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**Strengthening of the coordination of humanitarian  
and disaster relief assistance of the United Nations,  
including special economic assistance**

## **Safety and security of humanitarian personnel and protection of United Nations personnel**

### **Report of the Secretary-General\*\***

#### *Summary*

The General Assembly, in its resolution 57/155 of 16 December 2002, requested the Secretary-General to submit to it at its fifty-eighth session a comprehensive, updated report on the safety and security situation of humanitarian personnel and protection of United Nations personnel and on the implementation of the resolution, including progress made by the Secretary-General in pursuing accountability and assessing responsibility for all individual security incidents involving United Nations and associated personnel at all levels throughout the United Nations system, as well as an account of the measures taken by Governments and the United Nations to prevent and respond to such incidents.

The present report outlines the threats against the safety and security of United Nations personnel over the past year as well as an update on the implementation of initiatives approved during the fifty-sixth session of the General Assembly. Because those initiatives are to be implemented over the course of the biennium 2002-2003, the report is a progress report on actions that have already been taken and an indication of what remains to be done.

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\* A/58/150.

\*\* The present report was delayed because of difficulties in obtaining accurate data regarding the status of detained staff members from United Nations agencies, programmes and funds.

## **I. Introduction**

1. In its resolution 57/155 of 16 December 2002, the General Assembly requested the Secretary-General to submit to it at its fifty-eighth session a comprehensive, updated report on the safety and security situation of humanitarian personnel and protection of United Nations personnel and on the implementation of the resolution, including progress made by the Secretary-General in pursuing accountability and assessing responsibility for all individual security incidents throughout the United Nations system, as well as an account of the measures taken by Governments and the United Nations to prevent and respond to such incidents.

2. The report has been prepared in consultation with the members of the United Nations System Chief Executives Board for Coordination and covers the period from 1 July 2002 to 30 June 2003.

## **II. Threats against United Nations personnel**

3. As reported in past years, United Nations personnel continue to face significant threats to their personal safety and security in all regions in which they operate, the most dangerous of which is physical violence directed against them. Aside from deaths due to illness or vehicle and aircraft accidents, 196 United Nations civilian staff members have been killed since 1992 as a result of malicious acts. Five of those deaths occurred during the reporting period, the majority of victims being Palestinians working for the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) (see annex I). (The figure of 196 deaths does not include uniformed peacekeepers. It also does not include 18 United Nations civilian staff members who have lost their lives since 1992 as a result of aircraft accidents due to technical problems. The losses resulting from the attack on the Canal Hotel in Baghdad on 19 August 2003 fall outside the reporting period.) A consolidated list of staff members who have lost their lives as a result of a malicious act, as well as an indication of the status of legal proceedings undertaken by the relevant Member State, is included in the report, entitled "Scope of legal protection under the Convention on the Safety of United Nations and Associated Personnel" (A/58/187), which was submitted pursuant to General Assembly resolution 57/28.

4. The security of United Nations personnel continues to be compromised by numerous incidents of hostage-taking, kidnapping and sexual assault. In the past year seven incidents of hostage-taking and kidnapping occurred involving 14 United Nations personnel in the Democratic Republic of the Congo, Georgia, Nigeria, Pakistan and Somalia.

5. The most prevalent threats to the security of United Nations operations are physical attacks, robbery and theft. More than 258 incidents of assault on United Nations and non-governmental organization (NGO) personnel were reported during the period, including 69 in Afghanistan, 30 in Israel and the occupied Palestinian territory and 53 reported by the United Nations Interim Administration Mission in Kosovo. Harassment of United Nations personnel also continues to be widespread, with at least 168 such incidents reported during the past year.

6. The safety of United Nations and NGO operations was also affected by more than 30 reported bomb threats against field offices, all of which proved to be hoaxes. However, attacks on United Nations premises and properties in the field are a matter

of concern. During the reporting period there were approximately 270 violent attacks against United Nations and NGO compounds and convoys. In addition, at least 83 incursions into United Nations compounds were reported, although most were the result of non-violent political protests. More than 550 incidents of theft of office equipment, official vehicles, staff residences and personal belongings were reported. While theft most directly affects the quantity of material resources available to United Nations operations, it also has a significant impact on the personal safety and well-being of staff members and the integrity of United Nations field installations.

