The Inter-Agency Security Management Network
40th Session, 25 to 27 June 2024

Final Report

Executive Summary

The Inter-Agency Security Management Network (IASMN) held its 40th Session from 25 to 27 June 2024 in Montreux, Switzerland. The IASMN, is chaired by the Under-Secretary-General for Safety and Security, Mr. Gilles Michaud, and supported by co-chair, Mr. Jess Torp of the World Intellectual Property Organization. Some 33 organizations of the United Nations Security Management System (UNSMS) participated, in-person and virtually, as well as representatives of staff unions and federations and the United Nations Medical Directors.

At this session, the IASMN endorsed one policy revision (fire) and two updated guidance documents: guidelines on Women's Security Awareness Training and on blast protection. Members also endorsed a roadmap for the Security Communications Working Group, a storyboard for an animated video and the concept of inter-organizational mobility through a loan modality.

Members received updates from working groups on air travel safety, gender and inclusivity (which will change its name to the Person-Centered Approach Working Group), lessons learned, Security Risk Management and training. A special session with the Occupational Health and Safety Coordinator was held to discuss the new United Nations Occupational Health and Safety Coordination Mechanism. The new TESS+ team also briefed on the programme's recent activities and the UNDSS Executive Office presented the 2024 expenditures under the Jointly Financed Activities budget to date.

The third day of the meeting was dedicated to a one-day workshop focusing on UNSMS functionality, which is not covered by the present report.

The next IASMN session will be held in New York, from 28 to 30 January 2025.

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Introduction

1. The Inter-Agency Security Management Network (IASMN) held its 40th session from 25 to 27 June 2024 in Montreux, Switzerland. Over 45 representatives attended in person, with additional participants participating virtually[1]. The meeting was chaired by Under-Secretary-General (USG) UNDSS[2] and co-chaired by the representative from WIPO.

Opening Session

Welcome

2. Ambassador Thomas Gürber, Federal Department of Foreign Affairs, Switzerland, welcomed IASMN members and expressed gratitude to United Nations personnel for their current efforts in contexts of multiple crises, dealing with insecurity and volatility rising in many parts of the world. He indicated that demands on the United Nations have increased considerably, which means a greater need for security support.

3. He indicated that the Security Council resolution 2730 (2024) was introduced by Switzerland to further enhance the protection of United Nations and humanitarian personnel. He explained that the resolution was motivated by Switzerland's concern over increasing violence and attacks against aid workers in humanitarian contexts worldwide, hindering life-saving activities. The Ambassador further noted that resolution 2730 reaffirms the obligation of Member States and parties to conflicts to respect and protect humanitarian and United Nations personnel, as well as to condemn attacks and urge Member States to ensure accountability. He underscored the importance of the topic and noted that the resolution was co-sponsored by 97 Member States.

4. The Ambassador also stressed Switzerland's commitment to guaranteeing the safety and security of international organizations in Geneva. He noted that Switzerland has been hosting the IASMN since 2014 and that UNDSS is an important partner, particularly regarding the assessment of the global security context and risk analysis in the field. He expressed his condolences for the loss of United Nations personnel in recent conflicts and thanked the USG UNDSS for the Department's dedication and IOM for the continuous collaboration in planning for the IASMN meetings in Montreux.

Opening Remarks

5. The USG UNDSS thanked Switzerland for its leadership on the Security Council resolution and expressed appreciation for its invaluable support to the IASMN. He highlighted that the Security Council resolution 2730 represents a milestone for UNDSS to engage with Member States to discuss safety and security issues. The USG UNDSS expressed gratitude to IASMN members for their efforts amid a complex global security environment. He noted that United Nations Security

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[1] Please see the annex for a complete listing of participants.
[2] Please note that the names of UNSMS organizations are not spelled out at first use in this document.

Management System (UNSMS) policies play an important role and recognized that the group managed to achieve remarkable results by operationalizing the policies.

6. The USG UNDSS also underscored the value of the Security Symposium for the IASMN to learn from others and garner expertise to meet current and future challenges. He mentioned that the upcoming Summit of the Future is an opportunity for the IASMN to demonstrate its contributions to the Sustainable Development Goals and the preparations of the new agenda for peace, ensuring that security is a part of it.

7. On the Executive Committee discussions, the USG UNDSS highlighted that the recommendations from the Sudan lessons learned are moving forward, and that discussions have also revolved around transitions and being prepared in advance, learning from previous experiences. He noted that Executive Committee discussions have also focused on the situation in the Middle East.

8. The UNDSS/DFO representative provided remarks on security trends. After his recent travel to the Middle East, he pointed out the efforts of UNSMS personnel in the region despite multiple demands, challenges, and shortage of personnel. He particularly noted the attacks on 7 October and the subsequent Israeli Military Operations in Gaza, spillovers in the West Bank of the Occupied Palestinian Territories, and the escalation of tensions in Lebanon, underscoring the importance of having contingency plans in place. The UNDSS/DFO representative expressed concerns about the catastrophic humanitarian crisis in Sudan. He also stressed the challenges faced by the United Nations and other actors in various settings, including in Haiti, Myanmar, Ukraine and Yemen.

9. He underscored the losses that accompany mission drawdowns, such as logistics, analytical capacity and security personnel, while the situation deteriorates. The UNDSS/DFO representative further elaborated on UNDSS' strategic resource allocation and efforts to increase agility while complying with UNSMS policies. He also highlighted the importance of partnerships at the programmatic level to support the development of security programmes alongside country programming. The UNDSS/DFO representative underscored the value of strategic thinking on high-level discussions, such as the Summit of the Future, which needs to have a strong security element.

Adoption of Agenda

10. The UNICEF representative requested a later session for the SRM/SSIRS Working Group update, to facilitate the online participation of colleagues in New York.

11. The WIPO representative suggested discussing recent Finance and Budget Network (FBN) interaction on the UNSMS resource and proposed follow-on review during the retreat; however, other IASMN members expressed preference for continuing with the original retreat agenda to discuss UNSMS functionality and holding a separate discussion related to the FBN request, if required.

12. The USG UNDSS clarified that the second phase of the UNSMS review is not linked to resources and noted that he would have an exchange with the FBN co-chairs to better understand their

requests. The UNFPA representative noted a previous request of the IASMN on the efficient use of Jointly Financed Activities (JFA) resources and the UNICEF representative suggested that the IASMN requests clear and transparent communication and cooperation between the FBN and HLCM. The DPPA representative suggested that the FBN and the HLCM be invited to the IASMN for such briefings. The USG UNDSS clarified that the HCLM is requesting DSS to consult the development of the Terms of Reference (ToRs) for the second phase of the UNSMS review with other IASMN members and reiterated his commitment to follow-up with the FBN co-chairs and to provide more information on the HLCM-tasked review once he receives the final minutes from the session.

13. **The IASMN:**
     - **Adopted the agenda as presented[3];**
     - **Requested more clarity in writing on the requests from the co-chairs of the FBN on the UNSMS review;**
     - **Requested that the HLCM minutes in relation to the tasking on the UNSMS review be shared;**
     - **Requested that an *ad hoc* IASMN meeting takes place to discuss the HLCM and FBN requests.**

Summary of Progress on IASMN Recommendations

14. An DSS/DPSS/SPPU representative presented an update on current IASMN recommendations (**CRP 1 Annex B**), noting the majority of the recommendations were composed of multiple actions and in progress.

15. Concerning item #14 ("AOB", and pertaining to the locally cost-shared security budget, or LCSSB), the representative of UNFPA mentioned that, as promised at the last IASMN meeting, UNFPA, in collaboration with UNHCR and UNDP, worked with DFO to conduct webinars for desk chiefs in New York and global field offices, which aimed to clarify what the Security Policy Manual, Chapter VI Section B on "Locally Cost-Shared Security Budgets" covers and identify common issues. The representative expressed concern that basic issues identified in the webinars continue to appear in LCSSBs. He requested that the recording of the webinar be shared, so all colleagues and representatives can have the same reference point and help address recurring issues.

16. On item #15 ("functionality of the UNSMS"), the representative of OCHA queried how the retreat could be aligned with the HLCM request when the specifics of that request are still unknown. The USG UNDSS clarified that the retreat is not intended to draft the ToRs that are part of the HLCM request, but rather to highlight issues that could later inform the development of the ToRs.

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[3] The agenda was updated later that day to accommodate a shift in presenter scheduled on the following day. All sessions remained on the schedule.

17. On item #7 ("Community of Practice for Technology" or TCOP), the representative of UNHCR suggested that TCOP provide regular updates, at least annually or biannually, which would also help organizations not currently involved to become aware and potentially join. She also discussed item #3 ("Hostage Incident Management", or HIM) and the ongoing work on HIM and risk management, noting the participation of 21 colleagues in a recent refresher training and 16 more scheduled for another session next month. She emphasized the importance of these refreshers and the need to incorporate more practical aspects into them.

18. The representative of UNICEF added to UNHCR's remarks about the refresher training, stating that the sequence of refresher trainings follows the initial training schedule. By July, they would complete the refresher for the last HIM version 3 run for UNHCR. The representative emphasized the commitment to conducting refresher trainings for the three HIM version 3 sessions from last year, coordinated by UNDSS. He mentioned that the Deputy Director of DFO continues to chair the expert advisory group, and they are working on various updates. Feedback from the last session with UNHCR was overwhelmingly positive, with over 95-96 per cent rating the training highly.

19. The representative of UN Women sought clarification regarding the refresher courses. He asked whether participants are automatically called for refresher training based on a database tracking their initial training dates or if the organizations need to actively push for their colleagues who previously participated to attend these refresher courses. The representative of UNICEF explained that the focus is to ensure participation in refresher courses based on previous HIM v3 training. Participants from different organizations who originally underwent HIM version 3 training are encouraged to attend refresher sessions, even if they have moved to another agency since their initial training. The goal is to maintain cohorts together and align refresher participation with their original training timelines and courses.

20. **The IASMN:**
    - **Took note of the progress made in the implementation of the outstanding IASMN recommendations;**
    - **Encouraged regular updates from the Technology Community of Practice in an effort to reinvigorate the forum.**

Strategic Communications Working Group

21. The co-chair (UN Women) of the Strategic Communications WG (SCWG) presented the update (**CRP 2**). Following recommendations of the IASMN Steering Group, she explained that the SCWG has developed a communications roadmap to ensure a strategic direction for the group in 2024/2025. She noted that the SCWG would appreciate receiving feedback on the roadmap, which includes the scope of work and communications objectives on (i) demonstrating the added value of security, (ii) developing a culture of vigilance and responsibility within the United Nations system by raising awareness, and (iii) positioning the UNSMS as an enabler for United Nations mandates and programmes. The co-chair also underscored the four key messages for the period 2024/2025 and the pre-requisites for impact, notably, a shared vision and resources.

She requested feedback on the roadmap and extended an invitation for more colleagues to join the SCWG.

22. The DFO representative expressed support for the SCWG and suggested replacing "the UNSMS is managed by the IASMN" with "the UNSMS is supported by the IASMN" in the road map document. Under the communications objectives, he also suggested referring to "positioning security as an enabler", instead of the UNSMS. Participants discussed alternate wording for the point on the IASMN, with some proposing "supported" and some preferring "guided".

