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**Chief Executives Board  
for Coordination**

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**HIGH-LEVEL COMMITTEE ON MANAGEMENT (HLCM)**

Thirty-fourth Session, 28-29 September 2017

WIPO Headquarters, Geneva

**IASMN 26<sup>th</sup> Session Final Report**

Montreux, 20-22 June 2017

**Annex 1:**

**Road Safety Strategy and related**

**UN Medical Directors Position Statement and Recommendations**

**Annex 2:**

**UNSMS Policy on Locally Cost-Shared Security Budget**

## **Final Report**

### **Executive Summary**

The Inter Agency Security Management Network (IASMN) met for its 26<sup>th</sup> Session from 20-22 June in Montreux, Switzerland, hosted by the Swiss Confederation with the support of the International Organization for Migration (IOM). Sixty-one representatives from 36 entities of the United Nations Security Management System (UNSMS) participated in the session, including eight representatives attending as observers from the Office of Legal Affairs (OLA), the UN Medical Directors (UNMD), the Secretariat of the Chief Executives Board for Coordination (CEB), and three staff associations: the Coordinating Committee for Internal Staff Unions and Associations (CCISUA), the Federation of International Civil Servants' Associations (FICSA) and United Nations International Civil Servants' Federation (UNISERV).

Mr. Peter Drennan, Under-Secretary-General for Safety and Security (USG UNDSS) and chair of the IASMN, led the session with Mr. William Wairoa-Harrison, Head of Staff Security Unit for IOM, who was Co-Chair. Ms. Florence Poussin, Chief of the Policy, Planning, and Coordination Unit (PPCU) for UNDSS served as Secretary.

Ambassador Mirjana Spoljaric of the Swiss Confederation opened the session. She expressed appreciation on behalf her Government for the efforts of the IASMN in a challenging security environment, particularly noting the support received in Switzerland by the various multilateral representations and events in the country. The Chair of the IASMN thanked the IASMN Working Groups for their collaborative work toward this session.

Key outcomes from the 26th Session include the endorsement of the Policy and Guidelines on the Locally Cost-Shared Security Budget (LCSSB), amendments to the Security Risk Management (SRM) Policy and Manual and subsequent abolishment of the MOSS Policy. The IASMN also endorsed the Road Safety Strategy and Guidelines on the Management of Security Crises, as well as the clarifications on the Security Policy Framework. Further, the IASMN endorsed the Terms of Reference of two recently-created Working Groups, namely Compliance and Chemical, Biological, Radiological and Nuclear Threats, as well as the Terms of Reference for the Security Training Working Group (STWG). It was agreed that the STWG would address separately a range of issues relating to training priorities and SSAFE.

The IASMN also received updates on the implementation of the Security Risk Management (SRM) policy, Gender Inclusion in Security Management and First Responder Guidelines. It determined that further clarity was required to the First Responder Guidelines -- this would be submitted for endorsement out of session. The IASMN also endorsed the way forward on the Global Identity Management and the UNDSS Physical Security Unit (PSU) Handbook, as well as the completed work on Security in Organisation for Economic Co-operation and Development (OECD) Countries and on Residential Security for Locally-Recruited Personnel. The IASMN endorsed the subsequent disbanding of both Working Groups, expressing appreciation for the work accomplished by their members. Cross-cutting and strategic issues related to locally-recruited personnel, as well as the road safety strategy and cross-cutting issues on Gender, will be presented to the High Level Committee on Management (HLCM) for further information and action.

The IASMN established two new working groups: the Security Funding Working Group to review the current mechanism and identify pertinent concerns to the Finance and Budget Network and the Road Safety Implementation Working Group to oversee the implementation across the system of the Road Safety Strategy once the HLCM approves it. The IASMN tasked its Advisory Group on Technology to identify a list of priority work for the UNSMS, following the Division of Regional Operations (DRO) briefing on 'Future Technology'. The Advisory Group will submit this list for endorsement at the IASMN's 27th Session.

The IASMN also received updates on relevant issues across the United Nations (UN) system. Two representatives from WFP provided an overview of their work on humanitarian access that complements the current work in the Secretariat on the topic. The Chief, Policy, Compliance and Coordination Service (PCCS) provided an update on the continuing work of the Duty of Care Task Force and on the United Nations Secretariat Safety and Security Integration Project (UNSSSIP). A representative from UN-GLOBE provided an introduction on safety and security concerns impacting Lesbian, Gay, Bisexual, Transgender/Transsexual and Intersexed (LGBTI) UN personnel.

Finally, the IASMN members offered their thanks and appreciation to Mr. William Wairoa-Harrison for his commitment, dedication and support as Co-Chair of the IASMN, and agreed to the inclusion of UN Women, the Department of Political Affairs and UNESCO to the IASMN Steering Group, affirming Ms. Mary Mone of UNESCO as the incoming Co-Chair of the IASMN.

## Introduction

1. Ambassador Mirjana Spoljaric of the Swiss Confederation welcomed participants to the 26<sup>th</sup> Session of the IASMN. She highlighted the importance of inter-agency coordination in regards to security, particularly in Geneva where a number of INGOs and Agencies, Funds and Programmes (AFPs) are present. The Ambassador noted that Switzerland has a 10 Year Strategic Plan for its own relationship with the UN, which also addresses the three pillars of the Organization's current reform. As security is a critical factor of the management reform pillar, Switzerland intends to continue to engage with the IASMN on this. Finally, the Ambassador advised that the Swiss Government is currently updating the national crisis responses and would keep the UN in Geneva informed on this matter.
2. Mr Jorge Villanueva, UNDSS Chief of Security at UN Office in Geneva (UNOG), gave a security briefing on Switzerland to the IASMN. He noted that while the current threat to the UN is low, ISIS and affiliated groups were still regarded as a threat in the country. The Swiss Government had recently increased its capacity to protect against such threats through the purchase of additional equipment and progress on new legislation and sanctions. UNDSS in Geneva was proceeding with a recently-approved post of Local Security Assistant to support operations in the country.
3. Ms. Florence Poussin, Chief of PPCU, briefed on the status of the recommendations from the 25th IASMN, noting that by the end of this Session, almost half of the 18 recommendations will have been completed. Ms. Poussin noted that UNDSS had forwarded to the Joint Inspection Unit (JIU) feedback from the last Session on their report, which is still under review.

## Strategic Update

### HLCM

4. The USG UNDSS briefed the Session on his presentation to the HLCM in March 2017 and to the Senior Management Group (SMG) in April 2017. Both groups were interested in the impact of the security environment on the required psychosocial support and welfare of UN personnel and on Duty of Care, with the Secretary-General particularly pressing for completion of the work on Duty of Care. The USG noted that he would continue to ensure that security was on the agenda of the HLCM in order to ensure the impact and implications of the security environment were well understood, and to

continue to address a range of issues directly or indirectly related to safety and security including Gender, Road Safety, locally-recruited personnel. The USG also noted an increasing interest in cybersecurity by senior managers, and noted that the Secretary-General designated the Office of Information and Communications Technology (OICT) with this responsibility and tasked them to prepare a Strategic Paper on the matter. UNODC noted that they had particular expertise in cybercrime and information security that could help in this area. Finally, in response to a question from the Session on risk tolerance, the USG noted that continual adjustment based on operational need was required. This issue would need to be discussed under the theme of humanitarian access and in the upcoming paper to the Senior Management Group (SMG) on this topic (discussed later).