7. As the statistics clearly indicate, the safety and security of United Nations personnel continues to be threatened on an alarmingly frequent basis. Due to their heightened visibility as representatives of the international community, United Nations personnel are placed at substantial risk of being targeted by many diverse entities and individuals. In addition, because of the dangerous environments in which they work, which are often characterized by high rates of crime and unemployment, United Nations staff members often become the targets of street crime. The increased number of physical assaults, thefts, attacks, incursions, hostage-taking incidents and kidnappings reported during the past year speaks to these most disturbing trends. The nature of these attacks as well as the perception on the part of many staff members and their dependants that they are at risk has resulted in serious mental anguish. Therefore, the initiatives taken by the General Assembly in its resolution 56/217 of 21 December 2001 to reinforce the United Nations security management system assume even greater importance in the context of enabling the organizations of the United Nations system to perform their tasks in response to events wherever and whenever they may occur.

### **III. Arrest, detention and other restrictions**

8. The number of persons arrested, under detention or missing and with respect to whom the United Nations has been unable to exercise fully its right to protection declined slightly over the past year, from 39 to 34 cases. One case dates back to 1983, another to 1985, one to 1995 and another to 1997. A consolidated list of the staff members concerned is provided in annex II.

9. According to information provided by UNRWA, in the Gaza Strip a total of nine staff members were arrested and detained by the Palestinian Authority during the reporting period. Of those, seven were subsequently released. In the West Bank, the Israeli authorities detained 59 staff members, 23 of whom remained in detention at the end of the reporting period. Regrettably, UNRWA was not always provided with adequate or timely information by the relevant authorities on the reasons for the arrest or detention of its staff members. In the absence of such information, it was not possible to determine whether there were circumstances that would warrant the assertion by UNRWA of its right to functional immunity.

10. Throughout the reporting period, the United Nations community in Israel and the occupied Palestinian territory experienced considerable difficulty and delays due to the closure of access roads. United Nations vehicles were stopped at Israel Defense Forces checkpoints and roadblocks, often for very extended periods of time. While passing through the checkpoints, United Nations personnel were on occasion abused and even physically assaulted. There were many incursions by both the Israel

Defense Forces and the Palestinian Authority into UNRWA installations, resulting in substantial damage. UNRWA is particularly concerned at the number of incidents in which Israel Defense Forces operations were carried out in densely populated civilian areas, thereby causing an increasing number of incidental civilian injuries and fatalities, including the deaths of four UNRWA staff members and a school counsellor working under contract for the agency.

## **IV. Current security management system**

### **A. Arrangements at headquarters locations**

11. The strengthening of the Office of the United Nations Security Coordinator has substantially improved its ability to implement its mandate, including monitoring security arrangements, providing advice and tracking incidents. It has in particular been able to conduct a much wider range of missions designed to assist designated officials in carrying out their security tasks and in meeting accountability standards.

12. An important activity of the Office of the United Nations Security Coordinator is supporting the Inter-Agency Security Management Network, made up primarily of representatives of United Nations agencies, programmes and funds. Over the past year, the Network has focused its attention on detailed performance reviews as well as on a number of special projects aimed at validating and adjusting procedures and practices so as to implement fully the initiatives and objectives of the Secretary-General and the executive heads of agencies in reinforcing staff security and safety. Current matters under consideration by the Network and its working groups include further enhancement of security training, the application of minimum operating security standards in the field, air safety (with major inputs from the World Food Programme (WFP) and the International Civil Aviation Organization), communication compatibility in the field (proposed by the Office of the United Nations High Commissioner for Refugees (UNHCR) and WFP) and special security issues concerning women (with the particular involvement of the United Nations Children's Fund (UNICEF), WFP and the United Nations Development Programme). The Network is also examining means by which to validate security phases periodically in the light of any changes in threat or risk.

13. As part of the policy on accountability within the United Nations security management system, the Office of the United Nations Security Coordinator has conducted eight compliance and inspection missions over the past year to assist all those concerned in carrying out their responsibilities. The frequency of those missions increased after November 2002, when a full complement of Headquarters staff was on board. Twenty-two additional compliance and inspection missions are currently scheduled to be conducted before 31 December 2003. These inspections help to sensitize all field duty stations to the importance of full compliance with the minimum operating security standards.

