
FICSA/C/73/FIELD/CRP.1
Provisional agenda item 11(d)
1 hour

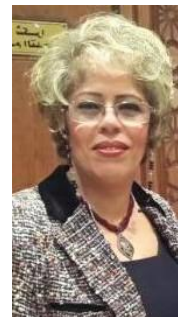
Session: 11 February 2020 @ 15:15 – 16:15 in Conf Room 6-8

STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD

Provisional Agenda



Vice-Chair: Vito Musa



Chair: Amani El-Sheikh

1. Adoption of the agenda
 2. Election of the rapporteur
 3. Feedback on IASMN session in June 2019 ([FICSA/C/73/Field/Summary Sheet 3](#)) – *Véronique Allain, Field Issues*
 4. Update on the annual ICSC meeting to review the classification of hardship duty stations for Asia & the Pacific Region ([FICSA/C/73/Field/Summary Sheet 4](#)) – *Véronique Allain, Field Issues*
 5. Rules and regulations in the UN common system concerning carrying of arms by security guards ([FICSA/C/73/Field/Summary Sheet 5](#)) – *Eva Moller*
 6. Workshops and other business
 7. Nomination of Standing Committee officers and core group members
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FICSA COUNCIL

Standing Committee on FIELD

73rd SESSION

London, 8 to 14 February 2020

Agenda Item 3: Summary Sheet

FICSA /C/73/FIELD/Agenda Item 3

<input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Véronique Allain, SCBD
Issue (title)	Feedback from the 30 th session of the IASMN, June 2019
Issue description (including reach: global versus local)	<p>IASMN stands for: Inter-Agency Security Management Network; this is a network which supports the High-Level Committee on Management (HLCM) in the reviews of policies and resources related to the entire UN security management system. This group meets twice a year and is comprised of senior managers from UN organizations who have oversight of the security function. It is chaired by the USG for Safety and Security. FICSA states their position to a multitude of topics, receives information which is fed back to its members and is involved in discussions focused on security and safety of staff.</p> <p>Some IASMN agenda items of interest to the FICSA Membership:</p> <ul style="list-style-type: none"> • UNDSS realignment; • security-related technology, Telecommunications Security Standards (TESS) project and eTA (Emergency Telecommunication application) • aviation safety; launch of the policy on commercial air travel for UNSMS Staff (23 January 2019); • changing security environments (Security Policy Manual); • implementation of the Road Safety Strategy in countries where the UN is present; • launch of the policy on chemical, biological, radioactive and nuclear threats and attacks (23 Jan 2019)
Background documentation	FICSA Circular 1313 (restricted distribution, FICSA website member section) and various UN policies.
Action(s) requested from Standing Committee participants	Engage the membership deployed in the field to keep the FICSA Executive Committee informed of the various security and safety threats to UN staff serving in the different duty stations.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	

Next step(s)/specific action(s)	
Timeline	
Resources required	

FICSA COUNCIL

Standing Committee on FIELD

73rd SESSION

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Agenda Item 4: Summary Sheet

FICSA /C/73/FIELD/Agenda Item 4

<input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Véronique Allain, SCBD
Issue (title)	Feedback from the annual ICSC meeting to review the classification of hardship duty stations for Asia & the Pacific Region
Issue description (including reach: global versus local)	<p>This is a Tripartite Working Group (TWG), composed of representatives from the ICSC Secretariat plus the UN Secretariat and several UN specialized agencies with staff deployed in the Field and the Staff Federations which meet at the ICSC Secretariat. In November 2019, the Asia and Pacific Region was under review (89 duty stations). A list of 11 duty stations which were classified in June 2019 on a transitional basis were also reviewed. To this list was added a group of 9 duty stations, which had to be classified on a temporary basis (TC, temporary classification) as they are duty stations where different UN agencies such as UNHCR, WFP, the UN Sec, UNICEF, have to deploy staff.</p> <p>Information of interest to the FICSA Membership:</p> <ul style="list-style-type: none"> • Importance of a proper classification rating in order to be able to inform the staff before their deployment; • Importance of getting the staff and the administrations (Resident Coordinator - RC or Resident Representative - ResRep or Designated Officer - DO) to take this exercise seriously as this has impact on the entitlements of the hardship and mobility scheme. If the information provided is accurate and up-to-date, it helps to reach a proper classification depicting the actual conditions of life and work in a duty-station. • In South Pacific countries, many duty stations are prone to natural disasters such as hurricanes/typhoons or flooding but they do not have robust systems to counter these phenomena, which means that UN staff could be exposed to higher risks of natural calamities that prove to be highly dangerous. The preparedness capabilities and the mitigation measures put in place locally in those duty-stations are assessed and reviewed by UNDSS, which is a relatively new situation and feature for UNDSS, considering the high number of bad weather-related events or natural disasters that affect these island states. Places like Fiji, Samoa, Tuvalu, Cook Islands, Vanuatu may seem like small paradises on earth, but the conditions of living there are not so rosy and paradisiac. It is hard to classify these duty stations at the A level, they all

deserve a B.

