
Syria Safety and Security Plan

VERSION : 1.03



FIELD READY

INTRODUCTION

- The Primacy of Life and the right to withdraw
- Precautionary measures, allowing decisions to withdraw or evacuate at any organizational level
- A paramount acceptance strategy, with protective measures as needed
- Deterrence as a last resort, including suspension of activities if necessary
- A commitment to Do No Harm, ensuring staff and stakeholder safety

Objectives of our Security and Safety Plan is as follows:

- Minimizing identified risks while acknowledging residual risk
- Enabling program objectives under challenging conditions through risk mitigation
- Reducing individual staff risk to an acceptable level aligned with Field Ready Türkiye (FR) 's parameters
- Protecting Field Ready Türkiye (FR) property, assets, and reputation. Our Security System relies on Risk, Threat, and Vulnerability Assessments, conducted systematically and ad hoc as needed. Continual Context Analysis helps us understand and address factors that could impact program continuity and safety. Standard Operating Procedures detail risk mitigation measures under normal conditions.

Safety and Security Plan

Risk-, Threat- and Vulnerability Assessments are foundational to our Security System and are undertaken in a systematic planned manner and on an ad hoc basis where the risk profile has changed or when an issue/situation has arisen that may have a detrimental impact on our security posture.

Context Analysis is conducted continually to better understand our operational environment and establish which factors such as political-, security-, socioeconomic-, and legal influences may adversely impact program continuity and safety.

Several Standard Operating Procedures (SOPs) support the Security Plan, in expanding further on risks and the mitigating measures to be applied, by whom and to which standard, under normal operating conditions.

GUIDING PRINCIPLES

Primacy of Life

The utmost priority is the physical security and safety of our staff, which takes precedence over safeguarding assets or materials. While staff should exercise caution with equipment and assets, they should avoid putting themselves in unnecessary danger.

Proportionate Risk

In order to assist those most in need, Field Ready Türkiye (FR) must be willing to accept a certain level of risk. This risk level should be balanced according to the benefits the program aims to achieve, as indicated by the Program Criticality. However, accepting risk does not justify negligence or inadequate planning. Risk assessment and management should be ongoing processes, with continuous monitoring and regular review of operational decisions, while prioritizing risk mitigation measures whenever feasible.

Independence and Neutrality

Field Ready Türkiye (FR) Türkiye must uphold its independence from any government, organization, group, or individual it engages with. Failing to do so could pose serious risks to staff and programs. It's imperative for Field Ready Türkiye (FR) staff to ensure that their actions, opinions, and personal affiliations do not compromise the organization's independence and neutrality.

Safety and Security Plan

Applicability:

This plan applies to all Field Ready Türkiye (FR) personnel (expatriates, locals), volunteers, consultants, visitors, and expatriate dependents residing in Türkiye under Field Ready Türkiye (FR)'s jurisdiction. Prior to arrival, individuals should review the Safety and Security Plan and pre-arrival information for Field Ready Türkiye (FR) in Syria. The Director is tasked with ensuring staff are acquainted with the plan, conducting in-country briefings, and maintaining a security briefing register.

CONTEXT ANALYSIS:

Northwest Syria (NWS) remains a focal point of complex geopolitical tensions, characterized by a multifaceted conflict involving a myriad of actors, each with distinct objectives and allegiances. This analysis delves into the intricate dynamics at play, offering a comprehensive understanding of the region's current security landscape.