14. Over the past year, security assessment missions have been conducted in eight countries, and eight field support missions (including the deployment of eight additional field security officers to Iraq when United Nations international personnel returned to the country) and one investigation have been carried out. The Office of the United Nations Security Coordinator assisted designated officials in managing seven hostage situations, two of which required the deployment of experienced

hostage negotiators from Headquarters to the field. Furthermore, it conducted a workshop in conjunction with the Department of Peacekeeping Operations focusing on the development of standing security operating procedures for peacekeeping missions.

15. As part of the effort to improve the collection and analysis of data pertaining to security incidents involving United Nations personnel, a computerized reporting system is being developed and is at an advanced stage. The United Nations security incident reporting system, which is intended to provide for direct input of data and information-sharing among the Office of the United Nations Security Coordinator, the headquarters of United Nations agencies and programmes and field offices, is expected to be operational in May 2004.

16. In an effort to convey security information in a consistent manner to all staff members of the United Nations system, Intranet and Extranet web sites of the Office of the United Nations Security Coordinator became operational in May 2003. The web sites provide contact information on all staff, the latest version of the travel advisory, details on the malicious acts insurance policy, advice on the post-exposure preventive treatment kit and programme for AIDS, the English- and French-language versions of the training CD-ROM entitled "Basic security in the field: staff safety, health and welfare", and a copy of the booklet entitled "Security in the field" in each of the six official United Nations languages.

17. The Office of the United Nations Security Coordinator continues to investigate the death or serious injury of all United Nations civilian personnel, other than those serving as members of peacekeeping missions, that are considered to have occurred under suspicious circumstances or as a result of a malicious act. Only one such investigation was required during the reporting period. The results of investigations continue to be provided to the appropriate Member States so as to assist them in discharging their responsibilities for the security of United Nations personnel.

## **B. Arrangements in the field**

18. Throughout the reporting period, United Nations agencies and programmes, as well as the Office of the United Nations Security Coordinator, have been actively recruiting, training and deploying skilled field security coordination officers and agency security officers. Emphasis has been placed on fully staffing those countries or regions where the safety and security of United Nations personnel is most at risk. There are currently 114 field security coordination officers (including 14 posts funded on an extrabudgetary basis) and 200 locally recruited support staff deployed throughout the world to assist 150 designated officials and the security management teams of senior representatives of United Nations agencies and programmes. A similar number of security officers are deployed in the field by United Nations agencies and programmes. These well-qualified officers continually assess threats and risks and conduct security briefings and training sessions, enormously strengthening security awareness and readiness. Due to limitations in their number, some field security coordination officers are responsible for several duty stations in a particular region.

19. To facilitate a consistent standard of staffing within the overall United Nations field security management system, United Nations agencies and programmes, as well as the Department of Peacekeeping Operations, have sought the advice of the

Office of the United Nations Security Coordinator advice on over 300 candidates for security posts. At its meeting in Vienna in July 2003, the Inter-Agency Security Management Network working group on security further requested the Office of the Security Coordinator to continue developing a roster of potential field security officers and to consider the possible use of donor funding in order to develop a more elaborate methodology for assessing competency in recruitment and selection.

20. Because crises are often rapid in onset and unpredictable, it will always be difficult to respond to new field security needs within the resources available under the regular budget. The Office of the United Nations Security Coordinator, working in close consultation with United Nations agencies and programmes as well as with designated officials, determines where and how extrabudgetary contributions made to the Trust Fund for Security of Staff Members of the United Nations System might be used most effectively.

21. In the past year, the Trust Fund has been used to fund training activities and to enable the United Nations to provide increased security coverage at short notice in areas of increased risk. Most recently, the Trust Fund has financed the establishment of a United Nations security operations information centre in Iraq, as well as the short-term recruitment of a number of additional field security officers, including communication equipment, vehicles and associated local support. Similar urgent, non-forecast and presumably temporary measures may become necessary in other countries.

22. As occurred in June and July in Liberia, the need to evacuate United Nations personnel can arise suddenly and with very little notice, which tested the viability of the existing arrangements and exposed inherent weaknesses in them. Further consideration is therefore being given to augmenting existing security and evacuation arrangements, including the establishment of standby arrangements with national authorities for use of their civil and military resources for such purposes.