23. The UNHCR representative expressed gratitude for the work of the SCWG and requested clarity on the UNSMS website/ platform that would be used to disseminate content. She also noted that the programme of work is quite heavy and questioned whether it would be realistic to complete all the tasks included in it. She suggested concentrating on the actual deliverables of the SCWG to avoid duplication of work with communications' teams within respective organizations (e.g., world refugee day, led by UNHCR). Ms. Dunphy further proposed that the road map be a living document The co-chair of the SCWG clarified that the website to be used is the rebranded [TRIP website](#). She also explained that the programme of work was done in an ambitious matter and that the SCWG would prioritize key tasks.

24. IASMN members agreed to present suggested language edits on the road map by the following day and the co-chair of the SCWG noted that the working group would discuss expectations around deliverables and prioritize key tasks.

25. The co-chair of the SCWG continued the presentation on the animated video, focusing on the storyboard. She explained that once IASMN members approve the storyboard, the creative company would work on the animation element and have the video finalized before the end of 2024. The UNICEF representative expressed support for the storyboard and highlighted two points on the concepts of individual responsibility and reasonable accommodation that were taken onboard. The UNHCR representative thanked the SCWG for the comments that have already been considered based on her organization's inputs but noted that the storyboard still needs editing, providing examples. The UNRWA representative also pointed out elements of the storyboard that need to be fine-tuned, including on the notion of changes to security measures. Given the tight timeline to produce the video, IASMN members agreed to provide feedback and inputs by the following day.

26. The following day, participants took up some of the amendments to the products and agreed on the final version of the road map ("The UNSMS is guided by the IASMN, that supports it by developing security policies and coordination to enable programmes") and the final version of the script, with several amendments incorporated.

27. **The IASMN:**
    - **Acknowledged the work completed by the SCWG to date;**
    - **Endorsed the proposed roadmap (annex A) for the SCWG for 2024-2025 after providing inputs on language;**

- **Suggested that the SCWG reviews the feasibility of the programme of work to avoid an excessive workload and duplication;**
- **Endorsed the proposed storyboard for the animated video (Annex B) after including agreed edits.**

Security Communications Systems

28. The {TESS+} representatives explained that, originally initiated as a project in 2018 and formally established as a service in 2020, {TESS+} focuses on connectivity, applications and procedures as part of the common security communications system (SCS) across United Nations and non-governmental organisation (NGO) entities. Currently, {TESS+} is actively engaged with SCS assessments, technical support missions, and deployment of remote security operational centres (RSOC) and network bridging in many countries. They are in discussions with numerous countries about implementing ROC solutions to enable remote monitoring, supported by hands-on training and community-of-practice meetings to ensure effective maintenance and management of the RSOC solution. The team highlighted successful RSOC deployments in several countries including Bangladesh, Kyrgyzstan, Ukraine, Sudan, Tanzania, Nigeria, Burkina Faso, Guinea, Madagascar, and Haiti, with ongoing plans for more. Notably, Ukraine has shown significant expansion in their capability to independently deploy RSOCs following {TESS+} guidance. They emphasized their role in facilitating UNDSS New York with the testing and roll out of the eTA BulkSMS solution across (currently) 63 countries, with 38 currently operational, leveraging partnerships and webinars to disseminate knowledge and support. The {TESS+} representatives highlighted their extensive technical and security SCS training efforts across various global locations, including regional trainings in Bangkok, Dakar, Panama, Nairobi, Johannesburg, and Cairo, with a total of 224 participants, mainly from AFPs. They emphasized ongoing efforts to update their website and translate UN SCS standards and guidance documentation into multiple languages to improve accessibility and engagement. Additionally, they discussed their systematic approach to assessing and ensuring adherence to UN SCS standards in over 100 countries, highlighting ongoing challenges and successes in implementation and compliance monitoring via a scorecard approach.

29. The UNODC representative discussed the availability of assessment mission reports. He mentioned having two folders: an unrestricted folder containing general information and a restricted folder accessible only to United Nations personnel. He noted difficulties accessing these reports through the communication page, and the representatives of {TESS+} offered to share details on how to register for access to the reports.

30. The UNFPA representative posed a question regarding how adjustments are made for countries like Cuba and Eritrea that do not authorize VHF radios for communication. He also questioned the added value of security advisor trips to such countries where restrictions on communication equipment exist and recommended integrating security advisor training with existing events like regional workshops to optimize cost efficiency and participation. He queried the necessity of training for countries like Afghanistan, which have used communication equipment for decades. The {TESS+} representatives highlighted ongoing efforts to bridge multiple security operational

centers in Afghanistan, which currently operate on separate networks. Their objective is to synchronize and integrate these networks so that security messages can be communicated universally across all systems with a single message, aiming to enhance efficiency and effectiveness in communication infrastructure.

31. The OCHA representative mentioned positive feedback received about {TESS+}'s training sessions. The main concern raised was regarding the drawdown of missions, noting that communications systems used by missions are complex and challenging to replicate once missions leave. He sought expert advice on understanding the scale of these challenges and finding rapid solutions for missions undergoing drawdown, emphasizing the need for focused attention in these situations. The {TESS+} representatives assured that their initiatives are feasible, citing ongoing discussions with Mali over the past one to two years regarding scaling down and phasing out operations. They mentioned efforts to enhance SOCs previously located in compounds and now needing relocation due to mission changes. The team emphasized their availability for support and consultations, receiving regular inquiries and providing guidance as needed.

32. The FAO representative highlighted the progress made in the integration project of the three main applications used by UNSMS personnel. He emphasized the importance of having effective tools that communicate seamlessly, noting that the project is nearing completion after significant effort and resource investment. Testing has been successful, and training is ongoing with UN Women.

33. The UNHCR representative suggested that receiving a presentation in advance, along with a CRP, would have helped members prepare better for the discussion. The representative highlighted ongoing challenges with interoperability, such as the Afghanistan situation, and asked if there are recurring issues not being addressed or if new issues are emerging and should be addressed before the next full IASMN (e.g., as an agenda item at the operational IASMN meetings). She emphasized the need for clarity on whether recommendations have been implemented and what IASMN members can do to help. Lastly, she expressed support for the reactivation of the {TESS+} Steering Group. The {TESS+} representatives confirmed that mission reports are available in the restricted folder and acknowledged the need to follow up on these reports. They noted that their team of five, working globally, struggles with the workload and the demand for their services. With the addition of new team members, the {TESS+} team highlighted they hoped to have more capacity to address these issues. They mentioned that while they do not currently need specific support from IASMN, they are open to developing something based on received input to better support countries.

34. The representative of UN Women emphasized the importance of having presentations in advance, noting that a CRP is essential. He highlighted the immense workload and problem-solving capacity of {TESS+} and highlighted that one area where the IASMN could be of assistance was with closing the gap between recommendations and implementation.

35. The representative of WHO noted the existence of two platforms: the SCS tab of UNSMIN and the {TESS+} site. He suggested integrating the additional information from {TESS+} into the

UNSMIN platform for unified access. He also recalled a past discussion about creating a mapping of emergency and security communications available at each location, suggesting this would be helpful for the group, especially considering the diverse tools being used in different areas.

36. The representative of UNRWA raised a concern about not receiving invitations for the webinars mentioned. He suggested checking and updating the distribution list to ensure UNRWA receives future invitations.

37. The representatives of {TESS+} acknowledged the feedback and committed to reviewing it with their team. They committed to sharing information about upcoming webinars through the IASMN group to ensure everyone receives future invitations. They noted that, for the next meeting, they would share a presentation and CRP in advance, address general trends in scorecards and implementation in the next meeting, and consider an overview of different communication solutions used in various countries.

38. **The IASMN:**
   - **Took note of the update on the Security Communications Systems/{TESS+} and requested the preparation of a CRP prior to the next IASMN meeting, along with circulation of PPT.**
   - **Requested that {TESS+} be involved in the closure of missions from a communications perspective.**
   - **Requested to be informed of recurring issues.**

Blast Assessment Guidelines

39. The UNDSS/DPSS/PSS representative noted the extensive consultations with UNHCR since the last IASMN Steering Group on the revised blast assessment guidelines (**CRP 3**). A PSS representative introduced the changes, noting that this update was a technical one. He highlighted that in 2020, PSS had conducted over 200 blast vulnerability assessments and, based on this experience, the team realized that some updates to the guidelines were required. He acknowledged the support from Mr. Baki and the UNHCR team in revising the guidelines. The PSS representative emphasized that the update did not involve changes to the policy concerning the blast protection methodology, but highlighted the officialization of remote assessments, a practice that began during the COVID-19 pandemic due to travel difficulties. These remote assessments proved successful and allowed for quick and cost-effective evaluations in low-risk areas such as Geneva. He also mentioned technical updates, including a better description of the glass protection protocol and updates to the levels of protection table, requesting endorsement for the updated guidelines and offered to clarify any additional questions.

40. The UNICEF representative made comments on the clarity of the language and syncing it to policy, on page 7, paragraphs 2.413, 2.414, and 2.415. He noted that the basic idea of these paragraphs states that if there is no explosive threat, then there is no requirement for a specific blast assessment, but the provisions of the premises policy (*Security Policy Manual*, or SPM, Chapter 4, Section E) apply regarding access, control, and premier protection, which are also included as "blast protection" in the guidelines. The UNICEF representative noted that he would

like to propose simpler and clearer language, keeping this basic idea in the wording, which he would submit to the drafter, and the group agreed the proposal would be reviewed the following day.

41. The following day, participants reviewed the proposals. The UNICEF representative proposed a rewording for three paragraphs in the blast guidance. He emphasized that the suggested changes aimed to clarify existing requirements on access control and perimeter protection under blast threat conditions without altering the overall context. The group endorsed the proposal.

42. The IASMN:
- **Endorsed the updated version of the SMOM Chapter XV "Guidelines on Blast Protection for United Nations Premises", following the inclusion of proposed edits from the IASMN.**

Fire Policy

43. Introducing the fire policy revision (SPM, Chapter 7, Section B) (**CRP 4**), the UNDSS/DPSS/PSS representative mentioned that they had engaged in extensive consultations with UNHCR to address some of the sticking points and had discussed OCHA's recommendations on the language regarding responsibilities. She noted that they planned to amend the language in the document being presented for endorsement the following day.

44. The PSS representative reported on the final revisions of the policy designed for managing fire incidents affecting UN premises and personnel. He noted that the policy provides guidance for handling both intentional and unintentional fires and applies to all UNSMS organizations and personnel. It includes measures for fire detection, prevention, and safe evacuation, clearly defining the responsibilities of host governments and UNSMS security personnel. He emphasized the policy's dynamic nature, noting the document will be periodically reviewed to incorporate best practices in fire risk management. He highlighted that an implementation plan for the policy would be presented at the next IASMN session, and that supporting guidelines and tools would also be developed.

45. The OCHA representative addressed concerns about the consistency and language of the UNSMS personnel responsibilities as outlined in paragraphs 13 and 14 of the policy. He noted discrepancies with Chapter 7, Section A, the overarching safety policy, and recent changes agreed upon within the Security Risk Management (SRM). He highlighted that not all UNSMS personnel are involved as stated, and the SRM focuses on managing threats that could lead to fires, rather than direct fire threats. He suggested removing certain parts that no longer align with agreed policies and emphasized the need to clarify responsibilities and threat assessments in the policy.

