

CONTENTS

DAY-TO-DAY CO-OPERATION	2
ACTION LINE 1	3
ACTION LINE 2	5
ACTION LINE 3	6
ACTION LINE 4	6
ACTION LINE 5	8
ACTION LINE 6	9
ACTION LINE 7	9
ACTION LINE 8	10
ACTION LINE 9	10
ACTION LINE 10	11
PROGRAMME OF ACTIVITIES 2000 – PROGRESS	12
FINANCIAL STATEMENT	14
PERSONNEL MATTERS	15
EXECUTIVE COMMITTEE	16
SENIOR HEADQUARTERS STAFF	16
NCBS AND SUB-BUREAUS	17

INTERPOL AT WORK – HIGHLIGHTS OF 2000

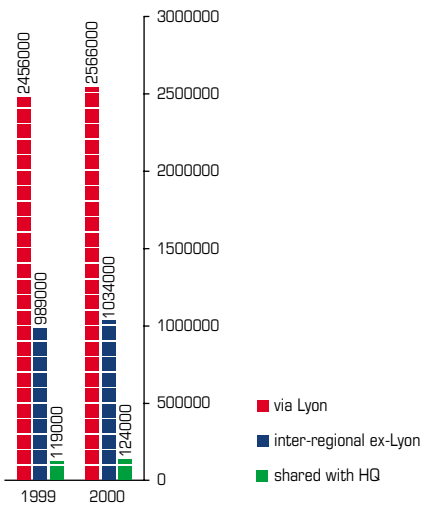
2000 was a year of transition, culminating in the confirmation of both a new President and a new Secretary General. A year in which change was high on the agenda. Undaunted, we undertook over 80% of the activities approved by the General Assembly in the Programme of Activities for the year. Many of these are complete, others are progressing well. Those which remain in the wings do so by reason of changes in environmental factors, in resources, in requirements, and in consequence, decisions taken on your behalf by our governing bodies. Interpol member countries are continuing to become more and more active in the use made of Headquarters services, and we are delighted that more NCBs are becoming directly involved in our development and evolution. We are not complacent: we know there is still much to be done, but the energy and goodwill of all the partners in international police co-operation is undiminished in the common cause.

Ronald K Noble
Secretary General

WE ARE NOT COMPLACENT:
WE KNOW THERE IS STILL
MUCH TO BE DONE

DAY-TO-DAY CO-OPERATION

Overall, message traffic through Lyon increased by 4.5% year-on-year. Much of the increase in message traffic can be attributed to the 55% increase in use of the Automated Search Facility (ASF) which allows 24 hour remote interrogation of the databases. However, just 3.4% of messages were shared with HQ for use in the main Interpol Criminal Information System (ICIS). There is a direct relationship between this figure and the quality of the databases Interpol maintains. Nevertheless, new and/or updated files in ICIS increased by 9% on the previous year. The network was consistently reliable, with an overall availability of over 99.5%.



Overall message traffic

The nominal database grew by 5%, searches increased by 30%, an average of 5500 – 6500 searches per month, with an increase of 10% in positive replies. Due at least in part to the development of the Automated Fingerprint Identification System (AFIS) and Works of Art database, there was an outstanding 48% increase in images held over 1999. In accordance with Interpol data protection requirements (Deletion Rules), nearly 29,000 nominal records were deleted for lack of recent activity. 43% of Interpol notices and diffusions were reviewed for validity under the same regulations (an increase of 74% over 1999) and 13% were deleted.

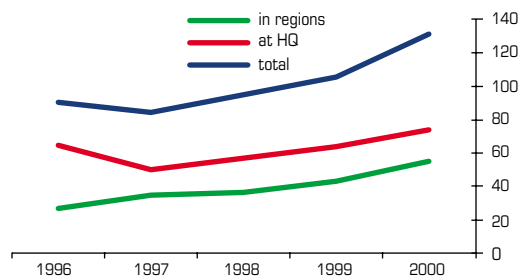
Insertions to the stolen motor vehicle database increased by 128%, searches were up by 37%, with an increase of 66% in positive results. For fingerprints, identifications increased by 46% and confirmation of identity by 15% – extremely encouraging early results from the new AFIS.

The total number of notices produced rose by 25% to 1672. The breakdown of notices produced is :

RED	wanted	72%
YELLOW	missing	13%
BLACK	unidentified body	6%
BLUE	enquiry	5%
GREEN	warning	4%

This represented an unusually high increase in the proportion of black notices, but otherwise the relative proportions remained generally stable. As ever, diffusions were a significantly successful means of arresting subjects, with 5 successes for every red notice success over the year. 533 red notices were cancelled, 41% as a result of positive Interpol action; 3965 diffusions were cancelled, 27% as a result of positive Interpol action.

Meetings and conferences are important tools in developing and exchanging practices for better international police co-operation.



Interpol meetings and conferences

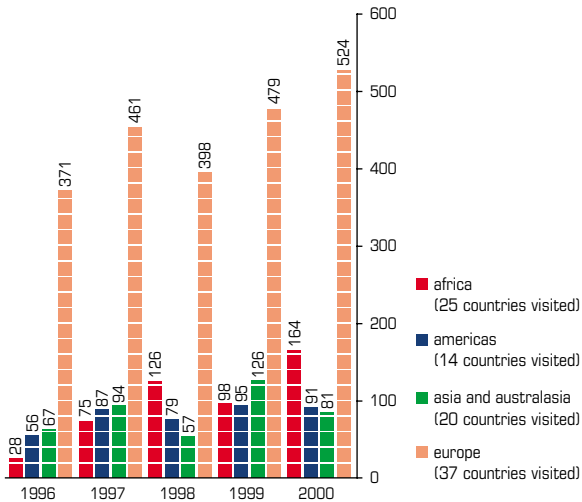
ACTION LINE 1

RAISE INTERPOL'S PROFILE THROUGHOUT THE WORLD
AND ENHANCE INTERNAL COMMUNICATIONS

Web site

The site underwent significant development during 2000, with an encouragingly comparable increase in traffic visiting the site. One of the more reliable measures of web traffic is the number of user sessions. A user session is a complete 'visit' to the site by one individual visitor. There were 5 times as many user sessions by December 2000 as at the beginning of the year. It is also encouraging that over the same period, four times as many users returned more than once to the site. The year saw considerable development of both the public and restricted access areas of the site which is also reflected in these figures.