- In **Cox's Bazaar, Bangladesh**, recent mission undertaken by the ICSC Secretariat suggested that, although classified as a **family duty station** and although the UN staff does not seem to be directly targeted, it is still a very challenging security situation with restrictions of movements for males and females. Women need to be escorted and UN female IPs are afraid and uncomfortable in this duty station. UN Staff have to be vigilant and they need to reside only in UNDSS designated compounds. No access to recreational activities. It is one of those duty stations where the families of UN staff are allowed to reside even though UNDSS has classified this duty station at the C level for security! One of those absurd situations where the political side and the practical side never reach consensus! Regarding the health facilities accessible to UN staff, no UN staff should be sent to the duty station hospitals as there is no life-stabilizing equipment onsite. In addition, the local airport closes at 19h00 so that no airlifting of UN staff would be possible after that hour and there is no ambulance for the UN clinic. Patients were seen lying on filthy floors. There were outbreaks of Cholera and dengue fever and lack of access to mental health support. There is poor access to food, poor sanitary conditions, open sewage systems, high risk of traffic and pedestrian accidents, and there is lack of schools. In addition, problems with obtaining visas to enter Thailand was reported by UN staff on R and R or for medical evacuations. There are high levels of air pollution but no access to air purification systems.
- **Islamabad, Pakistan:** UNDSS confirmed that family restrictions had been lifted in June 2019 considering that the security conditions had improved dramatically with no incidents targeting the UN since 2010. This was the result of about 5 years of intense discussions between the local authorities and the UN RCs and Heads of UN Agencies. By the end of 2019, the administrations of the UN agencies will have put in place the administrative process to install again families in this duty station. The brutal attacks on WFP offices from 2008 are now things of the past
- **Colombo, Sri Lanka:** since the terrorist attacks of April 2019, the local government has been providing good support to stabilize the situation. Following the withdrawal of non-essential Sri Lankan army troops in U.N. peacekeeping missions, the RC was working with the local law enforcement police to achieve more collaboration with the host country. UNDSS monitoring the situation.
- **Pristina, Pec and Mitrovica, Serbia (classified out-of-cycle):** The representative from UNISERV and the ICSC colleague who visited Kosovo on a fact-finding mission (April 2019) reported of the difficulties for staff of the UNMIK¹ to have easy access to the high-level medical facilities due to various movement restrictions imposed on certain populations. In Mitrovica, the hospitals visited by the UNISERV and ICSC colleagues were not of the highest standards with, for instance, no oxygen or no medication. On the contrary, in Pristina, the health facilities were excellent but depending on nationality, not all

¹ The United Nations Interim Administration Mission in Kosovo (UNMIK) is the officially mandated mission of the UN in Kosovo to "help the Security Council achieve an overall objective, namely, to ensure conditions for a peaceful and normal life for all inhabitants of Kosovo and advance regional stability in the western Balkans.

could have access to them. The situation in which the UNMIK and the UN Kosovo Team (UNKT) operate in Kosovo is challenging, especially regarding pollution, availability of high-level medical facilities and visas for staff and their dependents to travel. This has a high impact on freedom of movement and contributed to isolation. These real-life reports contributed to overall ratings of C for all 3 duty stations.

- 8 duty stations were classified on a **transitional basis** for further monitoring and possible reclassification at the next review (November 2020). The duty stations below are expected to submit questionnaires by 15 August 2020 for inclusion in the 2020 Annual Review:

- i. Fiji – Suva (local conditions and isolation ratings need reconfirmation);
- ii. Turkey – Antakya (Hatay) – close to the Syrian Border, the security situation has improved a lot. The flow of Syrian refugees crossing the Turkey-Syria border has been reduced dramatically and the presence of the Turkish military seems to be safeguarding the area well;
- iii. India – Bhopal (no questionnaire submitted to the ICSC);
- iv. India – Calcutta (no questionnaire submitted to the ICSC);
- v. India – Hyderabad (no questionnaire submitted to the ICSC);
- vi. India – Jaipur (no questionnaire submitted to the ICSC);
- vii. India – Lucknow (no questionnaire submitted to the ICSC);
- viii. India – Patna (no questionnaire submitted to the ICSC).

- **Venezuela, Ciudad Guyana, Maracaibo and San Cristobal**, because of the overall political crisis, the overall rating was changed from C to D. Caracas, the capital city remains rated overall at the C level.