46. The UNFPA representative supported merging paragraphs 15 and 16, suggesting a unified approach regardless of the setting, emphasizing that the policy's primary goal should be life preservation. He expressed concerns about the prescriptive nature of the procedures and suggestions within the policy, particularly in countries lacking the capacity to realistically

implement such measures. He suggested a pragmatic review of the policy to ensure it can be effectively applied across different environments and crisis management contexts.

47. The UNDP representative echoed similar concerns to those raised by OCHA. He pointed out a potential error in the abbreviation used in paragraph 13 and suggested that the language in paragraph 14a needs revision to accurately reflect that threats are identified, and risks are assessed, not the other way around. He also questioned the wording in section 14d, suggesting that it incorrectly states the management of threats instead of risks and raised a concern about the inclusion of the Secretariat's flexible working arrangement agreement in the policy, questioning its relevance to the UNSMS as a whole.

48. Participants debated the language in paragraph 14 d). The UN Women representative responded specifically to the discussions around paragraph 14 d) i, emphasizing that while some agencies might not have certain responsibilities, others, including UN Women, do carry these responsibilities. He argued that the policy should either retain its current wording or be carefully reworded to reflect the responsibilities across different agencies. The DPO representative suggested a minor amendment to paragraph 14 d) ii of the document, proposing to change "crisis response plan" to "emergency response plan" due to a contextual difference in the UNSMS definition of "crisis."

49. The UNICEF representative expressed support for OCHA's recommended changes and highlighted that if the first paragraph acknowledges that some parts do not apply universally, it should not be required for all agencies to follow these provisions. He also emphasized, in anticipation of the next day's discussion on SRM, that even if a general threat assessment (GTA) were still connected to the SRM, fire hazards would not be included as they are not classified under natural hazards (the only type of hazards covered in the Hazard Assessment previously in the GTA). He also expressed his willingness to help suggest specific language for the document.

50. The FAO representative supported the UNDP representative's comments regarding the clarity provided by annexes and footnotes, especially concerning the responsibilities of UNSMS personnel working from home. He stated that paragraph 8 c) was self-explanatory and did not require additional examples from specific United Nations entities.

51. The IASMN Co-chair suggested that these changes be compiled and circulated for further refinement, with recommendations sent to UNDSS/DPSS/PSS for consideration.

52. The PSS representative responded to the ongoing discussion about the fire safety and risk management policy, emphasizing the interconnectedness of various chapters and sections relating to United Nations premises security and occupational safety and health. He acknowledged that while the feedback on the policy as a standalone document is valid, it must be viewed within the broader context of integrated safety measures across multiple policy chapters. The representative highlighted the document's intention to allow individual UNSMS entities to define their own fire safety strategies, suggesting that this flexibility is a key feature of the policy. He expressed a willingness to address and refine the management of fire-related

threats within the Security Risk Management framework and stressed the importance of having these details formally written to facilitate progress.

53. After the document was circulated, the discussion resumed the following day. Participants agreed to remove the footnote that referred to the Secretariat's flexible working arrangement agreements, as well as a paragraph related to accounting for personnel working from home, suggesting that extending organizational accountability to private residences was inappropriate and unnecessary.

54. **The IASMN:**
   - **After the inclusion of IASMN edits, endorsed the proposed policy to replace the existing Fire Safety policy in the UNSMS SPM.**

Gender and Inclusion Working Group

55. The co-chair (UN Women) of the Gender and Inclusion WG (GIWG) presented the CRP and provided an update on the three sub-working groups (sub-WG) (**CRP 5**). She noted that the sub-working group on policies and guidance review is developing a checklist/tool for drafting and reviewing policies/guidelines from a person-centered approach. The GIWG co-chair also noted that the sub-WG on SRM and SSIRS continues to provide input to the SRM/SSIRS WG, and that the sub-working group on training has reviewed the SCP-Refocused module one and the OCSFP online course and guidance for UNSMS Organization Country Security Focal Points (OCSFP). Despite progress, she underscored that the sub-working groups face obstacles, including lack of sync between the sub-working group on policy and guidance review and the policy review group, challenges in reviewing training programmes in a short timeline, and lack of implementation of the checklists developed by the SRM/SSIRS sub-working group.

56. The GIWG co-chair also presented on overall challenges, including lack of an inclusive work environment for security personnel and lack of a safe work environment for UNSMS personnel (e.g., gender and diversity-related discriminatory actions and comments, harassment and disrespectful communication, etc.), limited accountability and oversight with implementation, adherence and compliance. She added that security personnel are failing to comply with UNSMS guidance on immediate support for gender-based security incidents, resulting in the mishandling of serious incidents such as sexual assault. The GIGW co-chair highlighted that documents produced by the GIGW have not yet been implemented in the field, and that training, security plans and SRMs have not yet mainstreamed the person-centered approach in their materials.

57. In terms of proposed actions for the IASMN, the GIGW co-chair advocated for support with the promulgation and implementation of the work done to date, including SRM checklists and the guidelines for the development of aide memoires. She also requested confirmation that a GIGW colleague can join the IASMN Policy Review Group (PRG). Regarding the scope of the WG, she conveyed the request to move from a gender inclusion lens to a person-centered approach, including a change in the name of the working group, revision of the ToRs to ensure accuracy,

and the development of an action plan for the working group, aligned with strategic goals and guidance of the IASMN.

58. The IASMN Secretariat confirmed that a member of the GIWG is welcome join the PRG. The OCHA representative suggested that the IASMN provides a timeline for the UNSMS policies to be aligned with the review and recommendations of the GIWG. He pointed out certain misconceptions around the notion of person-centered approach, underscoring that many incorrectly think that it means preparing an individual SRM for each personnel. The OCHA representative also suggested that the gender and person-centered guidance should be a part of the SRM manual. The UNRWA representative concurred with the points from OCHA, and further elaborated that the UNSMS is failing in its adoption of incorporating gender into our risk management strategy and highlighted that understanding of the person-centered approach should be a central part of security risk management.

59. The UNHCR representative also concurred with the points raised and explained that the GIWG was created precisely to address lack of gender and diversity-related policy and guidance. She added that the re-establishment of the WG had given it a wider remit and supported fully the change to a person-centered approach WG. She also supported the CRP's proposal of developing an action plan with clear deliverables and timelines, as well as commitments from all IASMN members. The UNHCR representative suggested that the Strategic Communications Working Group could support with effective communications efforts around the existing checklists and documents produced by the GIWG.

60. The UNICEF representative recalled two points related to the notion of person-centered approach, which are individual responsibility (of individual staff) and reasonable accommodations (for any possible specific request a staff member may have regarding their personal situation). He cautioned against abbreviating the new title of the working group (to "PCA") to avoid diluting the meaning and hide the term "person".

61. The UNISERV representative noted that personnel have expressed concerns about the lack of implementation of relevant gender and diversity considerations. She highlighted that the implementation cannot be successful without policy guidance and monitoring, as well as mandatory inclusion of the person-centered approach in trainings.

62. The UN Women representative supported the working group name change to person-centered approach. He also noted continuous challenges in the implementation of aide memoires, underscoring that the IASMN needs to place the topic as a priority. The IOM representative suggested changing the name of UNSMIN's page on gender, equality and inclusion to person centered approach.

63. The DFO representative noted the urgency of the issue and urged colleagues to echo this message to their teams. The USG UNDSS concurred with UN Women and UNDSS/DFO, noting that there is lack of leadership around implementation and compliance. He affirmed that UNDSS will take the leadership on some of the issues presented in the CRP but urged that the IASMN

collectively addresses this issue. The UNFPA representative also committed to address the issue and noted that the HR Network should be involved in the policy review group.

64. The SPS representative highlighted that the action plan should not be an isolated task of the working group, but rather an action plan of the IASMN. He explained that the plan should include actions undertaken by other working groups and that the GIWG can present a number of concrete proposals for implementation by the IASMN but also by the representatives in their respective entities. The SPS representative also mentioned that the UNDSS gender strategy has been finalized but will continue to be updated to reflect related commitments. The UNHCR representative noted that the GIWG needs a clear timeline for the IASMN to commit to, as well as an action plan for the working group. The UNRWA representative stressed the call for more members to participate in the GIWG.

65. The GIGW co-chair highlighted that the person-centered approach should be mainstreamed into all IASMN working groups. She extended an invitation to IASMN members to contribute with active members to join the working group. She also agreed with the proposal of working alongside the Strategic Communications Working Group to disseminate existing products. The GIGW co-chair expressed that more training is also needed to help colleagues with the implementation of policies and key documents prepared by the working group. The USG UNDSS noted that UNDSS can start addressing certain action points immediately, before the final action plan is presented to the IASMN.

66. The DPO representative offered to connect its gender team with the working group to exchange best practices on tracking progress and implementation. The ICC representative suggested that the CRPs submitted to the IASMN take note of whether the person-centered approach has been integrated. The IASMN Secretariat noted that it would update the guidance on CRPs with this request.

67. **The IASMN:**
   - **Took note of the updates on the GIWG and its Sub-Working Groups;**
   - **Confirmed that a member of the Gender and Inclusion Sub-Working group on Policies and Guidelines Review be invited to participate in the Policy Review Group, and recommended that other working groups extend an invitation to a representative from the GIWG;**
   - **Recommended that other working groups ensure that applicable references to the person centered approach are included in CRPs;**
   - **Supported the GIWG with the promulgation and implementation of work done up to date, including the Security Risk Management (SRM) Checklist and the guidelines for the development of Aide Memoires. Requested the SRM Working Group to provide inputs. Requested to send out more communication on the use of the SRM Checklist and ensure broad dissemination to relevant parties for implementation;**
   - **Endorsed the widening of the scope of the GIWG, ensuring that the inclusion aspect of the GIWG is expanded, with a focus on a Person-Centered Approach;**
   - **Requested that the GIWG be renamed as the Person Centered Approach Working Group;**

- **Provided the working group with guidance on the intended Strategic Goals to support the development of an action plan;**
- **Acknowledged the urgency of the matter and ranked it as a top priority for the IASMN and requested a prioritization of work of the group.**

HR Strategy Working Group

68. The EO representative presented an overview of the activities of the HR Strategy Working Group (**CRP 6**). At the last IASMN, there was a proposal and implementation of a common roster, but this idea faced financial implications and very limited interest from UNSMS organizations. The IASMN proposed to develop solutions outside of the staff selection system, and, as a result, the Working Group reframed the concept, which is now based on a mobility concept that would lie within the inter-organization agreement, of which the majority of UNSMS organizations are signatories, and would create a standing pool of capacity that is available on a short notice on a loan basis. She noted that the releasing or the receiving organization could determine the implementation of this arrangement, whether on a full reimbursable basis, a non-reimbursable loan basis, or a cost sharing arrangement where both organizations share the costs of the loan of the staff members. The EO representative noted that the process would be fairly fast and light and includes many benefits, such as development, training and learning opportunities for staff. She noted that the proposal did not have any inherent financial implications for UNSMS members, since it would affect only those participating and the organizations could decide on cost and implementation elements. UNFPA would host the first roster on a SharePoint site.

69. The UNFPA representative, who is the HR Strategy Working Group Co-chair, explained that the working group was formed to address one of the seven priorities identified by the UNSMS and the expected outcome was to work on a global roster for security professionals. However, implementation proved difficult because current HR practices did not allow sufficient flexibility to implement the concept. This led to the adoption of the inter-organization mobility concept. The UNFPA representative mentioned that the selection process might involve a panel from several entities to ensure objectivity.

