**WHAT**

**Safety and security threats and needs are not gender neutral.** Gender – along with age, nationality, ethnicity, religion/belief, civil status, wealth, language, physical capacity etc. – influences the security threats, risks and vulnerabilities of an individual.

Certain threats to safety and security are common to all persons; such as those relating to the natural environment, a country’s economic health and political turmoil. Gender, however, **influences how the ‘common’ 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 work contexts, sexual harassment may be inflicted on women (including transwomen), more than men. According to the United Nations Secretary-General’s report (*A/70/383*), **Safety and security of humanitarian personnel and protection of UN personnel**, in 2015 male UN personnel were impacted more by death and injury, primarily through violence and safety incidents; while female UN personnel were substantially more affected by sexual assault.

In humanitarian settings, according to an **Insecurity Insight analysis**, out of the reported incidents in the *Security in Numbers Database*, women were more likely to be involved in a security incident perpetrated by criminals and civilians (including employees, former employees and beneficiaries of programmes), with use of more accessible weapons such as knives, or no weapon at all; while men were more likely to be involved in security incidents perpetuated by state actors (e.g. military) or organised non-state actors (e.g. dissident groups); and where explosives or firearms are used. Women experienced more security events in urban environments and in their residences and workplaces; while men were more likely to encounter security threats in rural areas or while travelling by road.

The ability of women and men to mitigate and respond to safety and security threats is also shaped by **gender**. Gender stereotypes do not, for instance, promote bodily strength among women and girls, such that they have the physical power and reflexes to respond to attacks. Physiologically, women and men have different shaped bodies. Where personal protective equipment, such as body armour, are made to fit the male body, the impact of a threat that materialises is higher for women, than men. Men who are not informed of their risk of being raped, such as during context-specific safety and security briefings and trainings, may not take precautions to minimise the threat. Where there is incidence of sexual abuse against women and men, availability and access to Post-Exposure Prophylaxis (PEP) kits is essential.

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.
Identifying, analysing and understanding how gender affects the safety and security of women and men – across WFP employees, partners, contractors, and ‘beneficiaries’, in the contexts in which WFP works – makes it possible to develop informed security plans and procedures which consider and respond to the needs, concerns, vulnerabilities and capacities, of all women and men working with WFP.

Understanding and addressing gender is also essential for:

a) developing and delivering effective training
b) ensuring compliance with safety and security procedures
c) demonstrating that WFP values women and men equally, by creating environments where all employees feel safe and secure
d) providing the conditions in which all employees can perform and contribute their best, reinforcing WFP’s ability to deliver on its mandate

Ignoring or insufficiently identifying and responding to the gender dimension of safety and security, and gender-specific threats, may result in:

a) unsafe behaviours and practices that endanger individuals and the organisation
b) temporary or permanent injury to individual women and men
c) death
d) women and/or men being unable to carry out their work
e) WFP not providing the planned food assistance

The influence of gender on the safety and security of women and men should be understood and addressed in all the contexts in which WFP operates, at all times.

All WFP employees – women and men – need to be aware of:

- how gender influences safety and security threats
- how risks can be managed, which requires an understanding of gender
- what they can do to mitigate threats to their safety and security, and that of their women and men colleagues

Positions within WFP where there is direct responsibility for understanding and addressing gender in include security officers, analysts, coordinators, assistants, guards at HQ (RMMH), Regional, Country Office and Sub-Office levels (RMQ), as well as senior managers, particularly Regional and Country Directors.

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. This concerns:

- decisions directly related to safety and security responsibilities, such as security budgeting (for example, types and quantities of personal protective equipment purchased and training provided)
- decisions that may have safety and security implications, such as decisions on flexible working schedule to allow some employees to return home during daylight
- leadership in promoting open and inclusive work cultures, where individual women and men feel empowered to speak out about their specific safety and security concerns, and have them satisfactorily addressed.
1. Integrate Gender into Safety & Security Management

Include gender considerations in safety and security risk assessment and analysis
- Consider general context, and how it affects the status, rights, attitudes and behaviours towards women and men.
- Assess the specific safety and security concerns, needs, issues, priorities, threats, risks and vulnerabilities of women and men, separately.
- Involve a gender-balanced team (international and national) in safety and security risk assessment and analysis, to ensure a variety of perspectives and access.
- Consult women and men, national and international; separately as culturally appropriate and preferred.
- Collect, analyse and use sex- and age-disaggregated data.
- Consult with gender specialists, protection specialists and/or gender-based violence (GBV) specialists.
- Be conscious of your own biases.
- Analyse the implications and consequences of the specific risks and threats for women and men, separately.

Women and Men – Different Risk Profiles
- Who is the greater risk taker?
- Who is more likely to have inappropriate relationships with locals?
- Who is more likely to attract unwanted sexual attention?
- Who waits longer to seek medical treatment?
- Who is more likely to be perceived as a threat – for what?
- Who displays behaviour that attracts unwanted attention? What type of behaviour, and what type of attention is attracted?

Integrate gender considerations into safety and security plans and guidelines.
Ensure that all aspects and phases of safety and security management processes are:
- Inclusive
- Respectful
- 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 & security trainings delivered by the STLDU\(^1\) & share with WFP security personnel through the Regional Security Officers.

Training Design
- Consider the analysis of gender-specific risks and mitigation strategies in safety and security trainings designed by STLDU, and as appropriate per training.
- Ensure all participants’ awareness of the specific safety and security issues that women and men WFP employees face.
- Review existing training delivered by STLDU, taking into account the gender aspects.

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\(^1\) WFP Security Training and Learning Development Unit
• Consider gender balance among training facilitators. Diversity in teams is directly linked to performance and productivity. In addition, the presence of women and men influences the training atmosphere and visually underpins the message that safety and security are relevant to all (notwithstanding safety and security historically, and currently, being a male-dominated field).
• Use gender-sensitive language.
• Continue to include messages that reinforce (a) the relevance of safety and security to all women and men, and (b) the need to tailor measures to the particular needs, concerns and vulnerabilities of the different women and men who work with WFP.
• Create environments where women and men feel safe and empowered to learn, ask questions and share their experiences and concerns.

Targeted Trainings
• Develop and deliver targeted trainings, such as “Women Security Awareness Training” (WSAT), which equips women working with WFP with safety and security knowledge and skills.
• Ensure that reflection on gender safety and security considerations is not limited to only, for example, women-specific trainings.

2. Integrate Gender into the Workplace

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

This is needed in order to:
• achieve gender parity in staffing
• increase the capacity to assess and address the specific safety and security concerns, needs, threats and risks for women and men
• ensure that women and men employees can access safe and adequate channels for reporting security incidents

Consider providing training opportunities, particularly at the local level and women-only opportunities, to increase the pool of qualified women.

See the ‘Human Resources’ section for:
• information as to the reasons why diverse workforces are important
• guidance on recruitment

3. Manage Gender-Based Violence (GBV) Security Incidents

As defined by the Inter-Agency Standing Committee: “Gender-based Violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private.” Accordingly, gender-based violence differs from violence against women and girls because, for VAW/G, the victims (when the violence results in death) and survivors are only women and girls.

General guidelines on responding to GBV security incidents
• Create a safe space for the affected person
• Obtain the consent of the affected person before taking responsive action
• 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
For further guidance:
- WFP Gender-Based Violence Manual

For assistance, you can contact the 3333 Crisis Hotline
Intranet: http://newgo.wfp.org/services/3333-crisis-hotline
Food SAT: 1301 3333
Direct: +39 06 6513 3333