### **Security Environment (DRO)**

5. Mr. Mike Croll, Director, DRO, updated the IASMN on recent security developments. He advised that, according to Safety and Security Incident Recording System (SSIRS) data, there were 1,200 incidents in the first quarter of 2017, including nine fatalities and 16 injuries. He highlighted that 26% of all incidents were road traffic crashes including five of the nine fatalities and 11 of the 16 injuries. Mr. Croll also provided an overview of attacks in Afghanistan, Iran, the Philippines, Mali, France, Germany and the United Kingdom; he also noted the threat arising from Islamic extremist groups. In relation to ISIS, Mr. Croll noted that while there had been some successes against the group in Iraq, the structural conditions exacerbated by the rise of ISIS will result in insecurity for years to come. The USG also pointed out the persistent evolution of tactics by groups such as ISIS, as demonstrated by attacks in London and in Mali, as well as the impact this has on host Government capacities and resources.
6. In a general discussion following this briefing, IASMN members expressed appreciation for the information and assessments presented. One member highlighted that it was important to analyse the extremists' desire to divide society along religious lines, and cautioned that the UN should avoid such division in its analysis of threats. A number of members also underscored that the UN continues to face non-extremist related threats globally, such as crime or civil unrest, including in Burundi, Myanmar and Colombia, and also requested that the presentation of the security environment be balanced by information on UN delivery – as well as measure taken to manage the risk - in these environments. In addition to this, one member highlighted the importance to maintain this balance in the presentations on the security environment to underscore that notwithstanding the operational context, delivery of programmes continues. Further,

that in these instances, best practices on maintaining a presence could also be identified. IASMN members also highlighted the importance of addressing the UN' specific vulnerabilities, the need to be proactive and the need to effectively communicate with staff members. There was a short discussion on the safety and security staff. An observer to the meeting noted with concern that UN personnel continue to be deployed to war zones despite being employed as civilians, and that any loss of life is unacceptable. Another observer added that security concerns were affecting staffing, with a number of staff expressing unwillingness to deploy to certain locations due to security. In response, several members highlighted the dedication of a number of personnel to access these locations in support of delivery, and outlined that their employing agency brief these staff and provided them with the option to decline deployment. Other members called for continued work on the Duty of Care recommendations addressing these concerns.

## **Integration**

7. Mr. Craig Harrison, Chief, PCCS, and Project Manager of the UN Secretariat Safety and Security Integration Project (UNSSIP) Project, informed the IASMN on recent progress. Mr. Harrison recalled that this was in fact the next phase of Integration, with the first beginning in 2005 with the establishment of UNDSS. Mr. Harrison noted that the desired end-state is one Department with responsibility for the leadership, management and coordination of security services across the Secretariat. Mr Harrison provided an overview of recent developments:
  - Guidelines to the Secretary-General's memo disseminated by code cable and video
  - Agreement by UNSSIP Steering Group on harmonisation of contracts
  - Discussions are ongoing with Department of Management (DM) on various delegations (Generic Job Opening authority, mobility across job networks, SAFETYNET)
  - Internal discussions are taking place within UNDSS on revisions of the MOU with UNDP
  - The 2017 Managed Reassignment Programme (MRP) is being finalized, inviting qualified PKO/SPM security personnel
  - Ongoing discussions on benchmarks and standards for a number of issues such as analysis, physical security, training, and protective services
8. A general discussion on Integration followed, and an observer noted that concerns had previously been raised to the Staff Management Council (SMC) over the contractual arrangements, particularly in regards to any lost or acquired rights when personnel

move between contracts. Mr. Harrison advised that the Integration team had met with the SMC earlier that week and noted the team is exploring how to retain rights such as continuing appointments in the transfer of contracts, noting that mission personnel would also acquire additional rights in the form of mobility opportunities. One representative cautioned that there is a perception in some field locations that Integration may result in civilian personnel being replaced by armed personnel and that additional briefings to Country Teams on the issue may therefore be required. Mr. Harrison took note of the comment, advising that, as per the communications plan for the project, UNDSS has undertaken several initiatives such as VTCs with missions, and constant communication through the UNDSS newsletter, website, pamphlets and workshops to ensure clear messages are being received by senior and field management.

## SRM

9. Mr. Paul Farrell, the incoming Chief of PCCS, provided an overview of the initial efforts towards SRM, specifically to highlight the holistic development and improvements made by the IASMN since 2004, including more recently the finalization of Programme Criticality framework to assist with decisions of acceptable risk. Following this, Mr. Croll provided an update on the new SRM roll-out process, reporting that DRO was now 100% compliant, with a number of locations on their second iteration of their SRMs. Mr. Croll also presented the results of a survey conducted by DRO on the implementation of SRM as largely positive, and advising that based on these results, a list of 44 recommendations for suggested improvement had been devised, including 14 priority recommendations (*as listed in Annex C to the Conference Room Paper*).
10. The IASMN members largely supported the 14 recommendations as presented. The subsequent discussion focused primarily on the results of the survey, with a number of IASMN members querying the analysis of the data as presented, and thus its utility in identifying the core issues of the SRM. For example, one member noted that the high number of people who disagreed that the SRM tool helps to accurately identify the risks. Four participants suggested broadening future surveys to all individuals involved in the SRM process including decision-makers (i.e. Designated Officials), AFP security professionals and Security Management Team (SMT) members. Three members highlighted the issue of risk communication, noting that improvements in the tool may not be helping how security professionals communicate risk, and in fact may be hindering communication rather than structuring a conversation in the SMT as well as communicating to staff. Another member agreed that more work should be done to

coordinate with programme managers, with another noting that the tool should be easily understood by decision-makers as well as Security Advisers. One member cautioned that improvements may render the SRM tool more complex, which may also limit its results, with another highlighting that the confidential restriction on SRM limited its application more broadly. Finally, the USG noted that the SRM itself is a new tool and there will be continual refinements, noting the significant amount of work that had gone into its development.

11. A short discussion also took place on the Security Level System (SLS). After clarification that the updated SRM Policy signalled the abolishment of the SLS as a stand-alone system and that the decision on acceptable risk was now properly informed by the Programme Criticality framework, some members noted both that the SLS tab still existed on UNSMIN and highlighted that the abolishment of the SLS map made the SRM product more difficult to absorb.

#### **The IASMN:**

- **Noted the progress made with the implementation of the SRM policy**
- **Noted the results of the survey on the SRM process**
- **Noted the prioritization of the 14 recommendations presented, with an update to be provided on the progress of the recommendations to the 27th IASMN session**
- **Requested DRO to circulate the full list of recommendations to the IASMN**

#### **MOSS**

12. Mr. Simon Butt, OCHA, as chair of the Working Group, presented the agreed changes to the SRM Policy and Manual to include dispositions related to approved security risk management measures. Mr. Butt also advised that, following internal disagreements in relation to the terms used, the term MOSS now referred to the full list of approved risk management measures as determined through the SRM process and approved by the DO, and an explanation of this had been amended to the SRM Manual (*as attached in Annex B of the Conference Room Paper*). The term MOSS is not an acronym anymore.
13. In discussions following Mr. Butt's presentation, IASMN members highlighted a number of technical editing issues, agreeing these should be amended in the final review completed by PPCU before promulgation. Some members requested clarifications on a number of issues in regards to oversight by DRO, risk management measures resulting from *ad-hoc* SRM processes (which do not become MOSS). The USG took this



opportunity to note that PPCU would be working on an implementation package for the new UNSMS Policies and Guidelines, in order to ensure consistent communication and roll-out.

**The IASMN:**

- **Noted the progress made by the Working Group**
- **Endorsed the retention of the name MOSS to denote the mitigation measures arising out of the SRM process**
- **Endorsed amendments to the SRM Policy and Manual**

**Locally Cost-Shared Security Budget (LCSSB)**

14. Mr. Luc Vandamme, UNDP, Co-Chair of the WG, provided an overview of the developments in regards to the Policy and Guidelines, presenting these for endorsement, noting the need for implementation prior to the next budget cycle. Ms. Florence Poussin, PPCU, provided some detail on the different steps, consultation process, length of review and oversight mechanisms discussed during the process, noting that the current Policy and Guidelines were the culmination of what could be endorsed at this time. Ms. Poussin noted that the guidance was urgently needed for staff at field and headquarters level, and that any difficulties in implementation could form part of a review in two years' time. The USG added that a review could also take place on an *ad hoc* basis, subject to any significant issues with implementation.

15. Participants praised the progress made on the LCSSB guidance with a number of members appreciating that their previous concerns had been addressed, and now provided the requisite regulation and clarity. There was some discussion on what is included in the common services budget versus the LCSSB, which requires a clarification through a minor edit in the text of paragraph 6 c) of the Guidelines. The IASMN also agreed two other edits (on the 15 days of approval by the USG and a redundant footnote in the Guidelines). In response to questions by two members, Mr. Vandamme advised that the figures from the Jointly Financed Account (JFA) for each country would be provided to each SMT to ensure that there is no overlap in funding or resources. In response to further questions, Mr. Vandamme also confirmed that the draft policy was meant to make sure that individual organizations cannot opt out of paying parts of the LCSSB, and agreed that the language of the policy should reflect that.

