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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.