

# International Cooperation Analysis of Labour Market Monitoring 2021

## Summary report

On behalf of

**cinfo**

Centre for Information, Counselling and Training  
for Professions in International Cooperation (IC)  
Bienne



**cinfo** 

The Swiss Centre of Competence  
for International Cooperation

BÜRO FÜR ARBEITS- UND SOZIALPOLITISCHE  
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## Key facts at a glance

### Background of the IC labour market monitoring and summary report

Since 2010, cinfo and BASS have been monitoring the Swiss International Cooperation (IC) labour market. The monitoring provides data about job opportunities in the IC field, job seekers, employers, and IC-related education and training in Switzerland. It aims to systematically obtain information about the Swiss labour market in the field of international cooperation.

The summary report provides an overview of the most interesting results, developments and findings relating to the core variables of the monitoring and summarises the most important key statements from the current monitoring data.

With the **new concept** of monitoring implemented in 2020, the previous focus on “IC professionals”, whose tasks are part of the core work of IC and whose specialist functions require relevant, specific IC training and experience, was replaced with a focus on the entire “IC sector”, including positions with a support function, such as fundraising, HR and finances. Due to this change, most time series can no longer be meaningfully interpreted. Accordingly, this report mainly provides **cross-sectional data for the year 2020**, with less trend analysis over time.

### Structure and size of the IC labour market

Almost **two-thirds** of the **IC workforce** (with Swiss contracts) work in the HA sub-sector (see box), mainly due to the two large HA organisations, the ICRC and MSF, which account for more than half of all jobs in the entire Swiss IC labour market. It also shows that about **half of all IC positions are in Switzerland, the other half outside of Switzerland**. In the area of development cooperation (DC), more than three-quarters of the positions are in Switzerland. In contrast, HA only accounts for one-third of the positions in Switzerland.

By eliminating the distinction between specialist and support functions, the total number of IC positions recorded in 2020 is now around 8,329 full-time positions. In contrast, in 2018, without including support functions, it was 5,019. Including support functions, the market volume is around 12% higher than in 2018. The **growth trend** of the entire IC sector **is** therefore **continuing**.

More than half of all IC organisations surveyed employ **local staff**, i.e. those employed on a local contract (regardless of their nationality), in addition to the people with a “Swiss contract” who are the focus of the labour market monitoring. These comprise a large proportion of the total IC workforce, as Swiss IC organisations employ a good three times as many local employees as employees with a “Swiss contract”.

The **most important** Sustainable Development Goals (SDGs) prioritised by Swiss development cooperation organisations are “**Gender Equality**”, followed by the goals “**No Poverty**” and “**Quality Education**”.

### Structure of the IC workforce with a Swiss contract

The structure of the workforce at the Swiss headquarters of the organisations and abroad differs considerably. In 2020, although 51% of the staff in Swiss IC organisations are women and 49% men, there is a difference between the sub-sectors (59% women in DC and 46% in HA). **Women are also less likely to work in a country of assignment than men** (around 40% women in both sub-sectors). In addition, **almost all positions abroad are full-time positions** (DC: 90%, HA: 99%). At headquarters, on the other hand, part-time positions predominate in DC (51%). In comparison, in HA, part-time positions account for only 18%. The **staff** of Swiss IC organisations **are** very **international** (proportion of Swiss employees in 2020: 45%), which is particularly evident in the HA's foreign posts, of which only 17% are held by Swiss nationals (n.b. excluding local employees).

### Uninterrupted growth in IC-specific higher education and further education

IC-specific further education courses (DAS/MAS) are examined. The number of **students entering** IC-related higher education programmes rose continuously from around 400 to over 1,500 between 2005 and 2020, more than **three times** as many as before. The strong growth in the number of students can most certainly be attributed to an increase in first-year students' general interest in IC-related study programmes. At the same time, the **courses on offer have greatly expanded**: in 2005, the institutes of higher education offered eight IC-related courses; by 2017, this number had quadrupled to 34 courses. The picture is similar for IC-specific further education courses. The number of students entering the programme almost tripled between 2005 (213) and 2020 (570). In addition, the number of IC-specific DAS or MAS programmes increased continuously from 12 (2005) to 38 (2018).



## Job seekers

The monitoring of job seekers is only marginally affected by the new concept. However, the time series must be interpreted with caution since the relaunch of cinfoPoste in 2020 may have led to changes in the population of cinfoPoste users. It is fair to conclude that a higher proportion of job seekers are looking for **entry-level vacancies** on cinfoPoste than before and that **cinfoPoste users tend to be somewhat younger** than in previous years. The high proportion of women among job seekers remains unchanged at around 60%.

Just over **three-quarters** of job seekers on cinfoPoste are looking for a **full-time position**, with virtually no difference between genders. Many job seekers seem to be relatively open in their job search: almost **half of the respondents are looking in both sub-sectors** and are interested in **vacancies both in Switzerland and abroad**. Concerning the location of work, the higher the level of IC work experience, the higher the proportion of job seekers seeking vacancies only in Switzerland (26% for newcomers, 47% for people with 16-20 years of IC experience).

## Job opportunities

The inclusion of support functions has changed not only the volume of vacancies advertised (from 822 in 2019 to 1,523 in 2020; +85%) but also the structural characteristics of the vacancies in such a way that the time series of this survey can no longer be meaningfully interpreted. It must be noted that **the inclusion of support functions** means that **the two sub-sectors of DC and HA are no longer as different** in terms of advertised positions as before. In both sub-sectors, **Africa** is the **most**

**important region** regarding the number of vacancies advertised. In both DC and HA, by far the **most advertised vacancies** are in **“business support and administration”**, and in both sub-sectors, the proportion of advertised junior or internship vacancies is equally low. In addition, a **higher level of education** is generally required in both sub-sectors. Although, there are still some differences: the proportion of **vacancies with work in the country of assignment is significantly higher in HA** than in DC, and the proportion of **vacancies with a management/coordination function** in the country of assignment is **markedly higher in HA** than in DC.