70. The UNDP representative acknowledged the leadership and hard work of the group and the co-chairs in advancing the interagency loan efforts and was pleased to see the flexibility introduced in the financial arrangements for staffing loans, which could include a variety of payment methods. UNDP expressed support for the CRP, including the inclusion of P5s in the pool.

71. The WFP representative expressed satisfaction with the practical solutions provided by inter-organization loan efforts to facilitate mobility. He raised questions regarding the integration of diversity and inclusion policies and inquired about the involvement of HR departments in the process, suggesting that the HR network should be briefed on these developments.

72. The EO representative explained that the concept will apply to existing staff members (at their current level), who have already undergone internal recruitment processes, and are working in a UNSMS organization, in a fixed term or continuing or permanent appointment. She noted it was not a recruitment process, but an opportunity for existing staff members to move between

organizations and gain experience on a loan basis, with mobility for existing UNSMS staff as the main principle. She noted that no new criteria were being introduced, making the process simple and open to the majority of existing staff. She detailed the process, noting there would be an expression of interest for which personnel would apply and a panel would vet applicants based on specific criteria. The EO representative highlighted that organizations must be ready to release personnel for a surge on short notice and noted that the working group has not consulted the HR Network, since the inter-agency organization agreement is an approved document from the HR Network. She added that the process will take place between a receiving and a releasing organization and that the working group could brief the HR Network on the mechanism if needed.

73. The UNFPA representative explained that UNFPA's hosting of the platform was intended as a pilot for one year and proposed a simple setup, like an Excel sheet, to manage the roster, which would be updated quarterly to reflect current availabilities and deployments.

74. The UNHCR representative discussed her organization's participation and support for the working group's overall concept, noting that HR colleagues generally agreed with the concept note and process. However, she highlighted their caution regarding the associated costs if personnel were on mission status for less than six months due to the current financial climate. She also mentioned challenges related to locally recruited staff, who are harder to release for operations since their positions often require backfilling.

75. The USG UNDSS acknowledged the endorsement of the concept and encouraged the working group to continue refining the details. He praised the progress made and emphasized the importance of addressing concerns as they arise but recognized the value of the initiative in meeting some of UNSMS's objectives.

76. **The IASMN:**
    - **Endorsed the concept of inter-organization mobility through a loan modality and recommended that the HR Strategy Working Group continue to develop its operationalization.**

Budget Update

77. The EO representative presented the 2024 projections for the JFA budget based on January to May expenditure patterns (**CRP 7**). The original budget approved by the FBN was $145.5 million, which was later reduced to $145.3 million by the General Assembly. The representative highlighted several budget challenges, including a raise in UNDP's administrative costs from $3.9 million to $4.4 million, which was not anticipated in the 2024 budget, and the Department of Operational Support required an additional $92,600 for digital transformation. These changes could not be absorbed within the current budget , leading to a projected overrun of $592,600.

78. The EO representative also discussed the department's success in securing extrabudgetary, mentioning contributions from USAID for projects in Gaza and Ukraine, which helped mitigate some financial pressures. However, she expressed concern about over-reliance on a single

donor and the need to diversify funding sources to better manage future crises. The EO representative noted that the Department would prepare a detailed report for the FBN next month, outlining these financial projections and the need for additional funding for 2024, if any, to ensure stakeholders are informed and can discuss potential solutions early in the fiscal year. She emphasized that the presentation's financial projections are based on planned activities for the entire year, excluding any potential additional requirements for Gaza. She noted that even with the expected USAID funding, the resources currently outlined in the budget are still necessary for ongoing departmental activities.

79. In response to a question on whether the anticipated funding from USAID was factored into the projections, the EO representative noted that the financial projections are based on planned activities for the entire year, excluding any potential additional requirements for Gaza. She noted that even with the expected USAID funding, the resources currently outlined in the 2024 JFA UNSMS budget are still necessary for ongoing departmental activities.

80. The UN Women representative enquired about an underspend in the budget, particularly a $10.5 million vacancy savings in posts within UNDSS. He inquired if this underspend was due to a high vacancy rate and whether it was because the existing rosters for potential hires had been exhausted.

81. The UNRWA representative also voiced questions related to vacancy rates as well as the cost of surge deployments. He questioned whether most agencies were asked to maintain a vacancy rate, mentioning that his organization had a 10% rate imposed. He inquired about the cost of 70 surge deployments per annum to better understand the annual financial impact and sought clarity on how decisions to surge staff were made—whether by UNDSS, the SMT, or as a response to vacancies. The UNRWA representative also observed issues with resource allocation and cited the disproportionate distribution of international staff in the Middle East.

82. The DPO representative referred to a specific table in the discussion that summarized funding from jointly financed resources, pointing out that it did not include resources provided by the support account for peacekeeping operations for staffing. He questioned whether these posts that were absorbed as of April should be reflected in the budget.

83. The OCHA representative noted under-spending on posts and observed that spending in the second half of the year was almost double compared to the first half, querying whether this meant that vacancies had been filled. He also raised concerns that the need to surge in support of crises was frequently cited as a reason for high spending in certain areas, suggesting that surge support should be planned as a core function of the organization. He praised the increase in XB funding, indicating a successful track record but also saw potential for improvement in how security needs were integrated into humanitarian funding appeals.

84. The UNDP representative acknowledged the department's efforts in securing extra-budgetary funding. He highlighted a deficit noted under UNDSS/DFO headquarters and questioned why there was under-expenditure reported in the field service portion of the budget. The representative also pointed out a seeming inconsistency in staffing costs, with a substantial

deficit noted under DSS/DPSS. He linked this to a report indicating a high vacancy rate and suggested that if separation packages were included in the expenditure, the actual vacancy rate might be even higher.

85. The EO representative addressed several issues concerning the vacancy rate and recruitment challenges within the department. She clarified that the General Assembly-approved budgeted vacancy rate for JFA stands at 10.6% for professionals. The department has been proactive in recruitment efforts, with expectations to fill many positions in the upcoming months. She detailed various factors beyond the department's control that affect recruitment timelines, such as visa issuance by host countries, medical clearances, and delays in candidates' release from their current positions, including those from the private sector requiring notice periods. She highlighted that the Department has established a dedicated recruitment team to expedite these processes, working closely with field offices and the executive office. The EO representative also touched on the surge operations related to crises in regions like Gaza, Afghanistan, Chad, and Iran, emphasizing that such surges are necessary immediate responses and form a significant part of the department's operational model, contributing to higher costs in official travel. She further discussed budget allocations for UNDSS/DFO, explaining that centralized procurements like vehicles and laptops achieves economies of scale, and is mandated by oversight committees. Lastly, she mentioned that the document she presented pertains solely to the JFA budget and does not include security budgets for peacekeeping or special political missions.

86. The UNDSS/DFO representative described the complex and detailed process of reviewing and tracking overseas vacancies, emphasizing the difficulty of aligning recruitment efficiently. He mentioned learning from OCHA, which manages these processes more swiftly and highlighted the challenges of staff turnover and XB funding, which often lead to filling one vacancy while creating another. The UNDSS/DFO representative also discussed the complications arising from unforeseen staff separations, which add to the difficulties in resource management and strategic staffing in critical areas. He noted the impact of these staffing challenges on the budget, particularly the travel and surge costs necessary for regional coordination among field staff, making it hard to fully staff positions and maintain financial efficiency.

87. The UNHCR representative noted that the figures presented were challenging to understand without additional context. She appreciated the briefing provided and requested such detailed explanations be included in future CRPs to clarify what is being sent to the FBN. She also questioned whether the staffing numbers included surge personnel or just the regular staffing list, highlighting the need for better alignment of surge capacity with actual needs in humanitarian locations.

88. The WHO representative praised the EO's transparent updates and highlighted the recurring issue of over-expenditures due to surge costs. He suggested that UNDSS may consider a funding model similar to WHO, which includes normative, emergency or programme-specific, and a contingency fund to manage unforeseen expenses effectively. He also touched on the broader fiscal constraints within the UN, discussing strategies to work within budgetary limits and

generate savings, such as reallocating staff to different locations in accordance with determined priority criteria.

89. The UNFPA representative requested clarification on over-expenditures for 2022 and 2023, inquiring about the status of budget gaps and the measures UNDSS and other agencies need to take to operate within approved budgets. He expressed a need for updates on staff separation strategies, particularly how these align with organizational realignments and the importance of retaining critical knowledge amidst multiple crises.

90. The EO representative addressed these concerns by confirming that detailed information could be provided as requested, suggesting that if IASMN members provided a template for the level of detail expected, this would better address members' needs. She noted that the IASMN receives a more granular level of budget detail than does the FBN. She acknowledged the feedback on providing clear, detailed budget information and discussed recent collaborative efforts on locally cost-shared security budgets with UNHCR and UNFPA that included the preparation of a template and webinars. The EO representative also mentioned challenges with emergency funding, noting the lack of support for contingency funding when the concept was previously discussed at an IASMN session, which forces reliance on the JFA budget until donor funds are received. She stressed the difficulty in managing retroactive funding agreements with donors and noted that separation packages and other financial projections, such as over-expenditures under staff costs, were accurately projected but subject to change based on actual financial outcomes. Responding to a question from UNDP, she noted that the projections include the costs related to separation packages and that the DPSS over-expenditure was related to General Temporary assistance posts created to address operational exigencies, as well as overtime payments to locally recruited personnel in the General Service category. The EO representative mentioned that the bills for 2023 have been sent, although the actual figures were lower than anticipated due to offsets within the JFA.

91. The USG UNDSS emphasized the importance of contingency funding for crises, noting discussions with the Secretary-General and the United Nations Controller about bringing this topic to the FBN. This initiative, stemming from the recent lessons learned exercise in Sudan, aims to create a pool of funds accessible to all UNSMS organizations for immediate crisis response without relying on the JFA budget. He highlighted that such funding could ensure security costs are covered from the outset during emergencies. He also noted that the Department has been exploring with OCHA on the ways to align funding appeals, to include a portion for security to allow immediate availability of funds for initial costs. The USG also addressed the broader budget pressures, acknowledging that budget constraints across agencies necessitate prioritization and potentially reducing the level of service or presence in certain parts of the world. He stressed the ongoing strategic resource allocation work by UNDSS/DFO, which involves making difficult decisions about where to focus limited resources.

92. The UNDSS/DFO representative briefly mentioned the tactical use of holding vacant positions created by agreed terminations to facilitate the necessary reallocation of resources. This strategy allows for greater flexibility in moving personnel to reinforce areas in need. The USG

added that the initiative was not aimed at targeting specific individuals but rather at identifying those willing to accept the separation packages. Finally, the USG commended the EO representative for her leadership in managing the JFA budget, leading IASMN working groups and navigating complex budget discussions.