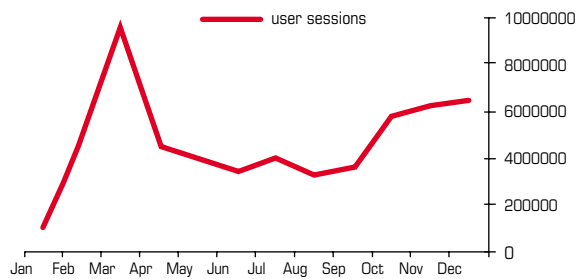
The importance of meetings and conferences is evident whether the theme is a type of criminality (eg illegal immigration), a specific tool or technique (eg Fingerprints, DNA) or a discussion of the crime-related issues affecting a region or regional grouping. 58% of these events were held at Headquarters, with the remaining 42% held in member countries. The trend towards regionalisation during the latter half of the 1990s is represented here too: an increase of 20% in meetings held outside the General Secretariat since 1995.



Missions

Overall, the number of missions increased by 10% with an increase in costs of 17% year-on-year. The total number of missions has more than doubled in the last five years reflecting an increasing move towards encouraging activity in the regions.

Interpol aims to improve its performance through pursuing a number of strategically important Action Lines which were defined in the Programme of Activities approved by the General Assembly for 2000:

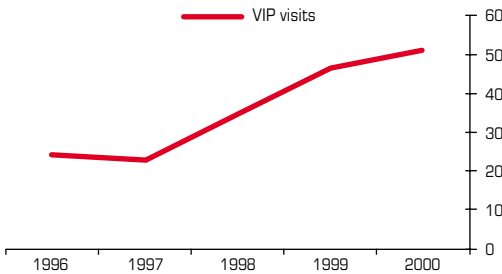


User sessions per month

A total of 14 586 copies of the Annual Report were downloaded, representing both a significant increase in the scope of its distribution and a significant cost saving in terms of print, postage and administration costs. Nearly 4000 copies of the Disaster Victim Identification (DVI) forms, were also downloaded for use by national police authorities to aid the identification of victims at the scenes of disasters involving multiple deaths. This clearly indicates that the web site is an efficient and cost-effective means of widening Interpol's reach. Visitors to the site generate a large number of e-mail messages. Messages to just one of the Interpol e-mail addresses total over 4000, at a peak level of 500 per month. Many of these are from the general public, but significant numbers are also from law enforcement officers around the world.

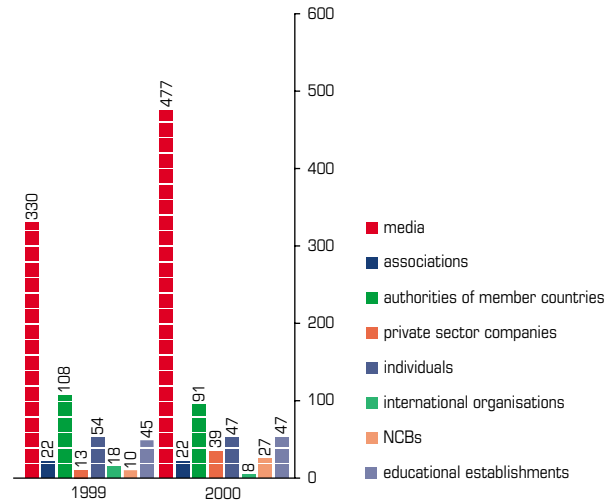
Public Relations

Visits to Headquarters are a valued means of increasing awareness and understanding of the services available. High-level visitors such as ministers, national chiefs of police and senior diplomats are a key target group amongst whom we wish to develop a real understanding of Interpol's services and benefits. The 132% increase in such visits is an indication of the increased interest in Interpol activities at that level.



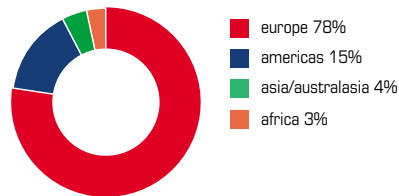
VIP visits to headquarters

2000 saw a 38% increase (excluding the web site) in total recorded enquiries handled by Public Relations compared with 1999. As usual, the majority of enquiries come from the media and levels have increased by 45%. The biggest percentage increases in interest shown come from private sector companies (+200%) and NCBs (+170%). Conversely, enquiries have decreased from International Organisations (-56%), authorities from member countries (-16%) and individuals (-13%). These decreases may result from the increased availability of information about Interpol via the web site.



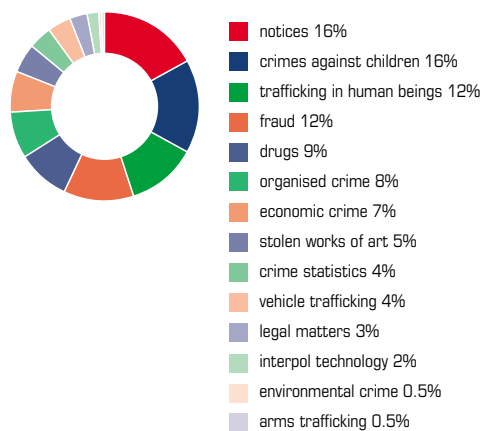
Sources of enquiries addressed to public relations

The majority of media interest comes from the European region (78%), followed by the Americas (15%), then Asia/Australasia (4%) and Africa (3%).



Media interest by Interpol region

Global media interest showed crimes against children and wanted notices as top priority, with trafficking in human beings and fraud in second place.