**The IASMN:**

- Took note of the progress of the Working Group and agreed on clarification on three editing issues
- Endorsed the LCSSB Policy for passage to the HLCM and endorsed the Guidelines, noting a review would be undertaken in two years' time, or on an ad hoc basis, should critical issues arise

## Road Safety Strategy

16. Ms. Florence Poussin, Chief, PPCU, Chair of the WG, presented the progress on the Road Safety Strategy, including the recent developments of a forward by the Secretary-General, amendments to some technical standards and terminology (such as the adoption of the term “crash” rather than “accident”), linkage to requirements of UN Medical Directors such as eye testing and a change of title to clarify it was an internal strategy. Ms. Poussin noted the broad input from across the UN system and advised that the finalization of the Strategy completed the recommendations by the JIU and HLCM on the development of an integrated road safety strategy. Finally, Ms. Poussin noted that the current IASMN Working Group would now become focussed on implementation of the Strategy, becoming an Implementation Working Group.
17. Participants were supportive and encouraged endorsement of the Strategy by the HLCM. Dr. Kituyi, representing the UN Medical Directors (UNMD), noted they were pleased to be involved as partners in the Strategy. Dr Kituyi recalled that the HLCM was also simultaneously working on Occupational Health and Safety (OHS) matters and suggested that the HLCM would need to make sure these two streams of work are aligned. Dr. Kituyi, noting the inclusion of SSIRS in the collection of safety data, advised that the MDG were intending to use “Medgate” for the collection of occupational safety incidents and accordingly were keen to ensure that they also did not need to input data into two systems. Mr. Croll noted that DRO had recently received a briefing on Medgate and would be making sure that these databases, as well as the SAGE database in DPKO, were coordinated as far as possible in regard to safety incidents. Mr. Croll noted this was a critical issue, given the high number of road fatalities of UN personnel.
18. Several participants raised queries or comments on the Road Strategy, focusing on ownership and compliance. Ms. Poussin confirmed that the HLCM was the owner of the Strategy, and as such, guided the actions of the entire UN system. Noting the largely aspirational goals of the Strategy, its provisions should be understood as a broad commitment. Ms. Poussin added that there was a need for additional funding for

positions within UNDSS, initially through the trust-fund (i.e. not from the JFA), to manage the Strategy. One observer highlighted that the majority of drivers may not be UN personnel, which poses a number of issues including risk to UN personnel. In response, Ms. Poussin advised that this factor had been taken into consideration and the strategy contained recommendations to UN entities on drivers broadly (including that the vehicles must be safe and passengers must abide by regulations), to ensure the responsibility of the employing organizations that helps improve the actions of all drivers.

#### **The IASMN:**

- **Took note of the update on progress made by the Working Group**
- **Endorsed the Road Safety Strategy for further approval by the HLCM**
- **Endorsed the establishment of an Implementation Working Group subject to approval of the Strategy by the HLCM**

#### **Duty of Care: “Reconciling Duty of Care for UN personnel while operation in high risk environments”.**

19. Mr. Harrison, the outgoing Chief, PCCS, provided an update on the Duty of Care Task-Force, who met recently in Geneva to work through the 13 recommendations and deliverables. Mr Harrison and Mr. Wairoa represented IASMN. Ms. Janie McCusker, UNICEF, is also a member of the Task Force, representing UNICEF and as an IASMN member. Mr. Harrison noted that these 13 recommendations (now condensed to 11 following the combination of four related recommendations into two) formed part of an Action Plan with clearly delineated timeframes. Mr. Harrison provided a quick overview of the recommendations as they addressed: preparation for personnel to high-risk deployments, training, living and working conditions in high-risk environments, health risk assessments and health support planning, mental health of personnel, consent for deployment to high-risk locations, and reviews of insurance and compensation. Mr. Harrison noted these recommendations and associated project plans on each would be submitted to the HLCM by 31 July.

20. In addition to the briefing, some members took the opportunity to provide comment from their respective areas. One member highlighted that the matter remained a high priority for Member States. One noted with appreciation that the Duty of Care project appears to be addressing issues initially raised by the Brahimi Report. An observer at to the meeting noted that there remains no clear definition of Duty of Care and suggested that this definition will assist staff in terms of guiding what support they can request.

Another observer noted with appreciation that this issue was receiving more serious discussion than in other networks.

#### **IASMN:**

- **Took note of the update provided on Duty of Care: “Reconciling Duty of Care for UN personnel while operation in high risk environments”.**

#### **Crisis Management**

21. Mr. Igor Mitrokhin, Deputy Director for the Division of Regional Operations, UNDSS, Chair of the WG, presented via VTC the draft Guidelines to the IASMN for endorsement. Mr. Mitrokhin provided a brief overview of the UN Crisis Management Policy, noting that this policy identifies the lead entity for a variety of different crises, including asserting that UNDSS is the lead for all security crises. Mr. Mitrokhin advised that the UNSMS Guidelines provided multi-faceted guidance, recognizing the array of advice within different entities, as well as different types of UN settings. Ms. Poussin also noted that the Guidelines incorporated the results from the crisis-management-related lessons-learned exercise that UNDSS recently conducted in South Sudan. This inclusion of the lessons from the exercise represented a constructive and best-practices approach to policy-making in the UNSMS.

22. In the following discussion one member noted that the lines between crisis in the field compared to headquarters are becoming blurred, suggesting consideration be given to changing the title to remove “in the field” because as is, it suggests the Guidelines would not cover crises in Europe, such as recent attacks in Paris. The Chair agreed, noting that any crises should be managed at the closest level to the crises, and that changes to the UNSMS policy title should be made. One member remarked that the UNSMS Guidelines were very useful and easily applicable, but requested that the diagram be amended to clearly show that the Designated Official is still the decision maker, advised and supported by the SMT. This member added that in the last crisis in South Sudan, the concerns of the Country Team did not appear to be considered, so it may be useful to confirm that the DO and the SMT remain the correct body for the decision making. It was agreed that both the title and the diagram would be amended accordingly. References regarding the abolition of Section B - F from the Field Security Handbook will also be removed.

#### **The IASMN:**

- **Agreed to an amendment of the title from “in the field” to “in the UN” and an amendment to the diagram outlining decision-making**
- **Approved the draft UNSMS Guidelines on the Management of Security Crisis Situations, also subject to the above amendments.**

### First Responder

23. Mr. Russell Wyper, Chair of the WG on First Response, presented the draft First Responder Guidelines to the IASMN for endorsement. Mr. Wyper provided a range of clarifications that had been issued at the Steering Group meeting, on responsibilities, criteria for the Emergency Trauma Bag (ETB), International First Aid Kit (IFAK), training and certification, as well as the content of the ETB and IFAK kits. Mr. Wyper noted that the overall aims of the Guidelines were to improve coordination and implementation of First Response, to ensure a consistent approach to emergency training, equipment and resources across the UNSMS. In response to a member question, Mr. Wyper confirmed that the Guidelines were in line with the CASEVAC Policy currently under review, coordinated through Division of Policy, Evaluation and Training (DPET) in DPKO.
24. The discussion that followed reflected the range of challenges in bringing the issue to its current state. One member noted a number of clarifications required, including that, while the requirement for First Response is determined through the SRM, the SRM does not provide for Hazards, nor do the diagram and requirements provide clear criteria for action in each possibility, including for those non-remote locations, which may result in a delayed response. This member also noted that the issue of First Aid training was out of the scope of the Guidelines, although in his opinion it formed an integral part of First Response. Mr. Wyper addressed some of these concerns, advising that there were numerous potential incidents in a range of situations, however this guidance focussed on those programmes where there was a very clear threat, no medical personnel and significant host Government gap, and the Guidance was to act as a best-practices tool in these situations. Mr. Wyper further noted that in regards to First Aid, the ETB was to be considered a stop-gap measure, i.e., a security risk management measure when there is no emergency response capacity, rather than a First Aid programme.
25. Another representative acknowledged that while the medical support the UN is able to provide is quite weak, these Guidelines bring much appreciated order. This representative also noted that despite the interest in the IFAK in the field, there were difficulties in ensuring all persons were trained to an adequate level, mainly due to resources. Hopefully these Guidelines would assist. Another noted that while the

Guidelines provided clarity in a number of areas, there remain some questions in regards to the medical, as well as SRM, requirements for the ETB, and more specific linkages to the likelihood of the threat events, suggesting a mapping exercise may be useful. A representative also remarked that the way it was written suggested a hierarchy of programs (IFAK, ETB and First Aid) and that the length of IFAK training must also be included. Mr Wyper agreed to amend the Guidelines on these two points. In response to a suggestion that the ETB should in fact be part of the Security Certification Programme (SCP) as it was necessary for completing a Mass Casualty Incident Plan (MCI), Mr. Wyper noted this was the subject of ongoing discussion. Finally, a member highlighted the importance of the Guidelines, particularly given that IFAK resources have been contested for a number of years. These Guidelines underscored the importance of permanent dedicated First Responders (and suggested to include this language in the Guidelines), with a representative noting that many MDS personnel who are not qualified emergency medicine professionals are being forced to address these issues without the necessary background or support from the UN. It was acknowledged that, until this issue was addressed and an adequate standard of pre-hospital support was assured, First Responder intervention would be critical.