93. **The IASMN:**
   - **Took note of the estimated JFA expenditures for 2024;**
   - **Requested more detailed explanatory notes to accompany the financial documents.**

Air Travel

94. The representative of CATSU, who chairs the Air Travel Safety Working Group, delivered an update on the group's work (**CRP 11**). She noted the group had met several times to revise the travel guidance, highlighting that changes were nominal but significant, detailed in a document with tracked changes. She emphasized the need to extend the guidance's applicability to include non-United Nations staff whose flights are funded by UNSMS entities and to continue providing assessments for all types of aircraft and flights, including those donated by governments. Additionally, she mentioned reintroducing Air Travel Operational Guidelines (ATOGs) to help entities comply with travel policies, serve as a training tool, and provide a comprehensive source of travel-related information. The CATSU representative also noted the need to reconsider a risk management tool (RMT) that had previously been removed, in part due to IT issues, suggesting that it could be a useful decision-making aid. She proposed replacing 'UNDSS' with 'CATSU' in the guidance document, given the unit's co-location status. Lastly, the representative outlined plans for training and harmonization of guidelines through upcoming Info Cafes and ATFP training sessions, and discussed the ongoing operational issues, including a change in ICAO data, which the team continues to address. She concluded by outlining the next steps, including further development of ATOGs, assessing costs for reinstating the risk management tool, completing the UN Commercial Air Operator Audit Framework, and finding more sustainable solutions for managing donated flights and Help Desk operations.

95. The OCHA representative expressed concerns about a significant change in air travel safety guidance, specifically around the criteria for choosing commercial air operators, noting it might imply unacceptable safety risks without clear justification. He requested more details to support the change and questioned the clarity of new requirements and the specific responsibilities they entail, as well as the proposed replacement of "UNDSS" with "CATSU" in the policy documents, noting policy documents did not need to specify responsibility down to the unit level. He also requested clarity on the change of term from "recommended list" to "booking list" and the added role for UNSMS organizations to establish their own internal mechanisms.

96. The FAO representative echoed concerns about the potential implications of the changes and emphasized the importance of maintaining CATSU's role, irrespective of its organizational location. He expressed full support for CATSU, emphasizing the level of interest in the services provided. The representative also supported the reinstatement of the RMT, highlighting its

value in providing managers with signature authority with a useful visual assessment on the security risk at both departure and arrival locations.

97. The UN Women representative sought clarifications on several points, including the necessity of the recent changes to the guidance document and the ongoing responsibility of UNDSS in providing travel safety guidance, as mandated by a GA resolution. He noted his organization had appreciated the RMT tool and argued that any costs associated with reinstating it should fall under UNDSS, not the broader UNSMS or IASMN.

98. The WIPO representative expressed concern regarding proposed changes to the current practices in assessing airline reliability and safety. He noted that the current approach, which had simplified procedures, had been functioning well, and questioned the necessity of revising it. He anticipated a significant increase in training responsibilities and requirements for additional staff to implement the proposed changes and noted that WIPO did not support the proposal.

99. The CATSU representative addressed several points regarding the criteria for airline safety assessments and terminology changes in the guidance document. She clarified that the distinction between recommended and non-recommended airlines in the system hinges on a methodology that assesses relative risk and generalized safety criteria, rather than direct recommendations. Airlines meeting the criteria are listed, and any concerns or additional information are annotated. The representative noted that the change of term from "recommended list" to "booking list" was to avoid misinterpretation as endorsements, a concept which had been misused competitively between airlines. She acknowledged feedback on the need to revise the wording related to safety criteria, but noted the changes would necessitate little training burden, with no need for additional staffing. She highlighted the changes were minor and she planned to utilize existing formats like the UNDSS Info Cafes.

100. The UNHCR representative noted that her organization shared views similar to that of UN Women and WIPO. She stated that the guidance issued in 2022 was sufficient and any changes should be minimal and technical, not requiring comprehensive review or a full working group. The representative suggested that instead of creating new guidance, addressing specific questions through FAQs could be more effective.

101. The OCHA representative queried the approach to airline assessments, particularly the inconsistency he perceived in being unable to recommend airlines but still declaring them as not "meeting minimum safety criteria". He questioned the rationale behind this methodology and its potential impact on the ability of personnel to use certain airlines and noted he was satisfied with the current guidance.

102. The DPPA representative expressed appreciation for the support provided by CATSU, noting that requests for specialized advice were typically met with satisfactory responses. He suggested the list categorization was a "positive affirmation", highlighting entities that are deemed suitable for the United Nations' needs, with no comments on others due to various reasons, including lack of information or political considerations. He stressed the need to clarify CATSU's situation

concerning its mandate within UNDSS, its collocation, and the implications of these factors for understanding its role and resource allocation, noting that the unit is funded by the JFA. He suggested that if this transfer was not accomplished, it should possibly be reversed to ensure clarity in CATSU's operations and alignment.

103. The CATSU representative explained the intention behind renaming the list to "booking list," aiming to align with travel processes rather than imply safety endorsements. She acknowledged the need for clearer communication about the list's purpose and how it should be used by UNSMS organizations, emphasizing that the list assessed suitability for UN operations and was intended as a tool for operational planning, not a restrictive measure.

104. The OCHA representative further clarified his concerns, illustrating the practical implications of the guidance changes on field operations. He explained that in some regions, the only feasible travel options might be airlines not on the recommended list, and the new terminology could hinder necessary risk management decisions, potentially halting critical missions. He expressed concern about the autonomy of UNSMS organizations in making travel decisions if the list was perceived as binding by travel booking organizations. He questioned the basis of the "minimum safety criteria", querying who set these standards and how they were applied, especially since flying with some airlines not on the recommended list was likely safer than other means of transport.

105. The CATSU representative explained that the list had been shared with Travel Partner Organizations (TPOs) since 2015. TPOs could only book airlines that were on that list. If a different airline met the schedule better, the TPO would seek approval from the travel professional involved. She offered to walk him through the entire process to show how it worked, noting that it had been in place since 2015 and always based on minimum safety criteria. She was open to revisiting the terminology with the working group to address concerns. She noted that CATSU (and its predecessor ARMO) had had a methodology for assessing air operator safety since 2012. This methodology, reviewed by ATAG, involved a formal data processing through their IT system, which assessed relative risk and safety.

106. The WIPO representative concluded the discussion, indicating that there was no support by the requests outlined in the CRP and suggested that the feedback provided should guide the approach on air travel safety guidance.

107. **The IASMN:**
- **Took note of the briefing and expressed appreciation for the dedicated work of CATSU;**
- **Did not endorse the other requests highlighted in the CRP and provided guidance for the working group's consideration.**

Policy Update
Personal Security Profile / Update to Travel Clearance Policy

108. UNDSS/DPSS/SPPU representatives presented the Policy Update (**CRP 10**), first updating members about the revision of the SPM, Chapter 5, Section A on" Security Clearance/TRIP",

which is being revised in line with the decision to broaden the scope of the policy to UNSMS Personnel Information Management System. The representative noted that there are ongoing conversations on the concept of mission security clearance request (MSCR), and that the PRG received feedback from the HR Network on the use of language related to eligible family members. The SPPU representative also provided an update on the Risk Avoidance guidelines, noting that the HR Network found the guidelines helpful and would provide more detailed feedback and references to the examples being subject to respective organizations' applicable HR policies. She also updated the group on ongoing discussions within the PRG to decide the next guidance to be reviewed, including possibly the mandatory nature of residential security measures, guidelines on locally recruited personnel and guidance on risk transfer.

109. The WFP representative asked if a timeline has been established for the MSCR discussion and expressed support for the policy review group to concentrate efforts on guidelines for locally recruited personnel. He also noted WFP's interest in examining localization efforts and engagements with civil society organizations, and questioned if the risk transfer guidance would cover this aspect. The UNICEF representative clarified that guidance would help clarify what risk transfer means, including the localization agenda and a better understanding that risk transfer doesn't actually mean transferring our risk to another organization. The OCHA representative clarified that the concept of localization is about empowering local organizations to take on responsibilities, rather than transferring the risk to partners. On the MSCR discussion, he underscored that it should not be treated as a policy question as it is an operational matter. The UNFPA representative underscored the need to connect the MSCR discussion to the TRIP/security clearance process. The SPPU representative clarified that there is no specific timeline for the MSCR discussion, but that the aim is to present proposals by the IASMN Steering Group meeting in October.

IASMN Working Methods

110. The UNDSS/DPSS/SPPU representative also presented on IASMN working methods, including a proposal on the preparation of a guidance on "guidance development", as well as challenges surrounding CRP timelines. On the latter, the SPPU representative proposed following a schedule of uploading CRPs ten days in advance of the meetings, coupled with an earlier submission of Steering Group CRPs and a checklist of when CRPs would be made available. She also mentioned that the guidance note to chairs of IASMN working groups has been updated.

111. The UN Women representative expressed concern about the scheduling of IASMN meetings over the year, noting that the concentration of meetings within four months does not allow for timely work and submission of CRPs. He proposed changing the meeting schedule to January, April, June and September. The UNRWA representative supported UN Women's proposal of reassessing the timeframe of IASMN meetings. The UNICEF representative did not concur with the scheduling issues for IASMN meetings. He expressed support to the use of Steering Group CRPs to inform IASMN members of the coming discussions.

112. The WFP and UNHCR representatives supported the work on the preparation of guidance on "guidance development" and highlighted that agencies have useful material that can be of help in the drafting process.

113. The UNHCR representative expressed support for the prioritized review of the mandatory nature of the residential security measures. The UNDP and UNFPA representatives echoed support for revising this policy first.

114. The UNDP representative presented the notion of how the UNSMS connects to the Programme Criticality Framework as a central issue to understand whether the framework facilitates the work of certain types of organization over others. The UNDSS/DFO representative noted a lack of objectivity in the risk levels and/or the programme criticality process at times and highlighted that those working on the programme criticality framework need to analyse when to take higher risks on development issues. The UN Women representative echoed comments from UNDP regarding the misuse of the Programme Criticality Framework. The UNFPA representative suggested looking into lessons learned to understand the balance of programme presence and risk. The UNICEF representative proposed examining the centralized decision-making process of the DO and pointed out the non-objective nature of programme criticality processes.

115. The DPPA representative highlighted that security and programmatic decisions should be kept separate to ensure appropriate decision-making on both elements, as security should not decide what is critical in terms of programme. He suggested that the IASMN raises its concerns to the programme criticality secretariat and start discussing the definition of criticality levels vis a vis the flexibility needed by different agencies. The OCHA representative clarified that the programme criticality was created by security advisors to balance decisions on acceptable risk and create a legitimate process to determine risk. He indicated that it is challenging to conduct a programme criticality assessment that objectively examines the contributions of each programme. He linked this discussion to decision-making responsibilities and accountability. The DPO representative indicated that the applicability of the programme criticality tool may not always have a relevant role in crisis.

116. The UNCHR representative proposed preparing a white paper on behalf of the IASMN to the Programme Criticality Coordination Team. The IASMN agreed to produce a white paper under a task force on programme criticality that would be circulated for comments to the IASMN before it is shared with the programme criticality coordination team.

117. **The IASMN:**
- **Took note of progress made on the review of the Security Clearance/UNSMS Personnel Information Management System Policy;**
- **Supported the timebound DFO-led task-force on acceptable risk oversight mechanism/ MSCR, etc;**
- **Recommended the drafting of guidelines on guidance development as a complement to the "Security Policy Framework", Chapter I, and "Compliance, Evaluation and Best Practices", Chapter V of the Security Policy Manual;**

- **Provided feedback on IASMN working method considerations and meeting support proposals; requested that a discussion on IASMN meeting schedule takes place under AOB;**
- **Discussed possible topics for guidance for development or review by the Policy Review Group, including on the Security Policy Manual, Chapter IV, Section M on Residential Security Measures, guidelines on locally recruited personnel to complement Chapter IV C of the Security Policy Manual, and develop guidance on "Risk Transfer";**
- **Recommended that the IASMN develop a white paper on security considerations within the Programme Criticality Framework.**

Lessons Learned Working Group Update

118. The USG UNDSS opened the discussion on the Lessons Learned Working Group by noting the progress made by the working group on lessons learned (**CRP 9**), which had been established by the IASMN less than a year ago. The group, comprising various UN entities like UNDP, UNICEF, IOM, WFP, UN Women, UNFPA, UNHCR, and UNDSS, met several times to draft guidelines on conducting collective lessons learned exercises. Although the guidelines were nearing completion, they required some final adjustments before they could be finalized.

