



Twenty-fourth session

The Hague, 1-6 December 2025

**Annual report of the Head of
the Independent Oversight Mechanism****Executive summary**

Major Programme VII-5, the Independent Oversight Mechanism (IOM), was established by the Assembly of States Parties (“the Assembly”) at its eighth session in accordance with article 112, paragraph 4, of the Rome Statute. The purpose of the IOM is to provide comprehensive oversight of the Court and enhance its economy and efficiency through its mandate to conduct independent internal administrative investigations, evaluations, and inspections.

The present report outlines the activities undertaken by the IOM from 1 October 2024 to 30 September 2025.

During this period, the IOM received **76** new allegations of possible misconduct. The IOM set aside **23** reports and initiated a detailed review of **53** cases, in addition to the **20** cases carried over from the previous reporting period. The IOM concluded the independent *Evaluation of Complementarity; A Country Case Study (Guinea)* and implementation of the Evaluation Policy is ongoing. Additionally, the IOM received **three** requests for inspection, **two** of which remain under review.

The IOM also continued its collaboration with the Court on the revision of the Court’s regulatory framework, and provided the Assembly with technical expertise to advance the implementation of the Independent Expert Review recommendations relevant to the IOM’s mandate.

I. Introduction

1. This annual report is submitted to the Assembly pursuant to paragraph 38 of the IOM Operational Mandate (Resolution ICC-ASP/19/Res.6., Annex II). It covers the activities and operations of the IOM during the period from 1 October 2024 to 30 September 2025.

2. This reporting period has been marked by heightened visibility of the IOM's oversight functions and an unprecedented increase of reports of alleged misconduct, underscoring the important role the IOM continues to play in providing comprehensive oversight of the Court. It does so by conducting independent administrative investigations, evaluations, and inspections, in order to ensure adherence to the highest standards of integrity and the Court's values and principles, as well as to enhance the Court's economy and efficiency.

II. Policy Matters

A. Assembly Matters

3. During this period, the IOM actively contributed to the work of the Bureau of the Assembly and its Working Groups. It supported the work of the Study Group on Governance (SGG) and the IOM Facilitation, tasked with the review of the work and the operational mandate of the IOM. During the current reporting period, the discussions focused on the establishment of an *Ad hoc* Panel¹ and the implementation of a permanent due diligence procedure for Elected Officials.²

4. Building on discussions held between 2022 and 2024, the IOM continued to actively engage in deliberations concerning the framework and procedural arrangements to govern the Terms of Reference for the *Ad Hoc* Panel for Elected Officials, as well as the revision of the IOM's Operational Mandate to ensure alignment with this additional procedural layer. Once established, the *Ad Hoc* Panel's primary role will be to advise the decision-makers in case of complaints against Elected Officials. It will endeavour to legally characterize whether the facts established by the IOM investigation or external investigation would rise to the level of serious misconduct as defined in Rule 24 of the Rules of Procedure and Evidence (RPE), or misconduct of a less serious nature as defined in Rule 25.

5. In 2023, the Assembly adopted the establishment of a permanent due diligence procedure within the IOM for the election of Elected Officials.³ This procedure applies to all Elected Officials of the Court, and is conducted by the IOM, with support from the Registry and the Secretariat of the Assembly. During the current reporting period, the IOM supported the work of the IOM Facilitation in discussions aimed at integrating this due diligence procedure in its operational mandate.

6. In December 2024, the Assembly adopted the Evaluation Policy at the ICC, a process initiated and facilitated by the IOM. The IOM drafted the policy and facilitated internal and external consultations, including with the UN Evaluation Group members.

¹ See Independent Expert Review (IER) of the International Criminal Court and the Rome Statute System - Final Report, dated 30 September 2020, R108 para 267, see at [IER-Final-Report-ENG.pdf](#)

² [Resolution ICC-ASP/22/Res.3](#)

³ ASP Resolution [ICC-ASP/22/Res.3](#)

7. The IOM initiated the establishment of an Evaluation Programme Committee (EPC), a governance mechanism to support the implementation of this policy. In consultation with the Bureau, the IOM developed the Terms of Reference for the EPC, which will lead to its creation as a sub-group of the Bureau. The EPC will be tasked with guiding the IOM evaluation programme planning and strategy, and will provide oversight on the implementation of evaluation recommendations.⁴

B. Harmonization of the IOM Mandate with the Regulatory Framework of the Court

8. The IOM continued its collaboration with the Court in the development of the relevant regulatory framework, to align them with the IOM's Operational Mandate, including international best practices.