- **Multi-layered Conflict Dynamics:** NWS is embroiled in a dense web of hostilities, where Syrian government forces, various opposition factions, and numerous non-state armed groups vie for control. This intricate battlefield is further complicated by international interventions, notably Russian military involvement, which has heightened the intensity and complexity of the conflict.
- **Russian Military Involvement:** Russia's escalated military engagement, particularly its expanded aerial bombardment campaign in Idlib, has had profound implications. These operations, targeting both military and civilian infrastructure, have not only intensified the conflict but also significantly impacted the region's social fabric, causing widespread displacement and exacerbating the humanitarian crisis.
- **Terrorist Organizations and Insurgency:** The presence of terrorist entities like ISIS and Hay'at Tahrir al-Sham (HTS) adds a critical layer of insecurity, with these groups conducting operations that destabilize the region further. Their tactics, ranging from guerrilla warfare to targeted attacks on civilians and humanitarian workers, present a persistent threat to security and stability in NWS.

Safety and Security Plan

- **Impact on Humanitarian Operations:** The security volatility severely hampers humanitarian efforts, with aid workers facing substantial risks, including kidnappings, assaults, and operational impediments. These challenges are exacerbated by the fractured control of territory, where different areas are under the sway of various armed factions, complicating access and safe passage for humanitarian assistance.
- **Displacement and Societal Impact:** The ongoing conflict and the resulting insecurity have triggered massive displacement, creating a dire humanitarian situation. The IDP camps are burgeoning under the strain of new arrivals, many of whom have been displaced multiple times, illustrating the transient and precarious nature of civilian life in NWS.
- **Infrastructure and Economic Collapse:** The targeting of infrastructure by various belligerents, particularly Russian forces, has led to a breakdown of essential services. The destruction of healthcare facilities, schools, and basic utilities has not only direct immediate impacts but also long-term repercussions on the region's socio-economic stability.
- **Challenges in Governance and Law Enforcement:** The multiplicity of armed actors and the absence of a unified governance structure have led to a fragmented law enforcement landscape. This fragmentation contributes to a pervasive sense of insecurity, complicating efforts to establish a stable and secure environment conducive to humanitarian assistance and civilian life.
- **Road Safety and Mobility Issues:** The perilous security conditions are mirrored on the roads of NWS, where travel is fraught with hazards due to the poor state of infrastructure, the prevalence of roadblocks, and the ongoing risk of armed engagements. These factors combine to make mobility within the region highly risky, affecting both civilians and humanitarian actors.

Security Assessment: Northwest Syria

The security landscape in Northwest Syria remains complex and volatile, characterized by a multitude of actors and dynamic frontlines. This assessment provides a detailed overview of the current security challenges and trends in the region, essential for informing our organization's operations and ensuring the safety of our personnel and assets.

Safety and Security Plan

- **Conflict Dynamics:** Northwest Syria continues to be a focal point of armed conflict, with various armed groups and government forces vying for control. The presence of Syrian government troops, opposition factions, and extremist groups contributes to a fragmented security environment. Sporadic clashes and military operations are common, leading to unpredictable security situations. It is crucial to monitor these developments closely to anticipate potential escalatory dynamics that could affect our operational areas.
- **Terrorism and Extremism:** The region has witnessed activities from extremist groups, posing significant security threats not only to the local population but also to humanitarian actors. These groups often engage in asymmetric warfare tactics, including IEDs, suicide attacks, and kidnappings, which could target foreign entities or disrupt humanitarian operations. Our staff should be particularly cautious of areas known for extremist presence and adhere to established protocols to mitigate these risks.
- **Crime and Lawlessness:** The ongoing conflict has weakened state institutions, leading to a rise in criminal activities such as theft, looting, and smuggling. The lack of effective law enforcement in certain areas exacerbates this issue, creating an environment where non-state actors often assume de facto control. Staff should remain vigilant, avoid known high-risk areas, and report any criminal activities that could impact our operations.
- **Civil Unrest:** Public demonstrations and protests can occur, driven by political developments, economic conditions, or humanitarian concerns. While these are generally localized, they can escalate into violence or clashes with security forces, posing risks to bystanders. It is vital to stay informed about planned demonstrations and avoid areas of potential unrest.
- **Interference with Humanitarian Operations:** There have been instances where humanitarian actors in Northwest Syria have faced restrictions, harassment, or direct threats. These actions can emanate from various actors, including armed groups, local authorities, or communities. Understanding the affiliations and interests of these actors can help in navigating these challenges and ensuring the continuity of our humanitarian activities.

