



Action Against Hunger USA
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February 8, 2024

2024 FIDINAM INTERNATIONAL CHARITY FOUNDATION PROJECT PROPOSAL

PROJECT:	Ethiopia Office Security and Staff Wellbeing Program
Goal	Improve security measures and staff well-being in Ethiopia's field offices.
Objectives	<ol style="list-style-type: none">1. Conduct security training and capacity building activities that improve the safety of staff operating in volatile contexts.2. Improve security infrastructure and equipment in field offices.3. Provide staff members in stressful environments with Mental Health and Psychosocial Support.
Location	Ethiopia Country Office
Total Cost	\$100,000

BACKGROUND

On behalf of Action Against Hunger's Ethiopia office, we are truly grateful for your recent visit to Ethiopia and for your meeting with Ethiopia's senior management team. The meeting discussed the challenging context in which we operate and underscored the critical importance of allocating additional resources to security enhancement and overall staff well-being.

In recent years, our organization has witnessed an increase in security threats and challenges in the regions where we operate. Ethiopia is one of the most dangerous humanitarian contexts in the world. As we continue to carry out our lifesaving efforts in these volatile and often remote environments throughout Ethiopia, ensuring the safety and well-being of our dedicated staff members across 29 field offices has become our top priority. Action Against Hunger-Ethiopia would not reach 2.9 million Ethiopians each year without our staff's tireless efforts in the fight against hunger.

We request financial support to improve security measures and staff well-being in our highest risk field offices. We are seeking financial support in the amount of **\$100,000** to implement a comprehensive security and staff well-being program.

PROPOSED SCOPE OF WORK

This program will focus on the following key areas:

Security Training and Capacity Building:

- Provide five specialized security training programs (HEAT) for our field staff to improve their ability to assess risks, implement security protocols, and respond effectively to emergencies.

Infrastructure and Equipment Enhancement:



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- Construct seven safe rooms in our highest risk field offices for staff protection and shelter in case of emergency situations. These secure spaces offer staff refuge and protection during emergencies, defend staff against armed attacks and other threats, contain essential medical supplies, and provide staff with a sense of security and psychological support.
- Install five solar-powered systems for security equipment and infrastructure to fortify our field offices against external threats. The systems would include solar-powered surveillance cameras, perimeter fencing lights, and other crucial safety infrastructure.

Mental Health and Psychosocial Support (MHPSS):

- Implement Mental Health and Psychosocial Support (MHPSS) programs to address the psychological impact of working in high-stress and often traumatic environments.
- Provide counseling services, stress management workshops, and peer support networks to promote the mental health and resilience of our staff members.

IMPACT AND OUTCOMES:

By investing in our security and staff well-being program, your generous support will:

- Improve the safety and security of our staff members, enabling them to carry out their humanitarian work effectively and with confidence, reaching 2.9 million Ethiopians in need a year.
- Improve the overall well-being and resilience of our team, fostering a supportive and healthy work environment.
- Strengthen our organization's capacity to respond to emergencies and crises, ensuring the continuity of operations and service delivery in the face of adversity.

BUDGET AND FINANCIALS

A breakdown of the budget is provided below, delineating the costs associated with the security and staff well-being program. A \$100,000 donation would be utilized as per the allocation and key areas highlighted below.

We are steadfast in our commitment to upholding transparency and accountability in fund utilization, and promise to provide regular updates and reports detailing the progress and efficacy of the initiatives supported by your generous donation.

	Activity Description	Quantity	Unit Cost	Total Cost
1	Security training for staff members	5	\$2,700	\$13,500
2	Solar powered security infrastructure systems for field offices	5	\$5,750	\$28,750
3	Safe rooms for field offices	7	\$7,000	\$49,000
4	Mental Health and Psychosocial Support (MHPSS) for staff members	125	\$70	\$8,750
				\$100,000

CONCLUSION

We believe that by partnering with your foundation we can make a meaningful and lasting impact on the safety, security, and well-being of our staff members who



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dedicate themselves to serving vulnerable populations in some of the world's most challenging environments. We sincerely hope that you will consider joining us in this crucial endeavor.

Thank you for your consideration. We look forward to the possibility of collaborating with you to create safer and healthier work environments for our staff. For more information, please contact Tori Sayanlar at tsayanlar@actionagainsthunger.org or (212) 967-7800, x. 556.

Warm regards,
Ria Jusufbegovic
Country Director
Action Against Hunger US - Ethiopia Office



Staff Member Ware Arbale teaches mothers best nutrition practices at Yeblo General Hospital in Ethiopia.



Staff Member Ware Arbale screens and treats a young child for malnutrition at Yeblo General Hospital in Ethiopia.



Staff Member Gelaye Bekele shows mothers how to cook nutritious meals at the Guchi Camp for Internally Displaced People (IDP) in Ethiopia.



Staff Member Ramate Kote leads a mother-to-mother support group in Dambala Amesa in Ethiopia.