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SECURITY AWARENESS TRAINING INITIATIVE

Status Report

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INTRODUCTION

1. This report outlines the status of WFP's Security Awareness Training Initiative following the allocation of additional funding in 1998 to cover training of WFP staff for 1999.

Background

2. During the past ten years an increasing number of WFP staff have been killed or injured while performing their duties. Following a deterioration of the security situation in 1998, when 12 WFP staff members lost their lives in the course of duty, the Executive Director decided that WFP should take extraordinary safety and security measures and implement security awareness training for all staff by the year 2000. In August 1998 a Field Security Task Force was established to provide, *inter alia*, support and advice for this training programme, which has been designed to meet the needs of regional and field offices for basic overall security awareness and provide simple strategies to improve security and safety for all staff and their dependents and property worldwide, particularly those in countries facing (or experiencing) wars and civil conflict.
3. The basic security awareness training has been designed to be delivered by approximately 70 selected staff members who are trained to train others. By this process, WFP strengthens its internal capacity and ensures longer-term attention to safety and security issues.

WHAT DOES THE SECURITY AWARENESS TRAINING PROGRAMME COVER?

4. The basic Security Awareness Training is made up of core training modules (delivered over a period of three days in country offices and two days at headquarters). These modules cover:
 - The United Nations Security Management System;
 - Personal and Family Security;
 - Office and Facilities Security;
 - Residential Security;
 - Arrest, Detention and Hostage Situations;
 - Fire Safety;
 - Abuse of Power and Harassment;
 - Coping with Stress in Emergency Situations;
 - Driving Security;
 - Communications;



- First Aid and Medical Issues; and
 - Emergency Preparedness/Evacuation and Survival Situations.
5. The participation of all WFP staff is mandatory, including international and locally recruited staff as well as those holding service contracts or special service agreements with UNDP who are working for WFP. In addition to the core training modules, the Security Awareness Training programme includes specialized modules which have been developed for WFP managers and others requiring more intensive training in specific areas as follows:
- Crisis Management;
 - Travel Safety;
 - Field Operations Safety Issues-Special Situations (Landmines and military weaponry);
 - Convoy and Air Operations;
 - Cash Movements;
 - Security Responsibilities for Managers; and
 - Coping with Stress in Emergency Situations for Managers.

PROGRESS MADE

6. Four Training of Security Trainers (TOST) sessions were held at headquarters during 1999. A total of 58 WFP staff have satisfactorily completed this training, which covers training techniques and the core and specialized security awareness modules. Successful participants have been deployed in teams to the field to conduct the training.
7. As of 31 August 1999, the training teams have presented security awareness training sessions in 32 different countries, and a total of 2,965 field staff have been trained. The ideal size for a training session is 10–20 participants, but up to 28 have been accommodated in a session. In some countries a number of officials from other United Nations agencies and NGOs have also participated in the training.
8. Each participant receives a manual documenting the content of the course, and those completing the course receive certificates. The training manuals have been translated into Arabic, French, Portuguese and Spanish, and training sessions have been, or will be, held in these languages as well as in English. In at least three countries (Bangladesh, Somalia and Tanzania), some of the training sessions have also been conducted in a local language.
9. Feedback from those participating in the Security Awareness Training sessions has been very positive. The training has been well received by all staff (International and National), across all job types. National staff especially have appreciated the commitment shown by WFP management in ensuring that the training reaches all staff. They are also clearly appreciative of the fact that there are national staff selected as trainers. The participants rated the contents of the training modules as highly relevant. Staff have appreciated that the content can be applied in their own homes as well as in the country office environment. Although there are a few negative comments, the overall response has been enthusiastic. There is a general concern, however, that there should be follow-up to the training and the issues raised therein.
10. To follow up on this initiative, WFP is working with the Office of the United Nations Security Coordinator (UNSECOORD) to ensure improved coordination and training of key



players in the United Nations Security System on a country-by-country basis. In addition, work is currently being undertaken to develop and disseminate a computer-based training package version of the Security Awareness Training.

11. The following table gives a breakdown, by Region, of the number of field staff trained so far, and those still remaining to be trained:

BREAKDOWN OF FIELD STAFF TRAINED (to 31 August 1999)				
Region	No. of countries where training has been conducted	No. of WFP staff trained (as at 31/8/99)	No. of countries to receive training	No. of WFP staff to be trained (as at 31/8/99)
Asia and CIS	4	351	17	769
Latin America and the Caribbean	7	208	5	57
Middle East and North Africa	1	102	7	648
Africa	21	2 304	13	765
Headquarters	1	127	n/a	459
Total	34	3 092	42	2 698

NEXT STEPS

12. It is anticipated that a total of 20 WFP staff will satisfactorily complete the fourth and last session of TOST which concludes in Rome on 8 October 1999. This session includes training teams who will be travelling to Armenia, Azerbaijan, Georgia and Tajikistan to conduct security training in Russian; to Afghanistan and Pakistan to conduct training sessions in Dari and in English, to North Africa, the Middle East, Iraq and Sudan to train in Arabic; and to those Francophone and Anglophone countries in Africa and Asia whose training could not be scheduled previously. By the end of 1999, nearly all WFP staff will have received WFP's Security Awareness Training package.

Follow-up Action

13. Additional follow-up training in specific areas such as vehicle-driving safety, first aid, fire safety and communications has been identified during many Security Awareness Training sessions in country offices as a priority. Training in these areas will be organized for country office staff during the next two years.
14. The Management Services Division, in conjunction with the Career Development and Training Branch of the Human Resources Division and the WFP Representatives/Country Directors concerned, will continue to assess the changes and improvements made in security and safety to ensure that the goals and objectives of the Security Awareness Training Initiative have been fully met.

