



Photo credit: Comfort Adetona

# WOMEN'S SECURITY AWARENESS TRAINING (WSAT)

Empowering Women Through Security

The WSAT draws on a foundation of UN policies and global commitments to gender equality, with frameworks such as CEDAW (1981), the Beijing Declaration (1995), reinforced by ECOSOC resolution 1997/2 and the 2006 Chief Executives Board decision (CEB/2006/2), and the System-Wide Action Plan (SWAP) on gender mainstreaming and women's empowerment (2012).

The UNSMS 'Gender Considerations in Security Management' policy reaffirms the UN's commitment to ensuring that the security management system is gender responsive and sensitive, providing appropriate and effective prevention and mitigation measures to enable a diverse and inclusive United Nations workforce.

The UNSMS developed the Women's Security Awareness Training (WSAT). WSAT is a two-day UNSMS recognised learning programme that provides UNSMS women personnel with essential practical knowledge, skills and attitudes to address specific threats and associated risks.

Not only does WSAT provide a forum for women to learn about and discuss issues that pertain to their specific security needs but is increasingly being seen as an effective mechanism for providing information and guidance to women on managing and reporting Sexual Harassment in the workplace and creating a safe space for discussion on this topic.

## WOMEN'S SECURITY AWARENESS TRAINING CORE VALUES

**1** Acknowledges strength in the diversity of women and their specific security needs

**2** Enhances security knowledge to enable freedom of security choice through options based on security principles



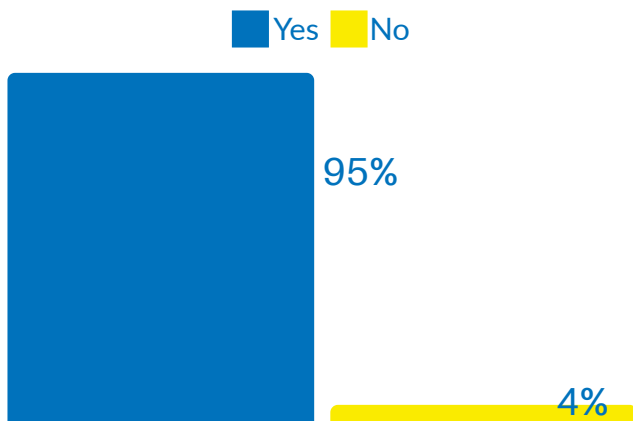
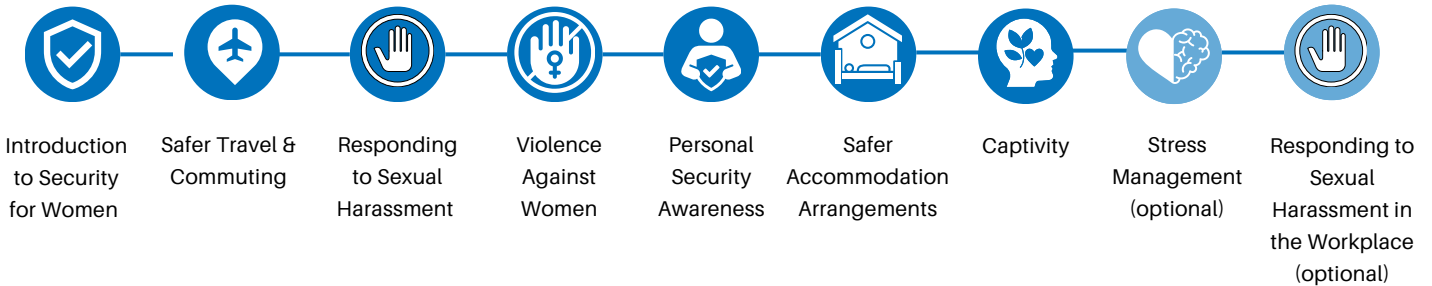
A safe space dedicated to enhancing situational awareness, security confidence, independence and advocacy **3**

Listens and stands in solidarity with survivors **4**

# 01

## WHAT IS WSAT AND MODULES

WSAT is 2-day training with set modules and learning objectives which is contextualised to country-specific contexts. The course is facilitated by women for women. The core modules are as follows:



Participants post learning on whether WSAT felt to be a safe space to raise sensitive issues  
WSAT, Egypt (2024)

“One of the most impactful aspects of the training is its ability to boost the confidence of women personnel, empowering them to navigate public spaces with strength rather than fear.”  
**Asunta Atong Agok, Community-Based Protection Associate, Bunj, South Sudan**

## 02

### FUNDING FOR WSAT

As WSAT is recognised as a security risk management strategy, budgeting for related expenditure in the delivery of WSAT should be funded by the operation. FSS holds a small budget to support unplanned needs to deploy trainers to locations of high priority.



Photo credit: Comfort Adetona

## 03

### WHO CAN ATTEND WSAT?

WSAT is delivered by women security personnel to women personnel, spouses and eligible dependents above 16 years of age. We also provide spaces for women personnel of partner organisations, other UNSMS organisations.

“WSAT equipped me with strategies to cope with stress, which is particularly challenging in field settings where we often face isolation.”  
**Fatoumata Dioulde Diallo, Senior Protection Officer, Mbarara, Uganda**

# 04

## WHO CAN DELIVER WSAT?

WSAT is delivered only by women WSAT-certified UN security trainers. The presence of a woman Staff Counsellor is mandatory for UNHCR deliveries.

Both WSAT Trainers and Staff Counsellors have been through the UN WSAT Certification of Trainers Course and been certified to deliver the training within UNHCR.



Photo credit: Bridget Hancock



Photo credit: Bridget Hancock

Although Stress Management is not a core module, this session is mandatory for UNHCR deliveries and is delivered by the Staff Counsellor. There is an additional module which is regularly included on Sexual Harassment in the Workplace which was developed in partnership with the Office of the Principal Advisor on Protection from SH/SEA.

# 05

## HOW CAN WSAT BE REQUESTED?

A WSAT training can be requested by contacting the UNHCR WSAT Focal Point [Bridget Hancock – [hancock@unhcr.org](mailto:hancock@unhcr.org)] through your FSA/FSO. The FSA/FSO is expected to support and assist the WSAT facilitator in providing information on the security environment, local context, and work with the team to ensure arrangements are in place for delivery. Where no FSA/SDO is available, a staff member should be designated as focal point.