## “Match” or “mismatch”?

When specifically looking at the new support functions included in the monitoring, some mismatches between supply and demand have emerged: almost half of the positions advertised on cinfoPoste are in “business support and administration”, whereas only 12% of job seekers on cinfoPoste indicate that they are interested in positions in “HR, finance, IT and administration”. Employers also consider “media, communication, fundraising and marketing” and “HR, finances, IT and administration” as their biggest recruitment challenges. A similar picture emerges concerning course subject areas: in comparing the subject areas in demand in the job advertisements and the subject areas of the job seekers (supply side), the greatest oversupply emerges in “International Relations, DC” (+8 percentage points) and the greatest undersupply in “Business, Law, Commercial, General Services” (-15 percentage points). This contrasts with the steadily increasing number of graduates from IC-relevant education and training courses.

**Humanitarian aid (HA)** aims to protect people in humanitarian emergencies whose very existence is threatened and to enable them to act on their own again. Usually, the reconstruction of infrastructure in devastated areas is also included in the field of humanitarian aid.

**Development cooperation (DC)** aims to sustainably reduce global disparities in socio-economic development and general living conditions. Close cooperation between all stakeholders is sought. Since peace and respect for human rights are important preconditions for sustainable development, (civil) peacebuilding activities and promoting human rights are also part of development cooperation.

# 1. Background of the IC labour market monitoring and new concepts 2020

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Since 2010, cinfo and BASS have monitored the Swiss international cooperation (IC) labour market. The results of this monitoring provide data on job offers in the field of IC, job seekers, employers, and IC-relevant education and training in Switzerland. The monitoring aims to systematically obtain information about the Swiss international cooperation labour market. The focus is on jobs that are accessible to Swiss nationals. These can be positions based in Switzerland or positions as an expatriate in a country of assignment abroad – those employed on a local contract or unpaid volunteers are excluded.

Under the new concept of monitoring implemented in 2020, the previous focus on “IC professionals”, whose tasks are part of the core work of IC and whose specialist functions require relevant, specific IC training and experience, was replaced by a view of the entire “IC sector”, including positions with a support function, such as fundraising, HR and finances. Due to this change, most time series can no longer be meaningfully interpreted. Accordingly, this report mainly provides cross-sectional data for the year 2020, with less trend analysis over time. This short report provides an overview of the most interesting results, developments and findings relating to the core variables of the monitoring and summarises the most important key statements from the current monitoring data.

## 2 Employers and size of the IC labour market

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### Employers survey

Since 2010, Swiss employers in IC<sup>1</sup> have been surveyed every two years about their organisation, their employees and other questions in the field of human resources. Following the redesign of the labour market monitoring system implemented in 2020, the division of the labour market into specialist roles (positions whose main task is international cooperation and which require the person holding them to have IC-relevant training or equivalent experience) and support functions (such as fundraising, HR or finance) has been abolished. **From 2020, the entire IC staff of the organisations are consequently included in the monitoring.** As the number of positions recorded has changed and

<sup>1</sup> Employers in International Geneva are not included in the monitoring. For more information on International Geneva, see <https://www.eda.admin.ch/missions/mission-onu-geneve/en/home/geneve-international/faits-et-chiffres.html>.

expanded considerably, no time series are shown for the employer survey in this report. This is because it is unclear in the case of variations whether they are labour market trends or the variation is due to the inclusion of the support functions. In contrast, **the evaluations are now carried out separately for positions located in Switzerland and those located abroad.**

For the 2021 survey, of the 113 organisations that were contacted, 78 completed the online questionnaire, three of which were found not to be part of the target group. The evaluations are, therefore, based on data from 75 organisations<sup>2</sup>. The 35 organisations from which no information was received are mainly small or micro-NGOs. It can be reasonably concluded that the participating organisations account for well over 90% of all Swiss IC positions.

<sup>2</sup> A list of participating organisations can be found in the appendix. See page 30.

## The IC field has very diverse types of organisations

What types of organisations are found in Swiss international cooperation? There is a multitude of different kinds of organisations with varying strategies of intervention. What they all have in common is the focus on improving the living conditions of people who live in difficult circumstances 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' 2030 Agenda (see also section below).

The following represent the main groups of organisations:

The first group includes **governmental organisations** such as the Swiss Agency for Development Cooperation (SDC) or the State Secretariat for Economic Affairs (SECO). Non-governmental organisations, of which **more than 80% are financed by government sources**, also belong to this group. Among the latter is the renowned International Committee of the Red Cross (ICRC)<sup>3</sup>. This group predominantly consists of very large and large employers. 60% of international or headquarter posts are with organisations in this group (see [Figure 1](#)).

The second group, with two sub-groups, comprises **non-governmental organisations** (NGOs). These are the classic larger aid organisations such as Helvetas, Médecins Sans Frontières (MSF) or Terre des hommes, but also include many small and micro-development organisations. These organisations are operationally active, i.e. they carry out their own projects or enter into project cooperation. Another sub-group of organisations are almost exclusively active in project financing (the Oak Foundation, for example) or focus on research, consultancy and/or policy advocacy for states (such as the Geneva Centre for the Democratic Control of Armed Forces (DCAF) or swisspeace). Most of these are organised as private foundations. Together, this group of

<sup>3</sup> The ICRC is officially designated as an international organisation.

non-profit organisations accounts for around 40% of the IC labour market (positions in the field and at headquarters).

The third group is made up of **private sector** organisations. Various smaller consulting firms belong to this group, as well as corporate foundations. The quantitative importance of the private sector in the Swiss labour market is only marginal at less than one percent.

## The two sub-sectors of the IC labour market

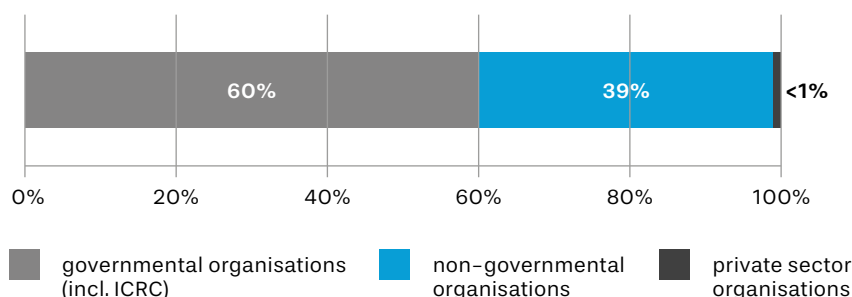
Most employers in the Swiss IC labour market mainly focus their work on one of the two large sub-sectors of humanitarian aid (HA) or development cooperation (DC). It is important to highlight the differences between the two sub-sectors to understand the structure of the labour market. The type of vacancies offered and the demands made on applicants differ depending on the sub-sector (see section "Job opportunities" page 19 below).