9. The IOM has formally requested that further review and regulation be considered in relation to the Court's Anti-Fraud Policy and in relation to conflicts of interest. The current Anti-Fraud Policy⁵, issued in 2014, does not reflect recent developments in the area of fraud prevention and response. It is both necessary and timely to undertake a comprehensive revision of this policy. Regarding conflicts of interest, while the concept appears in several of the Court's legal instruments, there is no formal definition or detailed guidance on how to manage it at the moment. The IOM has reviewed multiple cases involving potential conflicts of interest, and concludes that a comprehensive and dedicated policy on this matter is essential.

10. The IOM has also identified several other areas that require further clarification, harmonization and consistent application. These areas include the consumption of alcohol and intoxication and its interference with work, which has been found to be unclear in policy. The definitions of misconduct contained across Court policy documentation require alignment.

11. The IOM continues to collaborate with the Court in revising its regulatory framework related to working culture. In this regard, the IOM has contributed to the work and discussions of the Staff Wellbeing and Engagement Committee (SWEC), in particular in relation to the creation of an ethics function at the Court.

C. Improving the Work of the IOM

12. The Head of IOM commenced his mandate in December 2024, assuming leadership at a pivotal period, marked by internal and external scrutiny of the IOM mandate, in particular the investigation function. Acknowledging concerns regarding perceptions of potential bias linked to the fact he had worked for the Office of the Prosecutor prior to joining the IOM, the Head developed timely measures to safeguard the independence of the IOM.

13. A conflict of interest protocol was introduced, incorporating recusal procedures in cases of real and/or perceived conflicts of interest among IOM staff. Additionally, a roster of senior investigator consultants was established, with the view of assisting the IOM during peak periods and where required in instances of conflict of interest.

⁴ Bureau of the Assembly of States Parties, 8th meeting 7 May 2025, [2025-Bureau8-Agenda-Decisions.pdf](#)

⁵ Presidential Directive on ICC Anti-Fraud Policy, [ICC/PRES/D/G/2014/002](#)

14. The IOM collaborated with the Information Management Services Section (IMSS), resulting in two major developments. A comprehensive case management system was developed, which will streamline workflows, centralise case information, strengthen evidence management, enhance information security, assist with recommendation follow up, and improve efficiencies. Additionally, an advanced transcription tool is being considered, which will significantly reduce the costs associated with transcription, as well as free staff time for more substantive work.

15. Based on the results of the 2025 staff engagement survey, a dialogue and action plan were initiated with IOM staff to identify areas of improvement and co-develop strategies on workplace enhancement, leadership and management, work conditions, and work climate and ethics.

16. Looking ahead, plans have been put in place to develop: (i) a strategic plan aligned to the Court-wide 2026-2029 plan; (ii) develop policies and standard operating procedures, with the assistance of the Court and/or States Parties through secondment; (iii) initiate an IOM review, which is a recommended exercise within oversight bodies, particularly those mandated with investigations, evaluations and inspections mandates; and (iv) seek a permanent enhancement of resources to reflect the reality of workload and its consistent increase throughout the years, in particular to support evaluation function, the permanent due diligence procedure added to the IOM mandate, as well as to undertake inspections, which currently have no dedicated staff.

III. Summary of IOM Activities

A. Investigations

18. During the reporting period, the IOM continued with its core mandate of providing oversight to the Court by responding to allegations of potential misconduct. In doing so, the IOM first conducts an Intake review, where it determines whether the allegation falls within its mandate, *i.e.*, that the facts alleged, if found to be true, would amount to misconduct under the Court's regulatory framework. If so, the IOM formally records the matter as a case and conducts a Preliminary Assessment to determine whether the allegation merits a Full Investigation, by considering the credibility, materiality, and verifiability of the allegation. In a Full Investigation, the IOM reviews all inculpatory and exculpatory information available to either substantiate or refute the allegation.