23. As at 31 July 2003, contributions to the Trust Fund totalling about \$1.27 million had been received from the following Member States: Monaco (\$10,000), Netherlands (\$495,000), Poland (\$10,000), United Kingdom of Great Britain and Northern Ireland (\$449,000) and United States of America (\$303,000).

24. Apart from the above-mentioned direct contributions to the Trust Fund, additional funds totalling about \$4 million were generated by the following Member States through United Nations consolidated appeals: Canada (\$980,000), Netherlands (\$919,000), Sweden (\$703,000) and United Kingdom of Great Britain and Northern Ireland (\$1,436,000). Some funds obtained from consolidated appeals are utilized to deploy additional field security officers to meet minimum operating security standards. The Office of the United Nations Security Coordinator coordinates with the implementing partners to ensure that funds are utilized expeditiously.

## **V. Accountability**

25. The Secretary-General submitted to the General Assembly at its fifty-seventh session a report entitled "Inter-organizational security measures: framework for accountability for the United Nations field security management system" (A/57/365), as requested in section VIII of Assembly resolution 56/255 of

24 December 2001. The report, which was prepared by a working group of the Inter-Agency Security Management Network and approved by the Chief Executives Board, identifies all actors of the United Nations security management system, outlines the responsibilities of each and sets out a number of mechanisms to ensure accountability.

26. The Inter-Agency Security Management Network has subsequently encouraged all concerned to ensure that the roles and responsibilities set out in the accountability framework are reflected in job descriptions, terms of reference and performance appraisals. Most United Nations agencies and programmes have prepared specific security policy statements along the lines of those set out in the accountability framework. Agencies are now submitting these policy statements to their governing bodies as required. The Network has also reviewed and approved a common checklist for use by the Office of the United Nations Security Coordinator in conducting and reporting on compliance visits.

27. A Secretary-General's bulletin defining the functions, structure and organization of the Office of the United Nations Security Coordinator (see *ibid.*, para. 6) will be finalized in consultation with all concerned, including the Department of Peacekeeping Operations.

## **VI. Minimum operating security standards**

28. Over the past year, United Nations agencies and programmes, working with the Office of the United Nations Security Coordinator and designated officials, have continued their efforts to reduce the level of risk to which United Nations personnel are exposed. The emphasis placed on implementing the minimum operating security standards, which are verifiable standards for security planning, training, telecommunications and equipment that correspond to assessed threats and risks, has served to improve readiness, enhance awareness, reinforce accountability and reduce exposure among United Nations staff members worldwide. Of the 150 duty stations, 90 per cent are now reporting either full or partial compliance with the standards.

29. Some United Nations agencies and programmes were more prepared than others at the inception of the minimum operating security standards, and several required additional time to marshal the resources needed for full compliance. The Office of the United Nations Security Coordinator and designated officials will continue to work closely with those United Nations agencies and programmes encountering difficulties so as to ensure that any remaining shortcomings are prioritized and addressed as quickly as possible.

30. To facilitate implementation of the minimum operating security standards, the Office of the Security Coordinator has conducted eight formal compliance missions since January 2003, with 22 more scheduled to take place by year's end. These missions are actively tracked by the Inter-Agency Security Management Network and the concerned United Nations agencies and programmes and have benefited from the full and willing cooperation in the field by designated officials and their colleagues.

31. Shortages of telecommunication equipment due to the failure by some Governments to provide import clearances continue to frustrate the implementation

of the minimum operating security standards in some countries. This remains a serious concern for the health and safety of staff members.

## **VII. Security training programmes**

32. In order to ensure that all security personnel are properly briefed before their deployment, over the past year a three-day orientation and training programme for all newly recruited field security coordination officers has been developed. The Office of the United Nations Security Coordinator has also provided 12 training sessions to designated officials and members of security management teams. An additional 40 duty stations are scheduled to receive training by 31 December 2003. Two regional workshops were organized where security officers received updates and continuity training and exchanged information on risks, threats and new techniques. Two additional regional workshops are planned to take place before 1 November 2003.