About three-quarters of the organisations are active in DC, 9% in HA and 15% in both sub-sectors. However, in terms of market size, which totals 8,329 IC full-time equivalent (FTE) vacancies in 2020, it can be seen that almost two-thirds of the total IC workforce work in the HA sub-sector (see [Figure 2](#)). This is mainly due to the two very large HA organisations, the ICRC and MSF, which together account for more than half of all jobs in the Swiss IC labour market<sup>4</sup>. It is also evident that half of all IC positions are located in Switzerland, the other half abroad<sup>5</sup>. In the DC sector, more than three-quarters of the vacancies are in Switzerland. In contrast, only one-third of the vacancies in the HA sector are in Switzerland.

<sup>4</sup> When looking at the total labour market size in 2020 without the ICRC, we are referring to 71% of the DC workforce and 21% of the HH workforce.

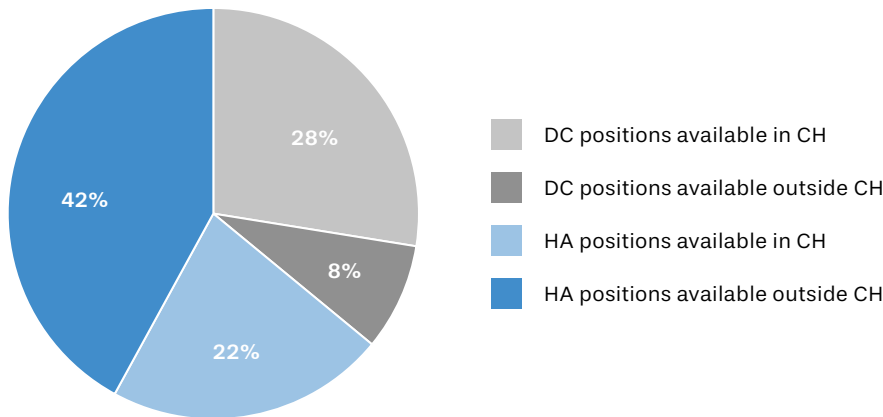
<sup>5</sup> These are positions for people with a "Swiss contract" (expatriate), not local positions.

**Figure 1: Labour market by type of organisation in 2020**



Source: Employer survey 2021, N=75

**Figure 2: Proportion of employees by sub-sector and job location in 2020**



Source: Employer survey 2021, N=75

### IC market size continues to rise

Due to the abolition of the distinction between specialist and support functions, the total volume of Swiss IC positions recorded has jumped from 5,019 full-time positions in 2018 to 8,329 in 2020 (+61%). Including support functions, the market size is around 12%<sup>6</sup> higher than in 2018. This increase is similar to the growth of around 11% between 2016 and 2018. The growth trend of the entire IC industry appears to be continuing. One-fifth of the organisations surveyed also indicated that they had created additional job vacancies in 2021, while only 2% said they had cut positions (78% with no change in the number of positions).

### Local employees make up a large proportion of the total IC workforce

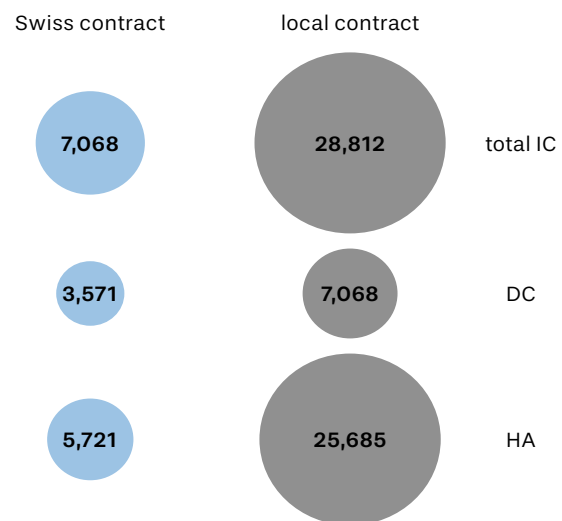
57% of all IC organisations surveyed employ local staff in addition to people with a “Swiss contract”. This is particularly the case in large organisations<sup>7</sup>. Figure 3 shows the correlation between the number of IC positions in the Swiss labour market and the (estimated)<sup>8</sup> number of local positions in Swiss IC organisations. It shows that Swiss IC organisations have three times as many local employees as employees with a “Swiss contract”. This

<sup>6</sup> Breakdown of staff growth by type of organisation: there is almost no change in NGOs/foundations (~ +3%), a decrease in private organisations (~ -64%) and a sharp increase in state and state-funded organisations (~ +25%). The decisive factor for the latter is most certainly the increase at the ICRC: between 2018-20, there was a growth of 21% at the ICRC.

<sup>7</sup> The decisive factor here is that nationality doesn't play a role for those individuals employed on a local contract

<sup>8</sup> Of the 42 organisations that employ local staff, 32 organisations were able to provide accurate information, while four organisations estimated the number of local staff. The remaining six organisations could not provide any information about their local employees. The number of local positions of these Swiss IC organisations is consequently somewhat underestimated.

**Figure 3: Proportion of positions with “Swiss contracts” compared to positions with local contracts per sub-sector**



Source: Employer survey 2021, with CH positions N=75, with local positions N=36

is particularly evident in the case of the HA organisations: They employ 4.5-times as many local staff as those with a “Swiss contract”. In DC, there are about twice as many local staff as those with a “Swiss contract”.



## SDGs most actively prioritised

All surveyed organisations active in the DC sub-sector were asked to indicate which (maximum 8) Sustainable Development Goals (SDGs) the organisation prioritise. As Figure 4 shows, more than 70% of the organisations prioritise the goal “Gender Equality”, followed by the goals “No Poverty” and “Quality Education”, which are stated as a priority by almost 60% of the Swiss IC organisations.

