

International Cooperation Key Observations on the Swiss Labour Market 2010 – 2018

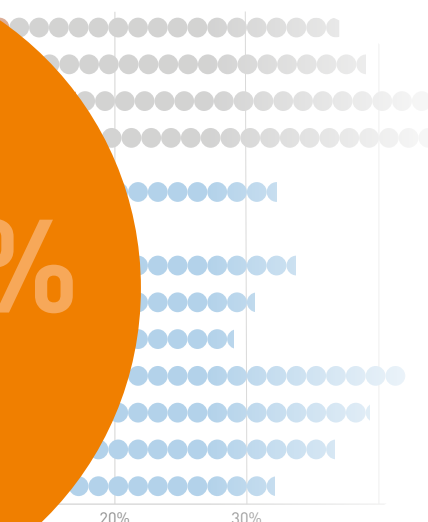
Final report

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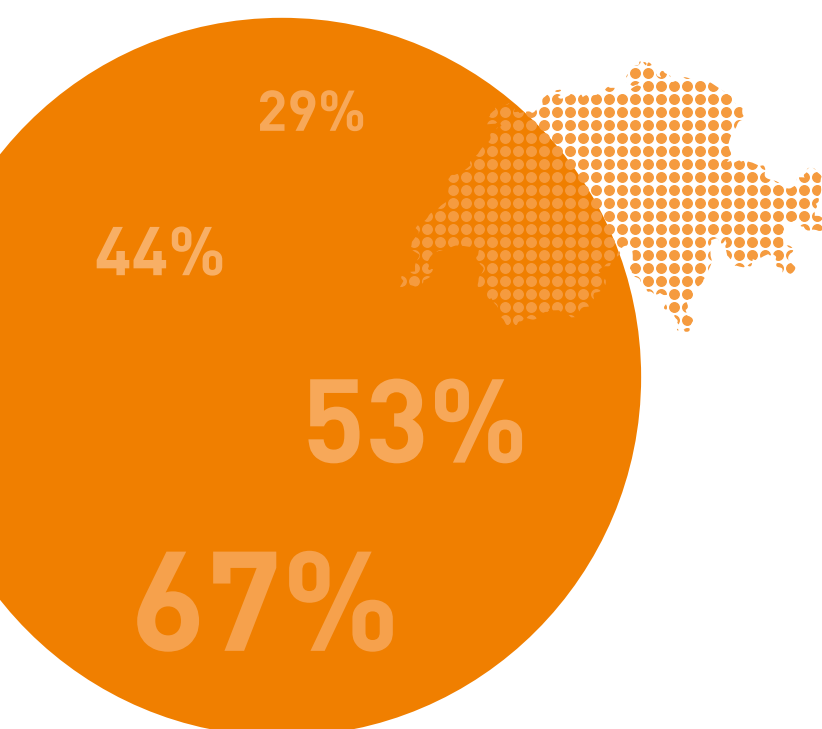
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1. Abstract

For the first time, monitoring allows for observations over a 10 year period.

Developments in the Swiss IC labour market over 10 years

The following report sets out key statements on the Swiss labour market in international cooperation (IC), with the aim of providing market participants with the most numerically significant developments over the last few years in terms of job vacancies, employers, job seekers, and training and further education. It is intended to assist readers, whether new entrants, experienced professionals, or those responsible at universities and for HR in IC organisations, to better understand the labour market they are or wish to operate in.

Since 2010, cinfo and BASS have been jointly monitoring the Swiss IC labour market, observing and analysing its developments. This monitoring process now allows for statements about periods of up to 10 years; for the first time, it is possible to see beyond the daily business and look at longer-term trends.

Match or mismatch? Supply and demand in the IC labour market

Between 2010 – 2018 an average of 800 IC specialist positions were advertised each year. Monitoring shows the following trends in these positions over the years:

- About three-quarters of advertised positions are in the development cooperation (DC) sector, and only one-quarter in the humanitarian aid (HA) sector.
- The focus of activities in approximately two-thirds of positions is abroad, in one or more foreign countries. The remaining advertisements relate to positions based at the Swiss headquarters of the respective organisation.
- About 10% of positions are internships or junior positions that are only suitable for new entrants.

Most job seekers interested in an IC position have tertiary or higher education qualifications. The rate of tertiary education has been at over 90% since monitoring started. Around three-quarters of job seekers have a qualification in the field of international relations/development cooperation, economy and law, or social sciences and humanities. The study shows that there is a relatively small number of vacancies for these job seekers, who in principle have an adequate level of education in a relevant subject area; the data suggest that the demand for qualified personnel is higher than supply only in the categories of medicine, the medical professions, health, and agriculture and forestry. This basic oversupply of job seekers is consistent with the observation that job seekers on the cinfoPoste jobs portal are increasingly open to both sectors, DC and HA (see box below), and are also increasingly ready to consider not only IC specialist positions but also positions with support functions (e.g. fundraising, HR and finance).

About one-third of job seekers have no work experience in IC. It is relatively difficult for them to start their career via an internship or junior position in IC, as few such positions are advertised. Since 2012, the number of graduates as a proportion of job seekers has declined. In the same period, however, the proportion of lateral entrants, i.e. experienced professionals from other sectors, has risen slightly. Entry into IC is also not easy for them; IC experience is explicitly or implicitly required for a large proportion of vacancies, particularly in the humanitarian aid sector.

About one-third of job seekers have no work experience in IC.

The IC labour market is adapting slowly to social change in Switzerland

Women are more likely than men to complete IC-specific degree courses or post-graduate courses. At 60% of users, women are also more strongly represented on cinfoPoste than men. Women are clearly visible in the IC labour supply. However, the situation is different among employees, where men still predominate – especially in the humanitarian aid sector. Despite slight changes in the DC sector since 2010, these facts remain relevant. What are the reasons for the difficult adaptation of the labour market to the supply? The data provides some clues: part-time work continues to be more common among women than men. According to the Federal Statistical Office (FSO) 59% of women worked part-time in 2018. However, the proportion of part-time jobs in Swiss IC is very low, at only 14%. It would appear that a significant proportion of highly qualified women interested in a career in IC are unable to find a vacancy that corresponds to their career plans.

Staff increases and internationalisation

From 2010–2018, the proportion of specialist positions in Swiss IC organisations grew by 36%. The strongest growth was in the humanitarian aid sector, which today has 70% of IC specialist positions; DC accounts for about 30% of positions. Data on the nationality of employees has been collected since 2014. In these six years, the staff of Swiss IC organisations has become more international (positions at Swiss headquarters and abroad). This has occurred mainly in the humanitarian aid sector and is primarily the result of internationalisation within the International Committee of the Red Cross (ICRC). The nationality of employees in DC has remained relatively stable, with only a slight tendency for NGOs to employ fewer Swiss nationals.

Strong dynamic in IC-specific training and further education

Over the period 2005–2018, student numbers in IC-specific training and further education courses at Swiss tertiary institutions were monitored. The number of students in IC-related degree courses (bachelor's/master's degree etc) and IC-specific further education courses (DAS, MAS) has more than doubled in this time. Today, around 1,200 students graduate every year from an IC-related degree and around 450 complete an IC-specific MAS or DAS.

The **origin of students** is largely international; approximately half of university entrants and a good 80% of DAS/MAS students are foreign citizens. Apart from slight fluctuations, these figures have remained stable since 2012. This very high proportion of foreign students in further education courses is strongly related to "international Geneva": three-quarters of all further education students complete a DAS / MAS course in Geneva, of which two-thirds come from outside of the EU.

Women are clearly visible in the IC labour supply. However, the situation is different among employees, where men still predominate – especially in the humanitarian aid sector.

Since 2014, the staff of Swiss IC organisations has become more international, specifically in the humanitarian field.

Humanitarian aid (HA) seeks to protect people facing life-threatening situations in humanitarian emergencies and enable them to become self-sufficient again. Reconstruction of infrastructure in affected areas is generally considered to be part of HA.

Development cooperation (DC) aims to reduce global differences in socio-economic development and general living conditions in a sustainable way. It strives for a close partnership and cooperation between donors and recipients. As peace and respect for human rights are important prerequisites for sustainable development, activities in the areas of (civilian) peace promotion and support for human rights are included in DC.

The core statements focus on IC specialist positions. In IC specialist positions, an employee's responsibilities and tasks are sector-specific to the field of IC. Such positions usually require IC experience and relevant, IC-specific training. For support functions which are not specific to the IC, such as fundraising, HR and finance, only data on the number of posts is collected.



Women see IC as a promising area of work.

2. Match or mismatch?

The congruence between supply and demand

How well does the IC labour market absorb the supply of specialists with skills specific to international cooperation (IC)? To what extent do job seekers' expectations match job advertisements? These questions are addressed below from the perspectives of gender, type of job and professional qualification.

The proportion of women in training is higher than in the work-force...

Student numbers (see Figure 1) show that women see IC as a promising area of work. Women are more likely than men to complete IC-specific degree or postgraduate degree programmes; in recent years, a respective 60% and 50% of these students have been women. Women are also more strongly represented than men among cinfoPoste job seekers, where they are about 60% of users. So, women are clearly visible in the IC labour supply. The situation is different in the labour market itself, where men still predominate. As employer data shows, only 44% of those working in the Swiss IC labour market are women: 53% in development cooperation (DC), but only 40% in humanitarian aid (HA).

...moderate changes in sight

These figures have hardly changed since 2010. There has been a slight increase in the number of women in DC: previously lower, the percentage of women has been slightly above 50% since 2014. The figures lead to the conclusion that the IC labour market is less able to absorb the supply of specifically trained women than the corresponding supply of men. What are the reasons for this?

The data provide certain indications, but do not allow for a conclusive assessment. Part-time work is still more common among women than men¹. However, the share of part-time jobs in Swiss IC is very low at 14%. In contrast, positions in DC are developing in line with social change, with a trend towards more part-time jobs (2010: 28%, 2018: 38%). However, the proportion of part-time jobs in HA has not exceeded 5% over the entire monitoring period.

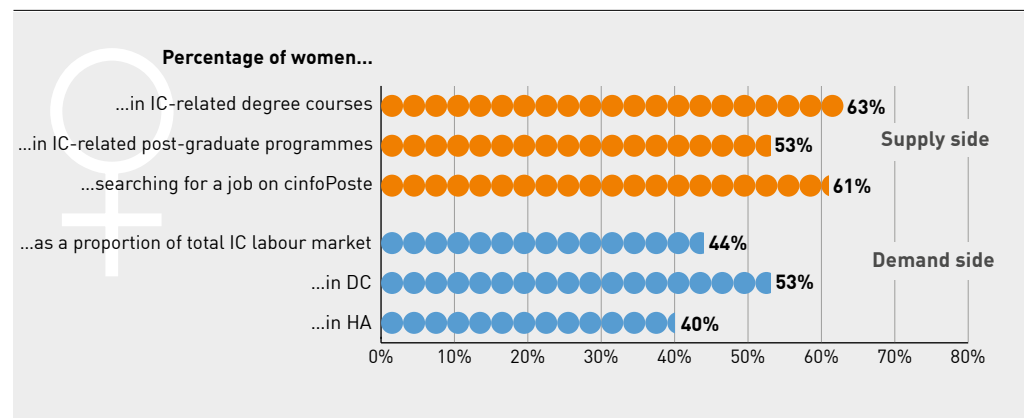
It would appear that a significant proportion of university educated women interested in a career in IC, and particularly in HA, are unable to find a vacancy that corresponds to their career plans.