33. The Office of the United Nations Security Coordinator continues to service United Nations agencies and programmes, as well as other departments and offices of the Secretariat, by conducting or participating in security training. During the reporting period, 10 such training programmes were carried out, involving the Office for the Coordination of Humanitarian Affairs, the Office of the United Nations High Commissioner for Refugees, the United Nations Volunteers, the World Health Organization, and the United Nations Staff College. In November 2002, the United Nations Security Coordinator participated in a workshop of humanitarian coordinators sponsored by the Office for the Coordination of Humanitarian Affairs.

34. An initiative developed by the Office for the Coordination of Humanitarian Affairs and the Office of the United Nations Security Coordinator to provide country-specific security training for humanitarian staff working in high-risk areas was completed during the past year. Related training-of-trainers workshops were conducted in Nairobi in June 2003.

35. Joint efforts are continuing to bring security awareness training directly to all civilian staff members of the United Nations system. An interactive CD-ROM course entitled "Basic security in the field: staff safety, health and welfare" has been developed as a collaborative effort by the Office of the United Nations Security Coordinator, UNHCR and other United Nations agencies and programmes, and is available in English and French. Approximately 6,000 copies were distributed to United Nations agencies, programmes and funds for further distribution to their respective staff. The CD-ROM has also been installed on the Intranet and Extranet web sites of the Office of the Security Coordinator, which allows staff members with computer access to complete the course at home or from their workplace. Thanks to a contribution by the Government of Japan to the Trust Fund, Arabic and Spanish versions of the CD-ROM are being produced and should be available by the end of 2003. The response from staff regarding the course has been extremely positive.

36. In response to a further proposal by the Inter-Agency Security Management Network, a second CD-ROM course focusing on enhancing the security skills of staff operating "deep" in the field is being developed. This programme will contain expanded material on communication, first aid, methods of dealing with military or militia forces and child soldiers and other pertinent topics.

## **VIII. Stress management**

37. The psycho-social well-being of staff members who serve in the field continues to be a matter of paramount concern among all components of the United Nations security management system. A great deal of emphasis is being placed on providing both preventive training and relief. In response to practical concerns raised from the field, the stress management programme over the past year has been broadened to encompass various issues of importance to staff. Examples include anger management, conflict resolution, team-building, loss and grief, communication skills and substance abuse disorders. The stress counselling unit of the Office of the United Nations Security Coordinator is currently developing a needs-assessment questionnaire in order to identify and meet more systematically the welfare needs of staff in the field. A monitoring evaluation procedure is also being developed in order to determine the effectiveness and relevance of the programmes conducted by the stress counselling unit, as well as the adequacy of the services it delivers.

38. Staff counselling and traumatic incident stress management call for early response, concerted action and good inter-agency communication. In order to achieve those goals, three mental health professionals have been recruited over the past 12 months to reinforce the stress counselling unit. This brings the total number of available staff counsellors to four, making the unit now fully operational.

39. The stress counselling unit works in close cooperation with staff counsellors assigned to peacekeeping missions and to United Nations agencies and programmes, including UNHCR, WFP and UNICEF. The unit addresses any mental health-related issues and responds to traumatic incidents system-wide. The increased number of counsellors available to the United Nations system will provide a more professional and comprehensive approach to traumatic stress management, as well as an integrated response to staff needs. In view of its central role in the health, productivity and morale of staff in the field, many of whom work under enormous pressure and risk, the adequacy of the stress management programme will be kept under constant review.

## **IX. Security collaboration between the United Nations and non-governmental organizations**

40. Throughout the past year, the degree of collaboration on security management between the United Nations, non-governmental organizations and intergovernmental organizations has increased significantly. On 19 August 2002, the Office of the United Nations Security Coordinator issued a set of guidelines entitled "United Nations/NGO security collaboration", designed to provide for greater interaction, sharing of resources and training capacity and to promote common security interests and ground rules for those United Nations agencies, programmes and funds which are working in association with non-governmental and intergovernmental organizations. Since the distribution of those guidelines, the awareness on the part of security management teams of the need to work more closely with non-governmental and intergovernmental organizations at their duty stations has risen greatly. During the reporting period the level of collaboration, support and liaison of field security coordination officers with both non-governmental and

intergovernmental organizations increased markedly. In Iraq, for example, the United Nations security information operations centre provides up-to-date security information and advice to the NGO community. Members of NGOs meet regularly with designated officials and field security coordination officers and attend security awareness training sessions and briefings in a variety of other countries. These activities firmly establish security as an integral aspect of NGO programmes and reduce the security risks and threats they face.

