



ICoCA Q4 - 2024 Board Meeting
21 November 2024
Virtual

Minutes

Present (Board)

- Frédéric Chenais (Chair)
- Carmen Rosa De León-Escribano
- Vicky Bowman
- Chinwike Okereke
- Caleb Wanga
- Amanda Wall
- Paul Smith
- Michelle Quinn
- Cui Shoujun
- Frank Amoyaw

Present (Observing/Supporting)

- Orlando Bianchetti (CH)
- Elizabeth Kiingi (US)

Present (ICoCA Secretariat)

- Christopher Galvin (Head of Communications & Outreach)
- Tom Mather (Compliance Manager)
- Vincent Bernard (Senior Policy Advisor)
- Ana Farrèr (Human Rights Officer)
- Alexandra Garzotto (Finances Manager & Administrative Officer)
- Jamie Williamson (Executive Director)
- Dina Chantre (HR and Office Manager)
- Valentina Potapova (Membership Development Officer)
- Florie Barbotte (Communication & Marketing Officer)
- Nicolas Aeschmann (Research & Outreach Associate)
- Livy Keane (Intern – From Boston University program)



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1. Agenda

The Chairperson opened the meeting at 3:35PM and welcomed the Board members. The Chairperson took note that each of the three stakeholder pillars was represented by at least two Board Directors and that at least eight Directors were present. The Chairperson declared that a quorum was present according to Article 7.6 of ICoCA's Articles of Association (AoA), that the meeting was duly constituted and that the Board could adopt resolutions in compliance with the Articles of Association.

The Board approved the meeting agenda after the change in the organisation of items

2. Approve Minutes

The Board reviewed and approved the Minutes of the Q3 2024 Board Meeting.

3. Uganda Update

The Secretariat presented an update on developments in the work being carried in Uganda, on ICoCA's priority countries. A field mission took place a week before the meeting. It expressed its gratitude to Mr. Frank Amoyaw for his work with the regulator and the members preparing the various meetings.

The Secretariat advised on the situation in Uganda, and the next steps:

- ICoCA membership has increased significantly over the past two years, driven by EACOP (East African Crude Oil Pipe Line) tenders requiring ICoCA (0 to 7).
- ICoCA has engaged with EACOP/TotalEnergies, PSCs in country, CSOs, UNBS (Uganda National Bureau of Standards which could be a certification body to ISO18788, interested to join in the Q1) and TUPSA, the local security association. Each piece of engagement has been mutually reinforcing, with the entire security ecosystem now strengthened. More engagement will lead to a further strengthening of the sector, and with this the respect for human rights. The impact here will not be limited to Uganda, rather it will lift standards across the region.
- ICoCA will seek to make contact with the government (Ministries of Labour, Energy and Interior) and CSOs, which are already involved in EACOP. ICoCA will seek to provide them with training so that they can collect data and act as observers in the field.

After the presentation, the floor was opened for questions. The questions focused on in-country visits impacts in Uganda. Mr. Amoyaw reported the positive feedback from members on the training. He expressed the challenge of mobilizing PSCs to set the conversation to lower levels.

The impact of ICoCA impact in Uganda was noted, with the example of one company that had dramatically increased its engagement with the Secretariat and the level of transparency in reporting on all incidents that happened with the PSCs, the priority in Uganda is now to get engagement on a governmental level.

4. Membership Update

The Secretariat reported that growth in membership remains strong. It is expected that ICoCA will end 2024 with 165 members, a growth rate of 21% for the year — which is in line with the 25% growth seen in 2023. In particular, growth is high in East Africa (i.e. Uganda), more companies are expressing interest in the GCC and Maritime sector. Growth in Iraq has slowed, largely because the main security companies have now all joined ICoCA. ICoCA is now operational in 105+ territories.

5. Introducing the Toolkit for Responsible Tech Use in Private Security

The Secretariat presented [the Toolkit for Responsible Tech Use in Private Security](#), which has just been published. It expressed its gratitude to Swiss FDFA and UK FDCO for the funding and promotion of this project to the various stakeholders which made the project a reality. It originated in the 2020 conversation on reconsidering the scope of the Code. Although the Code does not refer to new technologies, it still applies to ICTs because of its focus on protective rights.

The Secretariat observes that PSCs adopt new technologies changing the landscape of security (new skills, actors and risks). Today, all ICoCA members provide ICT-based services with a 35% increase in two years. The Toolkit represents a first step in the process of achieving ICoCA's goals in ICT sector.

The toolkit, developed with ICT4Peace, provides 12 tools, each which can be used individually or in combination with others, working as an online platform. The tools are as follows:

1. Human Rights Challenges Posed by ICTs in Private Security Companies
2. Responsible Data Collection Practices
3. Best Practices for Data Storage
4. Best Practices for Data Security
5. Best Practices for Data Destruction
6. Surveillance and Monitoring
7. The Challenge of Algorithmic Bias in Private Security
8. Emerging Technologies and Future Trends in Private Security
9. Accountability and Transparency
10. Freedom of Expression
11. Labour Rights in the Digital Age
12. Right to Remedy and Effective Grievance Mechanisms

The toolkit was released at the beginning of November 2024, just outside of the reporting period. Its release will be followed by the publication of a policy brief in 2025.

The discussions that followed the presentation focused on the next steps to be taken following the publication of this project. All participants stressed the relevance of the Toolkit as an opportunity to position ICoCA in the field of security and ICT governance and a way to develop expertise and partnership and to expand membership.

6. AGA Programme and 2024 Annual Report

The Secretariat presented the AGA Programme and 2024 Annual Report.

The Secretariat presented ICoCA's Strategic Plan for the 2024-2030 period, which is structured around five goals:

1. **Regionalisation:** ICoCA promotes the global adoption of higher industry standards by establishing a strong in-country presence and enhancing human rights due diligence across priority countries through capacity-building programs and multi-stakeholder collaboration.
2. **Working conditions:** ICoCA drives positive change for workers in the security industry by raising awareness and engaging with all relevant stakeholders on fair employment standards, labour rights, and non-discrimination.
3. **Just transition:** Ensure that the responsible security practices promoted by ICoCA are recognized as essential for achieving the Just Transition.
4. **New technologies:** Establish standards for respecting human rights and using new technologies by private security providers, integrating these into the International Code of Conduct.
5. **Accountability:** By enhancing transparency, monitoring and oversight of private security, ICoCA strengthens accountability mechanisms for human rights abuses and international humanitarian law violations.

The discussion that ensued focused on the organisation of Board meetings by pillar in order to prepare for the AGA. It was agreed that discussions should focus on improving the involvement of the various pillars and on identifying cross-pillars issues such as the diversification of sources fundings.

7. Wrap Up

The Chair of the Board of Directors provided a summary of the main points discussed and the decisions made at the Q4 2024 Board Meeting and expressed appreciation to the ICoCA Secretariat for its planning and organisation. The Board meeting was officially closed at 6:00 PM.