26. Overall, members of the IASMN were appreciative of progress on this issue, with many noting the importance of urgency on action. One member noted that this urgency also fed into the work of the Duty of Care Task-Force. The Chair noted that there were already two useful tools in the SRM and Programme Criticality, and this work complemented these tools. The Co-Chair noted that further clarifications were required. Accordingly, the USG requested that any additional comments be provided to Mr. Wyper as the chair of the Working Group, for consolidation and circulation for approval in two weeks.

#### **The IASMN:**

- **Agreed clarifications were required, to be provided within two weeks (by 07 July) for circulation within one month (by 28 July) and endorsement out of session**

#### **OECD Countries**

27. Mr. Vandamme, as Chair of the Working Group on OECD Countries, provided an overview of the background of the Working Group, its Terms of Reference, Work Plan and an outline of the current list of priorities. Mr. Vandamme noted the recommendation that the IASMN disband the WG, due to the completion of its work.

28. Mr. Michael Center, the UNDSS Security Adviser for OECD Countries, presented the new regional coverage of 11 European countries. Mr. Center noted that a number of OECD countries have experienced recent and multiple extremist attacks, although these were statistically unlikely to impact the UN presence in these countries, in large part due to the high capacity of host Governments in Europe and their long history of addressing different forms of extremism. However, he noted that the concerns of personnel were high, and that the host Government forces continue to be challenged by the high number of persons of interest, as well as the significant links to transnational crime. Mr. Center outlined that the new position serves 11 Designated Officials and SMTs, as well as 5,000 personnel in 67 facilities across 24 cities. As part of this new position, Mr. Center has established relationships with host Government authorities in these 11 countries, as well as partnerships with Interpol, Europol, Eurojust and others. One significant challenge is in accounting for UN personnel in times of crisis, considering the approximately 90,000 missions undertaken annually to the region. Mr. Croll noted the benefits and limitations of TRIP in regards to this process.
29. A few members expressed their appreciation for the regional approach in Europe, and the work of Mr. Center since his deployment in Brussels. One representative noted that the success of Mr. Center's relationship building had resulted in early warning of a potential attack to this entity's personnel in Brussels recently, as well as support to the high number of UN conferences that occur in Europe. Members noted that while renewed for the UNSMS, the regional approach had been utilised particularly by AFPs, but also UNDSS in the past. One member requested that the regionalization approach be explored more practically by UNDSS and recalled the recent suggestion that Desk Officers be situated outside of New York. In response, the USG noted that DRO have undertaken 72 relocations of Security Advisers in the last few years, and that DRO have sought IASMN input on the further realignment of resources, including advising DRO as to their own number and location of security resources. A member encouraged the regional approach but noted institutional memory was important. One member advised that his organization had recently nominated a representative for Europe.
30. There was some discussion over the high number of travellers to European countries, including dignitaries, and the difficulties in accounting for and advising these personnel in the event of an incident. Although one participant later noted the difficulty in accounting for all staff everywhere in the globe, encouraging all to continue to work as a collective and support each other in these efforts. The USG agreed, noting that in OECD countries, host Governments have high capacity to respond to crises. In response to a query raised, the USG advised that the ICT staff were working on a mobile application

that compiles threat and risk information that could be used in the event of an incident, and that he could report on the outcomes of Phase I and II at the next IASMN. One member advised that UNV had been using an additional data system – coupling TRIP with another data system to send out messages, which is also in a testing phase. One member pointed out that many of the processes currently being used are designed to apply to field locations where delivery and work requirements may differ; hence, the processes may be outdated. Several similar comments were also raised in regards to the different nature of threats in OECD countries as well as the different legislation, social environment, availability of weapons, history of extremism and criminal networks. These may have different impacts on the results of the Security Risk Management process, and other mitigation measures such as Mass Casualty Incident planning.

31. A number of participants focused on the responsibilities and accountability of Executive Heads who are also performing the function of Designated Officials. One member noted the importance of managing the expectations of clients, in terms of what is achievable while covering a high number of countries, and while also ensuring they understand their accountability for managing crises. Other issues raised by participants on this issue included a suggestion to invest more training resources for Executive Heads, as well as amendments to the Framework for Accountability. Ms. Poussin took the opportunity to note that following a range of recommendations arising from this Working Group on the Framework of Accountability, the USG had directed PPCU to open a register of changes required, for adjustment later. The USG addressed further the matter of accountability, advising that UNDSS had recently finalized an introduction memo to DOs, which advised the DOs of any new appointments of Security Advisers and requested they facilitate introductions with the relevant security counterparts. The Chair also sought IASMN support in encouraging training for all of their Executive Heads acting as DOs within a few weeks of their appointments, noting this training is required to assist them in the discharge of their functions.

#### **The IASMN:**

- **Endorsed the consolidated recommendations, and the prioritization of recommendations**
- **Confirmed the disbanding of the Working Group on OECD Countries**

#### **Residential Security for Locally Recruited Personnel**



32. Mr. William Wairoa-Harrison from IOM, chair of the Working Group, provided an overview of the history of the Working Group, the Terms of Reference, the results of the survey conducted and the final outcomes. Mr. Wairoa-Harrison highlighted some of the challenges of the work, including that a number of issues raised such as inconsistencies and disparities with regards to relocation, evacuation and allowances, were in fact cross-cutting issues which should be addressed elsewhere, including at the HR Network.
33. One member raised overall concerns that the work on residential security for locally-recruited personnel meant that the UN was assuming a liability where the UNSMS does not have one, and that the range of recommended actions were not cost-neutral. Locally-recruited personnel were already supported by incident response and recording (noting they constitute over 50% of all security incidents recorded) yet the recommendations seem to suggest greater resources in regards to meetings, home visits and security assessments. In response, Mr. Wairoa-Harrison provided the Working Group's assessment that the recommendations were non-cost, given that locally-recruited personnel are indeed covered by the UNSMS. The IASMN Chair added that while the recommendations must be within the current resources and capacity, the expectations of locally-recruited staff must be managed, including through enhanced communications.
34. Many members noted the usefulness of the Working Group's progress, as it determined what the IASMN can and cannot achieve, identified the sensitivities of the issue, and identified the different approaches, guidance and material support provided to locally-recruited staff across different UN entities, including where they may be treated differently under the UNSMS.
35. A discussion also took place linking this issue closely to the work of the Duty of Care Task-Force. One member noted that two sub-Working Groups of the Duty of Care Task-Force were examining residential standards, and issues related to locally-recruited personnel. At this point, Mr. Harrison advised all members that any input to the Duty of Care Task-Force on behalf of the IASMN can be communicated through his replacement, Mr. Paul Farrell. The representative of the Office of the Legal Adviser (OLA) also provided clarification on the legal obligations of the term of Duty of Care, noting that there was a distinction between a situation where an individual is brought somewhere by the Organization, compared with a person being employed in their home country. The latter does not assume liability on behalf of the UN, although assistance can of course be provided to them. There must be a distinction between the aspirational goal of Duty of Care, and the legal requirements based on different contracts. The Chair

summarized the issues, noting that Duty of Care is a much broader concept, and the parameters of this will need to be determined by the HLCM and potentially the CEB.

#### **The IASMN:**

- **Noted the conclusion of the two-phased study and final report**
- **Endorsed the final report and recommendations for implementation through the UNSMS, within the capacity of the UNSMS**
- **Recommended to send the identified cross-cutting issues to the HLCM for their information and consideration to be provided by the chair of the Working Group**

#### **Gender**

36. Ms. Julie Dunphy, UNHCR, chair of the Working Group, provided an update to the IASMN on earlier aspects raised notably the Concept Note for a Helpline; communication plan and the work undertaken with respect to the draft Manual. Regarding the Concept Note, Ms. Dunphy advised that further to the issuance of the CRP that the Staff Counsellors Network were not in a position to bring this to the HLCM through the HR Network; nor were any agency willing to present it directly to the HLCM. The Chair agreed to take this forward to HLCM. Regarding the draft Manual, Ms. Dunphy outlined work that is underway with respect to the manual and timeline for completion of same. She also highlighted the communication plan for dissemination.

