

# Governing Body

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Programme, Financial and Administrative Section

PFA

Programme, Financial and Administrative Segment

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## Update on the headquarters building renovation project

Addendum

### ► Introduction

1. In document [GB.341/PFA/3](#) the Office provides an update on the headquarters building renovation project, including the security perimeter. This document provides further information on the proposed budget for the phase 2 works following the receipt of offers arising from the tendering process launched in October 2020. However, as the tendering process is not yet completed and given the commercial sensitivity of the offers received and the public nature of Governing Body documents, a detailed breakdown of costs cannot be provided in this document.
2. This paper also provides additional information on the security perimeter project, following recent exchanges with the United Nations Department of Safety and Security (UNDSS), architects and engineers. For reasons of safety and security, only an overview of the security project can be provided in this public document.

## ▶ Phase 2 of the headquarters building renovation project

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3. In the framework of the tendering process the Office received, on 22 February 2021, offers from Swiss and international contractors. Although a complete analysis is still to be carried out to ensure full compliance with the terms of reference, and further discussions are to be held with the bidders, the proposals received appear to be within the funding levels currently available.
4. The cost of the additional works included in the scope of phase 2 and described in document GB.341/PFA/3 have been largely offset by works carried out by the Office over the past two years and funded from savings realized in phase 1 of the project.
5. The Office has commenced a detailed analysis of the offers and will interact with the bidders over the coming weeks. It is anticipated that the tendering process will be completed by late April 2021, with final negotiations and contract signature shortly thereafter. Subject to Governing Body approval, the Office envisages finalizing this agreement within the indicative budgets outlined in previous papers and within available funding. It is anticipated that the works will be undertaken under similar contractual arrangements to those successfully applied in phase 1 of the project, starting in mid-2021 and being completed by late 2025.
6. The final building permit process is continuing and meetings with local authorities are scheduled for early March 2021 to review requests for additional information. Any required changes resulting from the building permit process will be submitted to the contractors for bidding prior to contract signature to ensure competitive tendering.

## ▶ Revised comprehensive security plan for ILO headquarters

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### Background

7. At its 331st (October–November 2017) and 334th (October–November 2018) Sessions, the Governing Body was informed of studies related to the perimeter security of the ILO's headquarters property. This followed a comprehensive risk assessment of the level of compliance of the ILO's headquarters premises with UNDSS standards to identify measures to improve the level of protection of its premises, staff and visitors against a wide range of potential risks. The most reliable and efficient measure identified to ensure compliance with UNDSS minimum security requirements was the construction of a perimeter fence around the entire ILO property. This was based on the principle that it is most effective, from both a cost and security perspective, to restrict access to the property as a whole, particularly in view of the multiple access points to the actual building and its immediate vicinity.
8. Following the advice received during the Governing Body's consideration of Office proposals for a security perimeter at its 335th Session (March 2019), a "one-ring" approach was presented to the Governing Body in October 2019 as an alternative to the implementation of the comprehensive security plan.<sup>1</sup> This approach aimed to secure only the ILO building instead of the entire ILO property.

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<sup>1</sup> GB.337/PFA/2(Add.1).

9. Further detailed analysis of the “one ring” approach has identified significant shortcomings. The main weaknesses identified are the following:
  - (a) non-compliance with the fundamental UNDSS requirement of layered security and the requirement to have a first layer of security around the ILO’s premises;
  - (b) incompatibility between security and the building fire safety and evacuation concept. On several fire evacuation doors, access control would be necessary requiring significant and expensive structural modifications;
  - (c) the close location of the visitor pavilion to the building would result in insufficient stand-off distance to the building and the location of non-staff vehicles would be too close to the building;
  - (d) the need to have a security guard at each vehicle entrance point in the parking areas to prevent pedestrian intrusion, resulting in an increase of approximately US\$1.1 million per annum in recurrent security operational costs.
10. The revised comprehensive security plan presented in this document adopts the principle of layered security protection and is based on the ILO headquarters risk assessment, the Security Risk Management (SRM) for Switzerland, the UNDSS risk management methodology, the United Nations Security management system (UNSMS) security policy manual, in particular Chapter IV, and the United Nations Security Management Operations Manual. Given the size of the ILO’s headquarters compound and the number of staff and visitors on site, the UNDSS has advised the ILO security team to implement the physical security measures as described in the Headquarters Minimum Operating Security Standards (HMOSS).
11. In response to the security environment in Europe, and the risks and threats identified in the SRM for Switzerland, other UN premises based in Geneva (including the World Health Organization (WHO), International Telecommunication Union (ITU), World Intellectual Property Organization (WIPO) and the United Nations Office at Geneva (UNOG)) have been actively upgrading their security infrastructure. A failure to bring the security of the ILO’s headquarters premises to the same level would make the ILO a soft target in the UN system in Switzerland.
12. The Office has received approval for the revised security plan from the UNDSS, which has confirmed that once implemented, the ILO’s headquarters premises will be fully compliant with UNDSS standards. The UNDSS will continue to collaborate with ILO architectural and engineering teams in finalizing the detailed design of the security plan.
13. The project specifications of the revised comprehensive security plan have been presented to the Permanent Mission of Switzerland, who welcomed the revised proposal as fully meeting UNDSS requirements, while integrating elements for the respect of the surrounding environment.