119. The SPS representative detailed the process of reviewing the draft guidelines, which included an out-of-session review by the IASMN Steering Group in late May. This review resulted in a few comments, particularly concerning the roles and responsibilities section, which delineated the responsibilities between security focal points and leadership for appointing personnel and ensuring resource allocation for lessons learned exercises. The document was left in track changes to show these comments clearly.

120. The SPS representative expressed hope that the IASMN would soon endorse the guidelines, pending further guidance on specific responsibilities. He clarified that the CRP did not formally request an endorsement due to the ongoing revisions.

121. The UNRWA and UNHCR representatives raised questions about the clarity of the decision-making process outlined in the document, particularly who has the final authority to initiate a lessons learned exercise, as the document only mentioned recommendations without specifying who ensures these lessons are conducted. The UNHCR representative questioned the necessity of referring decisions back to executive heads for initiation, especially since security focal points typically act on their behalf. She highlighted a previous instance with the request for an Afghanistan lessons learned to be conducted, noting that it had been delayed, and advocated for allowing the leadership of the IASMN to take the decision to conduct lessons learned without needing formal endorsement from executive heads each time.

122. Participants suggested not delaying approval for minor items but rather resolving them through an additional working group meeting. The SPS representative supported an out-of-session review to address the final point of responsibility, emphasizing that the guidelines were nearly complete and suggesting a final review to close the working group before the summer.

123. The USG UNDSS supported the idea of not convening another full meeting for minor edits. He proposed letting the working group finalize the document and then circulate it for endorsement through a silent procedure, emphasizing efficient use of time and resources.

124. **The IASMN:**
   - **Took note of the progress made by the working group;**
   - **Requested the working group to finalize the Lessons Learned Guidelines and to share the document for endorsement during an out of session circulation.**

SRM/SSIRS Update

125. The representative from UNICEF summarized ongoing efforts and future plans regarding the SRM Manual edits (**CRP 8**), which are being conducted in three phases: 1) addressing style, grammar, and clarity; 2) incorporating ad hoc SRMs; and 3) making more fundamental changes like standardizing SRM measures and event descriptions. He mentioned ongoing coordination with IT for e-tool changes and highlighted key recommendations from the lessons learned report from the Sudan crisis. These included better oversight of SRM tool use, improved guidance for presenting key issues to SMTs, a quality control checklist, digital enhancements, and potential case studies. Finally, he suggested focusing the working group solely on SRM by renaming it and removing service issues from their agenda. The representative from OCHA provided an update on the progress of the SRM Manual edits. He mentioned that phase one is nearly complete, with only half a section remaining and some final adjustments to be made. He thanked the agencies and members of the editing group for their contributions and indicated that the finalized manual would be shared soon.

126. The representative from UNFPA addressed the need for clarity on the status of the SRM compliance review and the basic SRM checklist, emphasizing its importance for self-assessment similar to the previous MOSS system. He also proposed leveraging digital solutions to simplify the SRM process by tailoring outputs for different user groups. He suggested having three layers of tailored outputs: high-level information for SMT decision-makers, comprehensive details for security professionals, and specific security measures for staff members. He emphasized that despite improvements, the current system still has issues, particularly with duplicative measures, and simplifying it would be beneficial.

127. The representative of UNICEF discussed the digitalization of SRM measures, highlighting the importance of common grouping for compliance purposes. He noted that phase 2 prioritizes this grouping and mentioned the link to compliance efforts. The representative emphasized the need for clear outputs tailored for decision-makers, proposing guidelines for security advisors on presenting key issues and potentially creating a summary sheet from the SRM tool. He acknowledged the challenge of limited IT capacity but affirmed the commitment across the system to improve digitalization for SRM processes and decision-making visualization.

128. The representative of WFP emphasized the importance of digitization and suggested leveraging agencies' experiences with digitizing guidance and tools. The representative of WFP expressed willingness to contribute to the development of the e-tool and inquired about its timeline and

upcoming phases. He highlighted the importance of differentiating between lessons learned that require guidance revisions and those that result from improper application of existing guidance. Lastly, He expressed support for the proposed name change of the working group, acknowledging the progress made on the current issues.

129. The representative of OCHA noted that many requested features already exist within the tool. He mentioned the new change status report, which shows changes in SRM events and measures, and the short form report, which is concise and useful for heads of offices. He also highlighted the report that details SRM measures for specific regions and agencies. He emphasized the importance of presenting key information to decision-makers in a clear and concise manner, rather than overwhelming them with extensive documentation. This approach aligns with the priority of ensuring that decision-makers can easily identify changes and make informed decisions.

130. The representative of UNHCR expressed support for the phased approach and six action points from the Sudan lessons learned report. She had no objections to the proposed name change but emphasized the importance of continuing the revision of SRM processes. She stressed that ongoing work, particularly regarding gender and inclusion issues in SRM entries, should not be forgotten or overlooked with the name change. She highlighted the need to ensure that both SRM and related processes, like SSIRS are maintained and improved as necessary.

131. The representative of IOM confirmed their support for the recommendations previously discussed. He expressed a desire to have a discussion on the appropriate level of decision-making for acceptable risk within the SRM framework. This issue, linked to program criticality, had been mentioned in previous CRPs and was expected to be raised during the upcoming retreat. He emphasized the importance of addressing this topic as part of the broader discussions on SRM.

132. The representative of DFO expressed interest in learning more about the timelines for phases two and three of the SRM process. He noted that phase one appears straightforward but highlighted that the complexity of the process has led to difficulties for users, making it not user-friendly. He emphasized that current remediation efforts focus on training users to understand the tool rather than addressing the underlying complexity.

133. The UNICEF representative confirmed that phase one of the SRM process is nearly complete, with the draft changes for the manual expected soon. He indicated that phase two discussions would commence shortly thereafter, emphasizing the strong engagement and energetic pace of the working group members. Regarding the impact of changing guidance versus its application, emphasis was placed on ensuring proper application and understanding among users. Ongoing efforts in comprehension building, including commitments to train senior UNDSS personnel, were also mentioned. The value of visualization reports such as the validity check report was highlighted. Support for realigning decision-making processes to integrate risk and benefit assessments under unified decision-makers was expressed. Acknowledging challenges with complexity in the SRM tool, there was a desire for improvements to make it more user-friendly, comparing it to everyday apps and stressing the need for clearer outputs for decision-makers.

134. The IASMN:

- **Took note of the progress of the working group;**
- **Supported the "phased" approach to the editing/updating of the SRM Manual;**
- **Requested that UNDSS works with OICT to prioritize the IT work required for hazards migration;**
- **Requested that SRM webinars continue with more senior security personnel of UNDSS and AFPs;**
- **Supported the six actions points and associated actors for the SRM recommendation of the Sudan Lessons Learned report;**
- **Agreed to change the group's name to SRM Working Group;**
- **Requested DFO to update the IASMN on the progress of the work on SSIRS.**

OHS Briefing

135. The Representative of the HLCM Occupational Health and Safety Forum (OHS) emphasized the importance of providing a timely update due to recent decisions by the HLCM. An overview of the OHSC forum, established in 2019 as an agile working group with expert representation from across the UN system, including IASMN and UNDSS, was presented. He noted that key outcomes from the HLCM include the endorsement of the UN Occupational Health and Safety Coordination Mechanism (UNOHSCM) and its indicative budget. The forum adopted a cost-sharing model developed by the Mental Health Strategy Board. The structure and ToRs for UNOHSCM members were developed, planning to base the mechanism in Budapest, with WHO leading for the initial three years before rotating leadership. The forum was tasked with defining the format, location, and leadership level of the new mechanism, considering input from recent meetings, and plans to establish it by January 2025.

136. Post-HLCM, questions arose about the scope of safety consolidation under UNOHSM, including the definition of safety and the transition process. The WHO Representative noted that the transition would not occur until adequate capabilities were developed elsewhere. The focus for the next year will be on building capacity within the mechanism, followed by consultations to decide on transitions. He highlighted that discussions involved the concept of risk appetite, especially concerning operations in the field and that the forum aims to reduce fragmentation in safety-related initiatives, consolidating them under UNOHSM. He detailed the structure of the UNOHSCM, which will report to the HLCM with support from an OHS coordinator and an inter-agency OHS Committee.

137. The UNICEF representative, emphasizing the significance of distinguishing between deliberate and non-deliberate events, supports consolidating non-deliberate event risks under UNOHSCM. Discussions on security risk tolerance related to these events is not appropriate. The Acceptable Risk process, including Program Criticality, is not designed and will not work for making acceptable OHS risk decisions.

138. The UNFPA representative highlighted duty of care, incident reporting, and the importance of retaining mandated security responsibilities under UNDSS.

139. The UN Women representative queried about the permanence of OHS's role within IASMN, given its ongoing responsibilities in occupational health and safety, hinting at potential structural adjustments.

140. The OHS representative raised concerns about the focus on occupational health and safety, emphasizing the need for a clearer understanding of how risk management would interact with security measures. During discussions about transitions, he appreciated the conditional planning involved and stressed that safety areas under UNDSS, mandated by a General Assembly resolution, should remain unchanged. He also highlighted UN Women's active role in the OHS committee and sought clarification on extending support to field operations and AFPs.

141. The OHS Representative clarified that there was no intention to override existing resolutions but to consider the form and function if changes were to be made. He advocated for minimizing fragmentation and mentioned that deliberate security incidents would fall under the security domain, while non-deliberate incidents (like natural disasters) would be managed by OHS. He acknowledged uncertainties around the mechanism's authority and risk assessment capabilities.

142. At the country level, the need to shift from a headquarters-centric approach to a more inclusive framework involving UNRCs and country office heads was recognized. The OHS Forum has been conducting surveys to unify agency profiles into a single system to ensure consistent information sharing across the UN system, though challenges remain due to varying capacities among smaller entities.

143. The USG UNDSS mentioned a proposal to include an OHS representative in the IASMN, which is under consideration. The UNICEF Representative supported better coordination within the network and suggested that informed GA resolutions could facilitate this integration.

144. Discussions also touched on the transition and engagement with the new OHS mechanism, the distinction between deliberate and non-deliberate events, and the need for a clearer understanding of the safety mandates. The UNDP Representative clarified that the OHS forum's participation in IASMN would be as an observer, not a member, which the USG confirmed.

145. The DPSS representative discussed the workstreams set by the OHS Representatives, emphasizing the need for clear goals and thorough analysis of survey results to effectively report to the HLCM.

146. The USG concluded the discussion, outlining the steps forward, including retrieving documents for review and preparing for feedback ahead of the next HLCM meeting in early October.