A significant proportion of university educated women interested in a career in IC, and particularly in HA, are unable to find a vacancy that corresponds to their career plans.

¹ This gender gap in part-time work is particularly prominent in Switzerland, where 59% of women work part-time compared to only 17% of men (FSO, 2018). One of the reasons for this gender gap is that many women who are mothers work part-time because they lack the basic infrastructure to reconcile professional and private work (work-life balance).

Figure 1

Percentage of women in the supply and demand side of the IC labour market 2018



Source: Employer survey 2018, survey of training institutions 2018, survey of job seekers, cinfoPoste 2018

Greater flexibility among job seekers

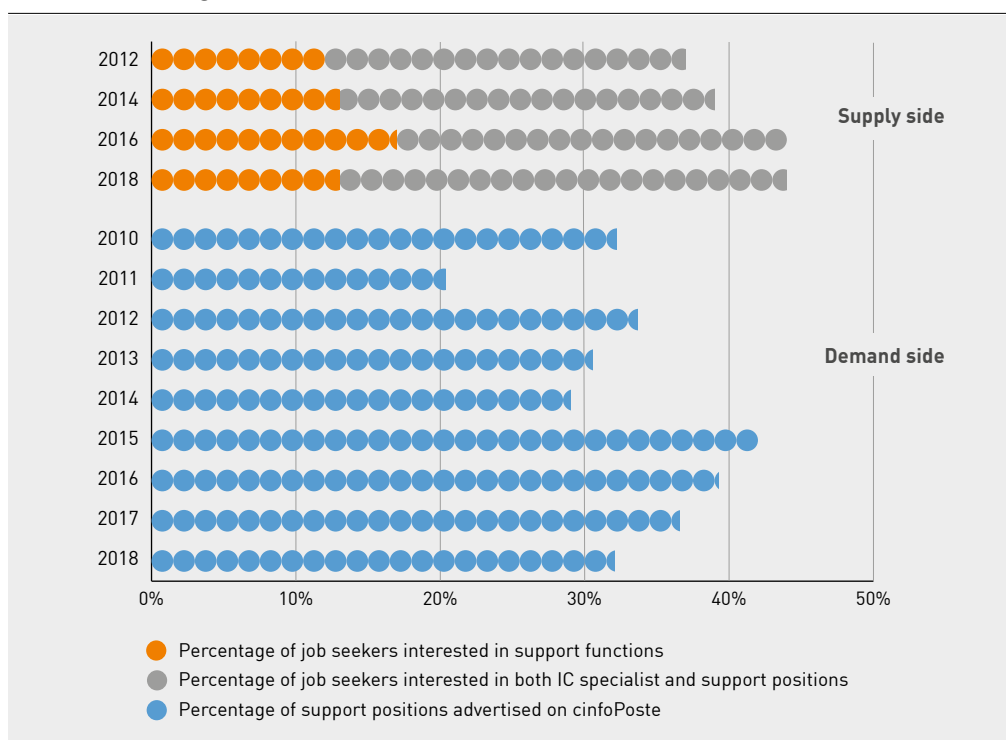
In their search patterns, job seekers show a high degree of openness to different types of IC jobs. Almost half of all job seekers are interested in positions in both the humanitarian aid and development cooperation sectors. New entrants are especially open: 57% of those looking for an internship or entry level position do so in both areas. There is also evidence of increasing openness in searching for both IC specialist and support functions (see Figure 2): while only a quarter of job seekers in 2012 were interested in both IC specialist and support positions, almost a third (31% in 2018) are now looking for positions in both. Do job seekers increasingly prefer support-related positions because they do not want to be posted abroad? Possibly, but the proportion of people looking exclusively for support jobs has been stable over time. It is much more likely that the interest in working in IC is so considerable that job seekers would accept a less subject-specific support position in order to achieve this.

A willingness to work abroad or in support positions increases job opportunities considerably

Most jobs advertised on cinfoPoste are still primarily for positions abroad: in 2018 they accounted for 69% of all IC advertised positions. In DC, the proportion rose steadily from 58% to 65% between 2014 and 2018. In HA, the proportion has wavered at around 78%. In addition to being receptive to working abroad, the abovementioned openness to support positions also increases job seekers' opportunities considerably – at least in terms of the match between job seekers and vacancies on cinfoPoste, where an increasing number of support positions are advertised.

Figure 2

Job seekers' interest in specialist and support functions, and percentage of advertised positions



Source: Survey of job seekers cinfoPoste 2012-2018 and coded job vacancies cinfoPoste

There is also an (increasing) number of lateral entrants in IC...

Not only do new entrants and experienced IC specialists use cinfoPoste to find a job but also people seeking to get into IC as so-called lateral entrants². Between 2014–2018 their share rose from 8% to 11%, and from 12% to 14% when including people with one- or two-years' IC experience³. The increasing number of lateral job seekers reflects an increasing proportion of vacancies on cinfoPoste that are advertised as open to newcomers. In 2010 less than 40% of job advertisements were open to newcomers with little or no experience; by 2018 more than half of the advertised positions were, in principle, open to people without IC experience. However, it appears that it is much more difficult to get started in the humanitarian field without specific experience than in development cooperation. While 61% of positions advertised in DC in 2018 were generally open to newcomers, the figure for HA was only 40%. These figures are based on advertised positions. However, there are more unadvertised positions that are easier for applicants with professional but no IC experience in HA than in DC (e.g. health personnel).

In 2010 less than 40% of job advertisements were open to newcomers with little or no experience; by 2018 more than half of the advertised positions were, in principle, open to people without IC experience.

² Lateral entrants are considered in the statistical analysis of this report as job seekers who do not have IC-specific experience and are 40 years or older (see Figure 15).

³ Who are also 40 years or older.

The most frequent demand is for professionals from one of the three specialisations of economics and law, social sciences and the humanities, and international relations; these are the three specialisations which most job seekers come from.

Lateral entrants and new entrants

Lateral entrants have professional experience and change to IC after their first professional life. New entrants are people who apply for an IC position straight after completing their first qualification.

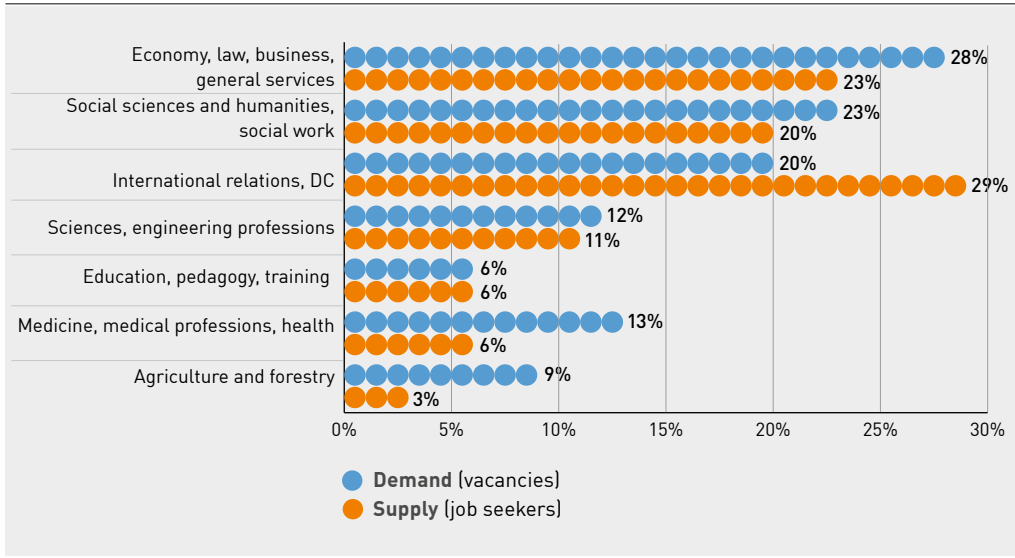
...it is important to have the right expertise

In addition to IC experience, specialist competencies also play a role. Do job seekers in the labour market meet employer demands for specialist training? Overall, this seems to be the case (see Figure 3). The most frequent demand is for professionals from one of the three specialisations of economics and law, social sciences and the humanities, and international relations; these are the three specialisations which most job seekers come from. It can be assumed that labour supply also satisfies demand in the fields of natural sciences and engineering, and education and pedagogy.

However, the situation seems to be less clear in the following fields:

- The proportion of job advertisements on cinfoPoste in the fields of medicine, medical professions and health is greater than the proportion of job seekers from these specialisations using cinfoPoste. This applies to the entire observation period.
- There are also more job advertisements than job seekers in the fields of agriculture and forestry. In recent years, this area has gained prominence in job advertisements, possibly reflecting a reaction of IC organisations to the consequences of climate change. Among job seekers, this area has only been surveyed separately since 2016, making comparisons over time difficult.

Figure 3
Specialisations sought in job advertisements (labour demand) and specialisations of job seekers (labour supply) 2018



Source: Coded job advertisements cinfoPoste (n=621) und survey of job seekers, cinfoPoste 2018 (n=1'149)

3. The employers

Employers' Survey

Swiss IC employers have been asked about their organisation, employees and other HR-related issues every 2 years since 2010. For the 2018 survey, 131 organisations were approached, of which 69 completed the online questionnaire; baseline data could be compiled on a further 7 organisations. The 45 organisations which did not provide information are generally small or the smallest NGOs.

IC is comprised of very different types of organisations

What types of organisations make up Swiss international cooperation (IC)? The organisations take a multitude of forms with different intervention strategies. They are all united by a focus on improving the living conditions of people living in difficult conditions outside the highly industrialised regions of the world. The common denominator of Swiss IC activities is the 17 Sustainable Development Goals (SDGs) of the United Nations Agenda 2030.

Swiss IC essentially comprises three groups of organisations:

The first group are **state organisations** such as the Swiss Agency for Development and Cooperation (SDC) and the State Secretariat for Economic Affairs (SECO). This group also includes those non-governmental organisations which are **more than 80% government funded**, including the International Committee of the Red Cross (ICRC)⁴. This group is mainly made up of larger and large employers. 58% of international or headquarter positions are in organisations in this group (see Figure 4).

The second group concerns **non-government organisations (NGOs)**. This includes the traditional large humanitarian organisations like Helvetas, Médecins Sans Frontières (MSF) and Terre des hommes, but also an array of small and very small development organisations. While the above-mentioned organisations are operational, i.e. carry out their own or cooperate on projects, other organisations operate almost exclusively in project financing. They are usually organised as private foundations. The best-known example of a Swiss NGO involved purely in financing is probably the Swiss Solidarity Foundation. This group of NGOs employs 41% of Swiss IC staff (international positions and positions at headquarters).

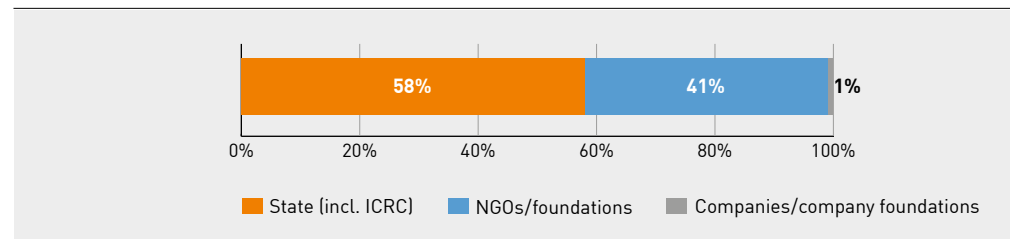
The third group consists of organisations in the **private sector** and includes various small consulting companies and company foundations. With only 1% of the Swiss labour market, the statistical importance of the private sector is marginal.

