

# Personnel

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In 1979 *International Review of the Red Cross* was issued every two months in three main editions—French, English and Spanish—of about 60 pages each. An abridged version in German, numbering from 16 to 20 pages, contained a selection of articles in the main editions.

The *Review* continued its essential functions as the official organ of the International Red Cross and as the leading Red

Cross journal specializing in international humanitarian law. It is the only publication of its kind in the world. In 1979 it published several appeals by the ICRC, contributions from a number of authors on topical problems: "The ICRC and human rights", "European plans for perpetual peace and their impact upon the law of war"; articles of a more technical nature of interest to the Red Cross: "Modernization of protective markings and signalling", "Red Cross emergency radiocommunications", and a study presenting three aspects of voluntary service.

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## PERSONNEL

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In 1979, the Personnel Department was considerably reorganized to cope with the substantial increase in personnel, the immediate consequence of the ICRC's expanding activities in the field. The reorganization called for the creation of two divisions: Recruitment and Training, and Administration.

At ICRC headquarters, the staff strength rose from 288 (in January) to 339 (in December), with a monthly average of 312.5. Included in this average—which was 75.5 more than in 1978—there were about 120 persons whose work was directly related in one way or another with field operations. The rest of the staff were employed in work related to the activities of the Central Tracing Agency, to the development and dissemination of international humanitarian law, to relations with National Red Cross Societies, to information and public relations, to fund-raising, administration and so on.

The number of persons employed in the field (delegates and technicians sent from Geneva) rose from 102 in January to 223 in December; the monthly average for 1979 was 150.5 (97 in 1978). These figures do not include the very large number of medical and paramedical personnel made available to the ICRC by National Red Cross Societies, mainly for its work in Thailand. In addition, the ICRC delegations were assisted by locally employed personnel, whose number rose from 202 in January to 287 in December.

During the year under review, 999 missions were performed by personnel sent from the ICRC's Geneva headquarters.

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In 1979, the efforts of the Personnel Department were principally directed to recruitment and training.

### Recruitment

The Recruitment and Training Division had to meet the constant need for additions to our operational staff strength, but at the same time it endeavoured to maintain and improve

the standard of the delegates representing the ICRC. A recruiting campaign conducted on television and in the press showed that there were in Switzerland quite a number of men and women who were prepared to work for the ICRC, some for a short term and others on a permanent basis. In fact, the Applications Service received in 1979 no less than 1665 enquiries from persons who were interested in ICRC employment. A preliminary list was drawn up and 321 candidates were invited for an interview at the Geneva headquarters. Of these, a short list containing 151 names was selected, and the candidates took part in seven introductory courses at Cartigny (near Geneva). Finally, 124 persons were offered a contract.

### Training

As a general rule, a delegate's first year in the field constitutes a training period, while the aim of the introductory courses at Cartigny is to give budding delegates a grounding on a variety of subjects connected with the ICRC and Red Cross (history of the Red Cross; structure; distribution of tasks; financing; role of the National Societies and League; the Geneva Conventions and the 1977 Protocols; extra-conventional activities and "political" detainees; procedure of visits to places of detention; assessment of a given situation; role and tasks of the Central Tracing Agency; material relief; the ICRC and disclosure of information; medical aid programmes, etc).

With the purpose of giving staff at Geneva headquarters the opportunity to improve their qualifications, courses were given in the following subjects:

#### *Number of persons:*

75: language courses  
10: specialized courses in their particular field of work  
10: conduct of meetings  
20: administration

In addition, 75 persons took the three courses organized jointly by the League and ICRC for newly engaged staff.