Safety and Security Plan

Economy in Northwest Syria

- The current economic situation in northwest Syria is characterized by high levels of inflation, aid cuts, and the impact of the 2023 earthquake on an already vulnerable population.
- Inflation rates have been high, with some governorates experiencing monthly inflation rates of up to 33% in July 2023.
- The World Food Programme (WFP) announced in December 2023 that it would end its main assistance program in Syria in January 2024, affecting 5.5 million people who previously benefited from general food distributions.
- The region is also facing a severe refugee crisis, with 4.5 million people living in the area, including 1.9 million living in camps for displaced people.
- The situation has been described as unsustainable and insupportable by top UN aid officials, who have called for urgent progress towards peace and increased funding to support the humanitarian response

Terrorism in Northwest Syria

There are multiple terrorist groups operating in Syria, including Daesh and Hay'at Tahrir al-Sham (HTS, formerly known as Jabhat Fatah al-Sham / Al Nusrah Front). These groups have targeted various locations and pose a significant threat to civilians and Westerners in the region. The UK Foreign, Commonwealth & Development Office advises against all travel to Syria due to the high threat of terrorism and kidnapping.

HTS, which conducts offensives against other rebel factions and focuses on attacks against the Assad regime, has been designated a foreign terrorist organization by the US State Department. As of late, HTS has shifted its goals and focuses more on local issues, but its predecessor, Jabhat al-Nusra, provided sanctuary to operatives who plotted attacks in the West.

Despite the catastrophic earthquakes that struck Türkiye and Syria in February 2023, HTS has continued to carry out violent incidents, averaging at least one per day since its formation in March 2017.

Safety and Security Plan

HUMANITARIAN SITUATION IN NORTHWEST SYRIA

The humanitarian situation in northwest Syria is extremely challenging, with millions of people affected by ongoing crises. The region faces devastating consequences from earthquakes, food shortages, and escalating hostilities. Over 4.2 million people have been affected, and more than 120,000 have been displaced. Critical facilities and infrastructure have been damaged, and the delivery of lifesaving cross-border assistance remains compromised.

The United Nations continues to stress the importance of addressing the drivers of the crisis, including protection threats, rights violations, economic deterioration, limited basic services, and environmental shocks. In response, humanitarian organizations have started winter programs to provide essential supplies such as heating fuel, stoves, winter clothes, and winterization kits. Cash assistance is the most preferred modality, as it allows families to purchase what they need while stimulating the local economy.

Since the earthquakes in February 2023, over 215,000 families (nearly 1 million people) have received multi-purpose cash assistance valued at \$32 million. The earthquake also damaged water sources and networks, making it critical to provide safe drinking water and sanitation options to reduce the risk of waterborne diseases.

Northwest Syria is home to around 5.5 million internally displaced persons (IDPs), with 2.7 million in the region. IDP movements have decreased significantly since October 2023, with most movements concentrated in northwest Syria. The ongoing conflict has caused significant damage to health facilities, with almost 40 health facilities impacted by shelling in October 2023. Mental health impacts due to years of violence and displacement persist, affecting millions of people who have endured traumatic events. The situation in northwest Syria remains dire, and humanitarian organizations continue to work towards providing essential assistance and addressing the root causes of the crisis.

Safety and Security Plan

Location Situational Analysis

Afrin

Afrin is a district located in the northwestern part of Syria, under the control of the Syrian National Army (SNA), which is aligned with Türkiye. The humanitarian situation in Afrin has been characterized by ongoing conflict, displacement, and limited access to essential resources and services. Many residents have been forced to flee their homes due to the escalation of violence and the presence of the designated terrorist organization, Hayat Tahrir al-Sham (HTS).