Swiss IC comprises state agencies, non-governmental organisations and private entities.

⁴ The ICRC has the official status of an international organisation.

Figure 4

Percentage of different types of organisations in the labour market 2018



Source: Employer survey 2018, N=76

The two sectors of the IC labour market

Most employers in the Swiss IC labour market concentrate their work in one of the two main sectors of humanitarian aid (HA) or development cooperation (DC). In order to understand the structure of the labour market, it is important to highlight the differences between the two sectors. The nature of the jobs and the demands placed on applicants vary considerably from one sector to another (see section entitled “Job vacancies”, page 24).

Two-thirds of employees work in large HA organisations

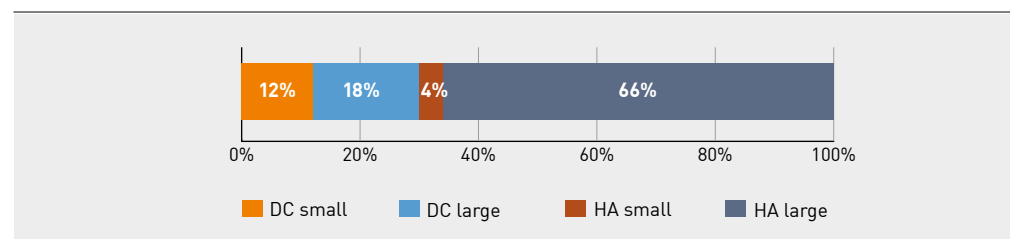
Another relevant distinction is the size of the respective organisations. Employees face different demands depending on whether they work in a large organisation with many employees to perform a broad range of activities, or a smaller organisation with a manageable workforce focusing on one or two main priorities.

The **HA sector** is dominated by the two **large organisations** mentioned above, ICRC and MSF; together they employ two-thirds of the total IC staff at headquarters and abroad (see Figure 5). The few **small HA organisations** (with less than 80 employees) account for only 4% of all IC staff. Typically, these are international NGOs, such as Care International, or Swiss NGOs belonging to Switzerland’s humanitarian tradition, such as the Centre for Humanitarian Dialogue or the Swiss Foundation for Mine Action (FSD).

Most IC organisations are **small organisations** mainly active in development cooperation. Most of them are NGOs such as Fairmed and SWISSAID. They employ a total of 12% of IC staff (see Figure 5). **Large organisations** in development cooperation account for 18% of the workforce. SECO and the NGOs Helvetas and Swiss Red Cross are typical examples of this category.

Figure 5

Percentage of employees by field and size of organisation 2018



Comment: Employees without national/local employees and without pure support positions.

Source: Employer survey 2018, N=73

Significant differences in salaries between government organisations and NGOs

Data from 2012 and 2014 can be used to shed light on IC salary levels (see Figure 6)⁵: it can be assumed that salaries have remained considerably stable since then, in accordance with the general trend in Switzerland. In the two years under review, IC specialists received an average annual salary of around CHF 130,000. IC specialists in government organisations (including the ICRC) receive the highest salaries, with an average of around CHF 140,000. The salaries of IC specialists employed by NGOs are, on average, around CHF 40,000 lower. It should be noted here that some NGOs offer lower salaries to people working abroad in line with local purchasing power. If salaries adjusted for purchasing power are not considered, the average annual salary of NGOs would be around CHF 7,000 higher, i.e. around CHF 107,000. At approximately CHF 116,000, the average salary for private companies in IC lies between the other two categories.

⁵ An update of salary data is planned for 2020/21.



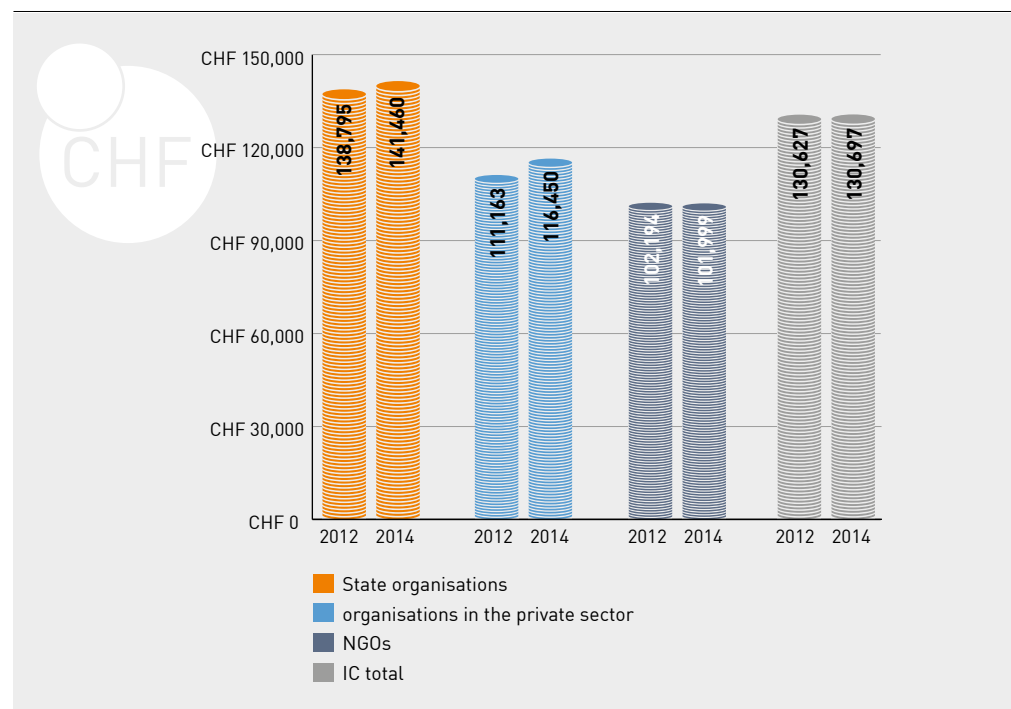
In addition to IC experience, specialist competencies also play a role.

The relatively high salary level is related to the generally high education level of specialists employed in IC.

The relatively high salary level (the average salary in Switzerland in 2014 was around CHF 75,000 ⁶) is clearly related to the generally high education level of specialists employed in IC (see Section 6, p. 21) and the level of responsibility required in their positions. The significant difference in salary levels between state organisations and NGOs can be explained, at least in part, by the high proportion of people in state organisations who assume leadership responsibility. For example, the proportion of managers in state organisations (45%) is significantly higher than that of NGOs (26%).

Figure 6

Average salary 2012/2014 by type of organisation



Comment: Annual gross salary for employees (without national / local staff and without pure support positions)

Source: Employer survey 2012 und 2014

⁶ Average salary 2014 according to FSO: 12 * CHF 6,189 = CHF 74,268

4. The size and origin of the IC workforce

How many people work for Swiss humanitarian aid (HA) or development cooperation (DC) organisations, either at the Swiss headquarters or as expatriates abroad? And are they mainly Swiss, from EU countries or from outside the EU? Developments in market size and the internationalisation of the IC workforce can be assessed using data from the biennial survey of employers.

Staff numbers are increasing – particularly in the humanitarian sector

In the period 2010–2018, the number of employees in Swiss IC organisations (Swiss headquarters and international positions) grew strongly. In 2010, there were 3,681 full-time positions; by 2018 this figure had risen to 5,174, corresponding to a 41% growth (see Figure 7). The humanitarian sector grew the most, by 53%, which corresponds to an average annual growth rate of more than 5%; more than 70% of IC positions are currently located in the HA sector (see Figure 8). Development cooperation has also grown, but only by an average of just over 2% per year, an overall growth rate of 21% between 2010–2018. Today, 30% of jobs are in development cooperation.

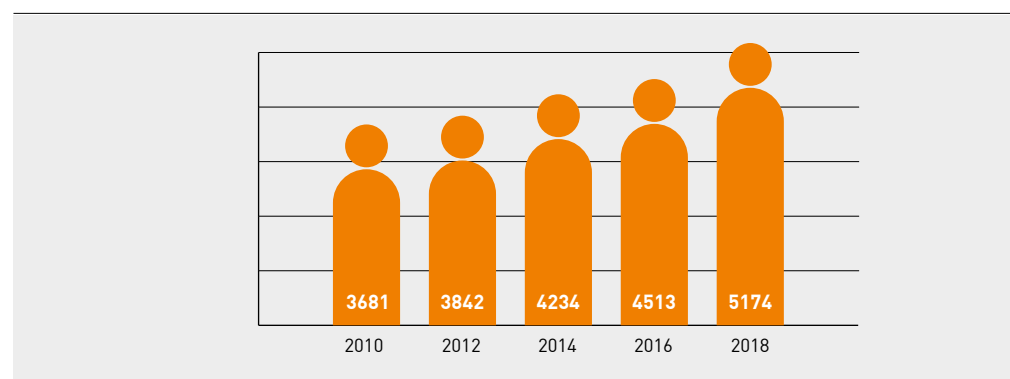
The Swiss IC workforce has become more international in the humanitarian sector

Overall, the workforce of Swiss IC organisations (Swiss headquarters and international positions) has become more international over the last five years. Between 2014 and 2018, the proportion of Swiss fell from 42% to 34%, while the proportion of employees from outside the EU rose from 16% to 29% (see Figure 9). However, this development has occurred almost exclusively in the humanitarian aid sector, where the proportion of Swiss nationals fell from 21% to 19% due mainly to a surge in internationalisation at the International Committee of the Red Cross (ICRC). However, the proportion of Swiss nationals in the humanitarian sector of traditional NGOs, such as Caritas and the Swiss Red Cross, has also fallen sharply since 2014. In development cooperation, the origin of the workforce has remained relatively stable; state development cooperation actors, the Federal Department of Foreign Affairs (FDFA) and the State Secretariat for Economic Affairs (SECO), employ almost 100% Swiss nationals, while the proportion of Swiss nationals among the development cooperation NGOs has declined slightly since 2014 (from 54% to 51%).

Between 2014 and 2018, the proportion of Swiss fell from 42% to 34%, while the proportion of employees from outside the EU rose from 16% to 29%.

Figure 7

**Size of the workforce of Swiss IC organisations 2010 – 2018
(in full-time positions)**

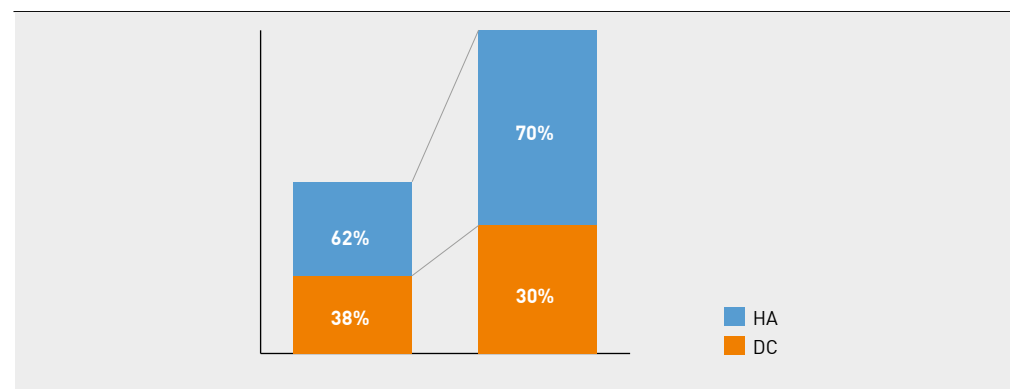


Comment: Employees without national / local employees or pure support positions.

