



## Terms of Reference

### Conference on the Private Security Sector in Mozambique:

Making private security an actor of stability

Montebelo Girassol Hotel, Maputo City, 9 December 2025

#### 1. Background

**The Voluntary Principles on Security and Human Rights (VPSHR)** are a global framework to guide companies of the extractives sector in maintaining the security of their operations while respecting human rights. The Government of Mozambique is currently developing a National Action Plan (NAP) on Business, Security and Human Rights as part of its commitment to join the VPSHR. This NAP will include specific actions items on the governance of security linked to business actors, including regulation, oversight, and accountability of the private security sector. This process offers an opportunity to align Mozambique's frameworks with international good practices while reinforcing the role of national authorities in ensuring that private security providers contribute to security and stability, while respecting human rights. This conference is organized within this framework, as part of a collaboration between CDD, DCAF and ICoCA to support the Mozambican government:

- **The Centre for Democracy and Human Rights (CDD)** is a Mozambican civil society organization that promotes democracy, human rights, and good governance, and act with the Ministry of Justice, Constitutional and Religious Affairs (MJACR) as co-chair of Mozambique's National and Cabo Delgado Working Groups on the VPSHR.
- **DCAF – Geneva Centre for Security Sector Governance**, an international foundation based in Geneva, supports national authorities, civil society, and the private sector worldwide in strengthening security sector governance and

integrating human rights standards into security practices. DCAF has been working in Mozambique since 2021 as a technical support to the MJACR and CDD in the promotion and implementation of the VPSHR.

- **The International Code of Conduct Association (ICoCA)** is a multi-stakeholder association established to promote, govern, and oversee the International Code of Conduct for Private Security Providers (ICoC): a global standard that defines principles for responsible conduct and respect for human rights by PSCs. In Mozambique, ICoCA works in partnership with DCAF and CDD to advance dialogue, standards, and good practices within the private security industry.

## 2. Objectives of the Conference

Through this partnership, the Government of Mozambique and its partners seek to bring together representatives of government, PSCs, PSCs' clients, Civil Society Organizations and the international community to:

- Foster multistakeholder dialogue on the current challenges and priorities to strengthen national governance of the private security industry in Mozambique;
- Support national efforts for an effective regulation and oversight of the private security industry, in line with international standards such as the VPSHR and ICoCA.

The perspectives gathered during this conference and previous stakeholder consultations will help shape practical recommendations to develop **a roadmap on private security governance** and inform Mozambique's forthcoming NAP on business, security and human rights.

## 3. Approach and Methodology

The conference is part of a broader set of dialogues involving ministries, PSCs, clients of PSCs and civil society representatives.

The event will adopt an inclusive and evidence-based format to foster exchanges between key stakeholders involved in private security governance in Mozambique. Thematic sessions will allow representatives of government, PSCs, corporate clients, and civil society to share their view on priorities and propose concrete actions to strengthen

accountability, professionalism, and respect for human rights in the private security industry.

The format will include panel interventions by each stakeholder group as proposed and developed below (a. targeted topics of discussion), followed by moderated dialogue and questions from the audience.

## PROGRAMME

Agenda	
1:00 PM – 1:30 PM	<b>Arrival and Registration</b>
1:30 PM – 1:45 PM	<b>Welcome and Opening Remarks</b> <ul style="list-style-type: none"><li>– Prof. Adriano Nuvunga – Executive Director of the Center for Democracy and Human Rights (CDD)</li><li>– Jamie Williamson – Executive Director of the International Code of Conduct Association (ICoCA)</li></ul>
1:45 PM – 2:00 PM	<b>Coffee break and group photo.</b>
2:00 PM – 3:00 PM	<b>Session 1 – Government Perspectives</b> <b>Moderator:</b> Jamie Williamson – Executive Director of ICoCA <ul style="list-style-type: none"><li>– Tentative interventions (Mozambique, Switzerland, Canada and the United Kingdom)</li><li>– TBC – Representative of the Ministry of Interior of Mozambique</li></ul>
3:00 PM – 4:00 PM	<b>Session 2 – Industry Perspectives</b> <b>Moderator:</b> Jamie Williamson – Executive Director of ICoCA <ul style="list-style-type: none"><li>– Garda World, G4S, Executive Protection</li><li>– TotalEnergies (observer to ICoCA)</li></ul>

4:00 PM– 5:00 PM	<b>Session 3 – Civil Society and International Frameworks</b> <b>Moderator:</b> Prof. Adriano Nuvunga – Executive Director of CDD <ul style="list-style-type: none"><li>– Nada Bessassi – ICoCA (Presentation on the International Framework / Due Diligence Process in ICoCA)</li><li>– André Mulungo – Center for Democracy and Human Rights (CDD)</li><li>– Augusta Almeida – Mozambique National Human Rights Commission</li></ul>
5:00 AM – 5:30 PM	<b>Conclusion and Closing Remarks</b> <ul style="list-style-type: none"><li>– Jamie Williamson – Executive Director of ICoCA</li></ul>
<b>Networking Reception</b>	