## A rough estimate of the salary level by type of organisation

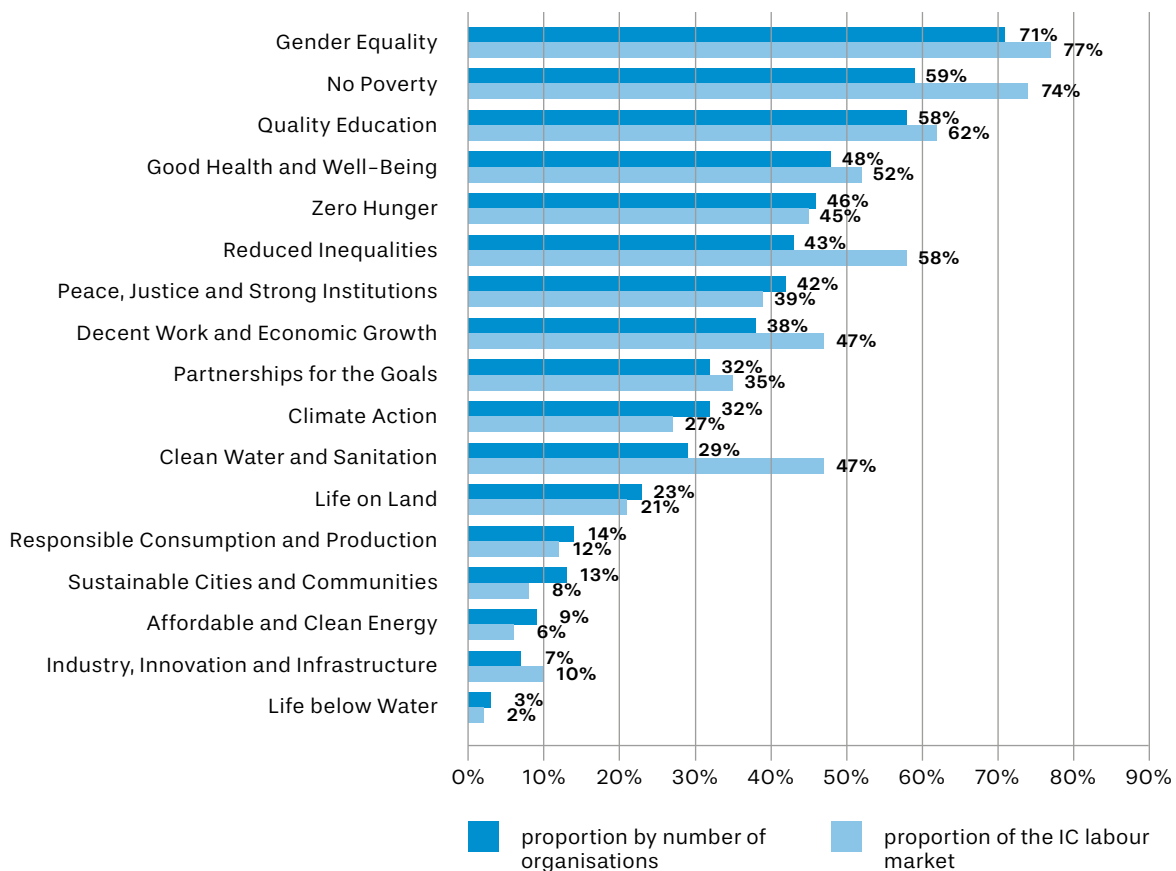
The average annual salary in the IC sector can be roughly estimated at around CHF 103,000 (see Figure 5). With an average of around CHF 117,000, employees in foundations and in state- or majority state-funded organisations (including the ICRC, but excluding the FDFA) receive the highest salaries. The average salary of those employed by NGOs and foundations is around CHF 17,000 lower.

The average salary at private-sector IC companies falls between the other categories at around CHF 108,000. It should be noted that these figures are average salaries for the entire workforce, from administration to management and that not all organisations provided data (for example, the FDFA). The relatively high salary level (the median salary in Switzerland in 2018 was around CHF 78,500<sup>9</sup>) is clearly related to the overall high level of education of the people employed in IC (see section 6) and the highly responsible jobs they perform. According to the survey, around half of all IC employees hold a management position.<sup>10</sup>

<sup>9</sup> Median salary 2018 according to the salary structure survey of the Federal Bureau of Statistics SFSO: 12 \* CHF 6,538 = CHF 78,456

<sup>10</sup> This figure should be interpreted cautiously, as the survey did not specify “management position” in more detail. Separate evaluations by sub-sector show that there are many posts with management positions, especially in HA (59%; the large organisations ICRC and MSF even have shares of 69% and 98% respectively), while in DC, the figure is 21%.

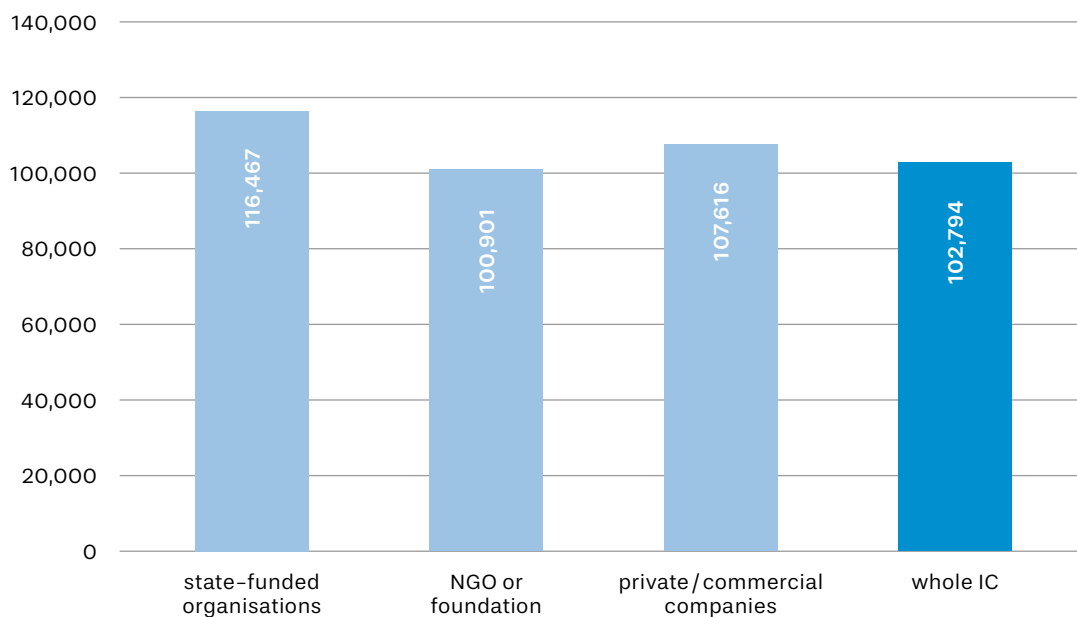
Figure 4: Ranking of the SDGs according to frequency of reference



**Note:** Multiple answers, max. 8 references per organisation.

Source: Employer survey 2021, organisations from the DC sub-sector, N=65

**Figure 5: Average salaries 2020 by type of organisation (without federal agencies)**



**Note:** Standardised gross annual salaries of employees

Source: Employer survey 2020, N=60

### 3 Structure of "IC workforce"

What is the breakdown of the workforce of Swiss humanitarian aid (HA) or development cooperation (DC) organisations in terms of gender, workload and nationality? Are there differences between staff working at the headquarters in Switzerland and those working as expatriates on assignment abroad? How widespread are remote employment and job sharing? These questions are explored in this section. The following analyses refer to positions with a "Swiss contract" and not to local staff.