Source: Employer survey 2010 – 2018

Figure 8

**Proportion of humanitarian aid and development cooperation
in the growing IC labour market 2010 and 2018**

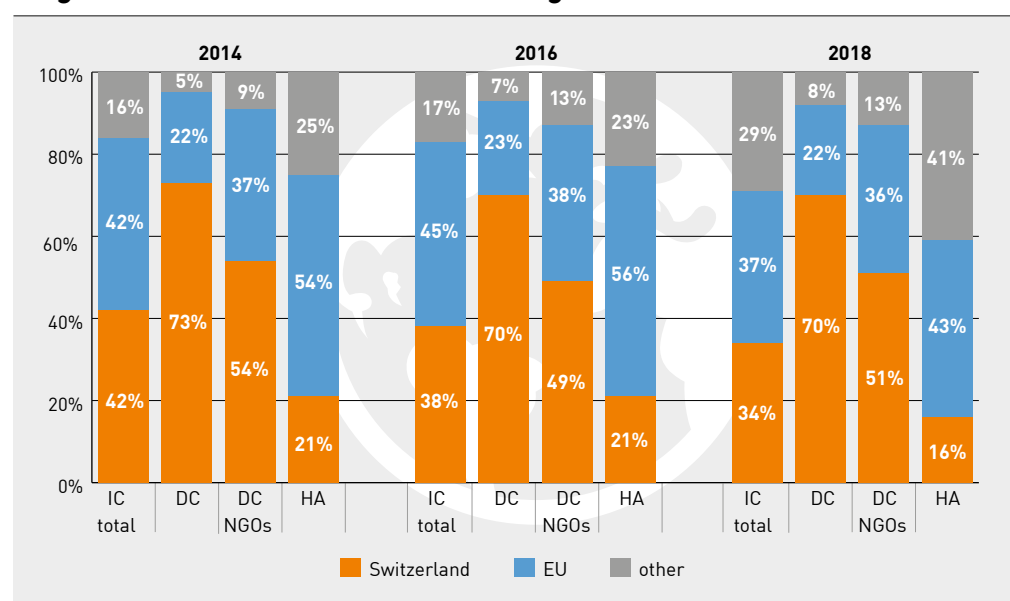


Comment: Employees without national / local employees or pure support positions.

Source: Employer survey 2010 – 2018

Figure 9

Origins of the workforce of Swiss IC organisations 2014 – 2018



Comment: Employees without national / local employees or pure support positions.

Source: Employer survey 2010-2018 (Panel: N=25 organisations)

5. Training and further education of IC specialists

IC education and training courses

Monitoring of the education and training of IC specialists covers the following education and training courses:

- **IC-related degree courses:** tertiary level courses in the field of international relations or with IC-related content at Swiss universities. These include the Bachelor of International Affairs, University of St. Gallen; the Master of International Law at the Graduate Institute of International and Development Studies IHEID; the Bachelor of Agronomy, specialisation in international agriculture, the University of Agricultural, Forestry and Food Sciences BFH-HAFL.
- **IC-specific further education courses:** continuing education programmes at Swiss universities that qualify graduates specifically for employment in IC and lead to a Diploma of Advanced Studies (DAS), a Master of Advanced Studies (MAS) or a similar degree.⁷

The survey is carried out by e-mail every spring for the previous academic year. For the 2018 academic year, 67 IC programmes were contacted; 54 institutions replied to the questionnaire, a response rate of 81%.

Approximately 900 people complete an IC-related university degree every year in Switzerland

Figure 10 shows the development in the number of admissions and graduates in IC-related degree courses. The number of new students rose continuously between 2005-2013 from 373 to 1,102 – an almost three-fold increase. Following a slight decrease in 2014, admissions have stabilised at about 1,100 per year.

The strong growth in student numbers between 2005–2013 is certainly due to an increase in general interest in IC-related courses among new students. However, the range of courses on offer have also greatly expanded: universities offered 8 IC-related courses in 2005, growing to 12 in 2008 and 23 in 2013. Since 2015, the number of courses has remained stable at 26. There has been a slight decrease in enrolments in some degree programmes since peaking in 2013.

The origin of students in IC-related courses is decidedly international (see Figure 12); approximately half are foreign nationals, of which about 60% come from outside Europe⁸. Apart from slight fluctuations, these figures have remained stable since 2012.

The strong growth in student numbers between 2005-2013 is certainly due to an increase in general interest in IC-related courses among new students.

⁷ An overview of the programmes evaluated can be found in the appendix.

⁸ At 28% the proportion of foreign student admissions to Swiss universities is significantly lower (Federal Statistical Office FSO, SHIS – Students and degrees of higher education institutions 2018/2019).

The country of origin of students in further education is even more international than in first degrees: about 80% are foreign nationals, of which approximately three-quarters come from outside Europe.

... about 400 complete an IC-specific DAS or MAS

There has also been a growth in the number of new students and graduates from IC-specific further education courses (see Figure 11). Admissions more than doubled between 2005 (213) and 2018 (445), with the largest increase between 2005 and 2013. Unlike tertiary degree programmes, there has been no interruption to demand in the further education sector. Even more than in first degrees, the growth in student numbers in further education is probably due to an expanded range of programmes: in 2005 there were 7 IC-specific DAS or MAS, in 2010 there were 15, and in 2018 as many as 28.

The country of origin of students in further education is even more international than in first degrees: about 80% are foreign nationals (see Figure 12). Of these, approximately three-quarters come from outside Europe. Apart from slight fluctuations, the figures for further education courses have remained stable since 2012.

Concentration of IC-specific DAS and MAS in international Geneva

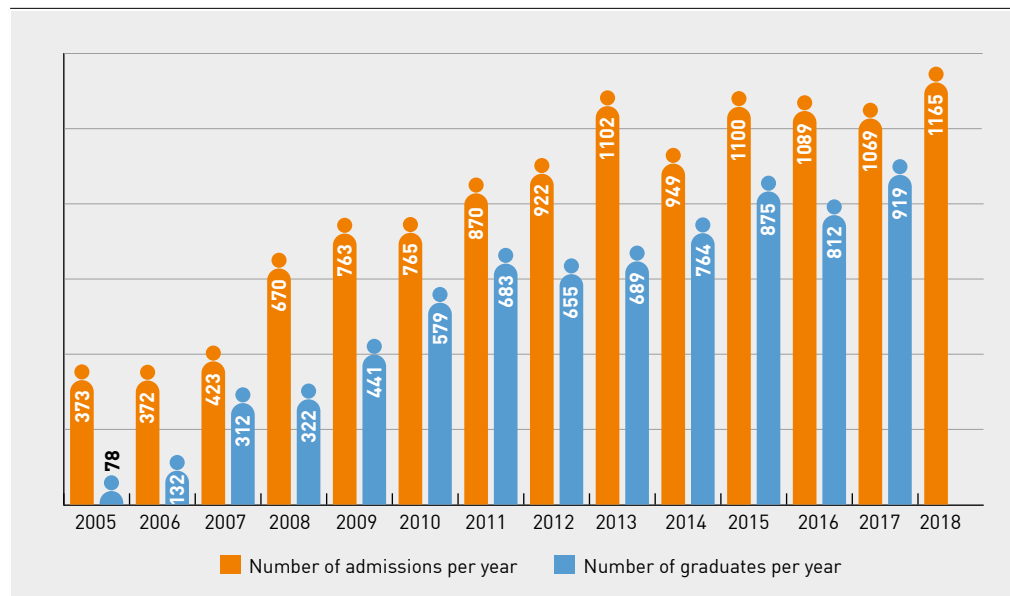
The very high proportion of foreign students in further education courses is closely related to international Geneva, which has almost two-thirds of IC-specific DAS and MAS courses. While accounting for 75% of all further education students, only 14% of these students are Swiss: 66% of students in Geneva are of non-European origin (see Figure 13). In contrast, 46% of students in courses in Basel and Zurich are Swiss (see Figure 14).

Do graduates use their skills in the Swiss IC labour market or do they move on?

The increase in the number of people with an IC-related education is visible on the labour market. The survey of job seekers (see Section 6, p. 21) shows that between 2010–2016 the proportion of those who stated that they had obtained their last degree in international relations and development cooperation rose from a fifth to a third. Since employee numbers in Swiss IC also grew strongly over the same period (see Section 4, p. 15), it can be assumed that the increasing number of graduates from IC training and further education courses was at least partially absorbed by the Swiss IC labour market. Whether this applies equally to Swiss and foreign graduates cannot be determined from the available data.

Figure 10

Students in IC-related university degree courses 2005 – 2018

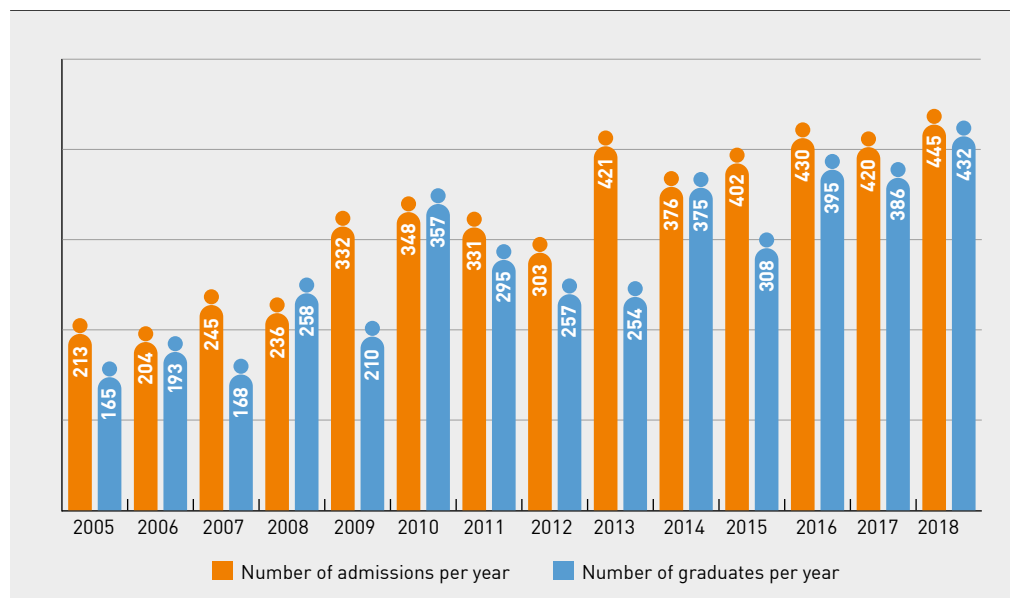


Source: Survey of training institutions 2005 – 2019

(2005: n=8, 2006: n=8, 2007: n=10, 2008: n=12, 2009: n=14, 2010: n=16, 2011: n=22, 2012: n=22, 2013: n=23, 2014: n=23, 2015: n=26, 2016: n=26, 2017: n=26, 2018: n=26)

