This Annual Report presents some of the highlights of our activities during 2021 which support our 195 member countries to fight transnational crime. More information about all our activities can be found on our website: www.interpol.int

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Secretary General’s foreword

After a two-year break, the INTERPOL General Assembly was able to meet in November 2021 and welcome the Organization’s 195th member country, the Federated States of Micronesia.

While the pandemic continued to present challenges to law enforcement and society as a whole, this Annual Report highlights a selection of the key activities and services provided by the Organization throughout 2021.

We launched I-Familia, our new global database to identify missing persons through family DNA, as well as the Organization’s first app, ID-Art, to better protect cultural heritage.

Our support to operations on the ground resulted in the rescue of hundreds of human trafficking victims, the takedown of a prolific cybercrime ring as well as the seizure of millions of harmful illicit products including medicines, food and drink.

The results of the operational activities across our 195 member countries demonstrated that despite the pandemic, criminal networks continued to flourish, making international police cooperation more vital than ever.

Cooperation with our partners, from both the public and private sectors, continues to provide vital input and support for our activities tackling all crime areas.

While working with regional bodies, INTERPOL remains the international linchpin of the global security architecture, one which helps police around the world connect on a daily basis to identify and bring fugitives to justice.

These achievements are only possible through the commitment and contribution of our National Central Bureaus as well as the support of the President and Executive Committee, our General Secretariat staff around the world and law enforcement officers on the ground.

It is through cooperation and innovation that INTERPOL will continue to drive efforts to make the world a safer place.

“The global threat landscape is more complex than ever, making international law enforcement cooperation essential.”

Jürgen Stock
Secretary General
DATABASE HIGHLIGHTS

The exchange of police information lies at the core of INTERPOL’s mandate, and we continually seek new solutions to increase the type and relevance of data available. Naturally, strict data protection rules are in place and are regularly updated to keep pace with technological developments and evolving international standards.

#ID-ART: THE APP THAT ALLOWS YOU TO CHECK IF A WORK OF ART IS STOLEN

Heritage worldwide is at risk from natural disaster, armed conflict and organized looting. Our ID-Art app is an innovative tool to counter the threat. Free to download and available publicly, the app provides real-time access to the INTERPOL database of stolen works of art, and has already contributed to the recovery of stolen works. Thanks to checks against the newly launched app in 2021, police in Romania were able to recover a 13th-century Gothic cross that had been stolen five years earlier.

Download the ID-Art to:
- access the INTERPOL database of Stolen Works of Art;
- create an inventory of private art collections;
- report an item as stolen;
- report cultural sites potentially at risk or illicit excavations.

Every search of our 19 databases is a potential break in a case for police worldwide.
GROUND-BREAKING DNA TECHNOLOGY HELPS FIND THE MISSING LINK

2021 saw the launch of our 19th database. The first of its kind, I-Familia is a global database for identifying missing persons based on international DNA kinship matching. The result of cutting-edge scientific research, the database seeks to identify missing persons or unidentified human remains when direct comparison is not possible, by using DNA samples from family members instead.

This is a complex process – even more so when carried out internationally – which is where INTERPOL can play a unique role through its global network. The driving principle behind I-Familia is humanitarian: to reunite loved ones or to bring closure to cases and allow families to rebuild their lives.

TRAINING TO LEVERAGE OUR HIGH-TECH TOOLS

Training on the effective use of INTERPOL databases, notices, and other capabilities is essential for efficient global police cooperation. This year, 593 law enforcement officials were trained worldwide through the INTERPOL Policing Capabilities Programme.

2021 saw new additions to our growing portfolio of training courses in biometrics, with two four-week online programmes on fingerprints and facial recognition, developed under German-funded Project CASE and completed by 55 officers in Central Asia.

ARRESTING THE “MOST WANTED”

A number of arrests in 2021 underlined the enduring power of Red Notices to bring wanted criminals to justice. Dubai police arrested two high-profile members of the Camorra organized crime group wanted in Italy while, in Latin America, 13 individuals suspected of perpetrating serious crimes, including murder, kidnapping and sexual violence against women, were apprehended under Project EL PAcCTO.