#### Structure of the workforce differs at headquarters and on assignment abroad

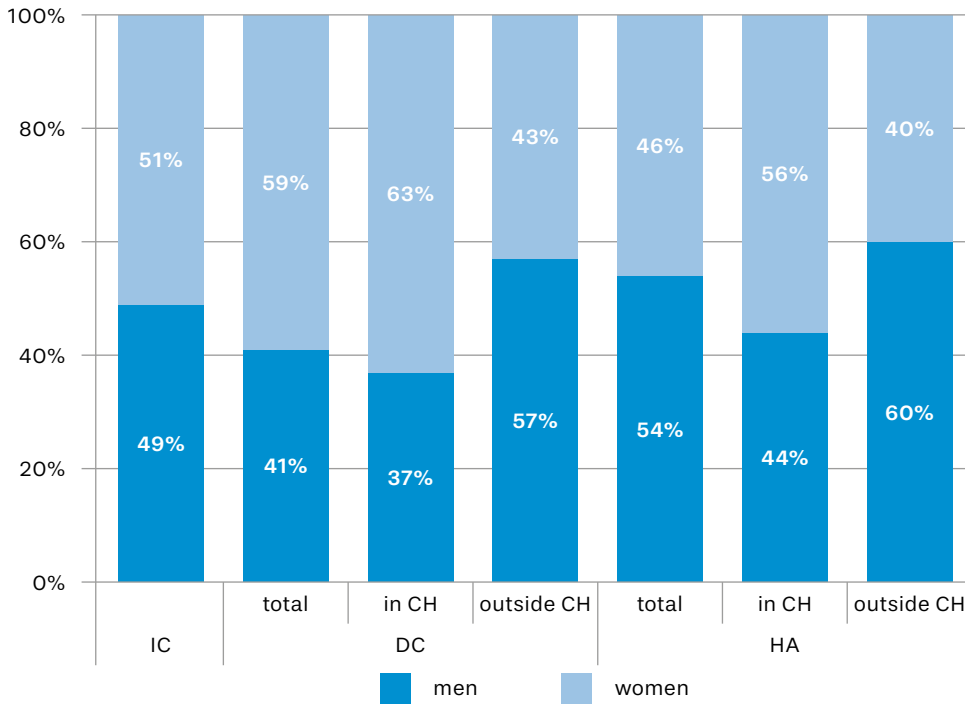
The total workforce of Swiss IC organisations (headquarters and foreign assignments) in 2020 comprises 51% women and 49% men (see Figure 6). In the DC sub-sector, the proportion of women is significantly higher at 59% than in the HA sub-sector at 46%. Interestingly, the proportion of women in both sub-sectors is considerably higher at the organisations' headquarters (DC: 63%, HA: 56%) than in the positions in a country of assignment (DC: 43%, HA: 40%). Approximately 60% of the assignments abroad are filled by men.

One-fifth of all IC employees work part-time (work hours <90%) (see Figure 7). Compared to the proportion of part-time workers of 37%<sup>11</sup> reported by the FSO for 2020, this is relatively low. As can be seen, however, there are major differences between the sub-sectors and the job location. At 43%, the proportion of part-time workers in DC is significantly higher than in HA at 7%, also higher than the Swiss average. In both sub-sectors, it is clear that almost all positions abroad are full-time positions (DC: 90%, HA: 99%). At headquarters, however, part-time positions predominate in DC (51%), while in HA, part-time positions at headquarters account for only 18%.

Overall, the workforce of Swiss IC organisations is very international (see Figure 8). In 2020, 45% of the staff were Swiss, 31% were from an EU country, and 24% were from outside the EU. Excluding the staff of the state DC actors (FDFA and SECO), which employ almost 100% Swiss nationals, the proportion of Swiss nationals in the entire IC market fell to 37%. Here, too, there are major differences between the sub-sectors and the location

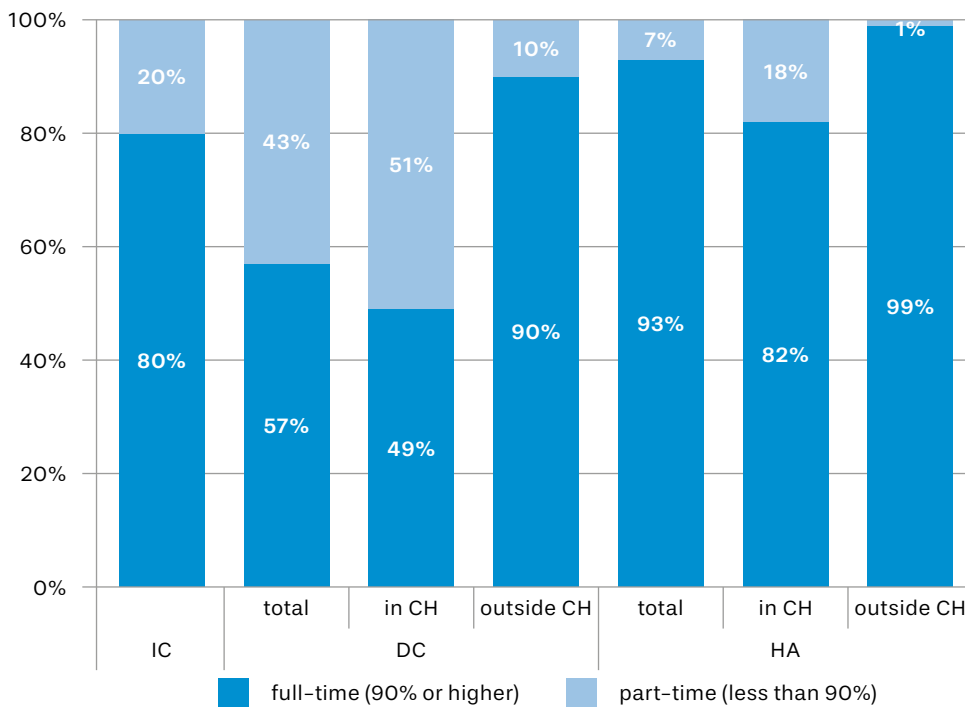
<sup>11</sup> Swiss Labour Force Survey (SLFS) for the year 2020.