Figure 11

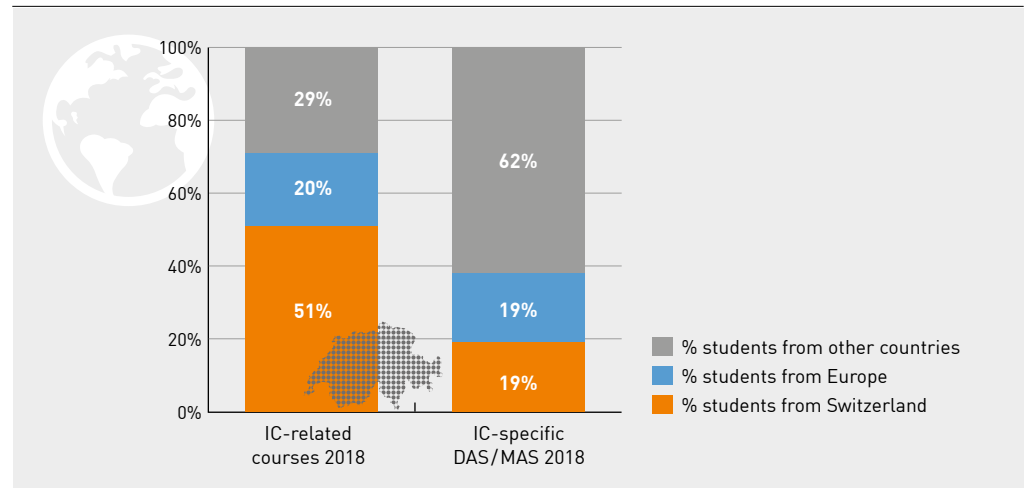
Student numbers IC-specific DAS/MAS 2005 – 2018



Source: Survey of training institutions 2005 – 2019

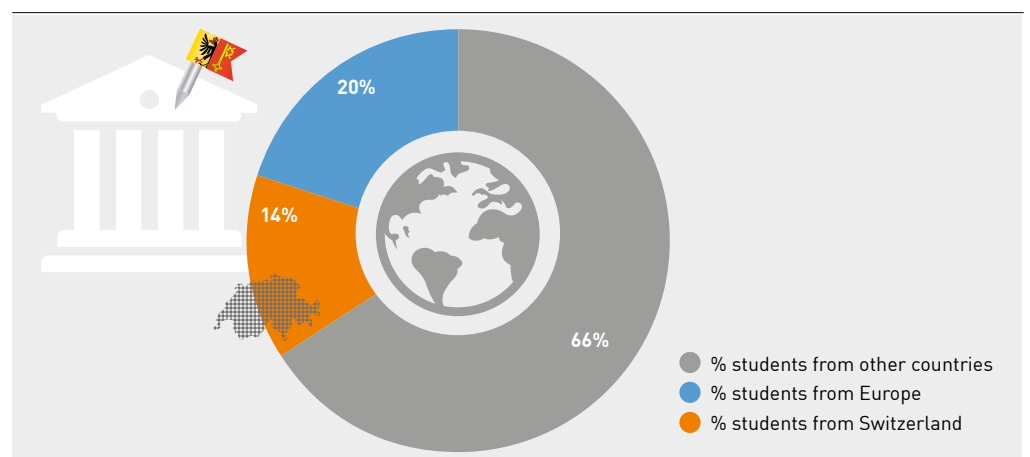
(2005: n=7, 2006: n=9, 2007: n=9, 2008: n=12, 2009: n=14, 2010: n=15, 2011: n=16, 2012: n=17, 2013: n=20, 2014: n=21, 2015: n=23, 2016: n=24, 2017: n=26, 2018: n=28)

Figure 12
Students by origin 2018



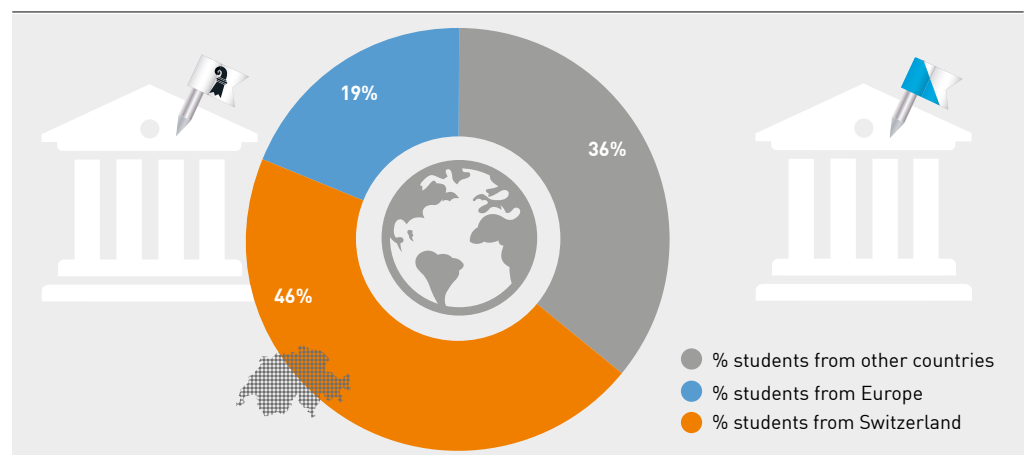
Source: Survey of training institutions 2005–2019 (IC-related courses: n=766, IC-specific DAS/MAS: n=391)

Figure 13
Students in IC-specific DAS/MAS in Geneva by origin 2018



Source: Survey of training institutions 2005–2019 (n=15 courses, n=328 students)

Figure 14
Students in IC-specific DAS/MAS in Basel and Zurich by origin 2018



Source: Survey of training institutions 2005–2019 (n=3 courses BS, n=1 courses ZH, n=59 students)

6. The job seekers

cinfoPoste, the jobs portal

The cinfoPoste jobs portal is an important source of information for job seekers in the Swiss IC labour market. To determine job seeker profiles and what kind of jobs are sought, all subscribers to the cinfoPoste job newsletter and all visitors to the website were invited to participate in an online survey. In January 2019, 1,199 people completed the questionnaire; 72% of respondents use cinfoPoste mainly for job searching, while 28% reported using it to inform themselves generally about job opportunities in IC.

Job seekers' profiles: more lateral entrants and experienced professionals, most with tertiary degrees

About one-third of job seekers have no IC work experience (see Figure 15). Since 2012, the proportion of newcomers to the total number of job seekers has declined slightly. Within this group of job seekers without IC experience, the proportion of lateral entrants (age 40+) has risen slightly over the same period (from 8% to 11%). An increasing number of cinfoPoste job seekers have more than 5 years' professional experience in IC (2018: 33%).

cinfoPoste is not only used in Switzerland: in 2018, while 71% of cinfoPoste users lived in Switzerland, 13% lived in Europe, 7% in Africa and 9% elsewhere (see Figure 16).

Most job seekers interested in IC job opportunities have tertiary education qualifications. In 2018, as in previous years, 54% of all respondents had a university master's or licentiate degree; 7% had a university bachelor's degree and 16% a degree from a university of applied science or a higher technical college. Completion of a postgraduate diploma, doctorate or postgraduate degree is usually preceded by a degree at tertiary level, altogether resulting in an extremely high tertiary education rate of 96%. In 2018, around three-quarters of job seekers completed training in the fields of international relations/development cooperation (29%), economics, law or business (23%) and social sciences and humanities (20%) (see Figure 17). The proportion of job seekers with a degree in natural sciences was slightly lower (14%). This distribution across specialisations has also remained relatively stable over the years.

What jobs are being sought?

As explained in Chapter 2 (p. 7), almost half of all respondents (47%) consider both sectors of development cooperation (DC, which includes human rights, civilian peacebuilding, migration) and humanitarian aid (HA) when looking for a job. Approximately the same number (48%) limit themselves to DC, while only 5% search cinfoPoste exclusively for jobs in HA.

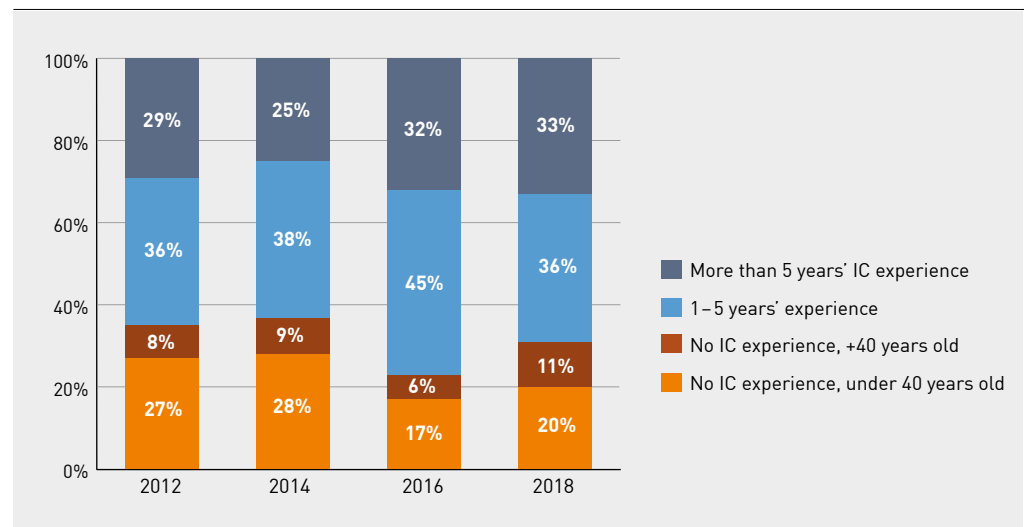
In comparison with the last survey in 2016, in which project positions and consultant assignments were recorded separately for the first time, there has been a decrease in the search for permanent posts (from 65% to 57%) (see Figure 18). 16% of cinfoPoste job seekers are mainly interested in project positions, a further 8% in consultancies. The proportion of job seekers looking primarily for an internship or entry position has decreased slightly since 2010, to 18% in 2018. In this respect, it is

In 2018, around three-quarters of job seekers completed training in the fields of international relations / development cooperation (29%), economics, law or business (23%) and social sciences and humanities (20%).

Almost half of newcomers (45%) are primarily looking for permanent positions, 18% for project positions and 3% for consulting assignments.

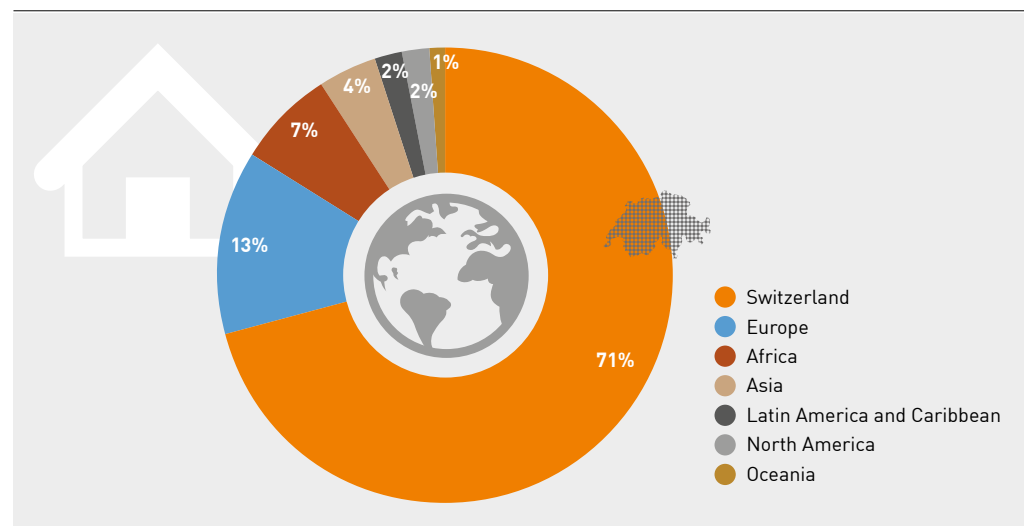
interesting to know what IC positions new and lateral entrants are looking for: only about one-third of these job seekers without IC experience are explicitly interested in internships or entry level positions; almost half of newcomers (45%) are looking primarily for permanent positions, 18% for project positions and 3% for consulting assignments.

