UNITED NATIONS SECURITY MANAGEMENT SYSTEM

Security Policy Manual

Chapter

IV   SECURITY MANAGEMENT

SECTION

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Gender Considerations in Security Management

UNITED NATIONS DEPARTMENT OF SAFETY AND SECURITY

UNDSS

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Introduction

1. In a global security environment that remains complex and dynamic, United Nations personnel[1] continue to work with significant security challenges, including challenges and risks that are gender-based. Gender refers to the attributes, opportunities and relationships associated with being male or female, including lesbian, gay, bisexual, transgendered and inter sexed (LGBTI) individuals. Gender is context-specific and variable, it determines what is expected, allowed and valued in given contexts. Gender identity is a person's basic sense of being a man, woman, or another gender, which may not be the same as one's gender assigned at birth. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. Like people all around the world, United Nations personnel are at risk of violence or other security-related threats and risks based on their gender or their sexual orientation and gender identity. As such, United Nations personnel, particularly women and individuals who are LGBTI are at risk of being subject to gender-based security incidents. The occurrence of gender-based security incidents has highlighted the importance of gender sensitivity, responsiveness and inclusion in Security Risk Management (SRM) in all environments in which the United Nations operates.

2. The United Nations has been at the forefront advocating for mainstreaming gender into all its policies and programmes, which includes the efforts to seek gender sensitivity and responsiveness in all aspects of the United Nations Security Management System (UNSMS) and process. While there have been achievements in this aspect, consistent efforts, however, are required. This shall include as a priority the development of a specific gender policy statement of the UNSMS to promote the understanding of gender-based security risks and to reaffirm the United Nations commitment to make the UNSMS more gender-sensitive and gender-responsive.

3. The need for a UNSMS policy on Gender Considerations in Security Management was recognized by the UNSMS organizations, and the decision to develop this policy was made in May 2015 through the UNSMS Inter-Agency Security Management Network (IASMN) forum. In developing this policy, the UNSMS has undertaken to ensure that the process be guided by the principles as manifested in the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) (1979), the Beijing Declarations and Platform for Action (1995), the Economic and Social Council (ECOSOC) Resolution on Mainstreaming the Gender Perspective into All Policies and Programmes in the United Nations System (1997), the United Nations System-Wide Policy on Gender Equality and the Empowerment of Women (2006) and the associated United Nations System-Wide Action Plan (SWAP) (2012).

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[1] For the purposes of this policy, 'personnel' refers to United Nations personnel and eligible family members as outlined in UNSMS *Security Policy Manual*, Chapter III ("Applicability of United Nations Security Management System").

A. Purpose

4. The purpose of this policy is to raise awareness and address security related threats, risks and vulnerabilities of all United Nations personnel, especially those most vulnerable. The policy is also intended to reaffirm the United Nations commitment to ensuring its security management system is more gender-sensitive and gender-responsive and provides appropriate and effective responses, management and mitigation measures. Finally, the policy provides tools that will ensure the United Nations commitments are best fulfilled at various levels at the Headquarters and in the field.

5. This policy should be read in conjunction with *the Security Management Operations Manual* (SMOM) "Guidelines on Gender Considerations in Security Management".

B. Applicability

6. This policy is applicable to all UNSMS organizations as well as all individuals[2] defined in the UNSMS *Security Policy Manual* (SPM), Chapter III ("Applicability of United Nations Security Management System").

C. Scope

7. This policy intends to promote gender considerations and their inclusion in United Nations security management.

8. At the country or mission level, the Designated Official (DO) and Area Security Coordinator should take measures to enhance discussion with host Governments on matters determined by this policy to enable the right of all members of the UNSMS to a security management system that provides an appropriate gender-sensitive response. While this policy provides internal guidance for the United Nations, discussions with host Governments on gender considerations at the country or mission level are strongly encouraged. The United Nations will benefit from the host Governments' support when dealing with gender-related security incidents in a local context.

9. The policy recognizes the specific context in which the UNSMS operates. The UNSMS commits to communicate to all United Nations personnel host Governments' approaches (or attitudes) to gender, whilst implementing this policy and ensuring consistency with the values contained in the Charter of the United Nations.

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[2] All individuals covered by the UNSMS include United Nations system personnel, United Nations Volunteers, individually deployed military and police personnel in missions led by the Department of Peacekeeping Operations or the Department of Political Affairs, consultants, individual contractors, experts on mission and other officials with a direct contractual agreement with an organization of the United Nations system. The term does not refer to military members of national contingents or members of formed police units when deployed with their contingent.

D. Policy

General Principles

10. The UNSMS commits to promoting the understanding by all United Nations security personnel of gender-specific risks for different groups of individuals, as well as the need for gender-sensitivity and gender-responsiveness in all aspects of the security management process in order to effectively prevent, mitigate and resolve gender-related security incidents. For those with security management responsibilities, their understanding of gender perspective is particularly important as this will ensure the inclusion of gender considerations at all levels, including at the policy, strategic and operational levels, both in the field and at the Headquarters.