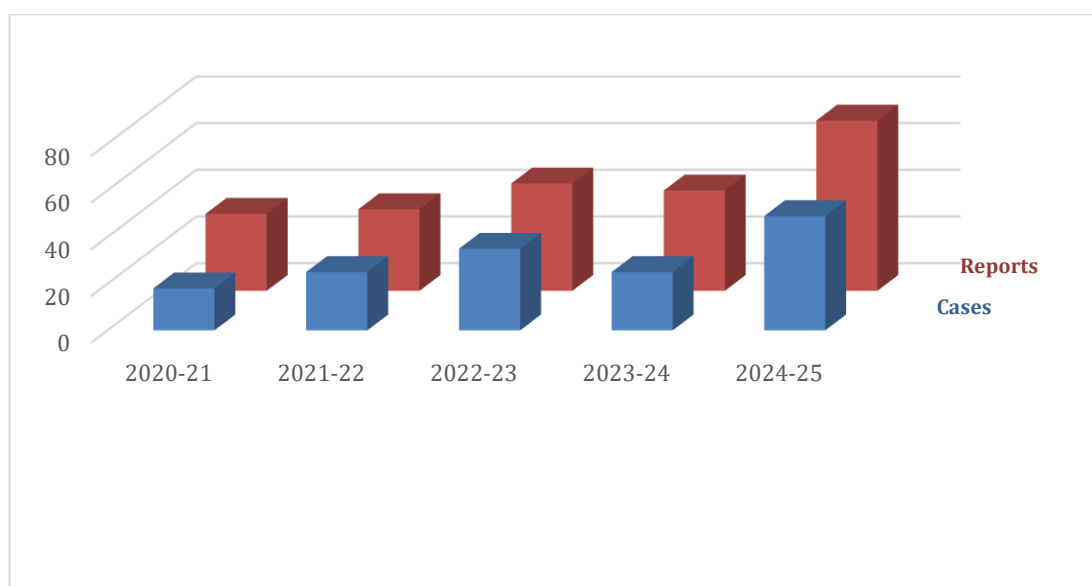
19. The IOM also continued to meet with individuals who wished to discuss potential complaints and seek the IOM's guidance in terms of the applicable process, should a formal complaint be made. If such a consultation does not lead to a formal complaint, it is not recorded as a "case" in its system, but is nevertheless logged in the IOM's internal systems.

1. Statistics

20. During this reporting period, the IOM registered **76** new reports of potential misconduct, compared to **43** during the last reporting period. This represents around 77% increase in the number of reports registered by the IOM. The increase in the number of cases may be attributed to greater visibility of the IOM, resulting from outreach activities at headquarters and in field offices, the Court's efforts to address workplace culture, which positioned the IOM investigation mandate as the

independent mechanism to address inappropriate conduct, and the recent trend of leaks of confidential information pertaining to the Court's activities.

21. Together with the **20** cases from previous reporting period, the IOM considered a total of **96** matters within the current reporting period.



22. Of the **76 new reports** registered during the current reporting period, **23** were closed at intake for falling outside the IOM's mandate, or as no specific allegation was made following consultation, or as allegations were considered as duplicates being considered in other cases. Nonetheless, these reports involved review and follow-up actions, which had resource implications. The remaining **53** new allegations progressed to investigations as detailed in table 1 below.

Table 1: IOM's Investigative Caseload, 1 October 2024 to 30 September 2025

New Reports Received (total: 76)	- Allegations closed at intake: 23 - Cases closed after Preliminary Assessment: 10 - Preliminary Assessments pending: 38 - Full Investigations initiated: 5
Cases carried over from last reporting period (total: 20)	- Cases closed after Preliminary Assessment: 5 - Preliminary Assessment pending: 5 - Full Investigations: 10
Full Investigations (total: 15)	- Completed: 7 - Ongoing: 8

2. Completed Full Investigations

(a) Workplace harassment and discrimination

23. In **November 2022**, the IOM received allegations that a staff member harassed, bullied, discriminated against, and behaved in a racist manner towards

another staff member. Despite periods of pause in the process at the request of the affected individual, the IOM conducted a Preliminary Assessment of the matter and, in June 2023, concluded that the allegations were sufficiently credible, material and verifiable to proceed to Full Investigation. However, upon being notified of the investigation and a date to be interviewed by the IOM, the subject went on sick leave. The IOM has since received information that they will separate from the Court upon the expiration of the remaining sick leave days.