Red notices: processes and safeguards

“‘I’m taking the responsibility very seriously to ensure every single piece of information which goes through INTERPOL’s channels is in line with our rules and regulations, and that we respect and protect human rights.”

Jürgen Stock, INTERPOL Secretary General
COUNTERING TERRORISM

Terrorism remains a persistent threat which can be countered only by sustained global efforts. Disrupting terrorist travel is one of our priorities as every routine border check holds the potential to foil a terrorist plot. Training for frontline officers ensures they have access to the right data in the right place at the right time – and the right reflexes to exploit it.

9/11: TWENTY YEARS ON, WE STAND STRONG

In his statement to mark the 20th anniversary of 9/11, INTERPOL Secretary General Jürgen Stock remembered the victims and paid tribute to the role of law enforcement – then and now. Over the years, we have adopted numerous measures to strengthen the global security architecture, and addressing the evolving terrorist threat remains at the top of our agenda.

SECURING BORDERS IN EAST AFRICA

Operation Simba III boosted the ability of frontline officers at air, land and sea border crossings in Kenya, Tanzania and Uganda to detect potential terrorists and criminals. Officers seized 25 kg of ammonium nitrate and other materials used by terrorists to manufacture improvised explosive devices. Some 4.6 million checks were carried out against INTERPOL’s databases, identifying people wanted for terrorism but also for fraud, murder, drug trafficking, armed robbery, financial crimes and even crimes against humanity.

STRENGTHENING BORDER CONTROLS ON MEDITERRANEAN MARITIME ROUTES

INTERPOL, the World Customs Organization and Frontex joined forces on Operation Neptune III, a large-scale operation to strengthen routine passenger screening at key Mediterranean seaports and airports during the busy holiday season.

Our databases contain details of around 135,000 individuals suspected of terrorist activity, making INTERPOL the largest repository of such information.
PRISON RADICALIZATION: TAKING A LONG-TERM VIEW

Officials from counter-terrorism, intelligence and prison services in 12 countries participated in a working group meeting on prison radicalization hosted by INTERPOL. Many countries have learned to their detriment that prison offers a continuous supply of potential new recruits, and the influx of foreign terrorist fighters from Iraq, Syria and other conflict zones exacerbates the problem. Workshop participants analysed case studies and discussed strategies to prevent future attacks.

OPERATION FLYCACHER II: UNTANGLING SRI LANKA’S TERRORIST WEB

Suspected terrorists and foreign fighters were among the arrests made during Operation Flycatcher II. These included members of the terrorist group responsible for the 2019 Easter Bombings attack in Sri Lanka. The operation underlined the importance of being well prepared upstream. Police, border and immigration authorities in Sri Lanka undertook specialized INTERPOL training on forensic identification techniques and data sharing mechanisms before carrying out tactical operations in the field.

G7 MINISTERS RECOGNIZE THE VALUE OF INTERPOL

Interior and Security Ministers attending the G7 Summit in London called for expanded use of INTERPOL tools to respond to global crime threats and terrorism. Discussions underlined the essential need to share data, in particular to prevent extremists from travelling to and from Afghanistan.

BIOMETRIC CHECKS LEAD TO DATABASE HITS

Libyan and Tunisian law enforcement officers took part in an online operation to support investigations into the presence of terrorists on the internet (Operation Shams). Investigation techniques targeted the collection of facial biometrics related to terrorist profiles.

INTERPOL’s facial recognition database 44 confirmed hits

suspects representing more than 20 nationalities

data contributed by 12 different member countries.
The challenging global health situation provided fertile ground for criminals to exploit vulnerable people desperate to escape hardship, and we continued to work to dismantle the networks profiting from the migrant crisis. Our efforts to protect children both online and offline combined operations with proactive recommendations to prevent future harm.