Afrin was once a majority Kurdish city, but now approximately 40% of the population is Kurdish, according to the local Kurdish council. The city has a significant number of IDPs, with many residents struggling to access basic necessities and healthcare services. Turkish forces control the city, and they have enabled the establishment of a religious İmam Hatip school. The olive tree is a symbol of Afrin, and olive oil pressing and textiles are some of the city's local industries.

The cross-border provision of medical assistance is gradually increasing, with at least three NGOs providing medical services in the district. However, the fluid population movement and the need to reconfigure planned responses on a daily basis pose significant challenges to humanitarian organizations operating in the area.

Azaz

Azaz is a city in the northwestern part of Syria, also under the control of the SNA. Similar to Afrin, the humanitarian situation in Azaz is characterized by ongoing conflict, displacement, and limited access to essential resources and services. The city has a majority Arab population, with 80% of its 260,000 inhabitants being IDPs from throughout Syria.

Safety and Security Plan

The presence of HTS in the area has led to concerns among residents and humanitarian organizations, as it threatens the stability of the region. Access to basic necessities and healthcare services remains a challenge for many people in Azaz.

Dana:

Dana is a small town located in the northern part of Syria, near the border with Türkiye. The town has been heavily affected by the ongoing conflict in Syria since 2011, which has resulted in significant humanitarian challenges and suffering for its residents. In recent years, there have been reports of human rights abuses, including extrajudicial killings, torture, and forced displacement of civilians.

The situation in Dana is complex and volatile, with various armed groups operating in the area, such as government forces, opposition militias, extremist groups like ISIS and al-Qaeda, and Turkish military forces. Additionally, there have been reports of foreign mercenaries operating in the region. Due to the security risks and ongoing conflict, there are significant challenges related to access to basic services such as healthcare, education, and sanitation. Many residents lack clean water and electricity, and there are limited opportunities for employment or economic development.

Jerablus

Jerablus is a city located in the northern part of Syria, on the western bank of the Euphrates River. The humanitarian situation in Jerablus is characterized by ongoing conflict, displacement, and limited access to essential resources and services. The city has a predominantly Arab population, and many residents have been forced to flee their homes due to the escalation of violence and the presence of designated terrorist organizations, such as Hayat Tahrir al-Sham (HTS).

The city is strategically located near the Turkish border and has been the site of significant military activity throughout the Syrian conflict. The presence of HTS and other armed groups in the area has led to concerns among residents and humanitarian organizations, as it threatens the stability of the region. Access to basic necessities and healthcare services remains a challenge for many people in Jerablus.

Risk Analysis and Mitigations

Risk Category	Specific Risks	Description	Likelihood	Impact		Mitigation Strategies	Risk Level After Mitigation
Armed Conflict	Hostilities among armed groups	Intensified fighting among Syrian government forces, opposition factions, and other groups leading to civilian casualties and instability.	4	5	20 = Very High	Implement secure communication and safe houses, provide conflict risk awareness and emergency response training, establish intelligence sharing with local actors.	9 = Medium
	Bombardments by Russian forces	Increased Russian aerial and artillery bombardments, targeting key infrastructure and causing civilian displacement.	4	5	20 = Very High	Establish early warning systems, create evacuation plans, and reinforce shelters to protect against bombardments.	9 = Medium
Terrorism	Presence of ISIS and HTS	Ongoing activities and attacks by terrorist organizations, threatening security and stability.	4	3	12=High	Conduct regular security briefings, develop specific anti-terrorism protocols, and engage in counter-terrorism intelligence sharing.	9 = Medium
	Threat to humanitarian workers	Humanitarian workers facing kidnappings, attacks, and restricted access due to the volatile security environment.	4	3	12=High		9 = Medium
Natural Disasters	Earthquake vulnerability	Risk of earthquakes in a region with compromised infrastructure, potentially exacerbating humanitarian needs.	2	5	10=Medium	Conduct structural assessments, retrofit buildings, and maintain comprehensive emergency response plans with regular drills.	6 = Medium
	Road Traffic incidents	Poor road conditions and lack of adherence to traffic laws leading to high rates of accidents.	4	2	8 = Medium	Enforce strict travel safety policies, provide defensive driving training, and use secure and vetted transportation services.	4 = Low