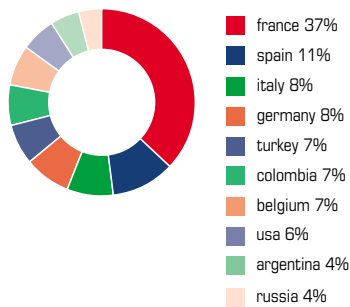


Topics of interest to the media

ACTION LINE 2

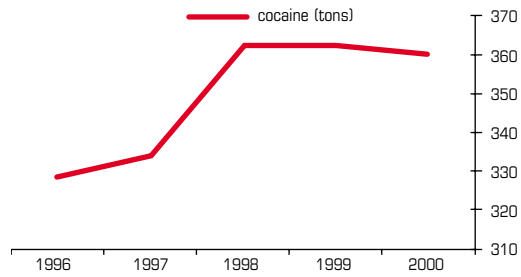
IMPROVE PERFORMANCE

Specific projects for 2000 on stolen vehicles, works of art, fingerprints, and payment cards all came to fruition. This represented 80% of the year's workload in Information Systems research & development, and similarly intensive police resources in those crime areas. Message traffic relating to drugs increased by 28.5%, and represented 25% of all messages shared with Headquarters. Terrorism-related red notices were up by 14% on 1999 and were requested by 38 countries. 92 countries shared terrorism-related messages with HQ, the majority (68%) coming from Europe. 16% came from North, Central and South America, then Africa (7%) and Asia (6%). The Middle-East region accounted for 3% of such messages.

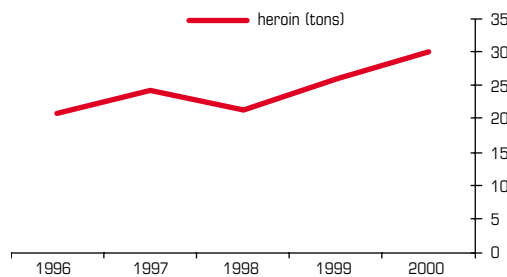


Terrorism-related messages - top ten countries

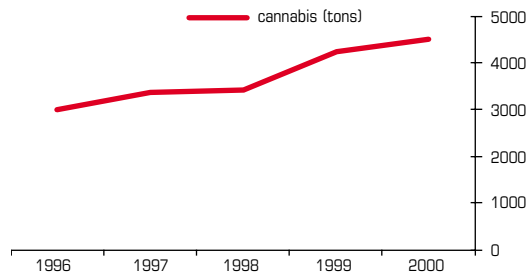
The new web-based Drug Alerts proved particularly popular and reports of seizures in all categories increased:



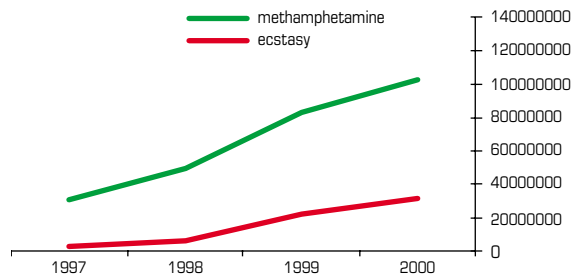
Cocaine



Heroin



Cannabis



Ecstasy and methamphetamine in dosage units (eg tablets)

These glimpses of Interpol activity through the year show a tiny fraction of the work of the organisation. They do serve, however, to highlight the value of Interpol's practical contribution to international law enforcement.

ACTION LINE 3

IMPROVE NCB PERFORMANCE

A comprehensive audit of the work and conditions of NCBs was undertaken: 114 NCBs (68%) responded to a detailed questionnaire; 32 countries participated in regional and multi-regional teams contributing to a series of workshops to make recommendations for change. These were presented to the General Assembly in 2000 for approval and work on their evaluation and implementation continues. Peer evaluations also took place in 8 European countries: Albania, Czech Republic, Finland, Hungary, Latvia, Lithuania, FYROM and Spain.

Work began on the development of direct NCB access to ICIS, in addition to the usual individual assistance to NCBs, SRBs and non-network NCBs. The minimum standards/improvement project continued with the benefit of analysis from the NCB survey. During 2000 nearly 50% of the membership, (95% of NCBs equipped for internet access) were given access to the Interpol restricted website; the advent of the new Interpol telecommunications network (Atlas) system will further improve access.

ACTION LINE 4

PROVIDE MORE SERVICES REGIONALLY

Regional IT projects were undertaken in South-East Asia, for Aseanapol, the South Pacific, the Baltic Sea area and Baltcom, SECI, Central Europe UNDCP, PHARE, and a new system for searchable message databasing was introduced in the Caribbean (see ROCCISS under Americas below). Three formal co-operation agreements were entered into with regional entities, with another three under negotiation (See Action Line 6).

Europe

The European Liaison Bureau at Headquarters assisted in more than 630 cases. One of the most notable involved 10 countries, 80 crimes and 5 arrests. Special financial assistance from Germany, the USA and Spain allowed NCBs Tirana and Sarajevo to be equipped with state-of-the-art communications tools. The Office of the High Representative and the UN Mission in Bosnia-Herzegovina – International Police Task Force (UNMIBH-IPTF) provided much appreciated essential support and assistance to improve the status of NCB Sarajevo.

Africa

The Harare SRB was particularly active in the following areas:

- 1st African Regional Meeting on Wildlife Crime in Zambia;
- 1st Stolen Vehicle Workshop for Southern Africa in Lusaka, Zambia;
- Operation Motokwane conducted in South Africa, Swaziland, Lesotho and Malawi, focusing on cannabis eradication;
- Operation Makhulu I and III conducted in Southern Africa targeting trafficking in motor vehicles, drugs, firearms and illegal immigrants;
- Operation Makhulu II conducted in Mozambique, Lesotho and Swaziland with the same target crime areas as above;
- Participation in a range of workshops on small arms proliferation, human rights, environmental crime, fraudulent travel documents, offences against women/children and UN sanctions against UNITA of Angola.

Structures in Central and West Africa are as yet less operationally developed. But in 2000, Interpol helped to facilitate fruitful discussions and decisions within the Committees of Chiefs of Police for both Central Africa and West Africa which laid firm foundations for future action.