## **X. Observations and recommendations**

**41. While many factors outside the control of the Organization will continue to influence the level of threats and risk to United Nations personnel, the fact that fatalities have decreased significantly over the past years gives cause for optimism that efforts under way to strengthen the United Nations security management system are on the right track. Continued emphasis on the implementation of the minimum operating security standards and an expansion of the scope of security and stress management training will serve to further reduce risks.**

**42. Notwithstanding the best efforts of the United Nations, there are instances in which the efforts of the Organization are being frustrated. For example, in some countries international organizations continue to encounter difficulty obtaining permission to import communication equipment. This remains a serious concern for the health and safety of staff members and the Secretary-General appeals to all Member States that have implemented such restrictions to lift them immediately in the interest of the safety and security of staff.**

**43. The implementation of preventive risk management continues to be one of the most effective means of protecting staff. As a result of security and stress management training, staff members are better informed and more security-conscious, which allows them to more safely fulfil their mandates in hazardous areas. To that end, the Secretary-General reiterates his appeal to all Member States to contribute generously to the Trust Fund for the Security of Staff Members of the United Nations System so as to ensure the continuity of the security and stress management training programmes.**

**44. Although staff are certainly better prepared to operate amid the risks that often accompany human suffering, the number of security incidents taking place and their associated costs remain far too high. In addition to the considerable trauma that is often inflicted on United Nations staff members as a result of such incidents, it is the most vulnerable populations in the affected areas who pay the highest price due to the reduced effectiveness — and in extreme cases the absence — of a United Nations presence. Accordingly, the Secretary-General will continue to seek all means possible to enhance the effectiveness of the United Nations security management system, paying particular attention to identifying and closing gaps in coverage as well as to ensuring that policies, procedures and resource allocations are kept constantly in line with risks and threats, which are in themselves unpredictable, indiscriminate and constantly changing.**

**45. Of the 196 deaths of United Nations civilian staff due to malicious acts prior to 30 June 2003, only 24 perpetrators have been apprehended. The**

Secretary-General is dismayed that there has often been unwillingness to provide timely information in the event of the arrest or detention of locally recruited United Nations personnel and that very few countries have investigated fully attacks or threats against international and locally recruited United Nations and associated staff members or held perpetrators accountable under international and national law. While the United Nations will continue to enhance the security management system for the benefit of its personnel, it must be constantly borne in mind that host Governments have the primary responsibility for the security of United Nations and other humanitarian personnel.

46. In paragraph 25 of its resolution 57/155, the General Assembly recognized the need for a strengthened and unified security management system for the United Nations, at both the headquarters and the field levels, and requested the United Nations system, as well as Member States, to take all appropriate measures to that end. The Secretary-General advises the Assembly that an evaluation of all aspects of the United Nations security management system has been undertaken. The findings of this evaluation are being reviewed and will form the basis of a separate report which will be submitted in due course.

**Annex I****Civilian personnel who have lost their lives during the reporting period (1 July 2002-30 June 2003)**

| <i>Name</i>                | <i>Nationality/agency</i>  | <i>Date/place of incident</i>               | <i>Cause</i> | <i>Legal action</i> |
|----------------------------|--|---|--------------|---------------------|
| Hook, Iain                 | United Kingdom/UNRWA<br>(Department for International<br>Development consultant) | 22 November 2002/Jenin<br>Camp, West Bank   | Gunshot      | No                  |
| Al-Tahrawi, Osama<br>Hasan | Palestine/UNRWA  | 6 December 2002/Bureij<br>Camp, Gaza Strip  | Explosion    | No                  |
| Qandil, Ahlam Rizig        | Palestine/UNRWA  | 6 December 2002/Bureij<br>Camp, Gaza Strip  | Gunshot      | No                  |
| Asleibi, Majed Hussein     | Palestine/UNRWA  | 7 February 2003/Khan<br>Younis Refugee Camp | Explosion    | No                  |
| Nzelenga, Prosper          | Democratic Republic of the<br>Congo/UNDP   | 6 June 2003/Kinshasa                        | Gunshot      | No                  |

