

CHAPTER IV

Security Management

Section C

SECURITY OF LOCALLY- RECRUITED PERSONNEL



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A. Introduction

1. All security policies apply to all personnel covered by the United Nations Security Management System (UNSMS), without distinction of their type of recruitment. However, these policies, in particular with regard to relocation and evacuation, may contain specific provisions for locally recruited personnel¹.
2. Locally recruited personnel make up the majority of United Nations personnel serving in the field and suffer from situations of insecurity and violence. In its resolution 72/131, dated 15 January 2018, the General Assembly requested the Secretary-General to review the relevant United Nations safety and security guidance to further enhance the safety and security of locally recruited personnel.
3. Recognizing the crucial role of locally recruited personnel in the delivery of United Nations operations and programmes, the UNSMS is committed to their safety and security. This policy is meant to summarize the principles and approaches guiding the safety and security of locally recruited personnel in all its aspects. Like all security policies, the implementation of this policy will need to be adapted to the local contexts.
4. In addition, there is a number of medical, human resources or administrative issues related to locally recruited personnel that are broader than security and require a coordinated United Nations approach and considerations. These issues are addressed by the High-Level Committee on Management in the context of its work on Duty of Care².

B. Purpose

5. The present policy aims to provide comprehensive direction on all aspects of the security management of locally recruited personnel.

C. Applicability

6. This policy is applicable to all personnel in the UNSMS in accordance with Security Policy Manual, Chapter III, “Applicability of the United Nations Security Management System”.

¹ For the purpose of this policy, locally recruited personnel are United Nations personnel who are in posts subject to local recruitment, irrespective of their nationalities or the length of time they may have been in the country (see for example, paragraph 4.4 of the *Staff Regulations and Rules of the United Nations*).

² CEB/2018/HLCM 5: “Cross-functional Task Force on Duty of Care for personnel in high risk environment report, April 2018”; CEB/2018/3: “HLCM 35th Session report”.

D. Guiding principles

7. The security of locally recruited personnel is primarily managed through the Security Risk Management (SRM) process. The SRM is the key process to identify specific threats to locally recruited personnel and to recommend appropriate SRM measures. In that regard, it is important to recognize that locally recruited personnel may be operating in areas where their ethnicity or origins require specific attention, while undertaking cross-line operations. In addition, tasks cannot be randomly reassigned from one category of personnel to another without a justification of acceptable risk through the SRM process. If programme managers envisage assigning a task or activity to locally recruited personnel because the risk to internally recruited personnel is unacceptable, the SRM process must demonstrate that the risk to the locally recruited personnel assigned the task is within acceptable levels.
8. Similar to international personnel, locally recruited personnel's sex characteristics, gender identity, sexual orientation and sexual expression may also result in context specific threats. These nuances should be captured in the SRM process or ad-hoc SRMs to recommend adapted SRM measures.
9. While security policies apply to all UNSMS personnel without distinction, there are a number of measures identified in these policies which particularly support the security of locally recruited personnel and their eligible family members. This includes:
 - a) **Liaison** with authorities through heads of organizations or Designated Officials³ to understand the status of locally recruited United Nations staff and non-staff personnel under international law.
 - b) **Support** to personnel in cases of **arrest and detention**⁴.
 - c) **Security Planning**
Security plans⁵ must include provisions for locally recruited personnel and their eligible family members, and they must play an active role in the preparation of the section of the security plans which affect them. As an example, representatives of locally recruited personnel should be invited to meetings of the security cell when the security plan is prepared or discussed.

³ *Security Policy Manual*, Chapter II, Section D: "Relations with Host Countries on security issues".

⁴ *Security Policy Manual*, Chapter IV, Section N: "Arrests and detention".

⁵ *Security Policy Manual*, Chapter IV, Section B: "Security Planning".

- d) **Security crisis**
 - (i) In times of crises, locally recruited personnel may be particularly exposed. One SRM option is to avoid risk by temporarily removing them from a situation of unacceptable residual risk through the use of alternate work modalities, relocation or evacuation (or their combination). Specific provisions⁶ apply to locally recruited personnel in these situations.
 - (ii) The Designated Officials should also consider stress counselling as an efficient SRM measure for locally recruited personnel.
 - e) **Gender considerations⁷**: Responses to gender-based threats against locally recruited personnel require additional consideration, which will be reflected in the SRM process, in the security plans and in the Aide-Memoire on gender-based security incidents. These should consider the contextual threats posed to locally recruited personnel of different sex, gender identity and sexual orientation.
 - f) **Training**: while locally recruited personnel maybe more familiar with the security of the locations where they are employed, they must undertake all mandatory security training, including security briefings upon recruitment. The security briefings are important to allow them to understand, the risks to the United Nations and their impact on them as employees of the UN; the assistance that the UNSMS provides as well as the requirements incumbent on all UN personnel.
10. The Designated Official, together with UNSMS organizations, must communicate to locally recruited personnel on the assistance the UNSMS can provide to them and their eligible family members, and, in times of crisis.
11. In addition, the reporting of incidents affecting locally recruited personnel is essential to contribute to threat analysis and to inform effective SRM measures. In accordance with the “Framework for Accountability”, all personnel employed by the organization are required to “report all security incidents in a timely manner”⁸. During security briefings, security professionals will appraise all personnel who they should report security issues to, the format of the reporting requirement, the use of the information provided, advise them on what action will be taken and how they can receive feedback and/or support/assistance on their report.