**PROTECTING VULNERABLE COMMUNITIES**

Successful operations spanning three continents highlighted the scope of human trafficking and migrant smuggling as well as the importance of carrying out targeted, coordinated enforcement actions against the criminal networks that move vulnerable men, women and children across borders for profit. Data from Operations Liberta, Weka and Turquesa III, confirmed that human trafficking and migrant smuggling are increasingly intertwined with overlapping transit routes. The operations also revealed the extensive use of forced labour in the supply chain with victims being rescued from factories, warehouses, construction sites and domestic work.

### WEKA
Africa, Europe
- 195 arrests
- 500 human trafficking victims rescued
- 760 irregular migrants identified
- 24 countries involved in operation

### TURQUESA III
South America
- 216 arrests
- 127 human trafficking victims rescued
- 10,000 irregular migrants identified
- 34 countries involved in operation

### LIBERTERRA
South America, Africa, Europe
- 286 arrests
- 430 human trafficking victims rescued
- 4,000 irregular migrants identified
- 47 countries involved in operation
PEOPLE SMUGGLING STING LANDS FUGITIVE IN JAIL

Rapid international cooperation led to the arrest of a renowned fugitive wanted by the Netherlands for allegedly smuggling dozens of men, women and children into Europe. Acting on globally sourced INTERPOL intelligence leads, the INTERPOL National Central Bureau (NCB) in The Hague alerted the Kenyan NCB to the fugitive’s presence in Nairobi on 10 December and a Red notice was issued for him on the same day. Kenyan Police arrested him just six days later as part of a sting operation. He was taken into custody at Schiphol International airport in Amsterdam on 25 December.

ON THE TRAIL OF VICTIMS IN ASIA

Multiple investigations were launched following intensive analysis of child sexual exploitation material depicting unknown victims in Asia, which also offered valuable clues about the offenders. Specialized officers from 11 Asia Pacific countries combed through more than 200 series of images, videos and audio files and succeeded in identifying 130 abuse locations. One of the ensuing investigations led to an arrest and the identification of 27 young victims in India.

MAKING DIGITAL SPACE SAFER FOR CHILDREN TODAY... AND TOMORROW

The INTERPOL General Assembly adopted a resolution to address a trend which represents a growing challenge in the investigation of online child sexual exploitation and abuse. End-to-end encryption (E2EE) guarantees that images, videos, text and live communications are visible only to the sender and recipient. The technique is used, for example, by free messaging apps. Unfortunately, it is also used to conceal illicit online crimes, notably against children.

This resolution illustrates that our job is not done once a crime is solved. INTERPOL member countries have a role to play in urging providers to take responsibility by integrating safety-by-design features and to cooperate fully in response to lawful requests for information.

By working together, we dismantle criminal structures, we cut off major sources of profit and, most importantly, we rescue innocent victims.
The ongoing COVID-19 pandemic accelerated the digital transformation, changing the ways that we work, learn, shop and bank, and blurring the lines between the physical and online worlds. We continued to build on our successful multisector partnerships to monitor emerging trends, police the web, and raise public awareness of online risks.

**SECURING CYBERSPACE**

Remote work and increased online activity remained the norm in 2021, opening up new possibilities for cybercriminals.

**NOWHERE TO HIDE IN CYBERSPACE**

Six criminals suspected of transferring cash on behalf of a notorious ransomware threat group which targeted Korean companies and US academic institutions were arrested in the Ukraine under Operation Cyclone, the culmination of a 30-month transcontinental investigation.

Another prolific cybercriminal was put out of business following a joint operation between INTERPOL, the Moroccan police and an industry partner. Acting under the signature name of ‘Dr Hex’, the suspect had a long track record of global phishing, fraud and carding activities involving credit card fraud.

**FIGHTING THE “SHADOW” PANDEMIC**

Since the beginning of the COVID-19 crisis, there has been a marked increase in the use of stalkerware: commercial software that allows people to secretly spy on others through their devices. There is a clear correlation between this trend and a substantial rise in domestic violence which the United Nations refers to as the “shadow pandemic”. INTERPOL is supporting the efforts of the Coalition Against Stalkerware to improve detection and raise awareness of an activity that not everyone realizes is illegal.