**Figure 6: Gender balance in the workforce by sub-sector and job location**



Source: Employer survey 2021, N=75

**Figure 7: Proportion of part-time employees by sub-sector and job location**



Source: Employer survey 2021, N=75

of the position. In DC as a whole, around two-thirds of the employees were Swiss. At the same time, the figure was over 70% for positions at headquarters and just over a half for positions abroad. In HA, just over half of the positions at headquarters were occupied by Swiss nationals. In contrast, positions abroad were very international (49% people from outside the EU, 34% from the EU and 17% Swiss nationals).

An even less common working model in Swiss IC organisations is job and top sharing<sup>12</sup>, in which two or more people share a full-time position with interdependent tasks and joint responsibility. Only about 1% of staff in the IC sector work in a job-sharing partnership<sup>13</sup>. About one-third of the people in an IC job sharing position hold a high responsibility role, including management of employees (so-called top sharing).

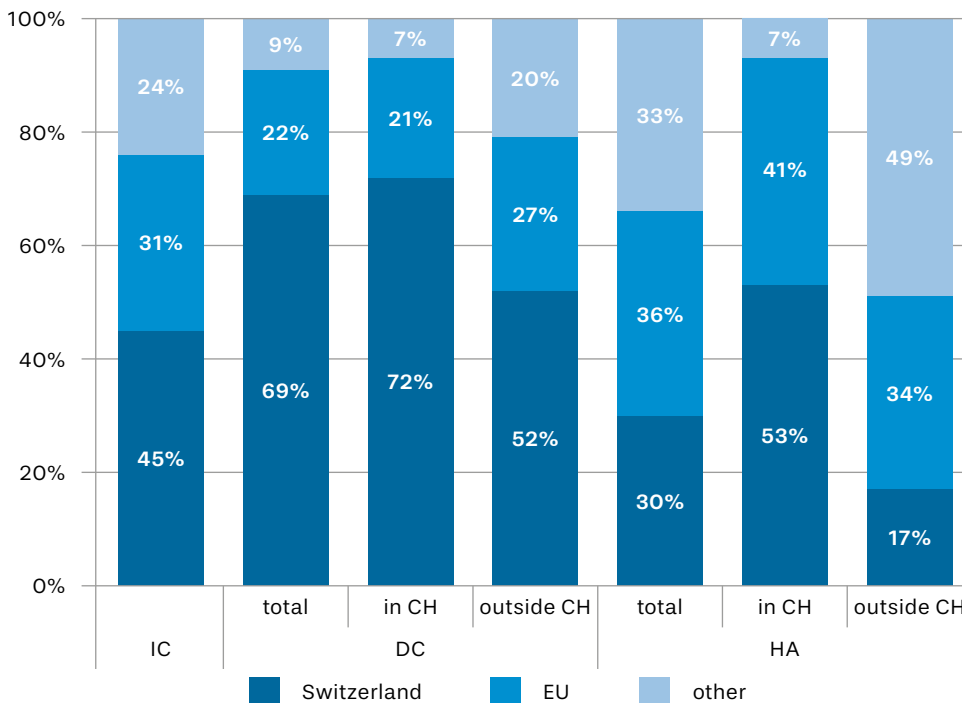
### Remote work and job and top sharing

With the digitalisation of the professional world, it is becoming increasingly easier to work “remotely”, i.e. to carry out work independently of an organisation's office at any location. One-third of all IC organisations surveyed stated that they employ people who work entirely remotely, regardless of the current situation with Covid-19. In these organisations, remote positions account, on average, for one-third of all positions. However, it is apparent that to date, it is mainly smaller organisations that work with this working model, as only 11% of the total IC workforce work remotely.

<sup>12</sup> See the cinfo guide on job and top sharing at [www.cinfo.ch/publications](http://www.cinfo.ch/publications).

<sup>13</sup> According to the SLFS study (2016), the proportion of job sharing, as a whole, is four times higher (4%) in Switzerland.

**Figure 8: Proportion of nationalities by sub-sector and place of employment**



Source: Employer survey 2021, N=74

## 4 Higher education and further education for IC specialists

### IC higher education and further education courses

When monitoring higher education and further education of IC specialists, the following courses are taken into account:

- **IC-related courses:** Tertiary-level courses (Bachelor's and Master's degrees) in the "International Relations" field or with content related to IC-relevant topics at Swiss universities. These include, for example, the Bachelor's degree in "International Affairs (BIA)" from the University of St. Gallen or the Master's degree in "International Law" from the Graduate Institute of International and Development Studies, IHEID.
- **IC-specific further education courses:** Further education courses at higher education institutions in Switzerland that specifically qualify students for work in IC and lead to a Diploma of Advanced Studies (DAS), a Master of Advanced Studies (MAS) or a similar degree.

The survey is conducted by email annually in spring, with the last academic year in retrospect. For the 2019 academic year, 74 IC-related courses were contacted. 58 institutions answered the questionnaire, corresponding to a response rate of 78%. For the 2020 academic year, 79 IC-related courses were contacted. 67 institutions answered the questionnaire, corresponding to a response rate of 85%.<sup>14</sup>

<sup>14</sup> An overview of the courses evaluated can be found in the appendix. (See p. 32-33)

### Every year, more than 1,000 people in Switzerland complete IC-related studies...

Figure 9 shows the development of the number of students entering and successfully graduating from IC-related tertiary courses (Bachelor's and Master's degrees). Between 2005 and 2013, the number of students enrolling in courses rose steadily from 406 to 1,187, almost three times as many as in the previous year. After a phase of initial stability at around 1,200 per year, since 2017, it has been on the increase again. In 2020, more than 1,500 people began an IC-related tertiary course. It is still unclear whether the number of graduates will rise to the same extent. At the moment (since 2017), the number of graduates is not yet increasing.

