

PSEA Risk Assessment and Management for Safe Programmes

Area	Questions to Consider for Risk Assessment	Possible Management strategy(ies)
Profile of beneficiaries	<ul style="list-style-type: none"> What is the demographic profile of the population in the target areas (e.g. sex, age, education level, income level, household size, percentage of female- and child-headed households, marriage age, religion, race/ethnicity, migration status, etc.)? What are some of their characteristics of the population that may render individuals more susceptible to SEA? Which groups are particularly vulnerable?¹ 	<ul style="list-style-type: none"> Adapt awareness-raising efforts on PSEA to meet specific needs of beneficiaries Conduct targeted messaging campaigns for those groups that are highly susceptible to SEA
Profile of personnel	<ul style="list-style-type: none"> Is there an adequate gender balance of personnel involved in programming, particularly of personnel directly engaging with beneficiaries and local communities or responsible for recruitment? Have personnel been sufficiently vetted and trained in regards to PSEA? 	<ul style="list-style-type: none"> Re-adjust gender balance of personnel involved in programming Recruit additional female personnel involved in programming as needed Conduct (refresher) training(s) on PSEA (e.g. annually), specifically focused on possible risks associated with the specific programme Review HR files of personnel and conduct additional screening to identify previous misconduct as needed

¹ For a list of at-risk groups, see pages 11-12 of the IASC, [Guidelines for Integrating GBV Interventions in Humanitarian Action](#), September 2015. Also note that some individuals may have overlapping vulnerabilities (e.g. adolescent girls, mothers with disabilities).

Programme approaches	<ul style="list-style-type: none"> • Does the programme create or exacerbate existing imbalances between personnel and members of the community? • Does the programme involve direct interaction between personnel and beneficiaries, especially children? • How are personnel delivering goods and services (i.e. private/public, working in pairs/alone, gender-mixed)? • Do personnel wear visible forms of identification (e.g. caps, vests, T-Shirts) when conducting programme activities? • Are external visitors allowed to attend programme activities unaccompanied? Who is in charge of making these decisions? 	<ul style="list-style-type: none"> • Arrange periodic monitoring visits by someone in a management or programme oversight role • Change location(s) of distribution to make it more public • Ensure that personnel wear visible forms of identification (e.g. caps, vests, T-Shirts) when conducting programme activities and provide such forms of identification where needed • Restrict access of external visitors to programme activities, to the extent possible • Ensure that programme participants are regularly informed of their rights, of expected behaviour of personnel, and how to report concerns
Programme context	<ul style="list-style-type: none"> • Where do programme activities take place (camp, informal settlement, host community, rural/urban setting, etc.)? What are specific risks associated with this location (e.g. lack of availability of complaints mechanisms or service providers, insecurity)? • What is the attitude of beneficiaries towards GBV concerns? How comfortable would beneficiaries be reporting SEA concerns? • Is there an inter-agency mechanism for community feedback/complaints in this location? 	<ul style="list-style-type: none"> • Create a more secure environment at programme location (e.g. install lights, hire night guards) • Work with communities to adapt complaints mechanisms to meet their needs • Ensure that beneficiaries are aware of and can access inter-agency mechanisms for complaints in the programme location(s)