Crime	Theft and robbery	Increased incidents of theft and robbery, affecting personal and asset security.	4	4	16=High	Enhance security measures at facilities, use security personnel and systems, provide staff with theft prevention training.	8 = Medium
	Armed assault	Risk of armed assaults impacting the safety of personnel and local communities.	3	5	15=High	Develop security protocols for high-risk zones, offer self-defense and situational awareness training to staff.	9 = Medium
	Extortion and bribery	The prevalence of extortion and bribery affecting operational integrity and safety.	3	3	9=Medium	Train staff on anti-corruption practices, establish reporting mechanisms for unethical activities, maintain transparency in operations.	6 = Medium
	Kidnapping for ransom	Risk of kidnappings targeting personnel for ransom, causing severe safety concerns.	3	4	12 = High	Develop specific protocols for kidnapping risks, conduct regular security briefings, establish crisis response teams for kidnapping incidents.	6 = Medium
	Sexual violence and rape	The risk of sexual violence and rape, particularly in conflict-affected and displaced communities.	4	4	16 = High	Implement comprehensive gender-sensitive training, establish safe reporting mechanisms, provide support services for survivors, and enforce strict accountability measures.	8 = Medium
Displacement	Internal displacement	Conflict and natural disasters driving significant internal displacement, straining resources and access to services.	4	5	20 = Very High	Collaborate with local authorities for access, implement mobile service models, and support IDP camps with essential services.	9 = Medium
	Access to basic services for IDPs	Displaced populations facing challenges in accessing essential services like healthcare, shelter, and sanitation.	4	4	16 = High		8 = Medium

Health and Nutrition	Pandemic impact	COVID-19 exacerbating health system challenges, impacting humanitarian aid delivery, and increasing vulnerability.	4	4	16 = High	Enhance pandemic preparedness, ensure PPE availability, and adapt humanitarian operations to maintain service delivery during outbreaks.	3 = Low
	Poor sanitation conditions	Inadequate sanitation facilities contributing to health risks.	4	3	12 = High	Implement sanitation infrastructure projects, promote hygiene awareness campaigns, and provide sanitation supplies and facilities, especially in IDP camps.	6 = Medium
Operational	Checkpoints	Encounters with checkpoints can lead to delays, bribes, and security risks for personnel and assets.	3	3	9 = Medium	Develop protocols for checkpoint interactions, train staff on negotiation and compliance, and maintain communication with local authorities to facilitate safe passage.	3 = Low
Cultural	Cultural acceptance	Lack of cultural acceptance can hinder operations and pose risks to personnel.	3	2	6 = Medium	Provide cultural sensitivity training, engage local communities to build trust and understanding, and adapt operations to respect local customs and norms.	3 = Low
	Differences in culture	Misunderstandings or conflicts arising from cultural differences can impact team cohesion and local interactions.	3	2	6 = Medium	Offer cross-cultural communication and integration training, promote inclusivity, and encourage mutual respect and understanding among staff and with local populations.	3 = Low

Safety and Security Plan

RISK MITIGATION AND INCIDENT MANAGEMENT

Risk Management Structure and Strategies

The Director is responsible for security risk management in the country of operation. Focal Point will ensure the efficient day-to-day running of security management under the guidance of the Director, but all members of staff have a part to play.

Routine security management is the responsibility of the Director.

All staff (including consultants, visitors and volunteers) are required to:

- Have a strong understanding of the vision and purpose of the program.
- Communicate important information on the security of staff and/or program to Director.
- Adhere to security procedures in this Safety and Security Plan.