37. Ms. Dunphy also briefly addressed earlier questions raised in the 25<sup>th</sup> session of the IASMN, noting the creation of a sub-Working Group on the Women's Security Awareness Training (WSAT) under the Security Training Working Group (STWG), and reminded the STWG of the requirement to include gender in all training programmes. One member informed that there was a huge demand for WSAT, and there needs to be consideration of how to include men in this effort, including through sensitisation. Other members echoed this sentiment, including one request that the WSAT be prioritized as a way to contribute to greater gender equality in the UNSMS.

38. Ms. Dunphy also briefed the IASMN on the recently-released report from the Feinstein International Center/Tufts University titled "STOP the Sexual Assault Against Humanitarian and Development Aid Workers", highlighting a number of key findings including that a high number of sexual assaults of aid workers – particularly towards women and LGBTI personnel – were perpetrated by fellow colleagues, and indicated that there was a section on security professional and their response. The report called for a number of recommendations which included actions required for security

personnel, leading PPCU to circulate a copy of the report to all participants (also found here: [http://fic.tufts.edu/assets/SAAW-report\\_5-23.pdf](http://fic.tufts.edu/assets/SAAW-report_5-23.pdf)). One member familiar with the report also highlighted the recommendation that the security training provided was often not inclusive enough, while another highlighted the endorsement of a zero-tolerance approach to sexual harassment, which should also be the case for security professionals.

39. Ms. Tamara Anderson, Gender Adviser for UNDSS, provided an overview of the efforts undertaken by the Secretary-General on gender parity, and an update on the forthcoming UN System-Wide Strategy on Gender Parity and Equality. The Senior Management Group, the Staff Management Council and the Secretary-General's Executive Committee have all reviewed the Strategy. The Strategy, and an Implementation Plan, will incorporate the comments from these bodies before their release by the end of July. The Strategy will have a number of implications for UN entities, including UNDSS, requiring them to undertake significant efforts to work towards greater parity in the Department.
40. A discussion on gender parity in the security field ensued, introduced by the USG, who noted the global difficulty the security-related employers face in regard to gender parity. He noted that the small number of potential female applicants needs to see the UN and UNDSS as an attractive employer, fair, free from discrimination, with a range of opportunities for career development. Members discussed these challenges, including the difficulty not only in attracting, but retaining, female staff, the limitations of all UNSMS entities seeking to attract women from the same pool, the 'G to P' limitation in the Secretariat, the need to re-examine the profile of the security officer, the negative impact of a 'macho' environment and managerial styles, unconscious bias in recruitment, and the unfair decisions women must take between work and family. It was also acknowledged that gender work has a broader focus not limited to women, for instance, addressing LGBTI concerns. Members noted that work on gender, primarily on parity and recruitment may create anxiety among male staff, particularly in the field. In his summary of the discussion, the Chair also noted that improved gender parity forms part of the professionalization of the security profession, and noted that the UNDSS Human Resources Strategy would include these professional development issues.

#### **The IASMN:**

- **Took note of the updates provided. The Chair agreed to bring the Concept Note for the Helpline to the attention of HLCM**
- **Took note of the Work Plan and timeline of the ongoing work of the Working Group**

## Security Support to Humanitarian access

41. Mr. Tom Metcalf and Ms. Sandra Luvisutto from WFP briefed the IASMN on their project on humanitarian access (the USG noted that UNDSS was also coordinating a joint non-paper on humanitarian access, at the request of the Senior Management Group). The WFP Security Focal Point noted that this project was based on lessons-learned, including good examples of support from UNDSS in Syria, Yemen, Iraq, South Sudan, as well as studies of access negotiation with non-state actors and improving communications with governments, within the UN and with the local population. He noted that the topic was extremely complex. Mr Metcalf noted the difficulty of politicization and the impact of security on the relationships with beneficiaries. Ms. Luvisutto advised that the project has led to a corporate strategy, led by a Director-level advisory group, to provide remote advice and guidance, field support and training on access to the field through support missions/visits, conflict and access analysis and mapping, strategy development and humanitarian negotiations. Training on these matters may be made available to UNSMS security personnel if/when available.
42. Participants of the IASMN shared their own entities' experiences with humanitarian access issues. For example, two entities had created the position of an Access Adviser/Officer, and a senior advisory group on the issue. One member noted the topic had been addressed in such reports as the MSF gap papers and the forthcoming "Presence and Proximity report" (follow up to the "Stay and Deliver" report). Other members highlighted the importance of strengthening and increasing negotiation and communication on acceptance as a key issue for the SRM process, particularly with regards to improved analysis, in support of programme delivery. A number of participants also agreed to the benefits of joint work in this area, including by those not considered typically humanitarian.

### The IASMN:

- **Expressed appreciation for briefing by WFP on humanitarian access**
- **Noted the work led by UNDSS on the SMG non-paper, including that a clearer position will be established towards the end of 2017, to guide any further discussions or action by the IASMN**

## Compliance

43. Mr. Boutonnier from WFP, the Chair of the Working Group, presented the outcome of the first meeting of the compliance Working Group, and advised on the progress of the draft policy. He also suggested the WG would hold a workshop on the topic in the last quarter of 2017 to gauge the views from different entities.
44. Members of the IASMN generally agreed with the requirement to understand the various policies in UN entities. One member indicated that this guidance was required to bridge the gap left by the current approach of using the online assessment tool. One member highlighted that the different accountability should be clarified between accountability for compliance (belonging to all), and accountability for assessment. Another member also recalled that the responsibility for compliance is mandated to UNDSS by the General Assembly, while one called for compliance enforcement mechanisms to be put in place. The USG highlighted the need for the IASMN policy to be overarching and for each AFP and Department to have their own compliance policy which reflected the responsibility and accountability of the heads of AFPs and Departments.

#### **The IASMN:**

- **Endorsed the update and timeline, requesting the draft policy be submitted to the Steering Group for endorsement at the 27<sup>th</sup> IASMN Session**

#### **CBRN**

45. Mr. Casper Oswald from IAEA, the Chair of the WG, presented the draft Terms of Reference (ToRs) of the Working Group on operating in Chemical, Biological, Radiological and Nuclear (CBRN) environments. Mr. Oswald provided the historical overview of the work, including that the UNSMS had dealt with this issue in an *ad-hoc* manner to date. He noted there likely would be a requirement for expertise on the matter from outside of the UN. One representative agreed, noting there was some capacity with the UN system, though some experts had deployed to Syria and might be unavailable. Another member agreed that there were limitations of capacity in this regard.
46. Mr. Oswald specifically asked for input on paragraph 8 of the ToRs, leading to an agreement that he would adjust the related deliverables to prioritize the field, rather than headquarters. In response to a discussion on the security of UN premises from CBRN threats, the USG advised Mr. Oswald to engage with DHSS (UNDSS) to discuss further.

#### **The IASMN:**

- **Endorsed the ToRs, Workplan and Membership of the Working Group, noting the retention of paragraph 8 of the ToRs**
- **Agreed that the chair engage with DHSSS (UNDSS) regarding the matter of CBRN threats to UN premises**

#### **Security Policy Framework**

47. Ms. Poussin from PPCU provided an overview of the document “Security Policy Framework”, which provided a hierarchy of different policy-related instruments, such as policies, guidelines and communiques.

48. Members raised a few questions in regards to the document, including suggesting a certain level of compliance be specified for each of the documents listed. It was agreed that a note on compliance would be included at the end of each paragraph, where relevant. In response to some confusion over the varying compliance levels, Ms. Poussin clarified that the only documents where compliance is mandatory are the policies, while the contents of the guidelines are not mandatory. There was also some discussion on the title of the document, with several members suggesting it did not accurately reflect the stated purpose. However, following further discussion at the end of the meeting, it was agreed to retain the title because it highlighted that all subordinate instruments must be based on over-arching policy.

#### **The IASMN:**

- **Took note of the document “Security Policy Framework” provided, and agreed to minor editorial amendments**

#### **Security Training Working Group**

49. Ms. Harriet Solloway, Chief of the Field Support Service, presented via Skype the Terms of Reference of the Security Training Working Group (STWG), progress on programme development related to training (such as SSAFE, BSAFE, WSAT, ACSFP) and progress on the Training Needs Assessment. Ms. Solloway also drew attention to the requested outcomes of the session including the agreement that the Training and Development Section (TDS) be regularly consulted on planning activities and training.

