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## HUMAN RESOURCES

In 1992, unabated fighting in the former Yugoslavia and in Somalia as well as the opening of delegations in the former Soviet Union had the ICRC meeting an ever increasing demand for personnel. ICRC activities in these areas required the presence in the field of experienced staff members from headquarters to help bear the load of working in particularly difficult circumstances.

The Human Resources department renewed its special effort as regards the recruitment, planning and management of staff assigned to these operations in addition to those working in more than 50 delegations. The monthly field staff averages were as follows:

- expatriate: 774
- from National Societies: 154
- local staff under ICRC contract: 5,368

These figures constitute an absolute record for expatriate staff and local employees.

At headquarters, a monthly average of 675 staff provided direct support for op-

erational activities, and administrative, legal and communication services.

In 1992 the Recruitment Division hired 324 new staff, including 265 for the field (94 delegates, 23 administrators, 28 interpreters, 21 doctors, 36 paramedical specialists and 63 technicians).

The Training Division set up basic and advanced courses attended by 1,841 members of personnel and senior staff assigned to the field or working at headquarters.

Increasing difficulties met by delegates and local staff in the field, working in situations where international humanitarian law is either unknown or simply ignored, have led the ICRC to appoint, as from June 1992, a special delegate whose task it is to seek ways and means of improving the safety of its personnel. The delegate is based at headquarters but also spends time in the field evaluating the various conflict situations from the security point of view.