Figure 15
IC experience 2012 – 2018



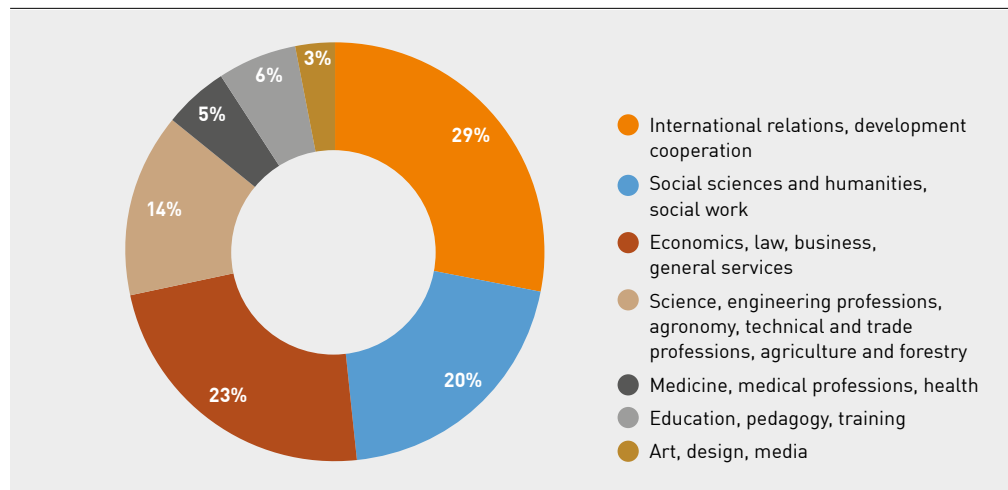
Source: Survey of cinfoPoste users (2018: n=1101, 2016: n=600, 2014: n=774, 2012: n=527)

Figure 16
Place of residence of the job seekers 2018



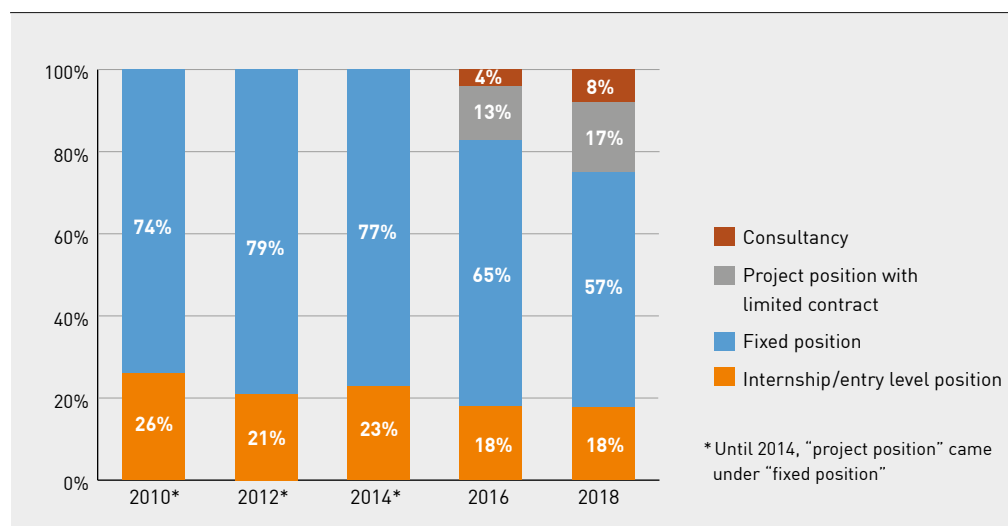
Source: Survey of cinfoPoste users 2018 (n=1159)

Figure 17
Specialisation



Source: Survey of cinfoPoste users 2018 (n=1149)

Figure 18
Type of sought position



Source: Survey of cinfoPoste users (2018: n=1192, 2016: n=630, 2014: n=770, 2012: n=521, 2010: n=363)

7. The vacancies

cinfoPoste statistics

All advertisements on the cinfoPoste jobs portal were coded for monitoring purposes, as were additional advertisements published on the websites of IC organisations since 2015. In 2018, a total of 1,852 jobs were advertised on the cinfoPoste jobs portal and an additional 227 jobs on organisations' websites. Some of the advertised jobs do not correspond to the market definitions used in this report, which only considers positions with IC-specific functions with employers who have their head office or a branch in Switzerland, and junior positions in international organisations financed by the Swiss federal administration. According to this definition, there is an average of 812 advertised positions with IC-specific specialist functions each year (for the years 2010 – 2018; see Table 1).

Vacancies in the two sectors

As in previous years, the vast majority of the approximately 800 analysed advertisements are for positions in the development cooperation (DC) sector, while only about a quarter are for positions in the humanitarian aid (HA) sector. Although the proportion of HA positions has risen slightly since 2012, it should be noted that positions at ICRC and other HA organisations, such as MSF, were only occasionally advertised on cinfoPoste during the period of observation, and are therefore only partially included in these evaluations. The distinction between small and large organisations is also of interest: within HA, advertisements from large organisations predominate (2018: 75%); within DC, the proportion of advertisements from large organisations has fallen from 62% in 2015 to 49% in 2018.

Job vacancies in the DC sector

Almost two-thirds of DC vacancies in 2017/2018 were abroad, while a good third were based at organisational headquarters. This distribution remained stable over the years 2012–2018. A breakdown by small and large organisations shows that small DC organisations advertise a bigger proportion of positions at headquarters than large organisations (see Figure 19). In 2017/2018, Africa (45%) remained the most important operational region for DC positions based abroad. As Figure 20 shows, this applies to small DC organisations (67%). The proportion for large organisations is much lower at 29%, and a similar number of positions are advertised for missions in Asia (25%, excluding Central Asia) and Europe (20%, excluding Switzerland).

Over the past few years, DC has seen an increase in the number of advertisements for management positions in deployment countries (increase from 27% to 39% between 2015–2018), but fewer junior and internship positions (decrease from 29% to 19% between 2015–2018). Large organisations are much more likely than small ones to seek staff for management functions in the country of deployment (see Figure 21, 41% vs. 28%). Small organisations, on the other hand, are more likely than large organisations to look to fill management positions at their headquarters (28% vs. 14%) and for junior and internship positions (16% vs. 11%).

In 2017/2018, Africa (45%) remained the most important operational region for DC positions based abroad.

Over the past few years, DC has seen an increase in the number of advertisements for management positions in deployment countries but fewer junior and internship positions.

In 2018, most DC vacancies were advertised in the fields of civil society promotion (24%), peacebuilding and crisis prevention (20%), and agriculture and forestry, resource conservation, climate change and environmental policy (12%) (see Figure 22). While an unusually large number of jobs were advertised in the first field in 2018, there was a slight decrease in the other two areas. There was also a slight decrease in the number of vacancies in health / family planning.

Vacancies in the humanitarian aid sector

The majority of advertised positions in HA are for jobs abroad (73%). As in DC, small HA organisations advertise a larger proportion of positions at their headquarters than large organisations (see Figure 19). Africa is also the most important operational region for HA positions abroad (52%, 2017/2018), followed by North Africa/Middle East (33%). A comparison of large and small HA organisations shows that large HA organisations advertise more than half of their positions abroad in Africa while small HA organisations do so in Asia (48%, excluding Central Asia).

Both large and small HA organisations tend to advertise more positions with management functions; junior and internship positions are far less common than in development cooperation (see Figure 21).

Over the years, there has been a clear change in the fields of advertised positions in the HA sector: the proportion of jobs in disaster prevention, emergency aid, reconstruction, infrastructure and construction has fallen sharply (from 44% to 15% between 2013- 2018) and the proportion of jobs in technology, energy, water and gas has halved in the same period from 20% to 10%. On the other hand, the proportion of jobs in health and family planning has risen (from 5% to 35%), and the field of agriculture and forestry, resource conservation, climate change and environmental policy has grown to 9% of advertisements. The above figures are continually shifting: however, in all the years under review, the combined total of advertisements in the areas of disaster prevention, emergency aid, reconstruction, infrastructure, construction, and health and family planning account for about half of all HA advertisements.

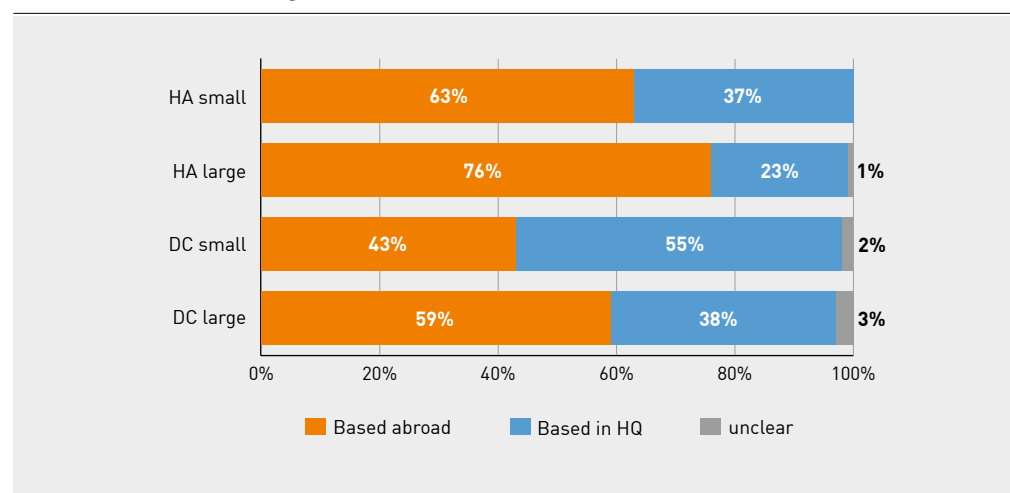
The most striking differences between DC and HA job advertisements

The sectors of DC and HA have several commonalities: in both, most of the work is done abroad, and Africa is the most important deployment region.

However, there are also clear differences between the two sectors. In HA, the proportion of jobs requiring work abroad is significantly higher than in DC. In addition, more HA positions are posted in Asia (excluding Central Asia) than in DC. Managing specialists or working in several projects is more often part of a job profile in HA than in DC. In addition, HA has a focus on the areas of disaster preparedness, emergency aid, reconstruction, infrastructure, construction, and health and family planning, while positions in DC are spread across more areas.

Both large and small HA organisations tend to advertise more positions with management functions; junior and internship positions are far less common than in development cooperation.