24. In light of the inability of the IOM to interview the staff member and, given the staff member's intended separation from the Court, the limitation on recommending any appropriate sanction should the allegations have been substantiated, the IOM closed the Full Investigation in its records. However, the IOM recommended that a note be placed in the staff member's personnel file, indicating that they separated from the Court while allegations of misconduct against them were pending, and for the IOM to be alerted should they ever seek further employment with the Court, so that it may consider whether to re-open the Full Investigation.

(b) Conduct unbecoming of an International Civil Servant and misuse of Court resources

25. In **January 2023**, the IOM received an allegation that a staff member had behaved in a manner unbecoming of an International Civil Servant during an external training and, in so doing, misused organisational resources by failing to complete the training satisfactorily. The IOM assessed the allegation and recommended managerial action, requiring the staff member to reimburse the Court for the financial loss incurred.

26. In **March 2024**, the staff member submitted a counter-allegation against their line manager and the training institution. In its assessment of this allegation, it appeared that the staff member potentially provided false and misleading information to management and the IOM, including provision of potentially false supporting statements from colleagues. The IOM opened a Full Investigation on that matter, but delays were experienced given the staff member's prolonged sick leave. Ultimately the IOM was informed that the personnel intended to separate from the Court.

27. In light of this, in **February 2025**, the IOM closed its investigations and recommended that a note be placed in the staff member's personnel file indicating that they separated from the Court while active investigation was ongoing.

(c) Sexual exploitation and abuse (SEA)

28. In **November 2023**, the IOM received a complaint from a witness participating in the Court Protection Programme regarding the services provided to them and their family while in the Programme, including one comment made by a staff member in charge of their care, who purportedly invited the witness to stay overnight in a hotel and enticed them with women. Most of the issues regarding the witness's treatment in the Programme fell outside the IOM's mandate, except the purported comment from a staff member, which could have potentially amounted to SEA.

29. In **June 2024**, the IOM opened a Full Investigation and, in **January 2025**, the IOM closed its investigation and concluded that it found insufficient evidence to substantiate the allegation. However, the IOM noted that certain remarks made by the staff member, while not amounting to misconduct, demonstrated a lack of cultural sensitivity and, therefore, it recommended that the staff member receive cultural awareness training and that all meetings with witnesses continue to take place in the presence of at least two staff members.

(d) Conduct unbecoming of an International Civil Servant and assault

30. In **March 2024**, the IOM received an allegation that a staff member, purported to have been intoxicated, behaved in an inappropriate manner after a staff event outside the Court's premises. It was alleged that the staff member's behaviour required the intervention of the police. During the course of its Preliminary Assessment, the IOM received further information indicating that the concerned staff member may have previously physically assaulted another staff member at the event.

31. In **October 2024**, following a Full Investigation, the IOM established sufficient evidence to conclude that the staff member had physically assaulted a colleague and behaved in an aggressive and violent manner towards external individuals, causing them to be taken away by the police. The IOM recommended disciplinary action be undertaken.

32. In **June 2025**, the appropriate Head of Organ, considering the IOM and the Disciplinary Advisory Board (DAB) recommendations, imposed a disciplinary measure of suspension without pay for a period of two months and encouraged the staff member to engage with the Ombuds to explore restorative measures, including a possible apology to the concerned individuals.

(e) Breach of confidentiality

33. In **June 2024**, the IOM received allegations from an external individual about a staff's integrity linked to their behaviour during a personal interaction, all of which fell outside of the IOM's mandate and were closed at Intake. However, within the complaint, were some information indicating that the staff may have breached their confidentiality obligations and failed to have sought authorisation for an outside activity.

34. In **October 2024**, the IOM opened a Full Investigation on the allegations of breach of confidentiality. Following their notification of the investigation, the staff member indicated soon to be no longer working for the Court.

35. In **August 2025**, the IOM completed its investigation and found sufficient evidence to conclude that the then-staff member had breached their confidentiality obligations by disclosing certain information to an external party, and consequently, would have recommended appropriate administrative and/or disciplinary measures be taken. However, taking into account that the staff member was no longer part of the Court, the IOM recommended a note be placed in their personnel file.

