seeking advice of the Independent Advisory Oversight Committee	Director, IOD or EIE, as decided by the Chairpersons of the GA and CC, who, in turn, take into account the advice of IAOC	The Director, IOD, upon request of the Chairpersons of the GA and CC, who, in turn, take into account the recommendation of the IAOC	The Chairpersons of the GA and CC, taking into account the recommendations of the IAOC for a possible referral to an EIE	CC	IOD/EIE	CC	Assembly

³⁴ IOD has a direct reporting line to the Director-General.

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	(IAOC) ³⁵ on how to proceed							
World Meteorological Organization (WMO)³⁶	EIE (OIOS)	EIE (OIOS)	EIE (OIOS)	EIE (OIOS), notifying the President of the Congress, who, in turn, notifies the Executive Council Disciplinary Committee	President ³⁷ of the Congress ³⁸ , in consultation with the Executive Council Disciplinary Committee ³⁹	EIE (OIOS)	EIE (OIOS) decides to: (a) close the case, providing a closure notice to President of the Congress; or (b) refer the matter to the President of the Congress for further action	President of the Congress, in consultation with the Executive Council Disciplinary Committee or the Executive Council

³⁵ The IAOC is a subsidiary body of the WIPO General Assembly and of the Program and Budget Committee. It has a direct reporting line to the Director-General and is composed of seven members appointed by the Program and Budget Committee. IAOC Members are appointed for three-year terms, once renewable.

³⁶ Please see the [WMO Executive Council Document EC-76/Doc. 7.1.\(4\)](#) (“Legislative Framework for JIU/REP/2020/1/Recommendation 7”).

³⁷ The President is elected by the Congress and serves a four-year term,

³⁸ The Congress is the general assembly and supreme body of WMO, which meets every four years.

³⁹ The Executive Council Disciplinary Committee is established specifically to assist the President of the Congress with the disciplinary process. It is composed of six members selected by the Executive Council.