The ICSC annual meeting is also an opportunity to get an updated list of non-family duty stations (NFDS) and duty stations with family restrictions. As of 1 Sept. 2019, the breakdown of NFDS per country was as follows:

Afghanistan	34	Liberia	6
Algeria	1	Libya	8
Burkina Faso	2	Mali	9
Burundi	6	Mauritania	1
Cameroon	4	Myanmar	2
Central African Rep.	17	Niger	6
Chad	23	Nigeria	10
Colombia	21	Occupied Syrian Golan	1
Congo, Dem. Rep.	95	Pakistan	13
Cote d Ivoire	1	Papua New Guinea	5
Ecuador	1	Philippines	2
Ethiopia	22	Somalia	25
Gaza	1	South Sudan, Republic of	53
Georgia, Republic of	1	Sudan	72
Haiti	7	Syrian Arab Republic	14
Iraq	20	Turkey	1
Kenya	9	Uganda	2
Kyrgyzstan	1	Ukraine	5
Lebanon	1	West Bank	1
		Yemen, Republic of	22

- This very interesting meeting confirmed that, when feasible and financially viable, fact-finding missions could be very useful to better take into account the

	<p>needs of UN staff deployed in the field. More than ever, in the context of the obligations of Duty of Care whereby the UN organizations have the mandatory roles to inform their staff of the exact conditions of deployment to carry work for the UN, the work carried out by this TWG has been proving its importance and relevance for the UN as a whole. The Member States have recently been paying more attention to this classification process; it is hoped that the integrity of this TWG will be kept for the wellbeing of UN staff working in sometimes difficult situations.</p>
Background documentation	<p>Mission report from FICSA General Secretary FICSA Circular 1325 (restricted distribution) dated December 2019 and PPT presentation on the process to classify as an information session.</p>
Action(s) requested from Standing Committee participants	<ul style="list-style-type: none"> • Engage the Membership deployed in the field to keep the FICSA EXCOM informed of the exact conditions of living for UN staff serving in the different duty stations (FICSA Regional Representatives should be in a position to influence the process when the duty stations in a specific region are called for review). • This is in line with the duty of care notion whereby the UN organizations have a duty to inform staff of accurate conditions on the ground. • The Federation should continue participating in the work of the TWG established to review the classification of duty stations, with its strong reputation and its empowerment, built on its collective knowledge and experience. At a time when the UN is off-shoring more and more of its services away from the HQ duty stations, it will be extremely important to classify the duty stations where the UN operates in a fair, consistent and pragmatic way before opening up new UN houses or Centers.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Timeline	
Resources required	

FICSA COUNCIL

Standing Committee on FIELD

73rd SESSION

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Agenda Item 5: Summary Sheet

FICSA /C/73/FIELD/Agenda Item 5

<input type="checkbox"/> For Discussion	<input checked="" type="checkbox"/> For Information	<input type="checkbox"/> For Decision
Name of submitting member(s) & organization (s)	Eva Moller, Luca Vecchia, FAO/WFP UGSS	
Issue (title)	Rules and regulations in the UN common system concerning carrying of firearms by security guards	
Issue description (including reach: global versus local)	<p>Security services in the UN agencies are characterized by strict rules and regulations. Ranks carry perhaps more weight in this service than in the overall hierarchies in the UN, as the security guards need to be fully aware of the line of reporting, in the event of emergencies – amongst other. Grades are thus closely connected to responsibilities.</p> <p>In FAO, guards are being asked on a voluntarily basis to carry firearms. There have been not requirements for the selection of guards, besides those that are valid for all who carry firearms (specified in the UNDSS Basic Firearms training Manual). Likewise, guards of both G2 and G3 levels (as these are the only grades of guards at FAO unless in non-operational roles) have been invited to carry the firearms, without distinction of their duties or responsibilities (e.g. as team lead).</p> <p>Several security staff members have wondered about the appropriateness of this, feeling obliged to volunteer to carry the firearms, while recognizing that this is a greater responsibility that is not, perhaps, commensurate to the grade or level of responsibility.</p> <p>The issue is multi-facetted and touches upon questions around job classification and danger pay.</p> <p>We wish to discuss and compare policies and learn about any UN common system rules around the grade level or special salary indemnities for those guards carrying arms.</p>	
Background documentation	<p>UNDSS Basic Firearms training Manual (15Feb18)</p> <p>Manual of Instruction on Use of Force Equipment and Firearms (15Feb18)</p> <p>Security Policy Manual (29Nov17)</p>	

Action(s) requested from Standing Committee participants	Discuss Organizational policies on carrying of firearms, with specific focus on grade levels or assigned responsibilities, indemnity pay, etc.
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Timeline	FICSA Council 2020
Resources required	