

**Zeitschrift:** Annual report / International Committee of the Red Cross  
**Herausgeber:** International Committee of the Red Cross  
**Band:** - (1990)

**Rubrik:** Human resources

### **Nutzungsbedingungen**

Die ETH-Bibliothek ist die Anbieterin der digitalisierten Zeitschriften auf E-Periodica. Sie besitzt keine Urheberrechte an den Zeitschriften und ist nicht verantwortlich für deren Inhalte. Die Rechte liegen in der Regel bei den Herausgebern beziehungsweise den externen Rechteinhabern. Das Veröffentlichen von Bildern in Print- und Online-Publikationen sowie auf Social Media-Kanälen oder Webseiten ist nur mit vorheriger Genehmigung der Rechteinhaber erlaubt. [Mehr erfahren](#)

### **Conditions d'utilisation**

L'ETH Library est le fournisseur des revues numérisées. Elle ne détient aucun droit d'auteur sur les revues et n'est pas responsable de leur contenu. En règle générale, les droits sont détenus par les éditeurs ou les détenteurs de droits externes. La reproduction d'images dans des publications imprimées ou en ligne ainsi que sur des canaux de médias sociaux ou des sites web n'est autorisée qu'avec l'accord préalable des détenteurs des droits. [En savoir plus](#)

### **Terms of use**

The ETH Library is the provider of the digitised journals. It does not own any copyrights to the journals and is not responsible for their content. The rights usually lie with the publishers or the external rights holders. Publishing images in print and online publications, as well as on social media channels or websites, is only permitted with the prior consent of the rights holders. [Find out more](#)

**Download PDF:** 15.03.2026

**ETH-Bibliothek Zürich, E-Periodica, <https://www.e-periodica.ch>**

## HUMAN RESOURCES

The emergency operation in Romania at the beginning of the year, and the start in August of the Gulf crisis, had the ICRC meeting a record demand for personnel. Besides recruiting delegates from outside, the institution sent many headquarters staff, men and women, on brief missions to back up field staff. In 1990, the institution employed a total of 653 expatriate staff in 50 delegations worldwide; they were backed by 4,620 locally-recruited employees. In addition, the National Red Cross and Red Crescent Societies of 23 countries seconded medical, paramedical and technical staff for ICRC field operations, a total of 561 people for 155 posts, bringing to 808 the number of expatriates working for the ICRC in the field during the year.

In Geneva, 647 people provided direct support for operational activities, and administrative, legal and communication services.

The Recruitment Division hired 300 people in 1990, 232 of them for field missions (71 delegates, 25 doctors, 53 paramedical specialists, 25 administrators, 33 secretaries and 25 technicians).

Numerous courses were organized for ICRC personnel, both by the institution itself and by outside concerns, to provide basic training, advanced knowledge or continued instruction in various fields. In addition the rules of the ICRC Pension Fund were revised. Men and women now enjoy equal rights and are entitled to retire any time between 62 and 65 years of age.