**MAKING AIRSPACE A SAFE SPACE**

INTERPOL and the Norwegian Police carried out a three-day real-life security exercise to assess the efficacy of drone countermeasures in collaboration with academic and industry experts from Europe, Israel, and the United States. The findings will be consolidated to create an INTERPOL Drone Countermeasure Framework, an important tool to help address the growing threat posed by drones not just to airport security but to no-fly zones above cities, prisons, and critical infrastructure.
CLOSING THE GATEWAY TO CYBERCRIME

The INTERPOL High-Level Forum on Ransomware provided an opportunity to take stock of the fast-changing ransomware landscape, thanks to input from 370 representatives of public, private and international entities. Cross-sector collaboration is being driven forward through Project Gateway, a framework for public-private partnerships.

Under this framework, Operation Quicksand capitalized on the technical and cyberexpertise of the private sector to disrupt a ransomware gang and arrest seven individuals suspected of perpetrating tens of thousands of ransomware infections and demanding more than EUR 200 million in ransom.

DIGITAL FORENSICS FOR FIRST RESPONDERS

The INTERPOL Guidelines for Digital Forensics First Responder and the INTERPOL Catalogue of Digital Forensic Tools were published in 2021 under Project Leader, to support criminal investigations, operations and prosecutions in selected countries in Asia. The Guidelines form part of wider training efforts, such as the newly launched INTERPOL Digital Forensics Programme and the Project Leader Train-the-Trainer Programme.

#JUSTONECLICK CAN MAKE ALL THE DIFFERENCE

We launched a three-week cyber awareness campaign in October to remind the public that cybercrime is often just a click, tap or swipe away. The purpose of our campaign was to draw attention to some of the tactics behind today’s major cyberthreats including ransomware, online scams, phishing and Business Email Compromise, and to offer basic cyber hygiene advice.
CURBING ILLICIT MARKETS

Criminals exploited every stage of the Coronavirus pandemic. We drew attention to the enormous collateral damage in human, social and economic terms and urged the public to ‘be vigilant, be skeptical, be safe’. Our operations on the ground targeted COVID-related crime as well as other forms of trafficking and illicit trade which continued unabated.

You cannot find legitimate, approved COVID-19 vaccines for sale on the Internet.

RECORD NUMBER OF FAKE ONLINE PHARMACIES FORCED TO SHUT UP SHOP

Operation Pangea XIV showed that criminals are continuing to cash in on the demand for personal protection and hygiene products generated by the COVID-19 pandemic. Fake and unauthorized COVID-19 testing kits accounted for more than half of all medical devices seized. The operation closed down around 113,000 web links, the highest number since the first Operation Pangea in 2008.

GOVERNMENTS NOT IMMUNE TO VACCINE SCAMS

As the deployment of vaccines became more widespread, so did the number of attempts to defraud governments with fake offers to sell COVID-19 vaccines. We issued a global alert (an orange notice) to warn governments of the scam. Just weeks later, police and other agencies undertook joint action across two continents, seizing fake COVID-19 vaccines, dismantling a criminal network and arresting 80 suspects.

I-SOP: PUTTING A STOP TO ONLINE PIRACY

In response to a global surge in digital piracy, we launched our first project dedicated to tackling this crime area. The five-year INTERPOL Stop Online Piracy (I-SOP) initiative will coordinate the global law enforcement response to counter online piracy and crimes involving intellectual property rights infringement, with the support of industry, international organizations and academia.

GLOBAL DRUGS CONFERENCE HELD VIRTUALLY

More than 550 participates from 70 member countries and 20 organizations looked at the impact of COVID-19 and highlighted new trends in the illegal trade of synthetic drugs, heroin and cocaine. Despite lockdowns and disruption of air traffic, the global supply of illicit drugs is more abundant, more sophisticated and more diverse than ever.
A DOUBLE CRACKDOWN ON THE ILLEGAL GUN TRADE

Two INTERPOL-led operations aimed at preventing firearms trafficking resulted in thousands of arrests and huge hauls of arms following enhanced border checks. Hundreds of thousands of people and vehicles were searched at suspected hotspots and air, land and sea borders as well as along known smuggling routes. Checks against INTERPOL’s iARMS database provided evidence of links with terrorism and organized crime.