Figure 19
Positions by posting 2017/2018



Source: Job advertisements cinfoPoste/WeWa 2017/2018 (Only specialist functions considered; DC large: n=322, DC small: n=283, HA large: n=334, HA small: n=79)

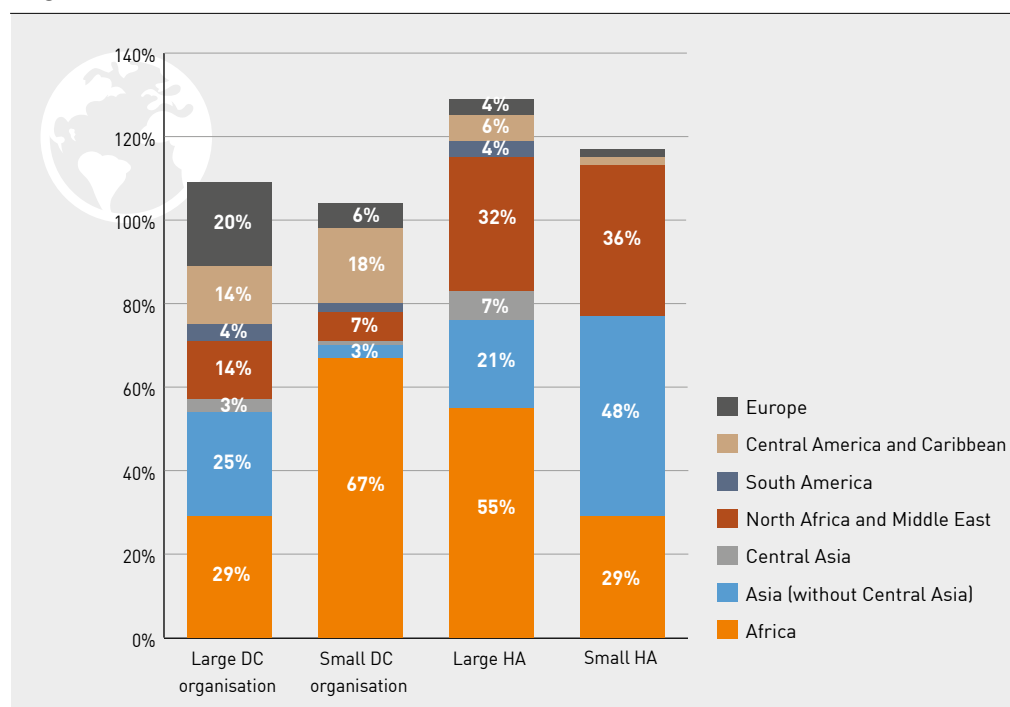
Table 1
Number of advertised positions 2010 – 2018

Number of vacancies (cinfoPoste and WeWa)	2010	2011	2012	2013	2014	2015	2016	2017	2018	Average
Advertised positions	1'854	1'987	1'654	1'915	1'824	2'561	2'185	2'231	2'079	2'032
Not included because international organisation or no HQ / office in Switzerland	-575	-702	-775	-930	-724	-861	-690	-906	-786	-772
Swiss IC labour market incl. support positions	1'279	1'285	879	985	1'100	1'700	1'495	1'325	1'293	1'260
Support positions	-412	-262	-296	-301	-319	-714	-587	-485	-415	-421
Inapplicable advertisements	-95	-32	-44	-7	-21	-21	-18	0	0	-26
Swiss IC labour market	772	991	539	677	760	965	890	840	878	812

Source: Analysis BASS

Figure 20

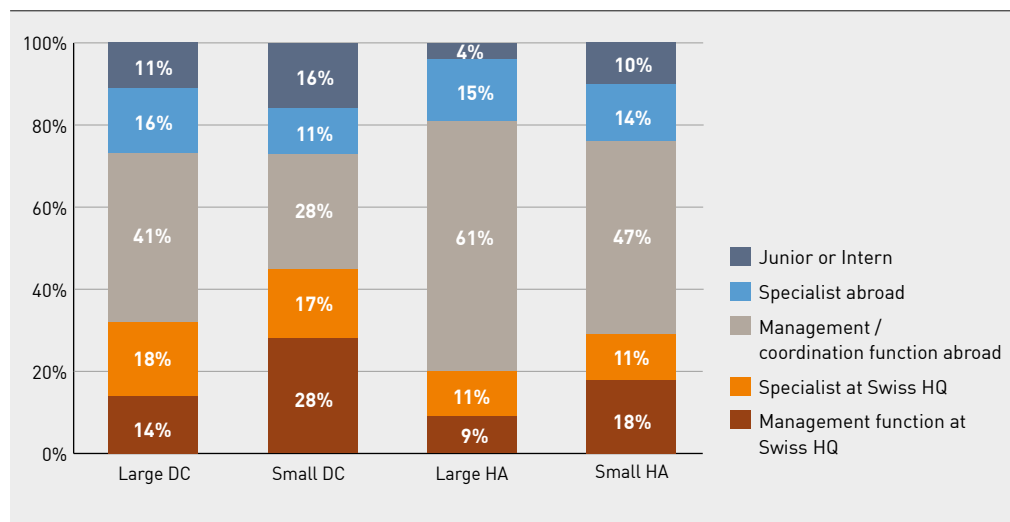
Positions abroad by country 2017/2018 for large and small DC and HA organisations



Source: Job advertisements cinfoPoste/WeWa 2017/2018 (only specialist functions considered; DC large: n=190, DC small: n=121, HA large: n=255, HA small: n=50)

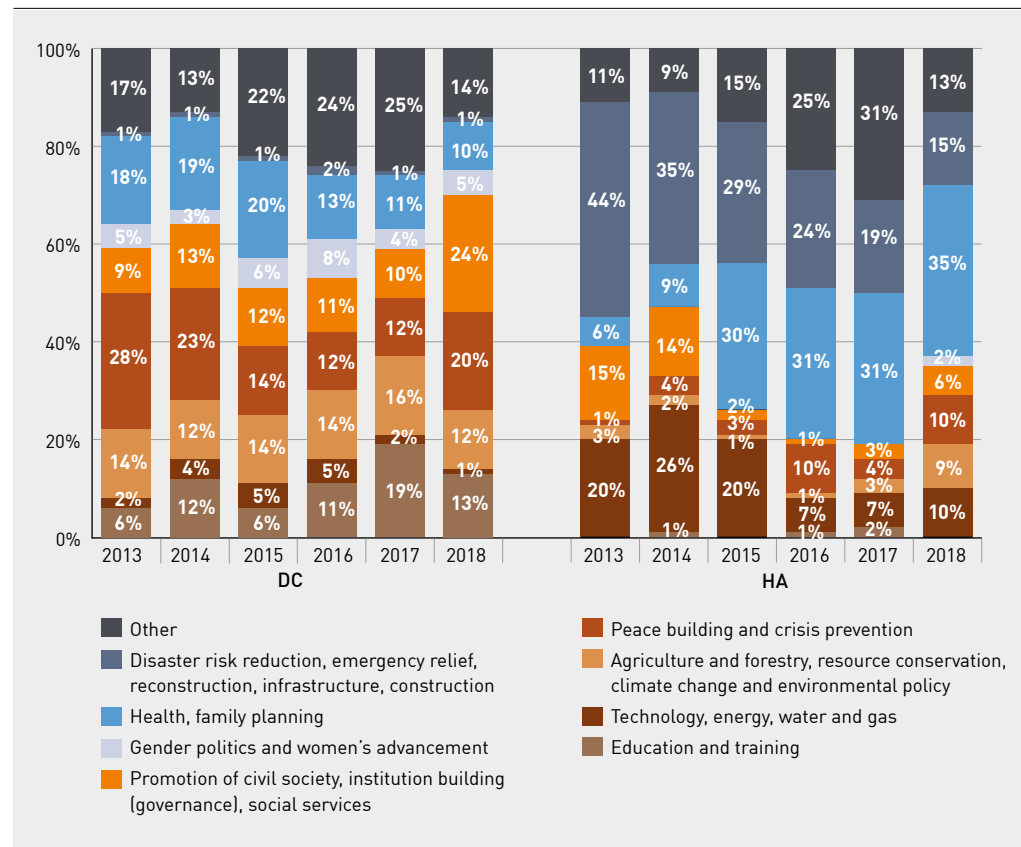
Figure 21

Function of advertised positions 2017/18 at large and small DC and HA organisations



Source: Job advertisements cinfoPoste/WeWa 2017/2018 (only specialist functions considered; DC large: n=304, DC small: n=254, HA large: n=328, HA small: n=79)

Figure 22
Vacancies by specialisation 2013–2018



Source: Job advertisements cinfoPoste/WeWa (from 2015) 2013–2018 (Only specialist positions considered; 2013: EZA n=424, HH=91, 2014: EZA n=504, HH=106, 2015: EZA n=667, HH=150, 2016: EZA n=614, HH=143, 2017: EZA n=543, HH=163, 2018: EZA n=564, HH=184)

The focus of activities in approximately two-thirds of positions is abroad, in one or more foreign countries.



8. Study design and methodology

Monitoring of the Swiss IC labour market is based on the following surveys:

- Annual survey of a selection of relevant educational institutions at university level (Bachelor / Master) and in the field of further education (MAS, DAS), including student numbers.
- Biennial online survey of cinfoPoste users and job seekers in the IC labour market.
- Biennial online survey of Swiss IC employers, including Swiss NGOs and companies, international NGOs based in Switzerland, and the ICRC. Multilateral organisations such as UNDP and OECD are not included.
- Continuous coding of job advertisements on cinfoPoste. Since 2015, web advertisements published by organisations have also been included.

Definition of terms and structure of monitoring

HA and DC sectors: IC comprises two quite distinctive sectors: humanitarian aid (HA) and development cooperation (DC). The areas of economic cooperation, peace-building and the promotion of human rights are included in development cooperation monitoring.

Technical functions and support functions: Monitoring focuses on IC specialist positions where tasks are part of the core work of IC and which require relevant, specific IC training and experience. For support functions such as fundraising, HR and finance, only data on the number of posts is collected.

Local staff / volunteers: The data do not apply to local staff ("nationals") or unpaid volunteers.

Lateral entrants: "Newcomers" refers to people who apply for IC positions immediately after their first university education. Lateral entrants, or career changers, have professional experience and move to IC after an initial professional phase.