Americas – the Caribbean

In November 1999, Project ROCCISS (Regional Organised Counter Crime Information Sharing System) was launched in the Caribbean region. Using software developed by the General Secretariat, participating countries began to share operational data via the Interpol network. Features of the system include:

- formatted messages;
- archived messages at NCB level (virtual regional database);
- search and retrieval of messages;
- messages copied to Interpol HQ, thus enhancing ICIS;
- 19 participant countries.

A first analytical report by Interpol Headquarters staff, based on these messages, was provided to the Association of Caribbean Commissioners of Police (ACCP) in December 2000. This report showed that during the first 10 months of 2000 message traffic in the Caribbean increased 157% on the whole of 1999.

South America

A new head of the Buenos Aires SRB for South America was appointed. He is a senior official of the Peruvian National Police. IT equipment was installed to upgrade the SRB's capability to the same level as Interpol Headquarters. An assessment report on regional police cooperation was compiled, followed by a Plan of Action for South America for 2001. Open source research on criminal matters was implemented to increase the flow of information from NCBs to Headquarters, and a Quarterly Regional Report was instigated highlighting Interpol activities in the NCBs and SRB.

Asia

In December 2000, the Bangkok Liaison Office moved to new premises which were made available by the Royal Thai Police. Almost double the floor space has been provided and negotiations were concluded with the Australian Federal Police for a seconded official. This represented an important step in the enhancement of Interpol's service delivery for the Asian region from the Bangkok office.

ACTION LINE 5

COMPLETE PILOT PROJECTS IN PROGRESS

Millennium

2000 saw over 3500 individuals linked to Project Millennium. This project generates and adds value to sensitive information on organised crime within an extra-secure environment. Information was contributed by 33 countries who received 5 analytical studies compiled and circulated during the year.

Feedback was very positive and the project team and participants particularly appreciated the support of the G8 Law Enforcement Projects Sub-Group on Eastern European Organised Crime. Looking forward, the project will also address investigative issues linked with highly complex financial transactions and money laundering.

Children

Crimes against children are particularly reviled, and Interpol continued to be involved with many international initiatives to improve methods of investigating the sexual abuse of children. New ground was broken this year with Interpol's involvement in preparatory meetings at the United Nations to discuss Rules of Evidence and Procedure for the International Criminal Court.

The production and internet distribution of images of children being sexually abused is a growing problem. The Interpol team continued to work with many countries to identify victims and abusers, with the aim of reducing duplication of resource use when countries embark on individual investigations.

Notices

Notices are a key tool in the Interpol range of services, and their timely production is essential. This process was therefore a clear choice for one of the early pilot projects under the Strategic Development Plan. The process study was completed, and implementation is on target for 2001. The principal objectives of the project are to:

- streamline the notice process by incorporating more production responsibilities within the notices team;
- upgrade from manual, paper-based production methods to an electronic process;
- migrating to distribution by electronic transfer of data and documents (formerly distribution by mail);
- reduce production time from several months to under 20 days.

ACTION LINE 6

ENHANCE AND FORMALISE INTERNATIONAL RELATIONSHIPS

In 2000, memoranda of understanding were concluded with:

- International Centre for Migration Policy Development (ICMPD)
- International Council of Museums (ICOM)
- International Civil Aviation Organisation (ICAO)

Other co-operation agreements were concluded with:

- International Chamber of Commerce (ICC)
- US NCB re NCB Sarajevo
- US NCB for pilot site and Headquarters equipment (Weapons/Firearms project)
- FBI & RCMP on Stolen Vehicles
- CEMAC (Central African Economic and Monetary Community)
- ECOWAS (Economic Community of West African States)
- EMCDDA (European Monitoring Centre for Drugs and Drug Addiction)

Preparatory work and negotiations towards agreements were undertaken in the following areas:

Co-operation agreements:

- Europol
- FBI
- SECI (South European Co-operation Initiative)
- COMESA (Common Market of East and South Africa)

Individual agreements:

- Headquarters Site Security
- WCO-ZKA (World Customs Organisation – Zoll Kriminal Amt)

Model agreement:

- CBA (Comesa Bankers Association)

A new legal tool, in the form of a Model International Co-operation Agreement, was published to assist and encourage greater law enforcement co-operation.

ACTION LINE 7

DEVELOP A NEW BUDGET STRUCTURE AND BUDGETARY PROVISIONS

Discussions were on-going as to options for a new budget structure, and this should be agreed during 2001. Overall operating costs were reduced by 41% over 1999, and financial charges reduced by 14%. However, personnel costs and mission expenditure continued to rise.

There were two significant examples of externally funded projects:

- counterfeit payment cards, funded by the five major payment card companies;
- the Phare project, where Interpol is the main sub-contractor for the implementation of the UNDCP/EU Phare Programme for Strengthening Drug Law Enforcement Capacities in South Eastern Europe.

ACTION LINE 8

INCREASE REVENUES

The exhibition alongside the General Assembly in Rhodes in 2000 generated a net revenue of 65,170 Euros, with private sector participants such as Avaya, Sun, Cogent, Sagem, Motorola, Informix and Computer Associates. The exhibition format was widely appreciated and is likely to become a regular feature in parallel with the General Assembly.

Revenues from royalties and sales of publications totalled 63,587 Euros, a slight decrease on the previous year. This figure does not take account of the associated costs (staff, printing etc). The recruitment process was begun to fill a new fund-raiser post, with a likely take-up date of September 2001. This should enable Interpol to examine the real possibilities of an Interpol Foundation in detail.

ACTION LINE 9

REVIEW THE DECISION-MAKING (GOVERNANCE) PROCESS WITHIN INTERPOL

In the light of the changes at the highest level in the organisation, it was not deemed appropriate to press forward with this action line this year. However, practical improvements were implemented so that voting could take place electronically at General Assembly sessions, ensuring speed, accuracy and confidentiality. Electronic methods for distributing Executive Committee documents more quickly were partially successful, and will be revised and developed.