Operation Trigger VI in South America arrested almost 4,000 suspects and seized 200,000 illicit firearms, parts, ammunition and explosives. Operation Trigger-Salvo in Central, East and Southeast Asia made 140 hits against database checks, including 19 hits of individuals subject to INTERPOL Red Notices.

CULTURAL PROPERTY CRIME TRENDS AND ROUTES

The findings of an INTERPOL survey published in 2021 offered insights into current trends in cultural property crime. Despite most museums and other cultural institutions being closed, the report highlighted a surge in cultural property crime during the pandemic, with criminals diversifying their activities and seeking out new trafficking routes.

SPECIALIZED SUPPORT AT A MAJOR DRUGS SEIZURE

INTERPOL deployed an Investigative Support Team to assist national authorities following a record 16-tonne cocaine seizure at the Port of Hamburg, Germany.

OPERATION LIONFISH

A coordinated crackdown on drug trafficking in 41 countries provided a snapshot of the international underworld of drug trafficking.

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Environmental crime affects us all. INTERPOL leads the global effort to bring players together to fight crimes against our planet. This year we worked to keep environmental crime in the public eye, while scaling up multidisciplinary law enforcement activities against wildlife, fisheries, forestry and pollution crimes, and making our voice heard on the international stage.

**OPERATION THUNDER STRIKES WILDLIFE AND TIMBER TRAFFICKING NETWORKS**

Coordinated jointly by the World Customs Organization and INTERPOL, Operation Thunder seized more than 1,000 animal or plant-derived products ranging from illegal caviar to smuggled coral and endangered hardwoods. Once again, clear links were established with other forms of crime, while new trends were identified such as the use of online platforms to facilitate cross-border trafficking and increasingly sophisticated falsification of commercial and customs documents.

**OPERATION 30 DAYS AT SEA 3.0**

This global operation uncovered crimes ranging from illegal dumping to waste trafficking.
ROCKETING PRICES SPARK A NEW GOLD RUSH

In troubled times, gold is traditionally a safe bet and the price of gold hit an all-time high in the midst of the pandemic. A new INTERPOL report sounded the alarm on the prevalence of organized crime groups in gold mining across Central Africa, especially in small-scale mines, with most gold in the region produced illegally, concealed from authorities and smuggled out of the countries.

Small-scale, illegal gold mines are also becoming more numerous across countries of the Amazon Basin, encroaching into protected conservation areas and indigenous territories. We contributed to a practical guide published by Brazil’s Igarapé Institute, designed to assist investigators, police officers and public prosecutors in their efforts to combat environmental crimes in the Amazon.
PROMOTING GLOBAL INTEGRITY

Law enforcement agencies around the world face a volatile criminal landscape where financial crimes, corruption and money laundering blur the boundaries between countries and types of criminal activity. Our unique capacity to coordinate action across borders and sectors put us at the forefront of global efforts to trace criminal financial flows.

ONLINE GAMBLING: THE NEW PLAYING FIELD FOR CRIMINALS

Playing out behind the scenes of the UEFA European Football Championship, INTERPOL’s Operation SOGA VIII targeted organized crime groups cashing in on illegal gambling and related money laundering activities. Authorities in 28 countries participated in a series of raids which led to the arrest of 1,400 suspects across Asia and Europe and the seizure of USD 7.9 million in cash. This year’s operation exposed an upsurge in activity on online gaming platforms, forums and social media.

KEEPING UP PRESSURE ON ORGANIZED CRIME GROUPS

The INTERPOL Cooperation Against ‘Ndrangheta (I-CAN) project continued to deliver results. International cooperation via I-CAN secured the arrest in Brazil of the subject of a Red Notice, a convicted Italian mafia boss who had escaped from jail in Uruguay while awaiting extradition.