Appendices

Appendix 1: Courses included in the study

Table 2

Tertiary courses included in the study 2018

IC-related tertiary studies	
ETH Zurich	MA Comparative and International Studies
Graduate Institute of International and Development Studies (IHEID), Geneva	MA Anthropology and Sociology of Development
	MA Development Studies
	MA International Affairs
	MA International Relations / Political Science
	MA International Economics
	MA International Law
School of Agricultural, Forest and specialising in Agricultural or Forest Science	Bachelor in Science / Agriculture (with specialisation in international agriculture)
	Master of Science in Life Science, specialising in Agricultural or Forest Science
University of Teacher Education Lucerne	BA/MA Pädagogische Entwicklungszusammenarbeit
University of Basel	MA African Studies
	MA European Global Studies
University of Berne	MA Nachhaltige Entwicklung (nur Minor)
University of Lucerne, Department of Political Science	Master of Arts (MA) in World Society and Global Governance
University of St. Gallen	Bachelor in International Affairs (BIA)
	Master Programme International Affairs and Governance (MIA)
	Master International Law (MIL)
University of Zurich	Specialized Master Geographies of Global Changes
University of Fribourg	MA spécialisé Éthique, responsabilité et développement
University of Geneva	Bachelor's degree in International Relations
	MA Spécialisé Pluridisciplinaire en Etudes Asiatiques (MASPEA)
	MA in Standardization, Social Regulation and Sustainable Development
University of Geneva, Interfaculty Centre for Children's Rights (Centre interfacultaire en droits de l'enfant) CIDE	Master of Arts interdisciplinaire en Droits de l'enfant (MIDE)
University of Lausanne	MSc Géographie Orientation «Etudes du développement»
University of Neuchâtel, Enterprise Institute	Maîtrise universitaire en développement international des affaires (MIA)
	Maîtrise universitaire en Géographie Humaine

Source: Survey of training institutions 2019

Table 3

Further education programmes included 2018

IC-specific further education programmes (DAS and MAS)	
Centre for Education and Research in Humanitarian Action (CERAH), Geneva	DAS in Humanitarian Action
	MAS in Humanitarian Action
ETH Zurich, NADEL	MAS Development and Cooperation
Geneva Academy of International Humanitarian Law and Human Rights, Geneva	LL.M. (MAS) in International Humanitarian Law and Human Rights
	Executive Master in International Law in Armed Conflict
	MAS in Transitional Justice, Human Rights and the Rule of Law
Graduate Institute of International and Development Studies (IHEID), Geneva	Executive Master in International Negotiation and Policy-Making (INP; qualification: DAS)
	in Development Policies and Practices: till 2011, Executive Master in Development Studies: Executive Master en études du développement (IMAS)
	Executive Master in Conflict and Fragility Management (Qualification DAS)
	LL.M. (MAS) International Law
	DAS Advocacy in International Affairs and Policy Making
Haute Ecole de Gestion Geneva	DAS in Management durable
Swisspeace Academy (formerly World Peace Academy), Basel	DAS in Civilian Peacebuilding
	MAS in Civilian Peacebuilding
Swiss Tropical and Public Health Institute, Basel	MAS in International Health
	MBA in International Health Management
	DAS Health Care and Management in Tropical Countries
Università della Svizzera Italiana, Lugano	MAS in Humanitarian Logistics and Management (MASHLM)
	MAS in Intercultural Communication (MIC)
University of Berne, World Trade Institute	MAS in International Law and Economics (MILE)
University of Geneva	DAS Coopération internationale en éducation
	MAS European and International Governance
	MAS Education internationale et recherche
	MAS International and European Security
	LL.M. International Dispute Settlement (MIDS)
University of Geneva, Interfaculty Centre for Children's Rights (Centre interfacultaire en droits de l'enfant) CIDE	Master of Advanced Studies in Children's Rights (MCR)
University of Geneva / EPFL	MAS Urbanisme
University of Neuchâtel	MAS/DAS Integrated Crop Management

Source: Survey of training institutions 2019

Appendix 2: New IC training and further education courses

Table 4

New IC training and further education courses

2016	
Geneva Academy of International Humanitarian Law and Human Rights, Geneva	MAS in Transitional Justice, Human Rights and the Rule of Law www.geneva-academy.ch/masters/master-in-transitional-justice/overview
Graduate Institute of International and Development Studies (IHEID), Geneva	DAS in Advocacy in International Affairs and Policy-Making graduateinstitute.ch/executive-education-courses/advocacy-international-affairs
Swisspeace Academy, Basel	CAS in Religion, Peace & Conflict www.swisspeace.ch/continuing-education/post-graduate-programs/religion-and-konflikt
University of Geneva Global Studies Institute	Master's in African Studies www.unige.ch/gsi/en/formations/masters/master-etudes-africaines/
2017	
ETH Zurich	MAS Mediation in Peace Processes mas-mediation.ethz.ch/
Università della Svizzera Italiana (USI), Lugano	DAS in Humanitarian Logistics and Management (DASHLM) CAS in Humanitarian Logistics and Management (CASHLM)
University of Geneva Centre for Continuing and Distance Education	DAS Coopération internationale en éducation www.unige.ch/formcont/cours/das-cooperation-internationale-en-education-2019
University of Geneva	MAS European and International Governance www.meig.ch/
University of Geneva Geneva School of Social Sciences	Master in Innovation, Human Development, and Sustainability www.unige.ch/sciences-societe/formations/masters/innovation-human-development-and-sustainability/
University of Neuchâtel Institute of Geography	Master in Innovation www.unine.ch/unine/home/formation/masters/droit/master-en-innovation/master-in-innovation.html
2018	
University of Geneva Centre for Continuing and Distance Education / École polytechnique fédérale de Lausanne (EPFL)	MAS Urbanism www.unige.ch/formcont/cours/masurbanisme
Graduate Institute of International and Development Studies (IHEID), Geneva	DAS in Conflict and Fragility Management graduateinstitute.ch/conflict

2019	
Università della Svizzera Italiana (USI), Lugano	CAS Migration and Diversity www.mic.usi.ch/certificate-advanced-studies-migration-and-diversity
Graduate Institute of International and Development Studies (IHEID), Geneva	CAS in People-Centered Humanitarian Aid www.cde.unibe.ch/continuing_education/cas_people-centred_humanitarian_aid_detail/index_eng.html
2020	
Università della Svizzera Italiana (SUI), Lugano	CAS in Diversity in Organizations and Society www.mic.usi.ch/programs

Source: Survey of training institutions 2016–2019

Appendix 3: Organisations that participated in the employer survey 2018

Table 5

Participating organisations 2018

Adesolaire, Mettmenstetten
ADRA Switzerland. Adventist Development and Relief Agency, Zurich
Amnesty International Switzerland, Berne
Ashoka Switzerland, Geneva
Morija Humanitarian and Development Cooperation, Le Bouveret
Basel Institute on Governance, Basel
Bread for All, Berne
Brücke • Le Pont, Fribourg
Care International, Châtelaine
Caritas Switzerland, Lucerne
CBM (Switzerland) Christoffel Blindenmission, Thalwil
CEAS Centre Ecologique Albert Schweitzer, Neuchâtel
Centre for Development and Environment CDE, Berne
Centre for Humanitarian Dialogue, Geneva
cfd – Christlicher Friedensdienst, Berne
CHS Alliance, Geneva
CITES Secretariat, Geneva
COMUNDO, Lucerne
CO-OPERAID, Zurich
DCAF Geneva Centre for Security Sector Governance, Geneva
DM-échange et mission, Lausanne
E-CHANGER, Lausanne
Federal Department of Foreign Affairs FDFA, Berne
EIRENE Suisse, Geneva
Enfants du Monde, Grand-Saconnex
FAIRMED, Berne
Fastenopfer, Lucerne

Fondation Ciao Kids, Lausanne
Fondation Hirondelle, Lausanne
Fondation Terre des hommes, Lausanne
FSD, Geneva
Geneva Call – Appel de Genève, Chêne-Bougeries Geneva
Geneva Centre for Security Policy, Geneva
GICHD – Geneva International Centre for Humanitarian Demining, Geneva
Handicap International, Association nationale Suisse, Geneva
Helvetas Swiss Intercooperation, Zurich
Hilfswerk der Evangelischen Kirchen Schweiz, Zurich
IAMANEH Switzerland, Basel
INFRAS, Zurich
International AIDS Society (IAS), Geneva
International Committee of the Red Cross, Geneva
INTERTEAM, Lucerne
Islamic Relief, Geneva
Kam For Sud, Avegno
KEK-CDC Consultants, Zurich
Max Havelaar Foundation Switzerland, Zurich
Médecins Sans Frontières, Geneva
mediCuba-Suisse, Zurich
Medicus Mundi Switzerland, Basel
Mission 21, Basel
miva, Wil
Oikocredit deutsche Schweiz, Winterthur
OMF, Uster
PBI Switzerland, Berne
Peace Watch Switzerland, Zurich
Pharmaciens Sans Frontières Suisse, Geneva
Public Eye, Zurich
Right to Play Switzerland, Zurich
ROKPA INTERNATIONAL, Zurich
Ruedi Lüthy Foundation, Berne
SAM global, Winterthur
Save the Children Switzerland, Zurich
Swiss Red Cross, Berne
Sentinelles, Prilly / Lausanne
Service de Missions et d'Entraide, St-Prex
Solidar Suisse, Zurich
SolidarMed, Lucerne
State Secretariat for Economic Affairs SECO, Berne
Foundation Swiss Solidarity, Zurich
Stiftung Vivamos Mejor, Zurich
SWISSAID, Berne
Swisscontact, Zurich
Swisspeace, Swiss Peace Foundation, Berne
Syngenta Foundation for Sustainable Agriculture, Basel
Vétérinaires Sans Frontières Suisse, Berne
wise-philanthropy advisors, Geneva
World Vision Switzerland, Dübendorf

Source: Employer survey 2018

Appendix 4: Supplementary tables

Table 6

Key figures on 4 big employers

		Total		Swiss-contact		SECO		FDFA/SDC ²		Foundation Terre des hommes	
		Number	%	Number	%	Number	%	Number	%	Number	%
Number of employees ¹ (as at 31.12.2018, full-time equivalent)	Total	804	100	119	100	106	100	357	100	222	100
	% DC	631	78	119	100	106	100	283	79	123	55
	% HA	173	22	0	0	0	0	74	21	99	45
	as % of Swiss IC labour market	16%		2%		2%		7%		4%	

¹ Employees excluding national / local and pure support staff.

² FDFA / SDC includes IC specialists of SDC. Not included are the FDFA Human Security Department and FDFA staff employed under the Ordinance on Personnel for Peace Support, the Promotion of Human rights and Humanitarian Aid POPHAO (fr).

Source: Employer survey 2018

Table 7

IC organisations by size and sector

Sector	Large (80 or more employees)	Small (less than 80 employees)
DC	Centre for Development and Environment (CDE), Berne	Amnesty International Schweiz, Berne
	COMUNDO, Lucerne	Basel Institute on Governance, Basel
	DCAF Geneva Centre for Security Sector Governance, Geneva	Bread for All, Berne
	Helvetas Swiss Intercooperation, Zurich	CITES Secretariat, Geneva
	State Secretariat for Economic Affairs SECO, Berne	DM-échange et mission, Lausanne
	Swisscontact, Zurich	Enfants du Monde, Grand-Saconnex
		Fastenopfer, Lucerne
		Geneva Centre for Security Policy, Geneva
		GICHD – Geneva International Centre for Humanitarian Demining, Geneva
		International AIDS Society (IAS), Geneva
		Mission 21, Basel
		OMF, Uster
		Public Eye, Zurich
		SAM global, Winterthur
		SolidarMed, Lucerne
		SWISSAID, Berne
		swisspeace peace research institute, Berne
		Syngenta Foundation for Sustainable Agriculture, Basel plus the 28 smallest organisations (less than 10 employees)
HA	International Committee of the Red Cross, Geneva	Centre for Humanitarian Dialogue, Geneva
	Médecins Sans Frontières, Geneva	CHS Alliance, Geneva
		FSD, Geneva
		plus the 4 smallest organisations
Both	Adesolaire, Mettmenstetten	Fondation Hirondelle, Lausanne
	Caritas Switzerland, Lucerne	Geneva Call – Appel de Genève, Chêne-Bougeries Geneva
	Federal Department of Foreign Affairs FDFA, Berne	Hilfswerk der Evangelischen Kirchen Schweiz, Zurich
	Fondation Terre des hommes, Lausanne	Ruedi Lüthy Foundation, Berne
	Swiss Red Cross, Berne	Save the Children Switzerland, Zurich
		Solidar Suisse, Zurich
		plus the 5 smallest organisations

Comments: Employees without national / local and pure support staff

Source: Employer survey 2018

On behalf of the Swiss Confederation, we provide HR solutions for those who work for the Sustainable Development Goals (SDGs) internationally, and those who want to. We connect individuals with organisations.



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