Gender influences how threats to a person’s physical, mental and social wellbeing and integrity are experienced. Violence, for example, is universal; present in every country and context in which WFP works.

The types of violence that are inflicted, how it is inflicted, whether weapons are used, the perpetrators, the victims / survivors, the immediate impacts, longer-term consequences, and the likelihood of repetition can, and are, experienced differently by women, men, girls and boys.

There are also threats to safety and security that apply more, or only, to women, than to men; or men to women (and similarly for girls and boys).

Harmful practices, such as female genital mutilation (FGM), dowry murder, marital rape and forced abortion, are inflicted on women and girls. In some countries, forced recruitment to armed / military groups affects men and boys more frequently than women and girls.

In humanitarian settings, women are more likely to be involved in a security incident perpetrated by criminals and civilians, while men are more likely to be involved in security incidents perpetrated by state actors (military) or organised non-state actors (dissident groups).

Gender is relevant to all areas of safety and security, including risk assessment and analysis; security planning and risk management; and safety and security awareness and training. Similarly, gender norms, practices, capacities and vulnerabilities are relevant to the safety and security of all women and men. The ability of women and men to mitigate and respond to safety and security threats is also shaped by gender.

Women experience more security events in urban environments and in their residence and workplace; while men are more likely to encounter security threats in rural areas or while travelling by road.

Awareness of the distinct and specific safety and security threats and concerns of women and men help managers make informed decisions in support of the safety and security of all individuals.

Gender in Safety and Security Management

Integrate Gender into Safety & Security Management

- Include gender considerations in safety and security risk assessment and analysis.
- Integrate gender considerations into safety and security plans and guidelines.
- Ensure that all aspects and phases of safety and security management process
  - are inclusive, respectful and non-discriminatory
  - address the needs of the diverse women and men
  - place equal value on the needs of the diverse women and men.
- Include gender considerations in safety and security trainings.

Integrate Gender into the Workforce

- Recruit, train and retain qualified women as security staff, at all levels.

Manage Gender Based Violence (GBV) Security Incidents

- Create a safe space for the affected person
- Obtain the consent of the affected person before taking responsive action
- Maintain confidentiality of the personal information of the affected person
- Respect the dignity and autonomy of the affected person
- Do not discriminate on the basis of sex, gender, age, nationality, ethnicity, disability etc.
- Facilitate access to medical support
- Facilitate access to psychological support