INTERPOL response teams working under the framework of Project Millennium provided support to French police in a series of coordinated raids targeting the criminal Eurasian brotherhood known as “Thieves in Law”. A total of 37 arrests were made and more than EUR 380,000 in illicit funds seized.

THE IRISH CONNECTION

INTERPOL’s forensic data analytical capabilities played a key role in Operation Skein, an 18-month-long investigation into a transnational criminal organization which had allegedly stolen more than EUR 14 million from Irish businesses and citizens. An INTERPOL team was deployed to help investigators download and analyse data and call records from phones and computers seized during the operation. The Irish Garda were subsequently able to establish connections on all continents and identify suspects as far afield as South Africa and the United States.

UN RESOLUTION HIGHLIGHTS INTERPOL’S ROLE

The ninth session of the Conference of the States Parties to the United Nations Convention against Corruption (UNCAC) concluded with the adoption of the Sharm El-Sheikh Declaration. The Declaration highlights the need to strengthen international cooperation in the fight against corruption during times of emergencies and encourages member states to make use of INTERPOL communication channels to exchange timely information.
DISABLING CYBER-ENABLED FINANCIAL CRIME

The results of the first two waves of Operation HAECHI show that transnational organized crime groups often exploit the borderless nature of the Internet to extract millions from their victims before funnelling the illicit cash to bank accounts across the globe.

In response, HAECHI-II saw INTERPOL officials pilot a new global stop-payment mechanism, known as the Anti-Money Laundering Rapid Response Protocol (ARRP). This enables more member countries to submit and handle requests to follow, intercept or provisionally freeze illegal proceeds of crime. The mechanism proved critical to successfully intercepting substantial amounts of illicit funds in several cases throughout the operation.

CRIMES TARGETED BY OPERATIONS HAECHI

- Investment fraud
- Romance scams
- Laundering the proceeds of illegal online gambling
- Online sextortion
- Voice phishing

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<th>OPERATIONS</th>
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<th>Funds seized</th>
<th>Bank accounts frozen</th>
<th>Countries</th>
<th>Notices/diffusions</th>
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<td>HAECHI-I</td>
<td>585</td>
<td>892</td>
<td>USD 83 million</td>
<td>1,600 USD</td>
<td>9</td>
<td>nearly 100</td>
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<tr>
<td>HAECHI-II</td>
<td>1,003</td>
<td>1,660</td>
<td>USD 27 million</td>
<td>2,350</td>
<td>20</td>
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GOVERNANCE

The 89th session of the General Assembly took place in November 2021 in Istanbul, Turkey, having been postponed from 2020 due to the COVID-19 pandemic. As INTERPOL’s supreme governing body, comprising representatives from each of our member countries, the General Assembly took a number of major decisions, including the adoption of the Organization’s Strategic Framework, a significant increase in statutory contributions, and also elected a new President and members of the Executive Committee.

The police chiefs, ministers and senior law enforcement officials who make up the General Assembly sent a strong signal of support for INTERPOL’s current and planned activities.

ELECTION OF NEW PRESIDENT AND 11 EXECUTIVE COMMITTEE MEMBERS

The General Assembly elected Ahmed Nasser Al Raisi of the United Arab Emirates as INTERPOL’s new President. In the final of three rounds of voting, Mr Al Raisi received 68.9 per cent of votes cast by member countries. As President, Mr Al Raisi’s role during his four-year term will include chairing meetings of the Executive Committee, the governing body which provides guidance and direction in between sessions of the Assembly.

In addition to the President, a further 11 new members were elected to the 13-member Executive Committee, representing Africa, the Americas, Asia and Europe.

