

# Personnel

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and a film on ICRC activities, after which the visitors were shown round the Central Tracing Agency.

In November, members of the European Confederation of Public Relations (CERP), who were in Geneva for their November assembly, visited the ICRC and listened to an account, by the head of the PID, of the information campaign in southern Africa.

**MISSIONS.** — The head of the division went on missions on several occasions in 1980, including visits to southern Africa and South East Asia to assess on the spot the information programmes organized by his staff. At the end of February, at Manila, he represented the ICRC at the Red Cross Seminar on information and fund-raising, organized jointly by the League and the Philippine National Red Cross.

Information delegates and photographers were also dispatched to Thailand, Kampuchea, Angola, El Salvador, Nicaragua, Malaysia and Indonesia. They brought back news reports and photographs for the ICRC's publications and for National Societies.

### International Review of the Red Cross

In 1980, *International Review of the Red Cross*, the official organ of the International Red Cross and the only review dealing with Red Cross fundamentals, continued to be issued every two months. The main edition of about 60 pages appeared in English, French and Spanish, while a shorter German edition, of about 16 to 20 pages, contained abridged versions of the articles in the main edition.

Besides contributions by various authors on subjects relating to international humanitarian law ("Human Rights relating to Spiritual Assistance as Embodied in the Geneva Conventions", "Protocol I and Neutral States", "New Code for the Protection of Civilian Population and Property during Armed Conflicts"), *International Review* printed the five concluding instalments of Mr. Jean Pictet's "Commentary to the Fundamental Principles of the Red Cross", which is of particular interest for the Red Cross. Publication of this work in the *Review* had begun in 1979. Several of these articles were also issued as offprints or were reprinted in other publications.

Among the texts which appeared in *International Review* were a United Nations resolution on the 1977 Protocols and a resolution of the World Administrative Radio Conference on Red Cross emergency radiocommunications. Every issue of the *Review* carried articles of topical interest, such as summarized accounts of the activities of the ICRC and its delegations throughout the world and of the work accomplished by the ICRC, League and National Societies for the dissemination of international humanitarian law. It also noted ratifications of the 1977 Protocols and the accessions by various States to those same Protocols, reported the adoption of the red crescent emblem by Iran, mentioned the centenary of the establishment of National Red Cross Societies in Argentina and Austria, and published reviews of several recent books on international humanitarian law and on the Red Cross.

In all this, *International Review* has endeavoured at all times to continue its function as the organ linking the members of the International Red Cross and providing them with general information.

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## PERSONNEL

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### Staff strength

In 1980, the larger number of operations conducted by the ICRC throughout the world was reflected in the heavier workload of all its various departments and led to more personnel being required, at headquarters and in the field.

At ICRC headquarters, the staff strength varied between 342 (in January) and 431 (in December), with a monthly average of 386.5 (as compared with 312.5 in 1979). Included in this average were about 180 persons whose work was directly related in one way or another to 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 specialized staff sent from Geneva) rose from 256 in January to

261 in December; the monthly average for 1980 was 258.5 (150.5 in 1979). 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 (between 442 persons in January 1980 and 209 in December).

In addition, the ICRC delegations were assisted by locally engaged personnel, whose number rose from 474 in January to 518 in December.

During the year under review, 333 missions were performed by personnel sent from the Geneva headquarters.

### Training

A delegate's first year in the field being as a general rule a training period, the aim of the introductory courses given each year at the Cartigny Centre near Geneva since 1970 is to give budding delegates a grounding on a variety of subjects related

to the ICRC and the Red Cross prior to their mission abroad (history of the Red Cross; structure and distribution of tasks between the League, ICRC and National Societies; finance; Geneva Conventions and Additional Protocols; operations outside the scope of the Conventions; procedure of visits to places of detention; assessment of a given situation; role and tasks of the Central Tracing Agency; material relief; medical aid programmes; information, etc.). In 1980, four introductory courses took place at Cartigny and were attended by a total of 97 persons.

Furthermore, with the purpose of giving Geneva headquarters staff the opportunity to improve their qualifications, extra courses, mainly in various languages, were arranged in 1980 for 81 persons.

The two courses organized jointly by the League and ICRC

for newly engaged staff were followed by 58 persons from the ICRC.

### **Delegations**

In 1980, the ICRC had a permanent delegation in each one of 28 countries of Africa, Latin America, Asia and the Middle East, and 8 sub-delegations. A permanent delegation was also maintained in New York, where the ICRC delegate to the international organizations kept in touch with the United Nations and its specialized agencies on matters involving ICRC activities. If the special missions carried out to about thirty countries are added to the above, it can be said that in 1980 the ICRC was active in some sixty countries throughout the world.

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## **FINANCE**

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### **Balance sheet**

The balance sheet total rose from 36.6 million Swiss francs at the end of 1979 to 39.4 million by the end of 1980. This increase, which confirms a tendency observed one year previously, is due to the fact that during the past financial year, the ICRC received large amounts to finance specific actions. Nevertheless, it should be emphasized that for the first time in 10 years the financial cover for some of these actions was insufficient. This meant that at the end of the year there was a deficit of approximately 3 million Swiss francs.

This situation, without being alarming, is cause for concern. It appears, in fact, that governments are less interested in financing special actions on a small or medium scale than in contributing to large-scale operations such as those conducted in South-East Asia or in Africa. Operations which received inadequate financing included those in Nicaragua, El Salvador, Lebanon, and in Iraq and Iran after the outbreak of hostilities between the two countries in September 1980.

In connection with the policy introduced some years ago with a view to increasing the General Reserves, the ICRC had the satisfaction of recording during 1980 the payment of two special contributions for this purpose, one of 1.2 million Swiss francs from the Government of Kuwait, the other for 1 million dollars from the Government of the Libyan Arab Jamahiriya.

Thanks to these two contributions, the General Reserve on 31 December 1980 stood at a total of 10.25 million Swiss francs. This sum, which corresponds to one quarter of the normal budget, is still relatively low. The ICRC would like to have sufficient reserves to be able, in the event of a grave international crisis, to cover at least six months' activities.

### **Expenditure and income**

Contrary to the budget forecast, which predicted a deficit for 1980 of more than 1 million Swiss francs, the annual accounts show a satisfactory balance, the deficit finally totalling 9,133.16 Swiss francs. This is absorbed by the Capital Reserve Funds, which consequently fell to 301,050.89 Swiss francs.

This good result is due, on the one hand, to an increase in Government contributions and private donations, which were particularly generous in 1980 and, on the other hand, to rigorous control of expenditure.

### **Financing**

#### **Governments**

Although the results for 1980 may be considered satisfactory, the fact remains that the origin of the contributions to the ICRC ordinary budget does not sufficiently reflect the universality of the Red Cross movement. Of the 146 States parties to the 1949 Geneva Conventions, over 40% make no contribution to the ICRC.

For this reason, a large number of missions was undertaken in 1980 to present the activities of the ICRC to Governments and to remind them of their financial obligations. In particular, the President of the ICRC, accompanied by the Head of the Financing Division, travelled successively to Kuwait,