(f) Participation in outside activities and leaving the duty station without prior approval

36. In **July 2024**, the IOM received allegations that a staff member had participated in an outside activity without the required prior authorisation and had failed to seek prior approval to leave the duty station while on a period of suspension from duty.

37. On **25 July 2024**, a Full Investigation was opened, based on credible and verifiable information indicating that the staff member may have engaged in the alleged misconduct.

38. On **1 August 2025**, the IOM concluded its investigation, finding the allegations substantiated. It considered, however, that the staff member's actions appear to have had no impact on the Court nor its reputation. Accordingly, the IOM recommended that appropriate administrative measures be taken against the staff member.

(g) Breach of independence between Elected Officials

39. On **8 April 2025**, the IOM received a complaint regarding allegations against Elected Officials. Specifically, it was alleged that these particular Elected Officials may have engaged in conversations which affected the outcome of cases before the Court, and put in question the independence required of their roles.

40. On **15 July 2025**, the IOM completed its Preliminary Assessment and concluded that the allegations mentioned in the complaint, were credible, material and verifiable, and therefore proceeded to open a Full Investigation, which was concluded on **24 September 2025**. The IOM determined that there was insufficient evidence to indicate that any breach of independence had occurred.

41. Notwithstanding the above, the IOM recommended a more conservative approach be taken regarding bilateral interactions between certain Elected Officials in an effort to avoid any future misinterpretations.

3. *Selected cases closed without a Full Investigation*

(a) Fraud, abuse of authority and conflict of interest

42. In **October and November 2024**, the IOM received several anonymous letters alleging conflict of interest, fraud, and abuse of authority by senior managers. The allegations included improper influence over recruitment processes; misuse of travel and accommodation expenditures; misappropriation of targeted funds; and the senior managers' collusion with other staff members inappropriately recruited and promoted to key financial positions, with the aim of covering their actions; and inappropriate procurement practices.

43. The IOM's review of the allegations found no evidence that recruitment processes deviated from the applicable procedures, however, in view of the nature of the allegations, the IOM recommended that the Court's Office of Internal Audit (OIA) conduct a broader review of recruitment processes to identify potential systemic risks.

44. Regarding travel and financial management, the IOM determined that the OIA, as part of its function related to administrative and financial controls, would be better placed to undertake a targeted review, particularly of expenditures related to travel and accommodation of senior officials. Similarly, the IOM recommended

that the OIA conduct a special review of targeted funds, including on their allocation, utilisation and reporting practices, as well as supporting documentation.

45. The IOM further noted that an internal audit of procurement processes had already been conducted, with associated risks identified and communicated to management. The IOM concluded that a separate investigation into the procurement-related allegations would unlikely yield new findings. It did, however, note that the IOM will consider whether an inspection of the issue in the future would be useful as a means to further highlight and address the issue.

(b) Misuse of the Court's assets and abuse of authority

46. In **March 2025**, the IOM opened a *motu proprio* investigation, having discovered in the course of another investigation that a staff member misused the Court's assets and abused their authority as personnel of the Court to obtain private information from a vendor, to assist another staff member in a personal matter, under the pretext that the request was for legitimate Court need.

47. The IOM assessed the matter and determined that it appeared to be a one-time occurrence, with no impact on Court personnel, operations, or reputation. Additionally, the IOM found that, ultimately, no information was divulged to the staff member that could have benefitted their colleague in the personal matter. Consequently, the IOM considered that the matter was not sufficiently material to warrant a Full Investigation and closed it, recommending managerial action be taken to remind the staff member of their obligation to responsibly use the Court's resources and their authority as personnel of the Court.

(c) Criminal Offences

48. During the reporting period, the IOM received **6** reports concerning alleged **breaches of local laws** which resulted in the arrest, detention and/or criminal charges being brought against staff members. Following a review of the cases, the IOM determined that the conduct of each of the staff members, if it were true, may amount to behaviour unbecoming of an international civil servant. However, as the matters remained pending before the relevant local authorities, the IOM decided to close the cases in its records while awaiting the outcome of the police investigations.

49. The IOM recommended that the relevant Heads of Organs of the Court continue to follow up on the status of the proceedings and, upon their conclusion, to provide the IOM with all relevant documentation for consideration of the matter.