147. **The IASMN:**
- **Recommended that the OHS Coordinator be invited to relevant parts of IASMN meetings as an observer;**
- **IASMN inputs to OHS be provided to the October HLCM session through the USG UNDSS.**
- **Welcomed the OHS Coordinator's invitation for the IASMN to engage;**

Training Update

148. At the start of the training update (**CRP 12**), the USG UNDSS announced a decision to pause the utilization of the Security Training Governance and Prioritization Mechanism (STGPM) within UNDSS and expressed a need to address ongoing issues with the mechanism's implementation and effectiveness before proceeding further. He indicated a willingness to discontinue the mechanism, depending on the results of the evaluation process.

149. The representative of UNDSS/DFO provided several updates, including that Envisia has been tasked with conducting informal interviews and surveys as part of a Training Needs Assessment (TNA) to evaluate ongoing training requirements. He also noted there were discussions addressing concerns regarding the mid-phase Security Certification Programme On-the-Job training guidelines, especially focusing on how to provide adequate guidance to staff who are not directly managed by security professionals.

150. The UNDSS/DPSS/TDS representative highlighted the significant milestones achieved in the TNA, including the completion of interviews and focus group discussions, which informed the refinement of survey tools. He also addressed challenges in implementing SCP training guidelines for staff not directly supervised by security professionals, emphasizing ongoing efforts to tailor guidelines to diverse operational needs. Regarding online training, the UNDSS/DPSS/TDS representative discussed feedback received during piloting and detailed the establishment of a working group to enhance training structures and delivery methods. Finally, he provided updates on WSAT issues, noting adjustments made to certification processes to address operational concerns in specific regions.

151. The chair of the group on WSAT (UNHCR) highlighted progress in survey circulation for 2024 and discussed amendments to the CRP annex. The representative emphasized support for a regional approach while remaining flexible to address specific operational needs, such as potentially initiating trainer certification courses in countries like Afghanistan as required. She reported on comprehensive delivery plans covering all six regions and 75 countries, emphasizing collaborative efforts with UNSMS organizations on resource optimization and training facilitation. She also mentioned ongoing efforts to secure a host for training courses in Dakar, Senegal, noting that the training in Nairobi will be hosted by the World Bank. Additionally, she announced upcoming training initiatives in partnership with IOM focused on developing gender-specific training programs. Finally, she proposed adjustments to language in the WSAT SMOM, noting that a compromise had been reached by CRP drafters in favour of option 1 (as presented in the CRP).

Educational requirements for trainers of WSAT courses

152. The representative from UNICEF emphasized the need for flexibility regarding academic or external qualifications for trainers. He advocated for valuing natural talent and the ability to learn through teaching and feedback. He encouraged a flexible approach to ensure improved training without compromising quality or restricting options.

153. The UNFPA and IOM representatives also expressed appreciation for the flexibility introduced in the approach, emphasizing that it will enable addressing long-standing and underserved needs effectively.

154. The UNDP representative expressed concerns about the educational requirements outlined in the document, emphasizing that such requirements are not consistent across other frameworks they work with. He highlighted a preference for option 2 over option 1 and suggested that the specific sentence be reconsidered or rewritten, questioning the necessity of stating an educational requirement when flexibility already exists among organizations.

155. The UNHCR representative emphasized the importance of flexibility in educational qualifications for trainers of the WSAT courses. She clarified that while there are no educational requirements for those delivering WSAT courses, there are considerations for the trainers of trainers' courses. She highlighted their experience co-leading WSAT courses without specific educational qualifications in education but with expertise in the subject matter. The representative supported the proposed language for flexibility in qualifications and commended the efforts of various colleagues in successfully delivering and expanding WSAT courses globally.

156. The representative of UNDSS/DFO urged the group to agree on a compromise and move forward, emphasizing the need to prioritize delivering high-quality training globally over perfecting the details of the language.

157. The representative of ADB emphasized the importance of establishing system-wide standards for determining who is most suitable to lead training sessions. He compared this effort to existing standards in other training programs like the emergency trauma bag course and the IFAK course. Expressing frustration with the prolonged discussion on this issue, he urged the group to focus on the primary goal of delivering effective training to mitigate risks for staff members.

158. The representative of UN Women emphasized their long-term involvement with WSAT and expressed support for maintaining flexibility in training standards. He highlighted the importance of a train-the-trainer approach and emphasized the need for adult learning components in the courses mentioned by another colleague. He supported integrating the agreed-upon sentence without relegating it to a footnote, advocating for organizational flexibility in determining educational requirements to facilitate progress in the initiative.

159. The representative of UNICEF supported flexibility in training standards, advocating against strict adherence to formal educational qualifications. He emphasized that education should not be the sole determinant of trainer quality and suggested that standards should focus on demonstrated performance and competency in training, which can be achieved through various means beyond formal education.

160. The representative of UNRWA highlighted inconsistency in requiring formal education for some training roles while not for others, such as on-the-job training for SCP. He echoed concerns about the complexity of defining and implementing educational requirements across different educational backgrounds and institutions. He emphasized the value of experience and skill sets gained from years within the UN system and security environments.

161. The representative of UNDP highlighted their organization's active role in delivering WSAT training across various locations with broad agency participation. He raised concerns about the placement of the new text as a footnote in the policy, suggesting it doesn't effectively convey the intended message. The representative proposed removing the footnote and instead suggesting, "UNSMS women security personnel with teaching/educational qualifications as determined by the respective UNSMS organization."

162. Participants agreed that option one is the preferred choice and should be incorporated into the text with the amendments proposed by UNDP.

SCP online, TNA, and other discussions

163. The OCHA representative inquired about the progress of SCP online training and whether the gap between registered participants and trained individuals is being addressed. He raised concerns about the availability of security training for decision makers, noting that previous courses have been discontinued without replacement. He questioned the effectiveness of recent country Security Focal Point training, noting it seems insufficient for preparing individuals in that role. The OCHA representative stressed the importance of receiving clear and thorough updates across all training initiatives in future meetings to address these critical concerns effectively.

164. USG UNDSS suggested that an update on the current status and progress of discussions could be provided virtually, acknowledging that not all members are actively involved in the discussions.

165. The IOM representative welcomed the decision to put the STGPM on hold as proposed by the USG. He acknowledged the work done by Envisia on the training needs assessment but noted some concerns about the depth of understanding of UNSMS policies during interviews. He highlighted that the survey rollout felt rushed and emphasized the need for clarity on its target audience. He questioned the transition from virtual to on-the-job training, expressing doubts about the mentoring capacity and suggesting broader involvement of UNDSS security professionals. He also advocated for flexibility in the SCP training criteria and discussed collaboration with UNHCR on the WSAT training rollout.

166. The UNDP representative aligned with previous observations on the training needs assessment and emphasized the need for clarity on the SCP training program's completion date and components. He echoed concerns about the effectiveness and cost-efficiency of online training versus in-person sessions, noting ongoing discussions within the steering group. He concluded by suggesting a review of whether online SCP training aligns with future needs.

167. The UNRWA representative expressed opposition to relying on on-the-job training, emphasizing that certified professionals are more competent than those trained solely on the job. He stressed the value of in-person SCP training, highlighting the learning that comes from interacting with diverse experiences and agencies. He questioned the validation and quality assurance of on-the-job training and advocated for investing in in-person training despite potential higher costs.

168. The UN Women representative expressed concerns about their exclusion from the TNA process despite previous requests for involvement. He highlighted issues with the SCP, noting its

evolution into a standard training without proper consultation through the IASMN. He emphasized the value of in-person training over online methods, citing objections due to concerns about effectiveness and the lack of global precedents for such basic training online. He urged a review of SCP's status and advocated for UN Women's participation in face-to-face training sessions for their personnel.

169. The UNHCR representative highlighted the importance of clarity regarding TDS's role in SCP's secretaryship for future guidelines. She supported an online SCP version but stressed the need for complementing it with in-person training and comprehensive induction briefings. She advocated for a blended learning approach and emphasized the need for clarity on the baseline model and survey distribution timelines, noting UNHCR would like to review the survey before it is shared with their personnel.

170. The WIPO representative emphasized the critical investment needed in security professionals, noting their substantial tenure within the system, averaging 10 to 15 years. He underscored the long-term benefits of upfront training investments and advocated for a baseline online training complemented by in-person sessions. He supported maintaining the professional certification programme as a cornerstone for ensuring high operational standards in the field.

171. The UNDSS/DFO representative highlighted the benefits of integrating a robust online component to reach a larger audience efficiently. He noted significant participation numbers during the COVID-19 pandemic, although concerns lingered about the effectiveness and completeness of online training compared to in-person sessions. Emphasizing the need for a balanced approach, he suggested the SCOLT consider the overall three-stage package with the IASMN's feedback in mind.

172. The ADB representative highlighted the evolution of the SCP from its origins as a course for UNDSS Field Security Coordination Officers (FSCOs) to becoming a standard qualification for agency security personnel. Emphasizing the necessity of maintaining this internal qualification across the community, he stressed the essential role of an in-person component within the SCP framework. He expressed openness to discussing the optimal duration of this component while advocating for dedicated attention and guidance to refine the course's structure and objectives.

173. The TDS representative addressed the inclusivity efforts within the Gender and Inclusion Working Group, emphasizing the pilot survey's rapid execution to accommodate timeline adjustments. He acknowledged the need for refinement in survey dissemination to ensure broader participation. Regarding the SCP, the TDS representative outlined challenges faced in previous in-person sessions, particularly related to funding constraints and the depth of material coverage and highlighted the transition to online modules as a response. He suggested focusing TDS support on smaller organizations struggling with course implementation. The TDS representative also noted a significant number of locally recruited officers undertaking SCP modules. He advocated for a blended learning approach and on-the-job training as a critical component moving forward.

174. The representative of ITU emphasized the value of online delivery for cost-effective knowledge and skill acquisition, though acknowledging limitations in attitude development. He advocated for combining online courses with face-to-face and on-the-job training, highlighting successful experiences with over 150 field staff. He suggested exploring the potential for online components to be accessible to external applicants interested in UN jobs, aiming to streamline selection processes across agencies.

175. The representative of UNDP mentioned his organization's rollout of the UNDP SCP over three months and emphasized the value of the online components of the SCP as one of the tools used by UNDP. He described various online materials and webinars that candidates must complete before attending a two-week, in-person training. He expressed concerns about the challenges of on-the-job training in the UNDSS SCP and the difficulties in maintaining consistent standards across all candidates.

176. The representative of WIPO expressed concern about the numbers of those being trained, suggesting that large-scale training efforts should be justified by specific needs, such as refresher courses or prerequisites for other activities.

177. The USG UNDSS highlighted the necessity of incorporating an in-person component into the SCP, referencing past discussions on this matter. He stressed that while online modules are valuable, they should precede hands-on training. He advocated for a blended approach, suggesting that in-field training allows for practical application supervised by senior professionals. He emphasized the educational value for both learners and supervisors in such coaching scenarios. He proposed continuing with the program's current trajectory but emphasized the need to define and implement an effective in-person component that adds unique value not covered in previous phases, underscoring the importance of a comprehensive three-phase approach to the SCP.

178. The representative from ADB emphasized the importance of discussing the scope of the in-person component within the SCP. He highlighted that the presence of TDS personnel should not be mandatory for every course, suggesting instead that TDS should control the curriculum and ensure consistent standards across courses without requiring physical presence at each session. He underscored the need for a centralized approach to curriculum management akin to the Staff College's SSAFE course.

179. The USG UNDSS emphasized the need to make the SCP's in-person component as efficient as possible given budget constraints, particularly highlighting the frequent cuts to travel expenses. He stressed the importance of discussing how to structure the in-person module or component in the most cost-effective manner while ensuring its effectiveness.