ACTION LINE 10

MODERNISE SUPPORT ACTIVITIES

ICIS was extended and developed in the areas of organised crime (Millennium project), environmental crime, counterfeit payment cards, drug seizures (in co-operation with UNDCP and WCO), and projects and/or studies were initiated on methamphetamine logos, IWETS, DNA, electronic transfer of X.400 messages to ICIS, a child pornography image database, Eastern European organised crime (on the Millennium model) and the improvement of Interpol's statistics collection processes.

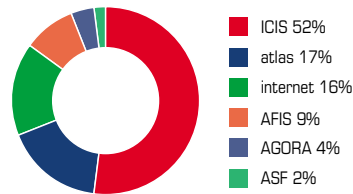
The automated search facility for stolen motor vehicles (ASF SMV) was increasingly successful throughout the year, and this model provides a basis for other services, such as passports, IWETS etc. Interpol fingerprints work saw considerable improvement following the implementation of the new automated fingerprint identification system (AFIS).

Web-based services (SIGA) continued to be developed along the following lines:

- enhancement of Headquarters computer architecture;
- extension of internet access and individual e-mail services;
- development of extra, inter, and intra-net services for public, restricted and internal use;
- implementation of a project to enable submission of information via web-based forms.

Project Atlas, after lengthy discussions and revisions, began development. Implementation of the new system will represent a quantum leap in the performance and potential of Interpol communication systems. Lastly, Headquarters financial and administrative systems (eg PACOFIN and AGORA) have also been improved.

This diagram shows the relative levels of technical development activity in support of Action Line 2 Performance Improvement:



Using technology to enhance performance

PROGRAMME OF ACTIVITIES 2000 – PROGRESS

ACTION LINE 1: RAISE INTERPOL'S PROFILE THROUGHOUT THE WORLD
AND ENHANCE INTERNAL COMMUNICATIONS
100% of proposed activities achieved and/or under way

	Achieved	On-going	On hold
Web site	✓ *	✓	
Internal communications		✓	
Publications		✓	
Public relations		✓	
Organisational image		✓	

ACTION LINE 2: IMPROVE PERFORMANCE
100% of proposed activities achieved and/or under way

MRRB efficiency project		✓	
Strategic intelligence package		✓	
Stolen vehicles – centralised database; increase size, add functions according to user needs, explore support from other international organisations eg the UN	✓ *	✓	
Works of Art – database with colour images; CD ROM	✓ *	✓	
AFIS – implementation, acceptance and full operational service	✓ *	✓	
Payment cards – payment cards database, including high quality images, accessible for banks and the payment card industry	✓ *	✓	

ACTION LINE 3: IMPROVE NCB PERFORMANCE
67% of Proposed activities achieved and/or under way

Assessment of individual NCB capabilities using in-house experience	✓		
Detailed research & analysis of internal document and knowledge holding		✓	
Survey of all NCBs and selection of users	✓		
Management of NCB staff attachment and working parties for selected NCB staff.			✓
Establishment of a model for improvement with a realistic action plan – in conjunction with the ongoing minimum standards for NCBs project		✓	
Begin implementation of 3 year roll-out plan, underpinned by support, incentives and a compliance accountability mechanism			✓

ACTION LINE 4: PROVIDE MORE SERVICES REGIONALLY
100% of proposed activities achieved and/or under way

Determine basic equipment for a Sub-Regional Bureau	✓		
Increase Interpol's influence in the regions	✓ *	✓	
Develop policy guidelines for Sub-Regional Bureaus	✓ *	✓	
Enhance the support given to NCBs by providing regional training	✓ *	✓	
Exploration of need for additional Sub-Regional Bureaus	✓ *	✓	
Atlas – to replace the X.400 network, use the latest technology in delivering the best service, respect ease of maintenance, integrate additional functions, including remote access to ICIS.		✓	

ACTION LINE 5: COMPLETE PILOT PROJECTS IN PROGRESS
83% of proposed activities achieved and/or under way

Children – missing children web pages	✓ *	✓	
Children – automated recognition of child pornography images from the internet, image database accessible to NCBs and or other organisations			✓
Millennium – enhanced security database area within ICIS	✓ *	✓	
Millennium – collection of information on East European crime, analysis and exploitation of this information	✓ *	✓	
Millennium – selective access for authorised users	✓ *	✓	
Notices – new process for notice preparation, to reduce production time, enhance quality, increase accessibility		✓	

ACTION LINE 6: ENHANCE AND FORMALISE INTERNATIONAL RELATIONSHIPS
67% of proposed activities achieved and/or under way

	Achieved	On-going	On hold
Develop criteria for new relationships	✓		
Scan developments in international legislation with relevance to Interpol's activity			✓
Explore accessibility of new sources of information (law enforcement agencies, customs, judicial authorities)	✓ *	✓	

ACTION LINE 7: DEVELOP A NEW BUDGET STRUCTURE AND BUDGETARY PROVISIONS
100% of proposed activities achieved and/or under way

Design new budget structure and financial planning mechanisms incorporating the notion of 'projects'; give overview of cost drivers, cost centres and cost types for clearer justification of adjustments and new needs; cost control and expenditure monitoring mechanisms.		✓	
--	--	---	--

ACTION LINE 8: INCREASE REVENUES
33% of proposed activities under way

Analysis of current revenue-generating activities		✓	
Study of foundation and/or other financial entity to support the work of the organisation			✓
Possibilities for sponsorship in relation to web site (link to Action Line 1)			✓

ACTION LINE 9: REVIEW THE DECISION-MAKING PROCESS WITHIN INTERPOL
67% of proposed activities under way

Study on consolidation of Interpol's legitimacy eg through preparation of a convention			✓
Consideration of the General Assembly, Executive Committee		✓	
Consideration of other decision-making processes throughout the organisation		✓	

ACTION LINE 10: MODERNISE SUPPORT ACTIVITIES
85% of proposed activities achieved and/or under way