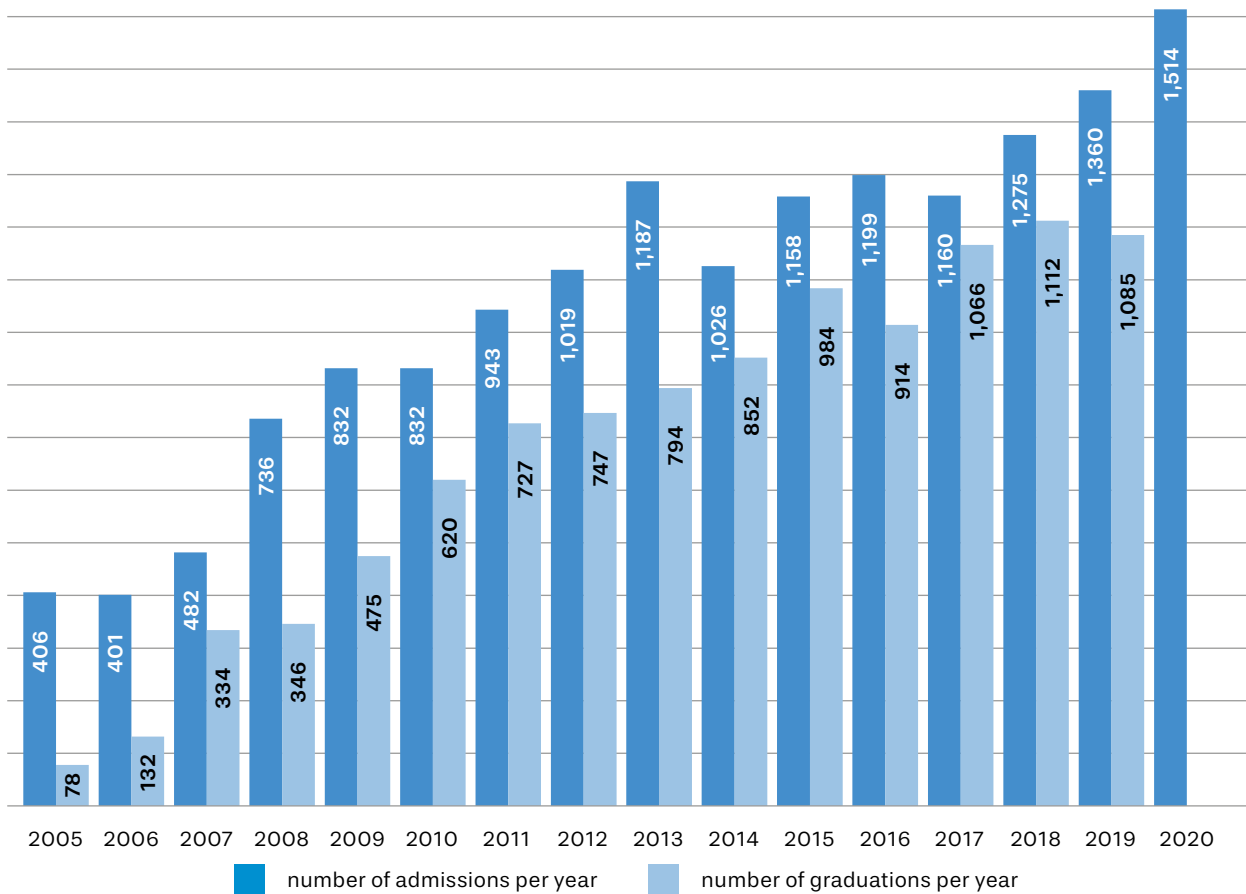
The strong growth in student numbers between 2005 and 2013 can, without a doubt, be attributed to an increase in the general interest in IC-related tertiary courses from first-year students. At the same time, however, the range of courses on offer has also greatly increased: whereas in 2005, the higher educational institutions offered only eight IC-related tertiary courses, by 2017, the number of courses on offer had quadrupled steadily to 34. In the last two years, a slight decline in the number of courses offered has been observed.

The origin of students in IC-related tertiary courses is distinctly international (see Figure 10). Around half of the first-year students were registered outside of Switzerland, and of these, around 60% were registered outside Europe<sup>15</sup>. As in previous years, around two-thirds of students in IC-related courses are women.

<sup>15</sup> In comparison, the proportion of foreigners among all students entering Swiss universities is significantly lower at 29% (Federal Statistical Office FSO, SHIS - Undergraduates and Graduates of Swiss Institutions of Higher Education 2020 / 2021).



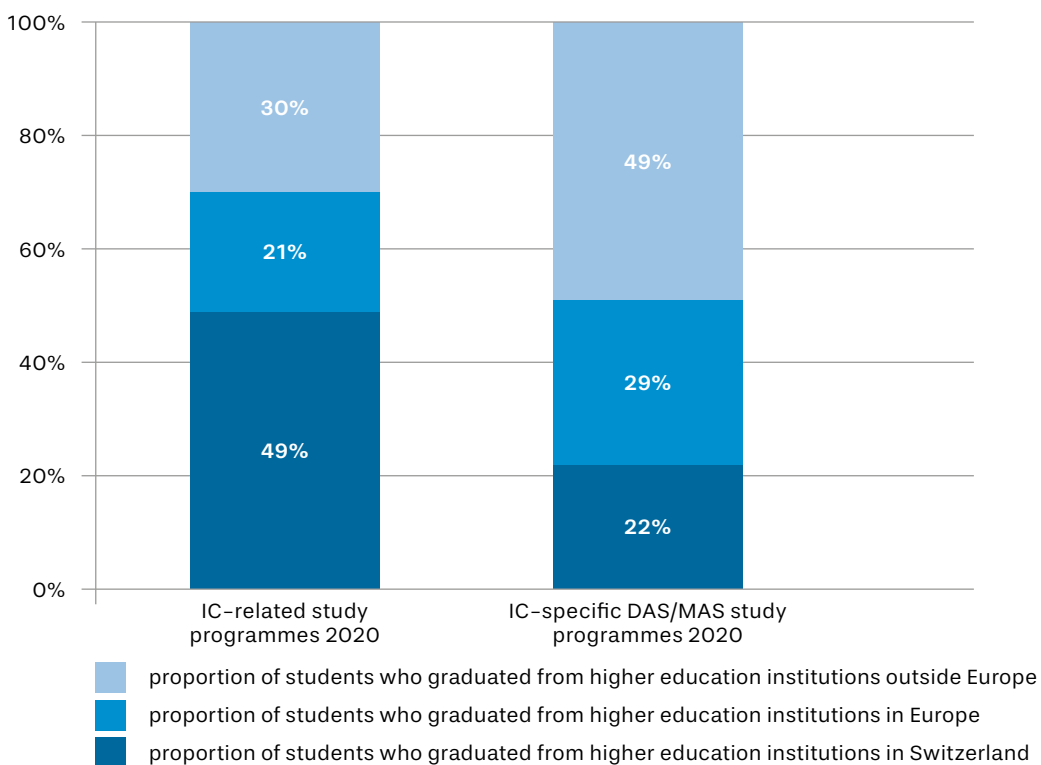
**Figure 9: Students in IC-related tertiary courses 2005–2020**