180. **The IASMN:**
    - **Endorsed the revised WSAT guidance in the SMOM;**
    - **Requested reverting to detailed updates on training in future sessions, as well as a virtual update;**

- **Requested TDS to discuss the content of the Training Needs Assessment survey with the SCOLT/ IASMN members;**
- **Took note of the progress on the On-the-job training guidelines for the Refocused Security Certification Programme (SCP-R) to include an in-person module and provided guidance to the working group; and agreed that completion of the SCP-R online component does not constitute certification;**
- **Took note of UNDSS' pause of the STGPM;**
- **Took note of the process established to further develop the training for UNSMS security decision makers and to discuss with the SCOLT ways to increase the effectiveness of the training programme.**

Close of Session

Future IASMN Meetings

181. The IASMN Co-Chair presented the suggestion to spread out the meeting throughout the year to have six months between the two IASMN meetings and adjust the Steering Group meetings accordingly.

182. The OCHA Representative suggested to have one in-person IASMN session in June with *ad hoc* sessions as required, or one in-person session complemented by one fully virtual session. This was supported by the DFO representative, who highlighted an HLCM directive to limit in-person meeting attendance and expressed support for having more IASMN engagement online.

183. UNDP noted their opposition to the proposal from OCHA, stating that this had been discussed in the IASMN on numerous occasions. The UNICEF representative recommended keeping the structure as it currently is for the next meetings, and seconded UNDSS/DPSS/SPPU's recommendation of relying more on the CRPs from the Steering Group to help members be appraised of upcoming issues before the full session CRPs are uploaded. He suggested to readdress the issue in February of next year if needed.

184. UNODC recommended keeping the current schedule of two in-person meetings a year. The representative noted that, for a smaller agency that is not part of the Steering Group, and without sufficient human resources to engage in working groups, the interactions at the two IASMN meetings were invaluable and irreplaceable. The representative noted he had expressed this view on previous occasions when a reduction of IASMN meetings had been discussed. UNRWA noted that smaller organizations saw great value in having meetings in person and recalled there was overall consensus on this point, as indicated in an earlier survey. DPPA also supported the option of two in-person session a year, with online meetings as needed, and suggested that New York could be a venue for the session every two years.

185. The UN Women representative noted that the main issue was the limited amount of time between some of the meetings, since it affected work on CRPs. The representative suggested that the fall Steering Group meeting take place in September instead of October/November, as currently.

186. The Co-chair and the IOM representative noted a proposal to have one meeting a year in New York, which would maintain UNDSS' expenses low. In addition, IOM noted that participants expressed a preference for the June meeting (if sponsored by Switzerland) to continue to be held in Montreux rather than another Swiss location.

187. Participants agreed to hold the winter IASMN session in New York and the summer one in Montreux, with the fall Steering Group generally held in September.

188. UNDSS/DPSS/SPPU recalled that the next Steering Group meeting was planned to be held from 9 to 11 October, tentatively to be hosted by DPO and DPPA in New York. As the group agreed to have the January session in New York (from 28 to 30 January), it was decided to have the Steering Group meeting held instead in Amman, Jordan, following the original schedule (9 to 11 October).

189. The IASMN:
- **Recommended that IASMN full sessions take place in New York (Jan/Feb) and Switzerland (June), with the next Steering Group meetings taking place from 9-11 October in Amman (UNRWA);**
- **Agreed that the next IASMN full session will take place in New York from 28-30 January 2025.**

Annexure (Agenda, Participant List and List of Current Participation in IASMN working groups)

AGENDA (Updated⁴)

Tuesday, 25 June 2024

10:00 – 11:00   **Opening Session**
- Welcome
- Opening Remarks (USG UNDSS)
- Security Trends (DFO)
- Adoption of the Agenda (USG UNDSS)

11:00 – 11:30   **Summary of Progress on IASMN Recommendations** (SPPU) (CRP 1 Annex B)

11:30 – 11:45   Coffee Break

11:45 – 12:30   **Strategic Communications Working Group** (UN Women) (CRP 2)

12:30 – 1:00   **Security Communications Systems/TESS Update** (TESS)

1:00 – 2:00   Lunch

2:00 – 2:30   **Blast Assessment Guidelines** (DPSS/PSS) (CRP 3)

2:30 – 3:00   **Fire Policy** (DPSS) (CRP 4)

3:00 – 3:45   **Gender and Inclusion Working Group Update** (UN Women) (CRP 5)

3:45 – 4:00   Coffee Break

4:00 – 4:45   **HR Strategy Working Group** (EO) (CRP 6)

4:45 – 5:30   **Budget Update** (EO) (CRP 7)

5:30 – 6:00   **Air Travel** (CATSU) (CRP 11)

Wednesday, 26 June 2024

10:00 – 11:00   **Policy Update** (SPPU) (CRP 10)
- Personal Security Profile/Update to Travel Clearance Policy
- IASMN Working Methods

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⁴ The agenda was updated on 25 June 2024 to adjust to presenter schedules.

11:00 – 11:45   **Lessons Learned Working Group Update** (SPS) (CRP 9)

11:45 – 12:00   Coffee Break

12:00 – 12:45   **SRM/SSIRS Update** (UNICEF and OCHA) (CRP 8)

12:45 – 1:45   Lunch

1:45 – 2:45   **OHS Briefing** (Co-chair of OHS Forum)

2:45 – 4:00   **Training Update** (CRP 12)
- SCOLT and TDS
- WSAT

4:00 – 4:15   Group Photo, followed by Coffee Break

4:15 – 5:30   **Close of Session**
- Any Other Business
- Review of IASMN Recommendations (SPPU)
- Wrap-up

6:00   Departure for social event (bus pick-up at 6pm from Mona Hotel)

Thursday, 27 June 2024

ALL DAY RETREAT (agenda to be shared separately), at same venue (Mona Hotel, formerly Eurotel).

Please plan to be on site from approximately **8:00am - 4:30pm**

List of Participants

	Entity	Name of Participant
1.	ADB	**Mr. Dewaine Farria (Virtual)**
2.	DOS	**Ms. Tanja Bunjac (Virtual)**
3.	DPO	**Mr. Russell Wyper**
4.	DPPA	**Mr. Valentin Aldea**
5.	EBRD	**Mr. Ian Evans**
6.	FAO	**Mr. Piergiorgio Trentinaglia**
7.	IAEA	**Ms. Yuliyana Nice**
8.	ICAO	**Mr. Mike Romero**
9.	ICC	**Mr. Lassi Kuusinen**
10.	IFAD	**Mr. Matthias Meyerhans**
11.	IIIM	**Mr. Gwenael Croajou**
12.	IIMM	**Mr. Visar Rexhepi (Virtual)**
13.	ILO	**Mr. Gabriel Faye (Virtual)**
14.	IOM	**Mr. Luc Vandamme**
15.	IOM	*Ms. Clairene Alexander*
16.	ITU	**Mr. Mathieu Baunin**
17.	OCHA	**Mr. Simon Butt**
18.	OHCHR	**Mr. Sherif Noaman**
19.	OPCW	**Mr. Aidan McNally**
20.	UNDP	**Mr. Arve Skog**
21.	UNFPA	**Mr. Naqib Noory**
22.	UNHCR	**Ms. Julie Dunphy**
23.	UNHCR	*Ms. Bridget Hancock*
24.	UNICC	**Mr. Rui Ferreira Costa**
25.	UNICEF	**Mr. Paul Farrell (Virtual)**
26.	UNOCT	**Mr. Jose Miguel Sobron**
27.	UNODC	**Mr. Robert Telenta**
28.	UNOPS	**Mr. Christian Friedrichs (Virtual)**
29.	UNRWA	**Mr. Brian Baker**
30.	UN WOMEN	**Mr. Paul O'Hanlon**
31.	UPU	**Ms. Susan Patnode**
32.	WBG	**Mr. Martin Ronnberg**

33.	WFP	**Mr. David Kaatrud**
34.	*WFP*	*Ms. Maria Victoria Montalvo (Virtual)*
35.	*WFP*	*Ms. Ludmilla Dadrass (Virtual)*
36.	WHO	**Mr. Angelito Bermudez**
37.	WIPO/IASMN Co-Chair	**Mr. Jess Torp**
38.	TESS-COSCATG-PULSER	**Mr. Michael Dirksen**
39.	TESS-COSCATG-PULSER	*Mr. Martin Kristensson*
40.	UNDSS/USG	**Mr. Gilles Michaud (Virtual)**
41.	UNDSS/DPSS	**Ms. Jamie Medby**
42.	UNDSS/DFO	**Mr. Bill Blanchard**
43.	UN Secretariat	**Mr. Surya Sinha**
44.	IASMN Secretariat	**Ms. Julia Goehsing-Mellinghoff**
45.	IASMN Secretariat	**Ms. Justyna Pietralik**
46.	IASMN Secretariat	**Ms. Jessica Dodo Buchler**
47.	IASMN Secretariat	**Mr. Rodolfo Goyeneche**
	IASMN Observers	
48.	FICSA	**Ms. Wadzanai Garwe (Virtual)**
49.	CCISUA	**Mr. Uktamjon Shomurodov (Virtual)**
50.	UNISERV	**Dr. Henia Dakkak**
51.	UNISERV	**Mr. Valentin Stancu**
52.	UNFSU	**Mr. Milan Dawoh (Virtual)**
53.	UNICEF Global Staff Association	**Mr. Kamran Naeem (Virtual)**
54.	UN NSU	**Ms. Pamela Odhiambo (Virtual)**
55.	UNMD	**Dr. Hayford Etteh**
56.	UNMD	*Dr. Sophie Montagnon (Virtual)*
	Virtual Participants attending Specific Sessions	
57.	CEB	Ms. Laura Gallacher
58.	CEB	Mr. Remo Lalli
59.	OSH (WHO)	Mr. Raul Thomas
60.	OSH (WHO)	Ms. Ramesh Shademani
61.	UNICEF	Ms. Aaina Chopra
62.	UN Women	Ms. Sanja Potrebic
63.	IAEA	Mr. Criostoir Leaney
64.	IAEA	Mr. Steve Potter
65.	IFAD	Mr. Thomas McKean
66.	IOM	Ms. Carla Naude
67.	UNDP	Mr. John Dada
68.	UNOPS	Ms. Porntip Eamsobhana

69.	UNOPS	Ms. Purujit Kaur
70.	UNRWA	F. Gargano
71.	WFP	Mr. Gianmichele de Maio
72.	UNDSS ASG	Mr. Unaisi Vuniwaqa
73.	UNDSS/EO	Ms. Rosita Chan
74.	UNDSS/EO	Ms. Tine Hatlehol
75.	UNDSS/EO	Ms. Renu Bhatia
76.	DOS	Ms. Natalia Nedel
77.	CATSU	Ms. Lisa Anderson
78.	CATSU	Mr. Abdul Hannan Kakar
79.	UNDSS/DPSS/TDS	Mr. Benjamin Owusu-Firempong
80.	UNDSS/SPS	Mr. Marc Jacquand
81.	UNDSS/ORS	Mr. Martin Laffey
82.	IOM/Meeting Support	Ms. Aigerim Almazova
83.	ITU/Meeting Support	Mr. Mohammad Althaher
84.	UNDSS/PSU	Mr. Decio Leao
85.	UNDSS/DPSS	Mr. Robin Stenhouse