11. The UNSMS commits to implementing ECOSOC Resolution on Mainstreaming the Gender Perspective into All Policies and Programmes in the United Nations System (1997). This will be a particular focus of the United Nations Security Risk Management (SRM) process to ensure that specific gender-based threats, risks and vulnerabilities are considered.

12. The UNSMS commits to aligning itself with the United Nations System-Wide Action Plan (SWAP) for Implementation of the United Nations Policy on Gender Equality and the Empowerment of Women. The UNSMS will ensure that appropriate prevention and mitigation measures to respond to gender-based security risks are identified and implemented.

13. The UNSMS commits to putting in place an appropriate response mechanism relative to the security and safety of United Nations personnel affected by gender-based security incidents and adheres to the core principles: Safe Environment, Confidentiality and Consent, Respect and Non-Discrimination.

14. The UNSMS commits to ensuring access to training and resources designed to promote gender-related security awareness and visibility and to ensure that those responding to such incidents have the capacity to respond appropriately.

15. The UNSMS commits to determining and allocating sufficient resources identified as mitigation measures for gender inclusion in security management.

Policy Requirements

16. All UNSMS security policies shall be reviewed to ensure that gender considerations are sufficiently reflected in all security policies, guidelines and procedures. The IASMN will ensure that all UNSMS policies are reviewed by gender focal points and/or gender experts from UN Women.

17. All organizations of the UNSMS shall apply effectively gender sensitive and gender responsive approaches throughout the SRM process. In that regard, the

DO and the Security Management Team (SMT), supported by the Chief Security Adviser (CSA), Security Adviser (SA) and Chief Security Officer (CSO) in collaboration with the Security Cell, will ensure that:

17.1 There shall be routine analysis of gender-based security threats and risks in each SRM area.

17.2 All gender-based threats, risks and vulnerabilities are considered and included in the SRM process, in particular when doing risk analysis, identifying specific risk management measures for gender-related security incidents, managing stress and reporting gender-related security incidents.

17.3 Every effort has to be made to ensure that gender-sensitivity and gender-responsiveness are applied in a country or area's security plans and procedures, including contingency plans for emergency/crisis situation.

17.4 Security Risk Management measures, including for residences, are reviewed on a regular basis with a gender perspective.

17.5 Gender-related security incidents may be reported and recorded through the UNSMS Safety and Security Incident Reporting System (SSIRS), only after the consent of the personnel has been obtained.

18. All organizations of the UNSMS will ensure that an appropriate response mechanism that is gender-responsive and gender-sensitive is established and maintained to support personnel affected by gender-related security incidents. This includes guidance for the UNSMS on immediate response.

19. In relation to training:

19.1 The IASMN Security Training Working Group will undertake regular review and evaluation of the UNSMS security training programmes to ensure they are gender-sensitive and gender-responsive.

19.2 The United Nations 'I Know Gender' training course (and/or another organizations' equivalent gender training) is mandatory for UNSMS security personnel.

19.3 UNDSS will develop a gender in security training programme to be delivered to United Nations personnel through a variety of training modalities.

20. All organizations of the UNSMS shall pursue every possible means to ensure that the United Nations personnel are fully briefed and aware of the risks that they may face, including those that are gender-related, and the availability of appropriate gender-sensitive support if there is a security incident.

20.1 UNDSS will create a gender section on the UNSMIN website where gender-related resources will be maintained. A specific section on gender will also be included in the UNDSS Travel Advisory.

20.2 All mandatory security briefings in country should be reviewed to incorporate gender-specific threats and address appropriate gender-related risk management measures as per the SRM process.

21. The UNSMS shall undertake regular evaluation and improvement of processes in place to support this policy.

E. Roles and Responsibilities

22. Executive Heads of the UNSMS organizations are responsible for informing their respective personnel of this policy and ensuring that all necessary actions are taken within their organizations so that the measures identified are actioned and appropriate resources are allocated.

23. DOs and SMTs are responsible for promoting the implementation of this policy and ensuring that expertise at the country level is utilized.

24. CSAs, SAs and CSOs, with the support from the Security Cell, are responsible for including gender-sensitivity and gender-responsiveness into the SRM process and all security plans and guidelines, including contingency plans.

25. UNDSS will ensure the SRM process will factor in gender-based threats, risks and vulnerabilities and that appropriate mitigation measures are identified and implemented.

F. Training

26. This policy shall become part of the mandatory training for DOs, SMT members and security personnel, as well as managers in the UNSMS organizations who have security management responsibilities and accountabilities as defined in the Framework of Accountability for the UNSMS.

G. Final Provisions

27. This policy is to be distributed to all United Nations personnel who are responsible to be familiar with, commit to and abide by this policy.

28. This policy enters into force on 18 April 2016.

29. This policy shall be reviewed every two years by the IASMN.