Roles & Responsibilities:

Individual & Collective Responsibility - Security is, first and foremost, an individual responsibility. Each individual is responsible for their safety and security.

Security is also a collective responsibility. Field Ready Türkiye (FR) staff members share collective responsibilities as follows:

- All staff must be aware of their surroundings and communicate security information.
- All senior staff must be involved in risk analysis, developing and updating local security guidelines, refusal to follow procedures and security decisions will result in disciplinary action.
- All staff must observe security guidelines and report any breaches thereof, as non-reporting may put the Field Ready Türkiye (FR) team at serious risk.

Director - The Director is ultimately responsible for all staff operating in the field, including their safety and security.

Specific responsibilities:

Efficient security management requires good preparation and coordination. Individual staff members have specific security-related roles and responsibilities.

Safety and Security Plan

The right to self-defense: The following policies are designed to maximize security in the majority of situations and Field Ready Türkiye (FR) staff will be expected to show considerable restraint in the face of provocation and potentially life-threatening situations. None of the policies or procedures overrules the individual's inherent right to self-defense.

Equal rights: No single member of staff takes priority over another. Field Ready Türkiye (FR) values the security of our staff equally. However, we recognize that the threats and risks associated with individual staff members will be different across the team and that this will require different approaches to managing their security.

Weapons and armed security: Firearms are typically not allowed in Field Ready Türkiye (FR) 's security management, and individuals carrying them cannot access transportation, accommodations, offices, or meetings involving Field Ready Türkiye (FR) staff.

Corruption: The Finance Manual is the authoritative document on corruption issues. Field Ready Türkiye (FR) staff are not permitted to accept or give bribes. Any gifts given or received between Field Ready Türkiye (FR) and partners must be at the organizational level and must be made or received with the full knowledge of the director. Contractors and vendors must be made aware of this policy when entering into an arrangement with Field Ready Türkiye (FR).

If an aggressive individual or group insists on a bribe and Field Ready Türkiye (FR) staff would be in danger if they do not pay, this should be considered theft and Field Ready Türkiye (FR) should put personal safety before considerations of property. Any such incidents should still be reported.

Alcohol/drugs: Field Ready Türkiye (FR) staff are not permitted to consume any alcohol prior to coming to work or during working hours. Drinking and driving is a disciplinary offence. In most locations the use of drugs for recreational purposes is illegal and, as such, constitutes a security threat. Field Ready Türkiye (FR) has a zero-tolerance policy toward the consumption of illegal substances such as drugs. Obviously, this does not apply to prescribed medication.

Safety and Security Plan

Vehicles: Road traffic accidents are a major cause of NGO staff deaths. All Field Ready Türkiye (FR) vehicles and rentals, (cars and motorbikes) must be well maintained and must be driven by licensed, trained and qualified drivers. Drivers must:

- Have direct authorization from the director
- Have a valid driving license appropriate to the size and type of the vehicle – if no such licensing mechanisms exist, then the driver will need authorization from the director to drive the vehicle
- Have knowledge of the local area (speed limits and driving laws)

All staff must wear seat belts in vehicles, front and back, and helmets are required for motorbike riders, including passengers. Riding in the back of an Field Ready Türkiye (FR) pick-up is prohibited unless it's an emergency. Personal vehicles shouldn't be used for Field Ready Türkiye (FR) business, and Field Ready Türkiye (FR) vehicles are not for personal use, except for international staff engaging in reasonable personal activities like shopping or recreation, provided they log trips for billing purposes. Taxis and private hire vehicles may be used with the director's authorization.

Arrival and Induction: All staff and visitors must receive a security induction when they arrive at Field Ready Türkiye (FR). They must be made familiar with the SSP, issued with the appropriate contact information and added to any communication trees and evacuation rosters.