50. The IOM observed that the obligations of the Court staff members under Staff Rule 104.15(d) appear to be insufficiently well-known. Specifically, under this Rule, personnel are required to immediately report any arrest, criminal charge (other than a minor traffic violation), summons before a court as an accused in a criminal proceeding, or any conviction, fine or imprisonment (other than for minor traffic violations). The IOM recommended further awareness-raising to ensure staff fully understand and comply with this obligation, in order to hold Court personnel to account on their failure to observe it.

B. Evaluations

51. An evaluation is an independent, rigorous, impartial, systematic and objective assessment of the relevance, effectiveness, efficiency, impact and sustainability of an activity, project, programme, strategy, policy, topic, theme, sector, operational area or institutional performance. It considers intended, as well as unintended, positive and negative consequences, and assesses what works well and less well. Its results are intended to be useful for decision-making and overall organisational accountability and learning.

52. The evaluations conducted by the IOM have an accountability and learning purpose. They inform key stakeholders about the performance and results achieved, and provide insight and learning on areas that work well and those that need improvement.

Evaluation of Complementarity, Republic of Guinea as a Country Case Study

53. The IOM completed the *Evaluation of Complementarity: A Country Case Study*. Planning for the evaluation commenced in January 2025, which led to the selection of the Republic of Guinea as case study.

54. The independent evaluation assessed the results, performance and lessons learned related to the joint commitments made in the Memorandum of Understanding (MoU) signed by the Office of the Prosecutor (OTP) and the Government of Guinea in 2022. The MoU falls under the framework of complementarity as defined in Article 17 of the Rome Statute aiming to enable effective national prosecutions of international crimes related to the events of 28 September 2009 at the Conakry stadium.

55. The evaluation involved the conduct of interviews, focus groups, observation and a mission to Conakry. In total, 87 stakeholders were engaged, including the OTP as the primary stakeholder, as well as representatives of the Guinean government and judiciary, civil society, victims and international partners. An external advisory group for the evaluation was also established, on a pro-bono basis, to enhance the credibility, assurance of quality and value of the evaluation.

56. The IOM issued a public statement on the closure of the evaluation on 28 September, 2025, the day of commemorating the Conakry stadium massacre. The evaluation report, once finalized, will be available for the first time publicly, as per the Evaluation Policy of the ICC. A side-event will be organised at the ASP to disseminate the evaluation findings and recommendations.

57. The IOM will be engaging with Heads of Organs on evaluation programme planning in the last quarter of 2025. Planning for the Evaluation of Financial Investigations, Suspect Tracking and Asset Recovery Capabilities at the ICC also will commence in this period.

C. Inspection

58. An inspection is a special, unscheduled, on-the-spot verification of an activity directed towards the resolution of problems which may or may not have been previously identified.

59. During this reporting period, the IOM received **three** inspection requests. **One** request was referred to the OIA as being the more appropriate body to address the matter. The **two** other requests are under consideration by the IOM and terms of references were prepared to this effect. However, the conduct of these inspections was delayed due to the current significant workload of the IOM, combined with the absence of a dedicated resource to conduct inspections.

IV. Outreach Activities and External Collaborations

60. Through continuous outreach activities, the IOM has continued to play a key role in increasing staff awareness and understanding of their rights and obligations as Court personnel and International Civil Servants, as well as the IOM's three functions.

61. Outreach activities were conducted with field and headquarters personnel, including with Defense teams upon a request from the Office of the Public Counsel for Defense. These meetings provided an opportunity for the new Head of the IOM to engage with personnel on the IOM mandate, as well as its processes and procedures, promote trust, and enhance the effectiveness of its oversight activities. The IOM also continued to conduct onboarding sessions for all new personnel joining the Court, to familiarise them the Court's regulatory framework and the work of the IOM. Additionally, the IOM has published a thorough Frequently Asked Questions document on the Administrative Instruction on Conducting Investigations to provide clear and concise responses to common queries on the IOM mandate.

62. Throughout the present reporting period, the Head of IOM has maintained regular contact with the President of the Staff Union Council to address staff's concerns and identify areas of improvement, thereby fostering trust in the IOM's work while duly respecting the distinct mandates of their respective entities.