## Annex II

### **Consolidated list of staff members under arrest, detained or missing and with respect to whom the United Nations, the specialized agencies and related organizations have been unable to exercise fully their right to protection (as at 31 May 2003)**

| <i>Name</i>               | <i>Organization</i>                    | <i>Place and date of incident</i>  |
|---------------------------|--|--|
| Ahman, Mahmoud Hussein    | UNRWA                                  | Missing in Lebanon since 22 March 1983; reportedly detained by militias or unknown elements. |
| Collet, Alec              | UNRWA                                  | Detained in Lebanon by militias or unknown elements since 25 March 1985.                     |
| Rukindo, Fulgence         | Human rights field operation in Rwanda | Detained in Kibuyu, Rwanda, since 17 June 1995.  |
| Sibomana, J. Baptiste     | Human rights field operation in Rwanda | Detained in Rwanda since March 1997.   |
| Salamer Al Jundi, Khaled  | UNRWA                                  | Detained in the West Bank since 22 June 2001.  |
| Nyamoya, Gertrude         | WHO                                    | Detained in Bujumbura, Burundi, since 21 December 2001.                                      |
| Abed El-Ahmar, Nidal      | UNRWA                                  | Detained in the West Bank since 10 January 2002.   |
| Ghabax, Jamal             | UNRWA                                  | Detained in the West Bank since 8 February 2002.   |
| Atallah, Azzem            | UNRWA                                  | Detained in the West Bank since 13 April 2002.   |
| Busbkar, Shadi Fawzi      | UNRWA                                  | Detained in the West Bank since 13 April 2002.   |
| Badee, Khalil             | UNRWA                                  | Detained in the West Bank since 16 May 2002.   |
| Jawabreh, Rami            | UNRWA                                  | Detained in the West Bank since 28 May 2002.   |
| Diatsuka, Isabelle Masika | WHO                                    | Detained in Kigali then in Bukavu, Democratic Republic of Congo, since 17 June 2002.         |
| Ighbariyeh, Mohammad      | UNRWA                                  | Detained in the West Bank since 19 June 2002.  |
| Khaled, Rida              | UNRWA                                  | Detained in the West Bank since 3 August 2002.   |
| Atallah, Nahed            | UNRWA                                  | Detained in the Gaza Strip since 14 August 2002.   |
| Hashhash, Ibraim Abu      | UNRWA                                  | Detained in the West Bank since 3 September 2002.  |
| Latifah, Mohammad Abu     | UNRWA                                  | Detained in the West Bank since 23 September 2002.   |
| Zahran, Raed              | UNRWA                                  | Detained in the West Bank since 25 September 2002.   |
| Daoud, Nidal              | UNRWA                                  | Detained in the West Bank since 25 September 2002.   |

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| <i>Name</i>         | <i>Organization</i> | <i>Place and date of incident</i>                 |
|---------------------|---------------------|---|
| Ataya, Ammer        | UNRWA               | Detained in the West Bank since 3 October 2002.   |
| Aqel, Ziyad         | UNRWA               | Detained in the Gaza Strip since 9 October 2002.  |
| Rabee, Iyad         | UNRWA               | Detained in the West Bank since 10 October 2002.  |
| Itwel, Mohammad     | UNRWA               | Detained in the West Bank since 13 November 2002. |
| Raei, Aref Al       | UNRWA               | Detained in the West Bank since 20 November 2002. |
| Joudah, Emad        | UNRWA               | Detained in the West Bank since 22 November 2002. |
| Khatib, Mohammad Al | UNRWA               | Detained in the West Bank since 28 January 2003.  |
| Fayyad, Ibrahim     | UNRWA               | Detained in the West Bank since 17 February 2003. |
| Hroub, Maher Al     | UNRWA               | Detained in the West Bank since 24 March 2003.    |
| Weres, Tesfalem     | UNHCR               | Detained in Asmara, since 4 April 2003.           |
| El-Qeeq, Mansour    | UNRWA               | Detained in the Gaza Strip since 11 April 2003.   |
| Tawil, Islam Reyad  | UNRWA               | Detained in the West Bank since 29 April 2003.    |
| Abdulkadir, Amir    | UNHCR               | Detained in Tesseney, Eritrea, since 16 May 2003. |
| Al Wehaidi, Ammar   | UNRWA               | Detained in the West Bank since 10 June 2003.     |

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