INTERPOL’S SUPREME GOVERNING BODY
GENERAL ASSEMBLY

ATTENDEES
• Senior law enforcement officials including Ministers and Chiefs of Police
• Representatives from the Commission for the Control of INTERPOL’s Files (CCF)
• Observers

APPROVES
Decisions on:
• Policies
• Resources
• Finances
• Programmes of activities
• General Assembly location

ELECTS
The Organization’s:
• Secretary General
• Executive Committee members
• CCF members

195 MEMBER COUNTRIES
ONE COUNTRY = ONE VOTE
Each member country appoints a head of delegation to vote on its behalf
All Resolutions are published on www.interpol.int
ELECTION REFORMS FOR INCREASED TRANSPARENCY

The General Assembly overwhelmingly endorsed amendments to the procedures relating to the nomination and election of Executive Committee candidates. The changes are the first in a series of planned reforms to modernize and enhance the Organization’s governing bodies and ensure greater transparency, thereby promoting trust in the Organization and maintaining its reputation.

WE WELCOME OUR 195TH MEMBER COUNTRY

The Federated States of Micronesia was admitted to the Organization, bringing the total number of member countries to 195.

SETTING INTERPOL’S STRATEGIC DIRECTION

The Organization’s roadmap for the next four years was formalized with the General Assembly’s adoption of the Strategic Framework. Covering the period 2022-2025, the cross-organizational Strategic Framework focuses on INTERPOL’s capabilities and service delivery to its 195 member countries. Activities will be driven forward under four strategic goals, namely: improving police information and intelligence, promoting partnerships, driving innovation in policing, and enhancing organizational performance and delivery.

GENERAL ASSEMBLY COMMITS TO INCREASE IN STATUTORY CONTRIBUTIONS

The General Assembly committed to the largest investment in INTERPOL’s tools and services in more than a decade. Demand for INTERPOL’s services continues to surge, placing corresponding pressure on the Organization’s core infrastructure, compliance mechanisms, and security frameworks. The budget increase of EUR 22 million increase above inflation is a clear endorsement of the Organization’s activities by member countries and will be phased in over a three-year period.
HUMAN RESOURCES

Reflecting the diversity of our membership, INTERPOL’s staff members represent 110 nationalities. Under the Secretary General’s leadership, staff run the Organization’s day-to-day activities to support global law enforcement. Along with delivering policing services and providing administrative and logistical support, we place an emphasis on training and capacity building — especially through e-learning — and gender equality. Naturally, none of our activities could take place without robust, reliable and secure global information technology networks.

Our staff values are respect, integrity, excellence, teamwork and innovation.

INTERPOL VIRTUAL ACADEMY

The INTERPOL Virtual Academy provides digital training for law enforcement officers in our member countries. Courses cover INTERPOL policing capabilities, transnational crimes and professional policing skills.

The Virtual Academy in 2021:

- 23,491 enrolled users
- 12,835 self-paced courses completed
- 10 new online instructor-led programmes created
- 18 new self-paced e-learning courses created

1,000+ officials in all regions benefitted from 20 instructor-led multi-week online programmes. These comprehensive courses immerse participants in a dynamic experience through videos, e-learning modules, podcasts, articles, practical exercises, tests and more. Participants can also interact with each other and instructors during livestream webinars and in forums.

PROMOTING EXCELLENCE IN ONLINE TRAINING

Guidelines, policies and accreditation systems are in place to ensure our training meets the highest standards. The INTERPOL Training Quality System, which promotes effective application of INTERPOL training standards, was reinforced in 2021, specifically for online initiatives. New measures are designed to improve the production quality of audio-visual training products and ensure thorough review of courses delivered.
ALLIANCE NETWORK FOR DIVERSITY, EQUALITY AND INCLUSION

Throughout the year, we continued to champion diversity, equality and inclusion in law enforcement. Project Proteger established the Alliance Network for Human Rights and Gender Mainstreaming in Law Enforcement. Made up of 35 law enforcement officials across the Americas, all of whom received related training and mentoring, the network promotes gender mainstreaming and human rights in policing in national agencies.

UNDERSTANDING GENDER ISSUES IN TRANSNATIONAL CRIME

A three-week online programme on Gender and Transnational Crime, with a specific focus on human trafficking, was developed and delivered for the Balkan region in November 2021. The programme, which included expert contributions from the International Criminal Court, focused on how gender has an impact on crime, criminals and victims, and how a gender-sensitive approach can improve policing outcomes.