63. The IOM participated in the 2025 United Nations Evaluation Group (UNEG) annual meeting in February 2025, which focussed on collaboration between partner organisations in areas of mutual interest, such as emerging issues of Artificial Intelligence (AI), as well as making strategic decisions for the Group itself. New 'Norms and Standards' on the ethical use of AI in evaluations and on environmental and social impact were approved. The UNEG week also consisted of a practice exchange, professional development seminars and an annual general meeting of Heads of Offices to foster collaboration and strengthen evaluation across the UN common systems.

64. As co-convenor of the UNEG peer review of evaluation functions working group, the IOM Senior Evaluation Specialist conducted a Peer Review of the Evaluation function of the World Intellectual Property Organisation (WIPO). The IOM was also welcomed to serve as a panel member to the review of UNRWA's evaluation function. These Reviews aimed at strengthening evaluation functions in the UN system, ensuring they effectively support organisational decision-making, learning and accountability for results and program effectiveness.

65. The IOM collaborated with the Court's Library and the OTP knowledge management section to conceptualise and facilitate discussions on evaluation focused topics with internal and external contributors. Three sessions were delivered during the reporting period as part of the ICC Evaluation Series: "Evaluation of the

IRMCT”⁶; “The evaluation journey at the OHCHR”; and “Is justice measurable and evaluable?”.

66. The IOM continued its active engagement with other professional networks, most notably the Conference of International Investigators (CII), the United Nations Representatives of Investigation Services (UN-RIS), and the European Evaluation Society (EES). These engagements have facilitated the exchange of best practices and strengthened the IOM’s network with other similar international organisations’ evaluation and investigation functions.

V. IOM Staffing and Administrative Matters

67. The IOM staffing composition includes: a P4 Senior Evaluation Specialist, a P4 Senior Investigator, a P3 (GTA) Investigator, a P2 Associate Investigator, and one staff on GS-OL providing administrative and substantive support to the office.

68. The IOM continues to face a heavy workload, in administration as well as its three core mandates. The Investigation function continues to experience a high and increasing volume of work, especially with the addition of permanent due diligence procedure, with only 3 investigators. Although not all cases proceed to Full Investigation, each complaint received requires a thorough and comprehensive assessment. During the current reporting period, the average caseload has reached 32 matters per investigator, more than double the recommended range of 10 to 15 concurrent cases per investigator. Given the sensitive and complex nature of the investigations, this level of workload has contributed to a growing backlog and longer investigation timelines, affecting the IOM’s capacity to fulfil its mandate in a timely and effective manner.

69. The IOM’s Inspection function has no dedicated staff nor capacity to undertake inspections.

70. The adoption of the Evaluation Policy signalled a commitment by the Assembly to promote an evaluation culture and function. Yet, the Evaluation function continues to be undertaken by one staff, with occasional support from the Intern and Visiting Professional Programme (IVP). This is a considerable risk to implementing the Evaluation Policy of the ICC and to producing strategic, relevant and credible evaluations of high quality and rigour that are in line with the UNEG Norms and Standards.⁷ The current fixed term evaluation resource is significantly lower than the Join Inspection Unit recommended range between 0.5 and 3% of the organisational budget.⁸

71. Although the IOM has attempted to refine and absorb the heavy workload through consultancy contracts, IVPs and seeking pro-bono collaboration with counterparts, the situation has become unattainable and requires urgent attention and the enhancement of the IOM’s capacity.

72. The IOM continues to engage with the Court on its request for United Nations Volunteers to support the Evaluation function and, simultaneously, engagement with the Court was sought to assess the feasibility of loaning, on a short-term basis, staff

⁶ United Nations International Residual Mechanism for Criminal Tribunals.

⁷ Standard 1.2 Evaluation Policy.

⁸ JIU/REP/2014/6

to support IOM's targeted projects, particularly those related to development and review of policies, drafting of standard operating procedures, and the creation of outreach material.

VI. Final Remarks

73. In accordance with paragraph 39 of the IOM Operational Mandate, the IOM has circulated a draft of this annual report to the Heads of Organs, giving them the opportunity to provide comments for the IOM's consideration. The comments received were duly considered and incorporated in this report where appropriate. As contemplated in the above-referenced paragraph, the Heads of Organ were also informed of the opportunity to provide their views in an annex to the report, and none of the Heads of Organs indicated a desire to do so.