50. Several members raised concerns with the SOP on SSAFE, particularly noting there was high demand to deliver SSAFE globally, and highlighting that the current SOP required greater flexibility and a more pragmatic approach to delivery. The primary concern raised by members was largely the issue of SSAFE recertification, with the current guidelines issued by the SOP requiring frequent face-to-face recertification, which many members found to be unrealistic both in terms of resources and logistics. There were additional requests in regards to SSAFE from the IASMN members. One noted that they have been requested to deliver the training to families as well; one reported a request for contingency funding to deliver at least another 15-20 courses and one called for training in New York earlier than 2018. Another member urged that the SOP consider participants with restrictions such as physical handicaps, as well as introduce active-shooter scenarios and implement an evaluation mechanism of the course. In addition, another member cautioned that the delivery of SSAFE needs to be accompanied with guidance on training-related accidents and clarity on the link to the SRM (i.e. those countries that require SSAFE as part of their MOSS).

51. The IASMN raised further queries regarding the work of the STWG after approval of the amended ToRs, including requests for a prioritization and timeline of deliverables; clarification on BSAFE development and rollout; Certification Standards for Trainers, IFAK/ Medical Training; and WSAT delivery by DSS/DPKO female personnel and WSAT Training of Trainers in French. The Chair, in summarizing the discussion, noted that this list of issues should be discussed at the STWG. Ms. Solloway will then report to the USG on the progress, for further communication to the IASMN. The USG noted that there was a level of urgency and specificity required for the training priorities.

#### **The IASMN:**

- **Endorsed the amended STWG Terms of Reference and the training calendar including the training activities planned in the first half of 2017**
- **Took note of the programme development and the Training Needs Assessment, although there was no endorsement pending further discussion of issues raised, at the STWG**
- **Endorsed consultation with TDS when planning activities requiring TDS support, agreed to provide all security training dates to a consolidated calendar which would be conducted on a wider interagency basis (by end August), and agreed to raise all training issues with the STWG**
- **Feedback for the IASMN session to be provided by the STWG to the Chair IASMN by end of July with a way forward for progressing issues raised**

- **SOP on SSAFE to be recalled and revised, taking into account concerns raised by IASMN members**

### **Composition of the IASMN Steering Group**

52. Mr. Harrison introduced the matter of the rotation of members of the IASMN Steering Group, noting the requests from UN Women, UNESCO and DPA to become Steering Group members (noting DPA had previously been a member). Mr. Harrison outlined a number of options going forward, including the expansion of the Steering Group, noting that the original formation was based on the nine entities with the biggest presence in the field. Finally, he noted that this governance was flexible.

53. In the discussion that followed, a few members raised the requirement to retain the rotational representation of the smaller agencies, with one of these also retaining the role of co-Chair. One member supported the broader membership of the Steering Group and remarked that there may be less interest in two years' time, with another supporting a diverse representation of all types of profiles such as humanitarian and development. However, others raised concerns that this expansion would be limitless, making the group too large and ineffective. This was particularly important because, although the Steering Group is not a decision-making body, its work involved more than just agenda-setting and required a high degree of participation and engagement. In summary, the Chair confirmed that the majority of preference was to expand the group to 15 representatives, with UNESCO as the co-Chair. He noted that this would not mean all members were considered permanent; therefore the matter should be discussed again in two years.

#### **The IASMN:**

- **Endorsed the addition of UN Women and UNESCO to the Steering Group, and the return of DPA noting that IOM and World Bank will remain as members.**
- **Endorsed UNESCO representative Ms. Mary Mone as the co-Chair of the Steering Group**
- **Agreed to a review of membership in two years**

### **Funding Mechanism for Security**

54. Ms. Menada Wind-Andersen, Executive Officer of UNDSS, provided an overview of the budget structures, the impact of the current security environment on the various



budgets, particularly in regards to the increase in non-family Duty Stations and Danger Pay, and the increase in surge deployments, and outlined some of the challenges in addressing these. Ms. Wind-Andersen proposed the creation of a Working Group to review the funding methodology to better support programme delivery, with the aim to present a model for the JFA to the HLCM, the CEB and the General Assembly. The USG provided additional commentary, highlighting his own responsibility for the deployment of resources. He noted the current minimum payment was established in 2005 and the headcount model in 2013. These needed to be adapted to the current environment and increase in personnel and operations. He further underscored that UNDSS' data demonstrated an increase in attacks and level of risks for the UN, necessitating a flexible budget solution. He noted that the Finance and Budget Network were committed to finding a solution on the matter. He also advised that this study was complementary to the current work on the realignment of resources currently being undertaken by DRO, which will also include a study on the costs of security, including the costs per head. In response to a query raised during the discussion, the USG acknowledged the difficulties posed by different budget timelines and advised that the realignment of all five budget streams (and related mechanisms) was likely impossible and would not form part of this scope.

55. In the discussion that followed, several members queried the requirement to review the model, with one member noted this had been addressed by the IASMN in 2011 and 2012 with a decision to leave it as it was, and questioning whether a change would lead to greater predictability or a clearer timeline with adequate time to consult and feed-in the views of the UNSMS entities. Some members expressed doubt that the funding model was indeed inflexible and not adaptive. A number of members noted they were not in the position to respond at this stage, both in terms of time to review, or authority. One member highlighted that the results of the DRO realignment process and review of resources were necessary to enable IASMN members to better inform their Executive Heads and communicate any subsequent position or decisions.
56. In addition to the above, many members highlighted budgetary constraints within their own entities, including the cutting of posts and downsizing, limited the flexibility and impact that any adjustment of the headcount would have on their budgets. A number of members acknowledged the planned realignment of resources by DRO but called for an assessment of those circumstances where IASMN entities were providing additional resources to fill the gap for UNDSS, such as helping deliver SSAFE training, area coverage and ensure they were included in the review. One member also called for an assessment

of how a change in the funding model would improve services to IASMN member entities, and queried the impact to the support provided to OECD countries.

57. There were also a number of suggestions provided by IASMN members. One member raised the importance of utilizing current resources in different ways, for example the introduction of National Professional Officers (NPOs), and filling vacancies. In regards to the latter, the USG noted there was a downward trend in vacancies in the Department, with an ultimate aim of a 5% vacancy rate. One member called for a budget performance document in order to better review UNDSS' services. One member requested greater clarity between funding and programme costs, particularly to address requests for Member State support on specific activities. The USG advised that UNDSS was working with the Finance and Budget Network to make it easier for Member States to allocate funding. One member offered his support for a Working Group, specifically to review cost drivers and to ensure a funding model that ensures each agency is charged appropriately for the services received. Other members issued broad support for the planned work, with one noting there would be difficulties in determining the processes required, and another highlighting the requirement for donors to increase funding for security. In summary, the Chair advised that the aim would be to collate and review these issues and submit them to the Finance and Budget Network for them to address and ensure that the IASMN views are represented.

#### **The IASMN:**

- **Endorsed the establishment of a Working Group on the Security Funding Model to determine what issues to take to the Finance and Budget Network on behalf of the IASMN**

#### **Future Technology**

58. Mr. Mike Croll, UNDSS, made a presentation to the IASMN on various aspects of technology and the potential future impact or use for security purposes in the UN. The presentation included potential progress through automation, information (data), visualisation, digitisation, and personalisation. The USG UNDSS indicated that the IASMN needs to consider guidance on strategic security issues including communication, staff tracking, localization, physical security, and data to support decision-making.

59. Members of the IASMN offered different perspectives on this issue, including the requirement for privacy in regards to tracking. Members also discussed the Technical Advisory Group, noting that a request to receive an update on the existing radio

communications technology was forthcoming. One member also requested that, given the importance of this issue, it should be prioritized in the forthcoming IASMN meetings. Finally, a member noted the work of the ISS World Conference in Europe, which addressed a number of these physical and cybersecurity issues, and suggested greater engagement by IASMN members with such entities and events.

