



INTERNATIONAL CIVIL AVIATION ORGANIZATION

SECOND AFRICA-INDIAN OCEAN (AFI) AVIATION SECURITY AND FACILITATION SYMPOSIUM

(Wednesday, 24 May 2017, Gaborone, Botswana)

SESSION 2: EMERGING THREATS

“INSIDER THREAT”

(Presented by Nigeria)

EXECUTIVE SUMMARY

This paper highlighted the inherent danger posed by the insider threat against civil aviation which need to be mitigated for safe and secure air navigation in our Region.

Action: *Symposium is invited to:*

- a) endorse this working paper and adopt the mitigating measures as a way of curbing insider threat in our Region and
- b) Adopt comprehensive approach for continuous vetting of airport employees

1. INTRODUCTION

1.1 The new-fangled approach to threats against civil aviation has become more worrisome because of the way and manner at which the laydown mitigating measures are being by passed which cannot effortlessly achieved without the connivance of “an insider” that is airport workers.

1.2 Although the provisions of Annex 17 Standard 4.2.6 ‘*Each Contracting State shall ensure that persons other than passengers, together with items carried, prior to entry into airport security restricted areas serving international civil aviation operations, are subjected to screening and security controls*’, however there are still gaps that could not be measured through screening such as intent and collusion.

2. THE TRUTH ABOUT INSIDER THREAT

2.1 Insider vulnerabilities represented a real concern that need to be addressed, particularly in view of all the other measures that had been put in place to mitigate the threats from passengers, cargo, hold and hand baggage at our airports.

2.2 It should be noted that airport personnel that have the right of entry to security restricted areas can be infiltrated by the “bad guys” to perpetrate gruesome acts of unlawful interference. In retrospect, recent sabotage in Charm-el-Cheikh in the Sinai Peninsula, Egypt and the one involving Daallo Airlines in Mogadishu, Somalia seems to be an insider factors.

2.3 Perpetuators of unlawful acts often look for the weakest link in the security chain of defence of which airport employees could be one, as they have detailed knowledge of the operational procedures and weaknesses of the system which could be easily exploited by any disgruntled elements to perpetrate the acts on unlawful interference.

3. MITIGATING INSIDERS' THREAT

3.1 Comprehensive background check of all personnel selected for hiring/employment at the airport should be carried out by the relevant State's security agencies base on the risk assessment.

3.2 In addition, re-vetting of airport workers such as the cleaners, duty free shop personnel, catering staff and concessionaire need to be carried out frequently to mitigate collusion to commit acts of unlawful interference.

3.3 Unpredictability methods of screening should be adopted for airport workers in way that it will be difficult to thwart by the would-be perpetrators.

3.4 Evaluation of the remuneration of airport workers to determine if commensurate with the work environment and to access essential needs of life (such as food and water).

3.5 Prompt payment of airport workers' salaries/wages and other incentives to motivate the total commitment of airport workers without any compromise.

3.6 Constant dialogue between staff and employers to address any area that may instigate distrust and lack of confidence.

4. ACTION BY THE SYMPOSIUM

4.1 Honourable Delegates are hereby invited to endorse this working paper and adopt the mitigating measures as a way of curbing insider threat in our Region.

4.2 Adopt comprehensive approach for continuous vetting of airport employees.