









Session 2	Security & Programmes		 Duration: 45 mins
<p>Session Summary</p> <p>This session explores the security and access challenges confronting humanitarian aid workers, and outlines the key duty of care obligations organisations have to their staff.</p>			
<p>Session Objectives</p> <p> <ul style="list-style-type: none"> • Highlight the key security challenges affecting aid workers globally. • Explain the concept of duty of care and an organisation's obligations to its staff. • Discuss an organisational culture and approach to managing risk. </p>			
<p>Learning Outcomes</p> <p>By the end of this session participants should be able to:</p> <p> <ul style="list-style-type: none"> • Discuss the security challenges facing humanitarian aid workers globally and describe an organisational approach to managing its duty of care. </p>			
<p>Supporting Material</p> <p> <ul style="list-style-type: none"> • GISF Security Risk Management: a basic guide for smaller NGOs. • GISF People management (Security to Go module). • GISF Duty of Care: A review of the Dennis v Norwegian Refugee Council ruling and its implications </p>			
Time	Suggested Activities		Resources
2 mins	<p>Introduction</p> <p>Introduce the session and provide an overview of what the session will cover.</p>		<ul style="list-style-type: none"> • S.2 Security & Operations Presentation - Slide 1
10 mins	<p>Operating Environment</p> <p>Provide an overview of the humanitarian operating environment and why staff security and safety has become a significant challenge and concern for humanitarian organisations.</p> <p>Highlight that the risks to staff are not only associated with 'security' related threats, but also safety risks. In many contexts, vehicle accidents, natural disasters and work-related hazards also present a significant risk to staff.</p> <p>Clarify the differences between security and safety. If an internal training, discuss how your organisation defines it, if different.</p>		<ul style="list-style-type: none"> • Slides 2-3
10 mins	<p><i>ACTIVITY:</i> Risk Factors</p> <p>Divide participants into pairs and ask them to consider what factors globally, and in their specific location, contribute to the increasing risk for aid workers.</p> <p>After a short discussion, ask each pair to provide one factor that has increased risks for aid workers. Capture suggestions on a flip chart.</p> <p>After each pair has provided a suggestion, open the discussion to the whole group and capture additional factors which contribute to an</p>		

	<p>increasing risk. Be sure to draw out both security and safety issues and highlight any issues that are particularly relevant within that location.</p>	
10 mins	<p>Aid Worker Security</p> <p>Present the latest global aid worker security statistics and key security trends in terms of access and security, and highlight how these trends have changed in recent years. Draw attention to any specific trends and incidents affecting that location.</p>	<ul style="list-style-type: none"> • Slide 4
5 mins	<p>Duty of Care</p> <p>Explain an organisation's duty of care obligations to its staff, what this entails, and draw attention to the need to raise awareness and seek informed consent.</p> <p> Duty of care is a moral, ethical, and legal obligation on an organisation to ensure a safe working environment for its staff, or those working on its behalf, including volunteers, interns, contractors (such as guards or drivers) and also implementing partner organisations - although the level of duty of care required may be different.</p> <p>Duty of care responsibilities apply equally in both high- and low-risk environments. However, it is expected that organisations take even greater responsibility for staff working in higher risk situations.</p> <p>To meet basic duty of care, organisations must:</p> <ul style="list-style-type: none"> • identify and consider all foreseeable risks to staff. • take all reasonable measures to manage these risks. • establish plans and mechanisms to respond to incidents and provide support to staff affected by incidents. • ensure staff understand and accept the risks they face and the measures/plans in place to manage them. • raise awareness of staff through information, guidance, and training. 	<ul style="list-style-type: none"> • Slides 5-6
8 mins	<p>Management of Risk</p> <p>Explain the factors that shape an organisation's overall approach to managing risk. If an internal training, include references to your organisation's specific approach to managing risk.</p> <p> The approach is not simply to avoid risk, but to manage risk in a way that allows staff and the organisation to remain present and effective in those locations. Ensuring a safe and secure working environment requires careful planning, commitment, and a collective sense of awareness and responsibility.</p> <p>Introduce and explain different factors that shape an organisation's exposure and attitude to risk, or if an internal training, your organisation's specific tolerance of risk.</p>	<ul style="list-style-type: none"> • Slides 7 -9



Risk thresholds depend on an organisation's mandate, values, the perceived need for or benefit of their activities, and ultimately their capacity to absorb or manage the risk to which staff are exposed.