#### **The IASMN:**

- **Agreed the IASMN Technical Advisory Group should convene to identify 3-5 technical development priorities for the IASMN, including addressing timing and costing**
- **The Technical Advisory Group to present their findings to the upcoming sessions of the IASMN to enable a more focused discussion on where to prioritize work**

#### **UN-GLOBE**

60. Mr. Gurchatan Sandhu, from UN-GLOBE, provided a presentation on LGBTI concerns in regards to security. UN-GLOBE is the UN association working for the equality and non-discrimination of LGBTI employees in the UN system. It has 19 Agency Coordinators and 20 Duty Station coordinators (the identity of some of these being confidential), and it was represented at the HR Network. Mr. Sandhu advised that LGBTI colleagues face discrimination and security threats in a range of locations, not only externally due to culture or attitudes, or where same-sex relations are criminalized, but also internally to the UN. Security managers need to not only respond with sensitivity to gender-based incidents, but also send a message of non-judgement to these personnel. Mr. Sandhu also outlined some of the work of UN-GLOBE, including working to achieve equality legal partnerships and survival rights, as well as providing advice on the UN System-Wide Strategy on Gender Parity and Equality. Finally, Mr. Sandhu informed that UN-GLOBE also ran training for senior managers and could assist in coordination of such trainings for IASMN members through its coordinators. Mr. Sandhu advised that UN-GLOBE was working on improving accountability in regards to discrimination and harassment noting that culture change in regards to discrimination against LGBTI personnel starts at the top.

61. IASMN members expressed their strong support for the briefing and UN-GLOBE, with a number of members expressing appreciation for prior support received such as briefings, trainings, discussions and contribution to the IASMN Working Group on Gender Considerations. There was also support expressed for the UN Cares “UN for All” training programme. Many members noted further work was required, such as integrating the issues into training, and improving understanding by security personnel

on these complexities in order to ensure people felt comfortable approaching security professionals on these issues. There was also some brief discussion on the legal and HR-related aspects, in addition to discrimination, such as the inclusion of family members for same-sex partnerships and the difficulties in mobility and deployment to locations where same-sex partnerships are illegal.

62. *Note: due to technical difficulties, UN Cares was not able to join this discussion and present on its training “UN for All”.*

### Global Identity Management

63. Mr. Drew Donovan from ITU provided an update of the work on global identity management, including the phased approach and presenting the Business Cost Analysis completed. Two members raised their support for this initiative, while one member sought assurances that the global identity management procedures would recognize and integrate the critical function that medical personnel play in emergency situations, particularly where access may be controlled.

64. In response to a concern raised regarding the likely reticence of Member States to include biometric data in access management, Mr. Donovan outlined that the first phase of the global identity management will involve providing 1000 smart cards to UN personnel as well as Member States with frequent attendance to ITU facilities. This would take place while regular access cards were in use. The USG particularly cautioned that in New York, where there is a high concentration and regular turnover of Member States’ delegates, there will be a significant level of sensitivity in regards to biometric data.

### The IASMN:

- **Agreed that UNDSS will convene a meeting of interested Executive Heads to address the matter, on behalf of the IASMN. ITU is to provide USG UNDSS with the business case and briefing material for the executive meeting**
- **Took note of the Business Cost Analysis, and that ITU and the World Meteorological Organization will implement global identity management**
- **Encouraged all UN entities currently undertaking or contemplating a future physical and logical security modernization project to follow the endorsed technical standards and recommendations for global identity management**

## Physical Security Handbook for Common Premises

65. Ms. Poussin from PPCU presented the draft Physical Security Handbook developed by DHSS's Physical Security Unit (PSU). A number of members expressed appreciation for the work of PSU in the production of the Handbook, noting that they had circulated the document internally to relevant experts who were very satisfied. One representative informed that internal feedback had been provided directly to PSU and another assuring they would provide some additional comments. In response to a question regarding whether these guidelines would apply to all UN premises, the USG noted that PSU would provide further clarifications.

### The IASMN:

- Took note of the Handbook and undertook to provide specific feedback to PSU within one month
- PSU will advise the IASMN at the Steering Group meeting in November whether a Working Group is recommended to further revise the document
- PSU will review the input, and if needed, advise if there is a need to establish a Working Group
- PSU will advise whether this handbook can be applicable to all UN facilities

### Next meetings

66. The next IASMN Steering Group meeting will take place in Copenhagen, Denmark, from 9-10 November 2017. The 27<sup>th</sup> IASMN Session will take place on 6-8 February 2018 in New York, hosted by UN Women.

**Provisional Agenda**

**Tuesday, 20 June 2017**

- 0900 - 0930 Opening Session
- Opening Remarks by Ambassador Mirjana Spoljaric (Head of the United Nations and International Organisations Division, Federal Department of Foreign Affairs)
  - Security Briefing (Jorge Villanueva, UNOG/DSS/SSS)
  - Adoption of the Agenda (USG, UNDSS) - [CRP 1]
  - Review of IASMN 25th session Recommendations (PPCU) - [CRP 1, Annex B]
- 0930 -1030 Strategic Update
- Feedback on HLCM 33<sup>rd</sup> Session (USG UNDSS)
  - Security environment (DRO)
- 1030 - 1100 *Break*
- 1100 - 1145 Strategic Update
- Integration of Security Resources of the Secretariat (PCCS)
- 1145 - 1300 Policy discussions
- Security Risk Management Process (DRO) [CRP 6]
  - MOSS (OCHA) [CRP 7]
- 1300 - 1400 *Lunch*
- 1400 - 1530 Policy discussions
- Locally Cost-Shared Security Budgets (UNDP/PPCU) [CRP 3]
  - Road Safety Strategy (PPCU) [CRP 4]
- 1530 - 1600 *Break*
- 1600 - 1730 Policy discussions
- Management of security crisis in the Field (DDRO, Igor Mitrokhin via VTC) [CRP 5]
  - First response (DPKO-DFS, Russell Wyper via VTC) [CRP 8]
- 1730 *End of Day - Close of Session*

**Wednesday, 21 June 2017**

- 0900 - 1030 Cross-cutting issues
- Security coverage in OECD Countries (UNDP, Mr. Michael Center, Regional Security Adviser) [CRP 2]
  - Residential Security for Locally-Recruited Personnel (IOM) [CRP 12]
- 1030 - 1100 *Break (\* including photograph)*
- 1100 - 1230 Working Groups updates
- Gender Considerations (UNHCR) [CRP 15]
  - Compliance policy (WFP) [CRP 14] – **New WG**
  - CBRN Working Group (IAEA) [CRP 11] – **New WG**
- 1230 - 1330 *Lunch*

- 1330 - 1430 Discussion - Security support to humanitarian access (WFP: Mr. Tom Metcalf, Ms. Sandra Luvisotto) **[NEW ITEM]** [CRP 18]
- 1430 - 1500 *Break*
- 1500 - 1600 Security Training (FSS – Harriet Solloway via VTC) [CRP 10]
- 1600 - 1730 Other Policy related Issues
- Composition of the Steering Group (PCCS) [CRP 13]
  - Update on Duty of Care Task Force (PCCS)
  - Security Policy Framework (PPCU) [CRP 9]
  - Physical Security Handbook for Common Premises (PPCU) [CRP 17]
- 1730 *End of Day - Social Event*

#### **Thursday, 22 June 2017**

- 0900 - 1030 Future Technology Presentation (DRO) **[NEW ITEM]** [CRP 16]
- Standards and Recommendations for Global Identity Management (ITU) [CRP 19]
- 1030 – 11:00 *Break*
- 1100 – 1230 Any Other Business
- Funding mechanisms for Security (EO) – [CRP 20]
  - Briefing by UN-GLOBE and UN Cares
- 1230 – 1300 Closing remarks
- 1300 - 1400 *Lunch*
- 1400 *End of Day - Close of Session*