Agora – define requirements for replacement/upgrading and issue invitations to tender	✓ *	✓	
SIGA – (Net, Web) development of a range of internet services including HQ access to internet for all designated staff	✓ *	✓	
SIGA – evolution of web site to incorporate additional crime-specific pages according to priorities	✓ *	✓	
SIGA – implementation of news group (forum) services for special crime projects			✓
Year 2000 (Y2K) compliance	✓		
Atlas – implement the upgrade from X.400 to the new technology in 50% of regional modernisation NCBs		✓	
ICIS – make software available to requesting countries for inclusion in national intelligence systems	✓ *	✓	
ICIS – complete implementation in 3 Balkan countries (CISNIC)	✓		
ICIS – complete partnership agreement with a commercial partner		✓	
AFR – provision of independent Automated Fingerprint Recognition service to participating countries: final proposal for EC approval		✓	
AFR – final preparations for takeover of an existing AFR service			✓
Global security project		✓	
Electronic document management project		✓	
Computer-assisted translation project		✓	

✓ * achieved, with ongoing efforts in individual areas

FINANCIAL STATEMENT (AS AT 31 DEC 2000)

Budget implementation statement – expenditure by programme (in thousands of Euros)

	PERSONNEL COSTS	TRANSPORT/ MEETINGS/ MISSIONS	OTHER EXPENDITURE	TOTAL	BUDGET	DIFFERENCE
A: Expenditure at HQ						
OPERATING EXPENDITURE:						
Policy and management	1,950	257	199	2,406	2,561	155
Liaison and criminal intelligence	4,930	1,079	26	6,035	6,358	323
General administration	850	12	209	1,071	991	(80)
Meetings and missions	77	406	1	484	469	(15)
Logistics	3,331	6	2,109	5,446	5,409	(37)
Information systems (1)	2,456	60	1,554	4,070	4,126	56
Other operations	371	110	623	1,104	1,329	225
Indemnities fund	-	-	156	156	43	(113)
Sub-total operating expenditure	13,965	1,930	4,877	20,772	21,286	514
HQ EQUIPMENT	-	-	1,449	1,449	1,448	(1)
TOTAL HQ EXPENDITURE	13,965	1,930	6,326	22,221	22,734	513

B: Expenditure outside HQ (ATSFDC)

Operating costs (1)	192	8	2,041	2,241	2,532	291
Equipment outside HQ	-	-	96	96	107	11
TOTAL EXPENDITURE OUTSIDE HQ	192	8	2,137	2,337	2,639	302
TOTAL	14,157	1,938	8,463	24,558	25,373	815

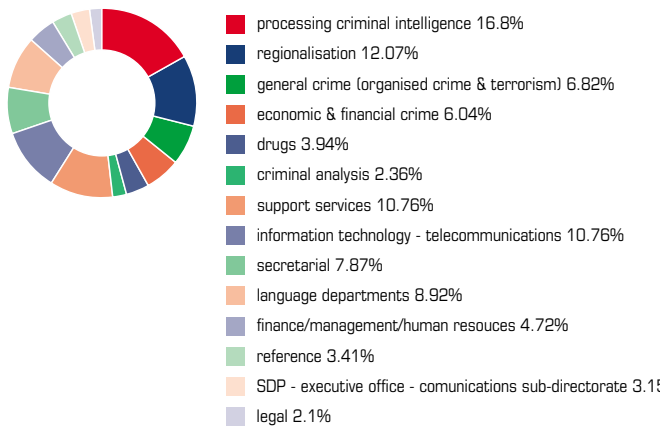
() Negative difference

(1) Transfer of the cost of the Europe Project (network and maintenance) from the Information Systems programme (Management IV) to the ATSFDC programme in accordance with the budget (amount estimated at 381,000 Euros)

PERSONNEL MATTERS (AS AT 31 DEC 2000)

At 31 December 2000, there were 381 staff employed at Headquarters. Of these, 95 (25% of the total) were seconded officers from 54 different countries, 26 (7%) were detached officials, that is, officials for whom Interpol reimburses the officer's national authorities part or all of the cost of that officer. Contract officials form 57% of Headquarters staff: 219 out of the total of 381 members of staff. 64% of the total HQ staff are male, as opposed to 36% female, and the average age is 39.5 years.

There were 23 new seconded officers, compared with 36 in 1999, and in general, staff turnover is high, with 98 officials either taking up posts or leaving the organisation. 45 people left the organisation, mostly as a result of fixed term contracts and detachments coming to an end, resignations and retirement.



Staff analysis by activity

EXECUTIVE COMMITTEE (AS AT 31 DEC 2000)

President	
Jesus Espigares Mira (Spain)	2000-2004
Vice-President (Africa)	
Augustine Chihuri (Zimbabwe)	1999-2002
Vice-President (Americas)	
Neal Parker (Canada)	2000-2003
Vice-President (Asia)	
Joong Kyoum Kim (Rep. of Korea)	2000-2003
Vice-President (Europe)	
John Abbott (UK)	1999-2002

DELEGATES

Eduardo Molina Ferraro (Uruguay)	1999-2002
Abimbola Ojomo (Nigeria)	1999-2002
Nikolaos Tasiopoulos (Greece)	1999-2002
Andy Hughes (Australia)	2000-2003
Klaus Ulrich Kersten (Germany)	2000-2003
Zhiqiang Liu (China)	2000-2003
Hamid Mannan Mohamed (Sudan)	2000-2003
Thomas Pickard (United States)	2000-2003

SENIOR HEADQUARTERS STAFF (AS AT 31 DEC 2000)

Secretary General
Ronald K. Noble
Consultant to the Secretary General
Stanley Morris

DIRECTORS

Executive Office of the Secretary General
Miguel Chamorro
Strategic Planning
Willy Deridder
Criminal Intelligence
Paul Higdon
Regional Co-ordination and Development
Stuart Cameron-Waller
Legal Affairs
Souheil El Zein
Information Systems
Peter J Nevitt
Administration and Finance
Claude Trassard
Financial Controller
Bernard Prost à la Denise