⁶ Security Policy Manual, Chapter IV, Section D: “Measures to Avoid Risks”.

⁷ UNSMS *Security Policy Manual* Chapter IV, Section L ‘Gender Considerations in Security Management’

⁸ An exception is made to this requirement with regard to gender-based security incidents, where incidents are only to be reported with the explicit consent of the individual affected, in accordance with UNSMS *Security Policy Manual* Chapter IV, Section L ‘Gender Considerations in Security Management’

E. Security of locally recruited personnel outside of work

12. Locally recruited personnel may be subjected to specific threats due to their employment with United Nations organizations outside of their working environment, including at their residences or on their way to or from the office. In these cases, the threats are managed through the SRM process. Outside of these specific situations, the UNSMS is also encouraged to provide advisory services and general information on personal and residential security to locally recruited personnel (see Annex: Considerations on Residential Security Risks for United Nations Locally Recruited Personnel. These services are for the considerations of locally recruited personnel, to allow them to determine for themselves the most appropriate way to enhance their personal security against local threats, in particular criminality. These services do not create financial obligations for the organizations⁹.

I. Training and Implementation

13. This policy is to be part of the training for Designated Officials, Security Management Team members, and UNSMS security professionals and managers who have responsibility and accountability for managing security for their organization.

J. Final Provisions

14. This policy is to be made available to all United Nations personnel.

15. This policy enters into effect on 1 January 2019 and is subject to review within two years after entering into effect.

⁹ It does not preclude individual UNSMS organisations from establishing additional measures for locally recruited personnel employed by their organisations.

ANNEX

Considerations on Residential Security Risks for United Nations Locally Recruited Personnel

The following recommendations are for the consideration of the Designated Officials and Security Professionals and should be adapted to local context situations and constraints in order to support, to the extent feasible, locally recruited personnel in the management of their own residential security.

a) Provision of a non-binding advisory service

Where identified through the Security Risk Management (SRM) process, the security section, in collaboration with the security cell, should provide, where feasible, advice to locally recruited personnel upon request on how to improve residential safety and security. Such service would enhance their awareness of basic security practices and enable locally recruited personnel to determine for themselves the most appropriate way to enhance their residential security against local threats, in particular criminality.

b) General information on residential safety and security

All duty stations can develop, as required and where required, general information for locally recruited personnel including the following topics:

- Fire safety – detectors, extinguishers, storage of flammable items, family evacuation routes and emergency measures, etc.
- Burglary prevention – exterior considerations, interior considerations, doors, windows and locks, securing valuables, pets, lighting, alarms, shutters, bars/grills, etc. In essence, all personnel should apply to their residences the *Integrated Systems Approach* described in the UNSMS Security Advisers can use the principles outlined in the Policy on Security of United Nations Premises, such as the four Ds (Deter, Detect, Delay and Deny), layers of security, systems approach and access control, to guide locally recruited personnel on how to design a residential security system for themselves.
- General safety – electricity (cords, overloading, etc.), hazardous materials/poison, “childproofing”, household accidents, swimming pools, first aid, emergency response, children home alone, strangers at the door/phone, intruder drills, key control, power loss, storms, snow/ice, dust, mosquitos (malaria, dengue, zika, chikungunya), neighborhood watch, etc.
- UNSMS policy requirements - such as accurate personnel and dependents lists, contact details, security briefings to newly recruited personnel, informing UNDSS on the exact location of the residence (geo-location), etc.
- Actions required – to secure important documents/copies, stockpile basics (food, water, medicine, cash), family contact plans, emergency drills, move around the neighborhood, etc.

- Locally recruited personnel can coordinate with their neighbors to increase collective security, including through “neighborhood watch” approaches.
- Duty station specific residential safety and security issues particular to that location could include potential threats and advisories related to:
 - ❖ Burglaries/break-ins
 - ❖ Home invasions
 - ❖ Gender considerations for households' main earners/breadwinners or living alone
 - ❖ House service providers/housekeeping
 - ❖ Kidnapping
 - ❖ Confidence scams
 - ❖ Capacity/capabilities of emergency services
 - ❖ Natural disasters
 - ❖ Power outages/problems
 - ❖ LNG/propane issues
 - ❖ Houses versus apartments
 - ❖ Communities
 - ❖ Warden system
 - ❖ Traffic patterns

Information on residential security is generally available online from multiple non-UN open sources, such as through short videos, and articles.

- c) In addition, security professionals are encouraged to share material and experience to strengthen security at the residences of locally recruited personnel through the best practice mailbox: bestpractices.undss@org.