

DIVERSE STAFF MEMBER PROFILES



Aid in Danger Incident Trends

January 2017-June 2018

A person's security can be affected by his/her ethnicity, ethical or religious beliefs, sexual orientation, or role within an organisation among other things. Each staff member has his/her own specific profile, and each profile will result in different risk levels, depending on the context in which a staff member works.

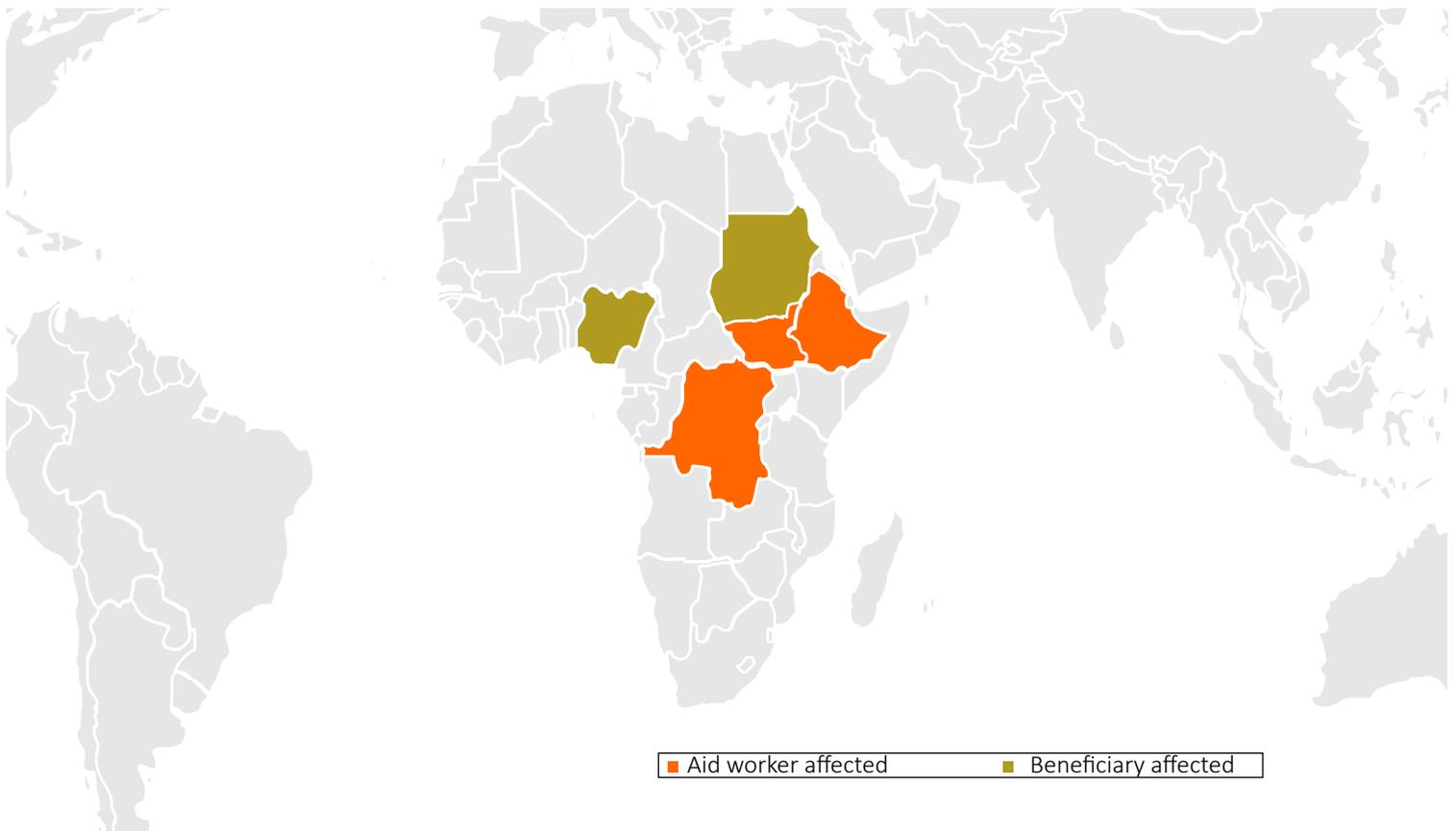
Employers in the aid sector should put in place reasonable procedures and systems that improve the security of all their staff, while being mindful of their diversity. The first step towards such a policy is awareness of how personal characteristics affect security risks. Past incidents are one of the ways to identify specific risk profiles.

This overview document presents available information on incidents where an aid worker's¹ or beneficiary's personal profile² was the primary reason for the incident taking place. The report is based on incidents identified by Insecurity Insight's monitoring of open sources and reported by Aid in Danger partner agencies using the Security in Numbers Database (SiND) between January 2017 and June 2018.

The available information does not give a comprehensive overview of how personal characteristics affect risk. Most incident reports do not disaggregate beyond gender and nationality. The low number of reported incidents (5) highlights how few cases are reported through existing structures.

The available information is shared to highlight the need for greater awareness within organisations of personal risk factors and how they may affect staff security.

REPORTED INCIDENTS



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AID WORKERS

Three direct incidents were identified in the DRC, Ethiopia and South Sudan. All were related to the ethnicity of the affected aid workers:

- In the DRC, an NGO upgraded its security protocols following clashes between members of the Hema and Lendu tribes, fearing that a staff member from the Hema tribe could be vulnerable to attack.
- In Ethiopia, one Somali staff member was relocated following deadly clashes between Oromo and Somali people.
- In South Sudan, an NGO security guard was fatally shot at home in the night by members of a rival tribe.

BENEFICIARIES

On at least two occasions beneficiaries were denied aid or arrested because of their personal profiles:

- In Nigeria, an unspecified number of beneficiaries were arrested because of their sexual orientation.
- In Sudan, an unspecified number of Christian South Sudanese refugees were denied food provided by the Sudanese government unless they could recite Islamic prayers.

Any individual who experienced security risks because of his/her personal characteristics is encouraged to [contact us](#) to share his/her experience.

This document is part of the Aid in Danger project. It is published by Insecurity Insight and funded by European Union Humanitarian Aid, and USAID through Save the Children US. Data collection is ongoing and data may change as more information is made available. Where the number of staff affected is unspecified, one is counted.

Citation: Insecurity Insight. 2018. 'Data on diverse staff profiles, January 2017-June 2018, v. July 2018.' Vevey, Switzerland: Insecurity Insight, Aid in Danger project. aidindanger.org

¹ In our coding for this data, a humanitarian aid worker is defined as a person employed by or attached to a humanitarian, multi-mandated, UN or government aid agency.

² Incidents where a staff member's profile, including his/her identity, physical appearance, ethnicity, religion, sexual orientation, or other relevant distinguishing features, including refusal of military service, caused an incident to take place.