NCBS AND SUB-BUREAUS IN MEMBER COUNTRIES

Tirana, Albania	Prague, Czech Republic	Tripoli, Libya	Sao Tome & Principe
Algiers, Algeria	Copenhagen, Denmark	Vaduz, Liechtenstein	(via Abidjan)
Andorra	Djibouti	Vilnius, Lithuania	Riyadh, Saudi Arabia
Luanda, Angola	Roseau, Dominica	Luxembourg	Dakar, Senegal
The Valley, Anguilla	Santo Domingo, Dominican	Macau (Sub-Bureau China)	Victoria (Mahé) Seychelles
(Sub-Bureau UK)	Republic	Antananarivo, Madagascar	Freetown, Sierra Leone
St John's,	Quito, Ecuador	Lilongwe, Malawi	Singapore
Antigua & Barbuda	Cairo, Egypt	Kuala Lumpur, Malaysia	Bratislava, Slovakia
Buenos Aires, Argentina	San Salvador, El Salvador	Male, Maldives	Ljubljana, Slovenia
Yerevan, Armenia	Malabo-Bioko, Equatorial	Bamako, Mali	Mogadishu, Somalia
Oranjestad, Aruba	Guinea	Floriana, Malta	Pretoria, South Africa
Canberra, Australia	Asmara, Eritrea	Majuro, Marshall Islands	Madrid, Spain
Vienna, Austria	Tallinn, Estonia	Nouakchott, Mauritania	Colombo, Sri Lanka
Baku, Azerbaijan	Addis Ababa, Ethiopia	Port Louis, Mauritius	Khartoum, Sudan
Nassau, Bahamas	Suva, Fiji	Mexico	Paramaribo, Suriname
Adaliya, Bahrain	Helsinki, Finland	Chisinau, Moldova	Mbabane, Swaziland
Dacca, Bangladesh	Vantaa, Former Yugoslav	Monaco	Stockholm, Sweden
Bridgetown, Barbados	Republic of Macedonia	Ulaanbaatar, Mongolia	Berne, Switzerland
Minsk, Belarus	Nanterre, France	Plymouth, Montserrat	Damascus, Syria
Brussels, Belgium	Libreville, Gabon	(Sub-Bureau UK)	Dar es Salam, Tanzania
Belmopan, Belize	Banjul, Gambia	Rabat, Morocco	Bangkok, Thailand
Cotonou, Benin	Tbilisi, Georgia	Maputo, Mozambique	Lome, Togo
Hamilton, Bermuda	Wiesbaden, Germany	Yangon, Myanmar	Nucualofa, Tonga
(Sub-Bureau UK)	Accra, Ghana	Windhoek, Namibia	Port of Spain, Trinidad
La Paz, Bolivia	Athens, Greece	Yaren, Nauru	& Tobago
Sarajevo,	St George's, Grenada	Kathmandu, Nepal	Tunis, Tunisia
Bosnia-Herzegovina	Guatemala	The Hague, Netherlands	Providenciales,
Gaborone, Botswana	Conakry, Guinea	Willemstad, Netherlands	Turks & Caicos Islands
Brasilia, Brazil	Bissau, Guinea Bissau	Antilles	Ankara, Turkey
Road Town, Tortola,	Georgetown, Guyana	Wellington, New Zealand	Kampala, Uganda
BVI (Sub-Bureau UK)	Port au Prince, Haiti	Managua, Nicaragua	Kiev, Ukraine
Brunei	Tegucigalpa, Honduras	Niamey, Niger	Abu Dhabi, United Arab
Sofia, Bulgaria	Hongkong, China	Lagos, Nigeria	Emirates
Ouagadougou,	(Sub-Bureau China)	Oslo, Norway	London, United Kingdom
Burkina-Faso	Budapest, Hungary	Muscat, Oman	Washington, United States
Bujumbura, Burundi	Reyjavik, Iceland	Islamabad, Pakistan	Montevideo, Uruguay
Phnom Penh, Cambodia	New Delhi, India	Panama	Tashkent, Uzbekistan
Yaounde, Cameroon	Jakarta, Indonesia	Konedobu,	Caracas, Venezuela
Ottawa, Canada	Teheran, Iran	Papua New Guinea	Hanoi, Vietnam
Praia, Cape Verde	Baghdad, Iraq	Asuncion, Paraguay	Sanaa, Yemen
Grand Cayman, Cayman	Dublin, Ireland	Lima, Peru	Lusaka, Zambia
Islands (Sub-Bureau UK)	Jerusalem, Israel	Manila, Philippines	Harare, Zimbabwe
Bangui, Central African	Rome, Italy	Warsaw, Poland	
Republic	Kingston, Jamaica	Lisbon, Portugal	
N'djamena, Chad	Tokyo, Japan	San Juan, Puerto Rico	
Santiago, Chile	Amman, Jordan	(US Sub-Bureau)	
Beijing, China	Alma Ata, Kazakhstan	Doha, Qatar	
Bogota, Colombia	Nairobi, Kenya	Bucharest, Romania	
Moroni, Comoros	Seoul, Korea (Rep. of)	Moscow, Russian	
Kinshasa, Congo	Dahiyat Abdullah	Federation	
Brazzaville, Congo	Al-Salem, Kuwait	Kigali, Rwanda	
(Democratic Rep.)	Bishkek, Kyrgyzstan	Basseterre, St Kitts & Nevis	
San José, Costa Rica	Vientiane, Laos	Castries, St Lucia	
Zagreb, Croatia	Riga, Latvia	Kingstown, St Vincent	
Abidjan, Côte d'Ivoire	Beirut, Lebanon	& the Grenadines	
Havana, Cuba	Maseru, Lesotho	Pago Pago, American	
Nicosia, Cyprus	Monrovia, Liberia	Samoa, (US Sub-Bureau)	

