

Protect Aid Workers 2024-2025 Snapshot Report



PROTECT
AID WORKERS



Protect Aid Workers (PAW) is a rapid-response mechanism for aid workers who have experienced security incidents, are under immediate threat of harm, or have been arrested and/or are facing legal charges due to their work as a humanitarian.

The mechanism provides protection grants to cover costs of urgent needs of the affected aid workers such as healthcare, psychosocial support, legal support, relocation, and more.

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Impact in Numbers: 2024-2025

454 aid workers and family members were supported with protection grants.

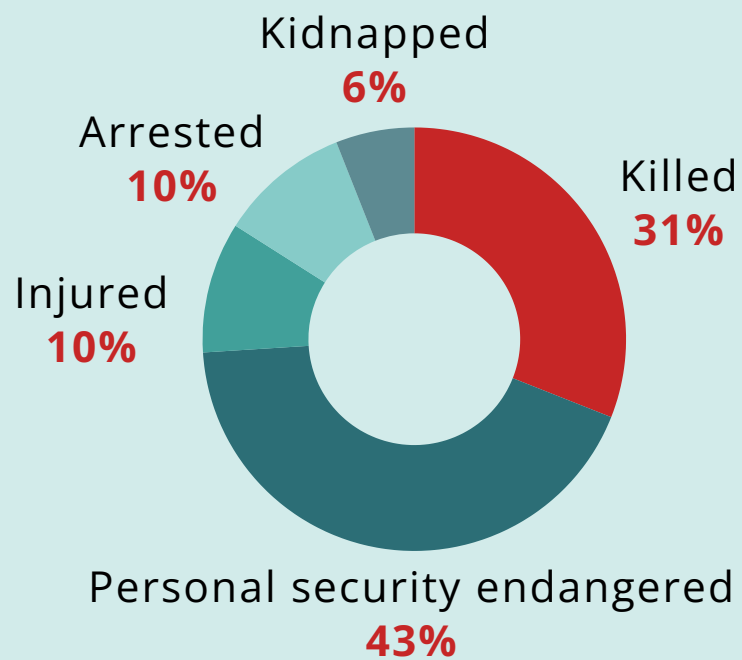


Chart: Type of incident responded to by PAW

87% of the aid workers supported were national staff.