Cash Security: Consult the Finance Manual for full details on cash security. Where possible limit the transport of cash. Where cash must be transported: limit the amount, be discreet (do not tell people you are moving cash) and do not set routines (vary the days of withdrawals and payments). Ensure cash is securely stored (ideally in a safe and at least in a locked box in a locked office) and access is limited. Smaller cash distributions (to partners or salaries) are better, you should also vary the time.

Safety and Security Plan

Whistle Blowing: No Field Ready Türkiye (FR) Staff or partner should endure any kind of harassment or abuse. A full whistle blowing policy exists, but directors must ensure all staff have a safe and confidential way of raising concerns.

Programme Communications and Visibility: All staff must be able to clearly articulate the Field Ready Türkiye (FR) Mission in Türkiye, explain its purpose, principles, objectives and activities. All profile and branding decisions will be considered on a country basis to allow for variations in culture, needs, and threats etc.; these visibility issues will dictate the levels of visibility that are safe and desirable, as well as approved by the donors.

Security Monitoring and Incident Reporting:

Efficient security management requires good preparation and coordination. Individual staff members have specific security-related roles and responsibilities.

Security reports: Report security incidents or near misses to the Director using the email-based Report. Learning from incidents is crucial; unreported incidents may harm others. Field Ready Türkiye (FR) will share incident information with other NGOs and forums when safe.

Life-threatening emergencies (death, severe injury, kidnapping, program relocation, evacuation, or suspension) must be reported immediately to Director. Contact via phone/SMS or WhatsApp if necessary.

Safety and Security Plan

Incident Management, Critical Incident Management and Crisis Management.

Within Field Ready Türkiye (FR), the following describes the meaning of the categories and levels of an incident to a crisis:

Incident: An Incident is an event or series of events that threatens the welfare of Field Ready Türkiye (FR) staff, potentially resulting in injury, illness, arrest and detention or the need for a limited relocation or hibernation. An Incident will also include HR issues, fraud, corruption and aid diversion. Interruption to programming where suspension or relation may occur that is likely to be temporary. This can be managed within the Field Ready Türkiye Office as this does not have any implication outside of the Field Ready Türkiye Office and are thus managed by regular management structures.

Critical Incident: A Critical Incident is an event or series of events that seriously threatens the welfare of Field Ready Türkiye (FR) staff, potentially resulting in death, life-threatening injury, illness or abduction that is not related to a sanctioned group. A Critical Incident will also include serious HR issues, fraud, corruption and aid diversion linked to sanctioned groups. Most Critical Incidents – although they may have potentially severe impacts on individual staff and programs – do not have wider implications for the organization as a whole and are thus managed by regular management structures.

Crisis Management: A small percentage of critical incidents reach a crisis level. A critical incident or series of such incidents becomes a Crisis when its nature, severity or broader consequences for Field Ready Türkiye (FR) warrant a response beyond the capacity of routine in-country program management mechanisms and require coordination with stakeholders.

Safety and Security Plan

Relocation and Evacuation

- Evacuation – International staff and dependents will be relocated and evacuated if the security situation demands it.
- Relocation – Field Ready Türkiye (FR) will relocate International Staff and National Staff working away from their main office.
- Non-relocation – National Staff working in their own town or city are not eligible for relocation or evacuation. Field Ready Türkiye (FR) will attempt to assist Local Staff with their security concerns but are neither obliged to nor able to relocate them.
- Relocation vs. Evacuation – Moving from one part of a country to another is relocation. Leaving a country is considered evacuation.

Field Ready Türkiye (FR) will attempt to assist Local National Staff with their security concerns but are neither obliged to nor able to relocate them at times. It possible that Local National Staff may be relocated. However, it is only under extremely exceptional circumstances that a Local National Staff member will ever be evacuated.

Contact

Field Ready Türkiye
Değirmiçem Mah. 16043 -Sokak Dış
Kapı No:1 İç Kapı No:3
Şehitkamil/Gaziantep/Türkiye

www.fieldready.org.tr
info@fieldready.org.tr