Albania, Algeria, Andorra, Angola, Antigua, Antigua & Barbuda, Argentina, Armenia, Aruba, Australia, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Belize, Benin, Bermuda, Bolivia, Bosnia-Herzegovina, Botswana, Brazil, Brunei, Bulgaria, Burkina-Faso, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Cayman Islands, Central African Republic, Chad, Chile, China, Colombia, Comoros, Congo, Costa Rica, Croatia, Côte d'Ivoire, Cuba, Cyprus, Czech Republic, Denmark, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Fiji, Finland, Former Yugoslav Republic of Macedonia, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Grenada, Guatemala, Guinea, Guinea Bissau, Guyana, Haiti, Honduras, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Kuwait, Kyrgyzstan, Laos, Latvia, Lebanon, Lesotho, Liberia, Libya, Liechtenstein, Lithuania, Luxembourg, Macau, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Marshall Islands, Mauritania, Mauritius, Mexico, Moldova, Monaco, Mongolia, Montserrat, Morocco, Mozambique, Myanmar, Namibia, Nauru, Nepal, Netherlands, Netherlands Antilles, New Zealand, Nicaragua, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Republic of Korea, Romania, Russian Federation, Rwanda, St Kitts & Nevis, St Lucia, St Vincent & the Grenadines, Sao Tome & Principe, Saudi Arabia, Senegal, Seychelles, Sierra Leone, Singapore, Slovakia, Slovenia, Somalia, South Africa, Spain, Sri Lanka, Sudan, Suriname, Swaziland, Sweden, Switzerland, Syria, Tanzania, Thailand, Togo, Tonga, Tortola BVI, Trinidad & Tobago, Tunisia, Turks & Caicos Islands, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay, Uzbekistan, Venezuela, Vietnam, Yemen, Zambia, Zimbabwe, Albania, Algeria, Andorra, Angola, Anguilla, Antigua & Barbuda, Argentina, American Samoa, Armenia, Aruba, Australia, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Belize, Benin, Bermuda, Bolivia, Bosnia-Herzegovina, Botswana, Brazil, Brunei, Bulgaria, Burkina-Faso, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Cayman Islands, Central African Republic, Chad, Chile, China, Colombia, Comoros, Congo, Costa Rica, Croatia, Côte d'Ivoire, Cuba, Cyprus, Czech Republic, Denmark, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Fiji, Finland, Former Yugoslav Republic of Macedonia, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Grenada, Guatemala, Guinea, Guinea Bissau, Guyana, Haiti, Honduras, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Kuwait, Kyrgyzstan, Laos, Latvia, Lebanon, Lesotho, Liberia, Libya, Liechtenstein, Lithuania, Luxembourg, Macau, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Marshall Islands, Mauritania, Mauritius, Mexico, Moldova, Monaco, Mongolia, Montserrat, Morocco, Mozambique, Myanmar, Namibia, Nauru, Nepal, Netherlands, Netherlands Antilles, New Zealand, Nicaragua, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Republic of Korea, Romania, Russian Federation, Rwanda, St Kitts & Nevis, St Lucia, St Vincent & the Grenadines, Sao Tome & Principe, Saudi Arabia, Senegal, Seychelles, Sierra Leone, Singapore, Slovakia, Slovenia, Somalia, South Africa, Spain, Sri Lanka, Sudan, Suriname, Swaziland, Sweden, Switzerland, Syria, Tanzania, Thailand, Togo, Tonga, Tortola BVI, Trinidad & Tobago, Tunisia, Turks & Caicos Islands, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay, Uzbekistan, Venezuela, Vietnam, Yemen, Zambia, Zimbabwe, Albania, Algeria, Andorra, Angola, Anguilla, Antigua & Barbuda, Argentina, American Samoa, Armenia, Aruba, Australia, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Belize, Benin, Bermuda, Bolivia, Bosnia-Herzegovina, Botswana, Brazil, Brunei, Bulgaria, Burkina-Faso, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Cayman Islands, Central African Republic, Chad, Chile, China, Colombia, Comoros, Congo, Costa Rica, Croatia, Côte d'Ivoire, Cuba, Cyprus, Czech Republic, Denmark, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Fiji, Finland, Former Yugoslav Republic of Macedonia, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Grenada, Guatemala, Guinea, Guinea Bissau, Guyana, Haiti, Honduras, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Kuwait, Kyrgyzstan, Laos, Latvia, Lebanon, Lesotho, Liberia, Libya, Liechtenstein, Lithuania, Luxembourg, Macau, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Marshall Islands, Mauritania, Mauritius, Mexico, Moldova, Monaco, Mongolia, Montserrat, Morocco, Mozambique, Myanmar, Namibia, Nauru, Nepal, Netherlands, Netherlands Antilles, New Zealand, Nicaragua, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Republic of Korea, Romania, Russian Federation, Rwanda, St Kitts & Nevis, St Lucia, St Vincent & the Grenadines, Sao Tome & Principe, Saudi Arabia, Senegal, Seychelles, Sierra Leone, Singapore, Slovakia, Slovenia, Somalia, South Africa, Spain, Sri Lanka, Sudan, Suriname, Swaziland, Sweden, Switzerland, Syria, Tanzania, Thailand, Togo, Tonga, Tortola BVI, Trinidad & Tobago, Tunisia, Turks & Caicos Islands, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay, Uzbekistan, Venezuela, Vietnam, Yemen, Zambia, Zimbabwe, Albania, Algeria, Andorra, Angola, Anguilla, Antigua & Barbuda, Argentina, American Samoa, Armenia, Aruba, Australia, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Belize, Benin, Bermuda, Bolivia, Bosnia-Herzegovina, Botswana, Brazil, Brunei, Bulgaria, Burkina-Faso, Burundi, Cambodia, Cameroon, Canada, Cape Verde, Cayman Islands, Central African Republic, Chad, Chile, China, Colombia, Comoros, Congo, Costa Rica, Croatia, Côte d'Ivoire, Cuba, Cyprus, Czech Republic, Denmark, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Estonia, Ethiopia, Fiji, Finland, Former Yugoslav Republic of Macedonia, France, Gabon, Gambia, Georgia, Germany, Ghana, Greece, Grenada, Guatemala, Guinea, Guinea Bissau, Guyana, Haiti, Honduras, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Kuwait, Kyrgyzstan, Laos, Latvia, Lebanon, Lesotho, Liberia, Libya, Liechtenstein, Lithuania, Luxembourg, Macau, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Marshall Islands, Mauritania, Mauritius, Mexico, Moldova, Monaco, Mongolia, Montserrat, Morocco, Mozambique, Myanmar, Namibia, Nauru, Nepal, Netherlands, Netherlands Antilles, New Zealand,