IT INFRASTRUCTURE: “ANYTIME, ANYWHERE, ANY DEVICE”

Despite continued lockdowns and curfews, our technical teams were able to provide the highest level of service to our member countries and to staff. Resilient IT infrastructure and the INTERPOL secure cloud, backed up by three regional data centres, meant that staff in all duty stations could continue to work, whatever their location and whatever their device.
The needs of fighting crime today go well beyond the traditional resources that member countries can make available to INTERPOL through their police budgets. For this reason, we seek partnerships and additional funding for our activities and special projects. We are grateful to new and existing contributors who made so many initiatives possible in 2021.

Many of our activities are made possible thanks to support from our donors and partners. Together we can make the world a safer place.

FINANCES

The total income for the General Secretariat in 2021 was EUR 137 million, an increase of EUR 1 million compared to 2020. This funded our policing activities and the corporate services that support them. Statutory contributions from our member countries accounted for 45 per cent of this income. To be able to deliver additional policing projects, we seek voluntary funding from member countries.

In 2021, voluntary cash contributions accounted for 30 per cent of our income, while 25 per cent was in-kind contributions for the use of equipment, services and buildings.

## Income in 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (EUR million)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statutory contributions</td>
<td>62</td>
<td>45%</td>
</tr>
<tr>
<td>Voluntary cash contributions</td>
<td>41</td>
<td>30%</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>34</td>
<td>25%</td>
</tr>
</tbody>
</table>

## Expenditure in 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (EUR million)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counter-terrorism</td>
<td>25</td>
</tr>
<tr>
<td>Cybercrime</td>
<td>21</td>
</tr>
<tr>
<td>Governance and oversight</td>
<td>17</td>
</tr>
<tr>
<td>Corporate support and infrastructure</td>
<td>34</td>
</tr>
</tbody>
</table>

See our website for the full list of external contributors to projects implemented in 2021.
NETHERLANDS POLICE BACK INFORMATION EXCHANGE PROJECT

The Netherlands Police (Politie) contributed EUR 1.2 million to the INTERPOL Capabilities for Operational Relevance (I-CORE) programme. The contribution will go to the I-CORE project on Smart Case Messaging, a web-based platform that applies artificial intelligence to help make police messaging more effective and improve the quality and quantity of hits and leads.

PLANS FOR INTERPOL CARIBBEAN OFFICE MOVE FORWARD

INTERPOL and the Government of Barbados signed a Host Country Agreement to open an INTERPOL liaison office to strengthen police cooperation and security in the Caribbean. The new office will be housed by CARICOM’s Implementation Agency for Crime and Security (IMPACS) and will serve CARICOM and the wider Caribbean.

REGIONAL POLICING DIALOGUE TO CLOSE SECURITY GAPS

Gathering at the fifth edition of the INTERPOL Dialogue, hosted at the Arab Interior Ministers’ Council General Secretariat in Tunisia, leaders of regional policing bodies discussed the need for a more effective and coordinated response to tackle cybercrime and other transnational threats that have intensified since the outbreak of COVID-19.

NEW MEMBER BOLSTERS INTERPOL’S GLOBAL NETWORK OF ACADEMIC PARTNERS

The University Institute of the Argentine Federal Police became the newest member of the INTERPOL Global Academy, a network of trusted law enforcement education institutions that use the latest technologies and methods to support police learning around the world.

EUROPEAN UNION HELPS STRENGTHEN BORDER SECURITY IN WEST AFRICA

The European Union pledged further funding for the West Africa Police Information System (WAPIS) Programme which works to strengthen information exchange and coordination in the region. Among the commitments is a contribution of EUR 15 million to implement INTERPOL’s Automated Fingerprints information System in participating countries, thereby boosting border security in West Africa.
INTERPOL’s role is to enable police in our 195 member countries to work together to fight transnational crime and make the world a safer place. We maintain global databases containing police information on criminals and crime, and we provide operational and forensic support, analysis services and training. These policing capabilities are delivered worldwide and support three global programmes: counter-terrorism, cybercrime, and organized and emerging crime.