List of Participants

	<u>Entity</u>	<u>Name of Participant</u>
1	ADB	Mr. Dewaine Farria
2	ADB	Mr. Peter Waa
3	CTBTO	Mr. Dharmakirthi Wijewardane
4	DPA	Mr. Valentin Aldea
5	DPKO/DFS	Mr. Adriaan Bezuidenhout
6	DPKO/DFS	Mr. Russell Wyper (by VTC)
7	FAO	Mr. Piergiorgio Trentinaglia
8	IAEA	Mr. Casper Oswald
9	ICAO	Mr. Michael Romero
10	ICC	Mr. Lassi Kuusinen
11	ICTY	Mr. David Walker
12	IFAD	Ms. Saadia Imad
13	ILO	Mr. Philippe Franzkowiak
14	IMF	Mr. Warren J. Young
15	IOM	Mr. William Wairoa-Harrison
16	ITU	Mr. Drew Donovan
17	OCHA	Mr. Simon Butt
18	OHCHR	Mr. Abraham Mathai
19	OPCW	Mr. Kevin Mephram
20	UN Women	Mr. Paul O'Hanlon
21	UN Women	Mr. Dzenan Viteskic
22	UNAIDS	Mr. Peter Koopmans
23	UNDP	Mr. Luc Vandamme
24	UNDSS	Mr. Peter Drennan
25	UNDSS	Mr. Mike Croll
26	UNDSS	Mr. Craig Harrison
27	UNDSS	Mr. Igor Mitrokhin (by VTC)
28	UNDSS	Ms. Menada Wind-Andersen
29	UNDSS	Ms. Harriet Solloway (by VTC)
30	UNDSS	Ms. Florence Poussin
31	UNDSS	Mr. Paul Farrell
32	UNDSS	Mr. Enrique Oribe (by VTC)
33	UNDSS	Mr. Michael Center (presenter)
34	UNDSS	Ms. Tamara Anderson
35	UNESCO	Ms. Mary Mone



36	UNFPA	Mr. Naqib Noory
37	UNHCR	Mr. Michael Dell’Amico
38	UNHCR	Ms. Julie Dunphy
39	UNHCR	Mr. David Snider (by VTC)
40	UNICEF	Ms. Janie McCusker
41	UNIDO	Mr. Guillermo Jimenez-Blasco
42	UNODC	Mr. Dagmar Thomas
43	UNODC	Mr. Robert Telenta
44	UNON/UNEP /UNHabitat	Mr. Peter Marshall
45	UNOPS	Mr. Arve Skog
46	UNRWA	Mr. Timo der Weduwen
47	UNV	Mr. Christian Hainzl
48	UNWTO	Mr. Jose G. Blanch
49	WB	Mr. Jeffrey Culver
50	WFP	Mr. Christophe Boutonnier
51	WFP	Mr. Tom Metcalf (presenter)
52	WFP	Ms. Sandra Luvisutto (presenter)
53	WHO	Mr. Richard Preston
54	WIPO Geneva	Mr. Mark Gibb
55	WIPO Geneva	Mr. Daniel Smith
56	WTO Geneva	Ms. Amène Bellir
57	CEB Secretariat	TBC
58	CCISUA	Mr. Guy Avognon
59	FICSA	Mr. Diab El-Tabari
60	FICSA	Ms. Gemma Vestal
61	UNISERV	Mr. Dimitri Samaras
62	UNISERV	Mr. Stephan Flaetgen
63	UNMD	Ms. Ling Kituyi
64	OLA	Mr. Luke Mhlaba
65	IOM	Ms. Maricar Purugganan
66	IOM	IOM IT Support

### **Summary of IASMN Recommendations**

1. IASMN noted the progress made with the implementation of the Security Risk Management (SRM) policy and results of the SRM survey. IASMN noted the prioritization of recommendations provided by DRO, who undertook to provide the full list of recommendations to all IASMN members DRO will provide an update on the progress of the recommendations at the 27th Session
2. IASMN agreed to adopt amendments to SRM policy and Manual (noting will be subject to final editorial review by PPCU). The IASMN also agreed to retain MOSS as the word to denote SRM measures
3. IASMN took note of the progress of the work of the WG in refining the LCSSB policy since the IASMN. Some revised wording will be required to clarify the meaning of para 6 c) addressing common services. Information on JFA will be attached as an Annex for the SMT. IASMN endorsed the Policy and Guidelines, subject to these amendments. IASMN also noted that there will be a review in two years, although agreed that if there are significant issues with implementation, they would not wait for two years.
4. IASMN took note of the update on the progress made by the Road Safety Working Group and endorsed the Road Safety Strategy for further approval by the HLCM. IASMN endorsed the establishment of an Implementation Working Group subject to endorsement of the Strategy by the HLCM.
5. IASMN approved the draft UNSMS guidelines on the management of security crisis situations, with amendments to the illustration (include role of DO and SMT) and remove the word 'in the field' from the title/Guidelines and replace with 'in the UN'
6. IASMN did not endorse the Guidelines although took note of the good work. However, further clarification on the Guidelines are required: IASMN Members will send in over next two weeks, and updated Guidelines to be circulated to full IASMN in one month's time for endorsement (*Note: This has since occurred, and the Guidelines been accepted*).
7. IASMN endorsed the consolidated recommendations and prioritization of the OECD Working Group, and confirmed the disbanding of Working Group.

8. The IASMN noted that the technical Working Group on Residential Security for Locally-recruited Personnel has concluded the agreed two-phase approach study and final report. IASMN endorsed the final report and the recommendations for implementation through the UNSMS – within the capacity of the UNSMS. The IASMN also recommends to send the cross-cutting issues identified in the CRP to the HLCM for their information and consideration (noting that the cross-cutting issues must be articulated). The IASMN confirms disbandment of the Working Group.
9. IASMN took note of updates in regards to the concept of the ‘helpline’ in regards to gender to the HCLM, and took note of the work plan and timeline of the ongoing work of the Working Group (*Note: This will be provided separately by the Chair of the IASMN*).
10. IASMN expressed appreciation for the briefing on humanitarian access. UNDSS will return second draft of the SMG paper on access to WG, then back to SMG as quick as possible for corporate position on how they want to approach this, for implementation. By next IASMN or even SG will have a firm position on this and we can structure the discussion.
11. IASMN endorsed the update and timeline of work for the Compliance Working Group. The IASMN requested the draft policy to be submitted through Steering Group for endorsement at next full session. The policy is to be overarching UNSMS policy taking into account the compliance requirements and responsibilities of each UNSMS entity
12. IASMN endorsed the ToR, Work Plan and Membership of the CBRN Working Group, on the condition that para 8 will be retained but will adjust deliverables to prioritize field operations before HQ locations. OPCW, DHSSS and IAEA will meet separately to discuss security of UN premises
13. IASMN took note of the clarifications provided in the document titled “Security Policy Framework”.
14. IASMN endorsed the draft amended Security Training Working Group TOR and of the training calendar, and training activities in the first half of 2017. IASMN took note of the programme development and Training Needs Assessment, and endorsed consultation with TDS when planning activities requiring TDS support. IASMN agree that all training issues raised in IASMN working groups be shared with the STWG. All IASMN entities agree to provide specific dates on their security training plans to be incorporated into a consolidated calendar – to be provided by end of August. Feedback from the IASMN session to be provided to the STWG by the meeting in July with a report to be provided to the Chair by end July with a way forward addressing these issues. Finally, the SOP issued on SSAFE to be recalled and revised, taking into account concerns raised by IASMN members
15. In regards to the composition of the IASMN Steering Group, IASMN endorsed the expansion of SG to 15 members and addition of UN Women, UNESCO and DPA to the Steering Group, with

UNESCO as co-Chair. IOM and World Bank (along with full list of current members) will remain members. The next review of SG membership will be in two years

16. IASMN agreed to put together an IASMN Working Group to determine what are the issues related to the funding mechanism from an IASMN perspective, to take to Finance and Budget Network. A special VTC may be required to finalize discussions. IASMN members to let PPCU know if they are interested in being on WG. IASMN members to provide details of their resources (numbers + locations) to DRO in support of current realignment process
17. The IASMN Technical Advisory Group on Technology should take into account discussions by DRO on Future Technology, as well as on telecommunications to identify 3-5 priorities we need to focus on as technical development for IASMN. A chair for the WG is required. The WG work should focus on what issue to address, why important, and parameters around timing. Bring this back to IASMN Steering Committee to have a more focused discussion on where we want to prioritize our technical work.
18. In regards to Global Identification management, IASMN took note of the Business Cost Analysis. UNDSS on behalf of the IASMN will convene a meeting of Executive Heads to get strategic direction on the way forward. IASMN also took note that ITU, as a member of the WG will implement global identity management within its security modernization project in 2017, followed by the World Meteorological Organization (WMO). These two organizations' modernization projects will be used for operational live testing and results by other members of the WG. The IASMN encourages other UN system organizations that are currently undertaking or contemplating a future physical and logical security modernization project to follow the endorsed technical standards and recommendations for global identity management, as they are determined.
19. IASMN took note of the Draft Guide of the Physical Security Unit (PSU) and agreed to provide feedback to the PSU within one month. PSU will review input and advise the IASMN SG in November if there is a need for the establishment of a Working Group to further revise the document. DHSS PSU will clarify whether the Handbook can be applied to all UN premises