PSEA Risk Assessment and Management for Safe Programmes

Area	Questions to Consider for Risk Assessment	Possible Management strategy(ies)
Profile of beneficiaries	• 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]	• 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	• 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?	• 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	• 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?	• 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	• 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?	• 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)