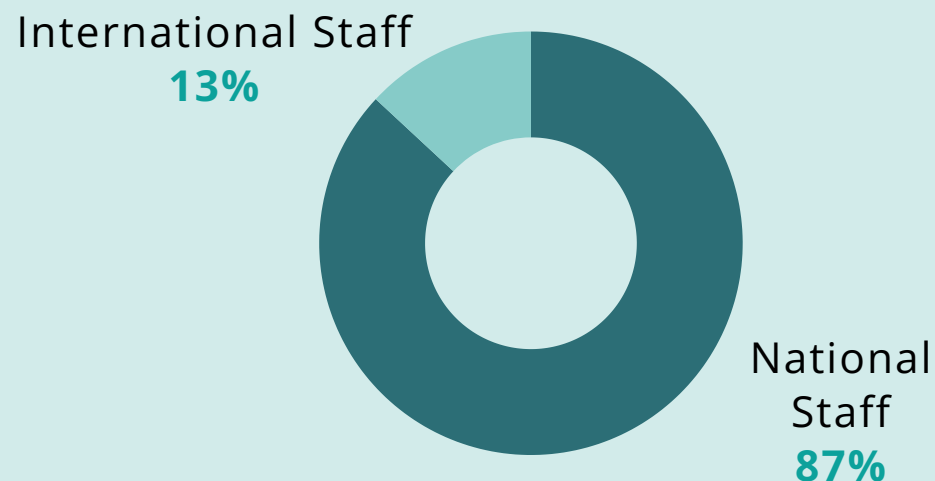
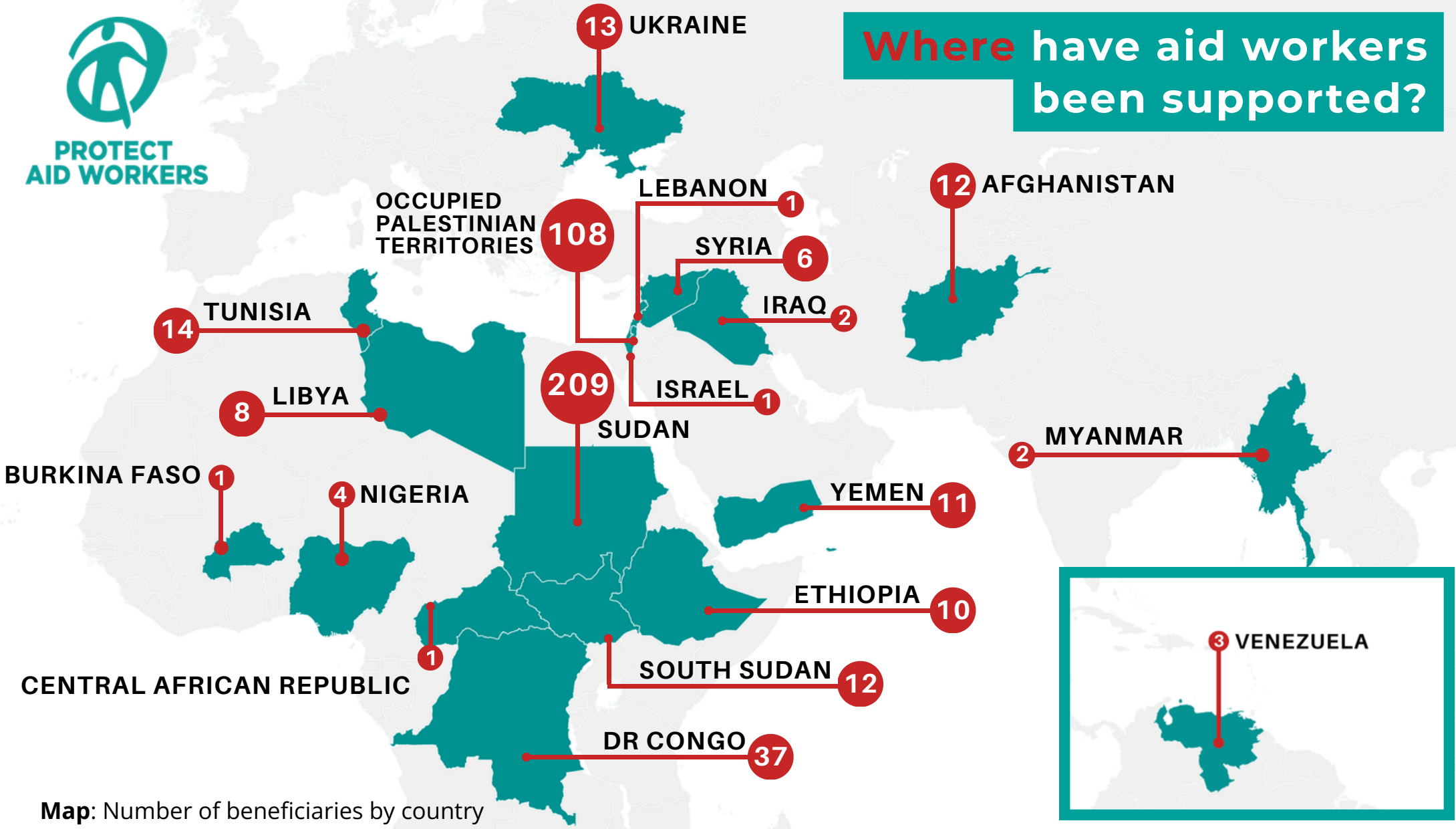


Chart: Percentage of national and international staff supported



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Where have aid workers been supported?



Map: Number of beneficiaries by country



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Aid Worker **Stories**



El Fasher, Sudan

Fatima Tahir Kharif, working with Sudanese Women for Peace and Development, faced extreme danger when her organization became a target in Zamzam camp. Following attacks and detentions of NGO staff in the area, an urgent evacuation was carried out for Fatima and 11 colleagues with their families to prevent further harm. PAW provided emergency support for this life-saving relocation and assisted families of those killed during the violence.

Protect Aid Workers provided us with support in the city of El Fasher after the attack on Zamzam camp. There was ongoing destruction and severe devastation, to the extent that we honestly couldn't imagine that we could survive at that time.

I thank Protect Aid Workers because after our evacuation from El Fasher city, they provided us with financial support and this support came at the most suitable time. When we received this financial support, we honestly didn't know what to do. And thank God, this support helped us to meet our family needs and we were able to settle in another safer location.