## Revised comprehensive security plan

14. The revised security plan introduces a layered security approach which combines physical infrastructure measures, electronic security systems and operational measures to ensure that current and emerging security and safety challenges can be effectively addressed. The measures allow for flexibility with the capacity to be scaled up or enhanced in response to imminent and evolving threats.

- (a) The main components of the first layer of physical security protection include:
- (i) An exterior security ring along the boundaries of the ILO property to prevent intrusion into the ILO premises by unauthorized pedestrians and vehicles. It will be aesthetically blended into its surroundings where possible, with the natural contours of the land serving to prevent the intrusion of vehicles at several locations along the perimeter. Where additional measures are required, natural elements and appropriately designed barriers will be used. An anti-climb fence will be adapted to the surroundings. This exterior security ring will provide protection against threats from pedestrians and vehicles, and directs all visitors to the appropriate entrance or screening facility.
  - (ii) Controlled access points along the exterior ring, allowing pedestrians in possession of a valid access badge to enter the site, will be installed on the Appia side, route des Morillons, David Morse Alley and on the west side of the property.
  - (iii) A visitor security pavilion, to be erected at the current location of the training pavilion, will allow for the screening of all visitors, and for registration, accreditation and the issuance of access badges.
  - (iv) A new covered walkway between the visitor security pavilion and the pond area in front of the main building, will allow for access for all visitors, including those with reduced mobility, to the building.
  - (v) A single entrance/exit zone for all vehicles will be located at route des Morillons. This zone will allow for the checking of drivers and passengers, and the screening of vehicles. A designated parking zone for visitors' vehicles will be located adjacent to the visitor security pavilion, and a safe distance from the main building.
  - (vi) The entrance/exit zone will be closed outside of normal working hours, with access controlled from the security control centre within the main building.
  - (vii) A controlled exit onto avenue Appia will be available for trucks and for emergency exit and entrance.
- (b) The second layer of physical security protects access to the building itself and addresses at the same time occupational safety and health and a number of physical safety concerns relating to the pond and Appia lawn areas. It includes the following measures:
- (i) The area around the pond in front of the main building will be fenced to create a security-controlled outside area, including the new "Allée du centenaire" zone, accessible from within the building.
  - (ii) Part of the east (Appia) lawn will be fenced to allow for easy and secure use of this green area. This will avoid the need for access control on multiple doors.
  - (iii) Improved physical security will be introduced at the loading bay and other access doors into the building.
  - (iv) Two further emergency fire exits will be introduced to allow for safe evacuation in an emergency.
  - (v) Emergency central locking of all access doors will be introduced for activation in the event of an intrusion alert.

- (c) The third layer of security requires improvements to the global electronic security systems:
  - (i) The physical measures of the first and second layers will be complemented with electronic security monitoring and intrusion detection systems, by extending the recently installed CCTV system with additional exterior cameras and video analytics.
  - (ii) The existing badge readers and access control system will be updated and linked to a visitor management system.

## Conclusion

- 15.** The proposed security plan is fully compliant with UNDSS requirements and is compatible with the need to maintain easy access for ILO staff, constituents and authorized visitors to the headquarters' premises.
- 16.** The plan will offer a compliant, appropriate and aesthetic solution that will not only respond to the security challenges of the ILO but will also be respectful of its surrounding environment. It will also be fully compliant with the United Nations Disability Inclusion Strategy (UNDIS) recommendations and occupational safety and health requirements.
- 17.** This proposed solution is expected to be of lower cost than the security perimeter proposal presented to the Governing Body at its 335th Session (March 2019) and fits within the overall funding levels available for phase 2 of the renovation project. It has the lowest impact on the operational security costs, estimated at US\$700,000 per annum due largely to the introduction of the visitor screening function.
- 18.** Should the Governing Body endorse this plan, the Office proposes to continue discussions with the Swiss authorities in order to seek approval of the revised comprehensive security plan and to identify potential cost-sharing arrangements.
- 19.** Following such approvals the Office will work with the successful bidder for the phase 2 of the renovation project to submit the security works to tender for integration in the overall renovation project. A document including final costs and funding arrangements will be submitted to the Governing Body at its 342nd Session (June 2021).
- 20.** With this supplementary information, the Governing Body is invited to consider the draft decision in paragraph 21 of document GB.341/PFA/3.