“

I appeal to all governments to support organizations like Protect Aid Workers because it cares about the humanitarian workers who work in the field. And this is one of the most important things because we work to save lives. We have no other goals.

– **Fatima Tahir Kharif**



Kherson Region, Ukraine

Two national staff members of a Ukrainian NGO were injured during artillery shelling while distributing humanitarian aid in Kherson region. Both were hit by the blast wave and suffered concussions, shrapnel injuries, and lasting physical and psychological effects.

They required weeks of hospitalisation followed by long-term treatment and rehabilitation.

PAW provided survivor-centred support covering medical expenses, long-term psychological care, salary compensation during recovery, and repairs to a vehicle damaged during the attack — an essential tool for their humanitarian work. One year later, both have partially returned to humanitarian activities, though the consequences of the incident continue to affect their ability to work in frontline conditions.

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Protection Grants

Protection grants offer short-term, needs-based financial support for aid workers who have experienced violence, threats, arrest, injury, or other security incidents connected to their work. Grants can cover a range of costs, including:

- emergency healthcare and medical treatment
- psychosocial and mental health support
- legal assistance related to the incident
- temporary relocation and safe accommodation
- essential items needed after displacement or loss of assets
- transport and logistical needs linked to safety or recovery

Support is tailored to each case, based on the individual's circumstances, risk level, and the recommendations of the case management team.



Risks and Incident types

Aid workers supported by the mechanism face a wide spectrum of risks, which may include:

- direct attacks, shelling, or armed violence
- intimidation, threats, and targeted harassment
- arbitrary arrest or detention related to humanitarian activities
- injury while delivering assistance
- risks to family members resulting from the same incident

Each case is assessed to understand the nature of the threat, the level of immediate danger, and any factors that may increase vulnerability, such as location, visibility, or the operational environment.

Interventions and Legal Support

PAW adopts a survivor-centred approach, ensuring that each intervention prioritises safety, dignity, and confidentiality. Support may include:

- access to legal information or assistance when staff face charges, detention, or legal repercussions tied to their work
- guidance on rights, procedures, and possible courses of action
- linkage to trusted legal partners when specialised representation is needed

Mental health and psychosocial support for aid workers

A global Community of Practice (CoP) on staff care, mental health and psychosocial support (MHPSS) for humanitarian personnel was launched in October 2025 to address critical gaps in duty of care and access to support.

The CoP brings together MHPSS specialists, HR professionals, legal experts, practitioners, and researchers to establish minimum duty-of-care standards, develop culturally adapted resources, and promote equitable support. Over 200 experts from NGOs, the United Nations, and the Red Cross/Red Crescent Movement have joined, with planned activities including resource mapping, service provider directories, and peer learning exchanges.



Incident management training with NGOs and CSOs in Ukraine

Incident management and legal information trainings for NGOs

These trainings strengthen NGOs' capacity to prevent, respond to, and manage incidents affecting humanitarian staff by combining practical incident management with legal information. Delivered through interactive sessions, including tabletop exercises, the workshops build institutional systems, improve legal awareness, and support more systematic and informed responses to future incidents.

Between 2024-25, there were 8 workshops held in Jordan, Lebanon, Syria, Tunisia, and Ukraine. These were attended by 130 participants from local civil society organizations.



MHPSS Community of Practice meeting



PAW Director, David Annequin, at the European Parliament with Commissioner Hadja Lahbib



The European Parliament

Advocacy for lasting change

Advocacy is a core pillar of Protect Aid Workers, aimed at keeping the protection of humanitarian personnel high on the global agenda and supporting concrete policy improvements. In 2025, PAW engaged in major humanitarian forums to advance discussions on duty of care, risk sharing, and survivor-centred approaches.

On 17 December in Strasbourg, Commissioner Hadja Lahbib hosted a side event alongside the Sakharov Prize ceremony. It brought together humanitarian workers from Afghanistan, Ukraine, Sudan, Belgium as well as the nominees Palestinian Red Crescent Society and UNRWA.

Implementing partners Legal Action Worldwide (LAW), Protect Humanitarians and International Federation of Red Cross and Red Crescent Societies - IFRC called for increased comprehensive support to humanitarian workers, including mental health and psychological care and legal assistance to bring justice and accountability to victims and survivors.

At the Strasbourg event, the EU Commission announced an additional €4.35 of funding for Protect Aid Workers.