Source: Survey of training institutions 2006–2021

(2005: n=8, 2006: n=8, 2007: n=10, 2008: n=12, 2009: n=14, 2010: n=16, 2011: n=22, 2012: n=23, 2013: n=24, 2014: n=24, 2015: n=27, 2016: n=28, 2017: n=29, 2018: n=29, 2019: n=31, 2020: n=27)

**Figure 10: Students by "educational background" 2020**



Source: Survey of educational institutions 2021 (IC-related degree programmes: n=894, IC-specific DAS/MAS: n=461)

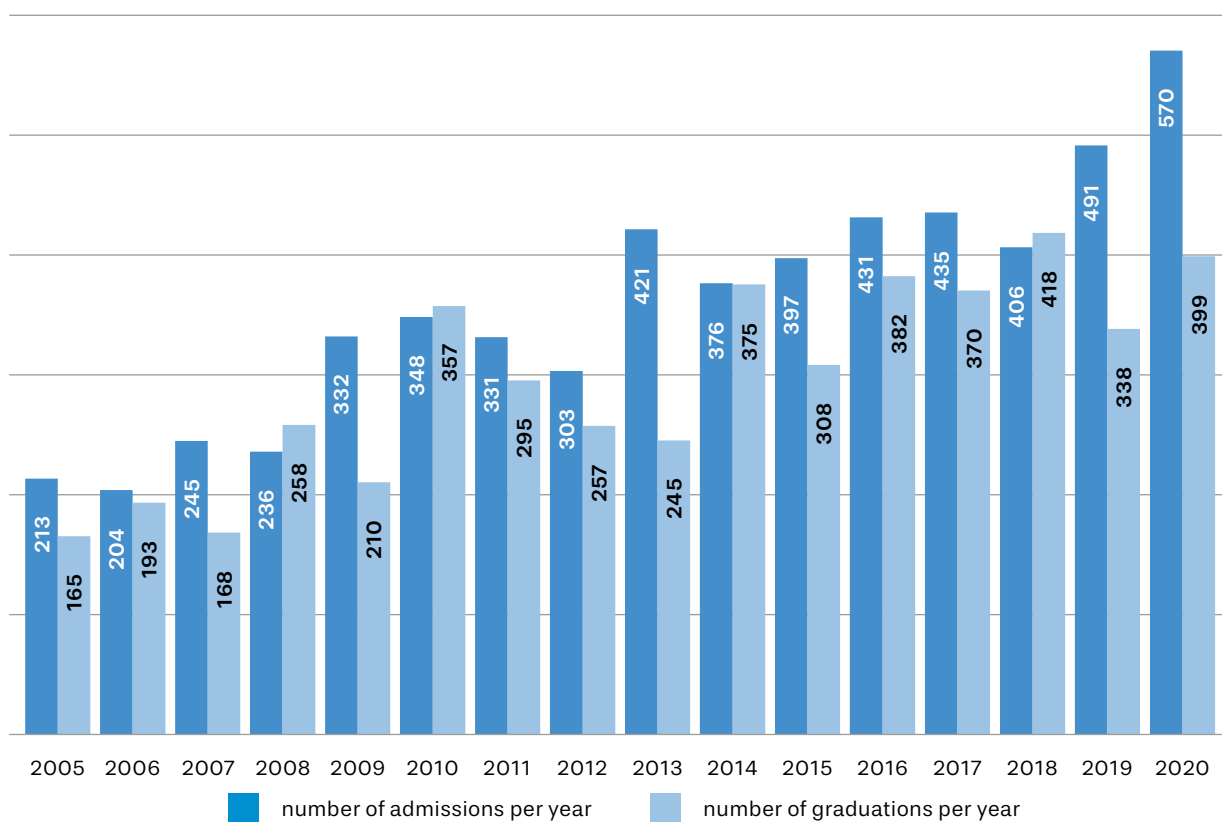
### ...and over 500 graduate with IC-specific DAS or MAS qualifications

Significant growth in the number of students entering and graduating from IC-specific further education programmes can also be observed (see [Figure 11](#)). The number of students enrolling in these programmes almost tripled between 2005 (213) and 2020 (570), although the increase was less consistent than in the case of IC-related programmes. Here, too, an important driver is likely to be the considerable expansion of the range of courses on

offer. From 2005 to 2018, the number of IC-specific DAS or MAS increased steadily from 12 to 38; since then, the number has remained stable.

The background of students in the further education sector is even more international than in the case of first-time degrees: almost 80% have obtained their qualifications outside Switzerland, and around two-thirds of them outside Europe (see [Figure 10](#)). As in previous years, the proportion of women among students in the IC-specific DAS or MAS in 2020 was just over 60%.

**Figure 11: Students of IC-specific DAS/MAS programmes 2005-2020**



Source: Survey of educational institutions 2006-2021  
 (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, 2019: n=31, 2020: n=31)

## 5 Job seekers

### The job portal, cinfoPoste, is an invaluable source of info.

The job portal, cinfoPoste, is an invaluable source of information for job seekers in the Swiss IC labour market. An invitation was extended to take part in an online survey to all those who set up a profile on cinfoPoste, all visitors to the job portal website and all newsletter subscribers. The survey was designed to obtain information about what profiles job seekers offer and what kind of positions they are seeking. A total of 704 people completed the questionnaire. 74% of the respondents use cinfoPoste primarily to look for a job, and 26% say they generally use the portal to be informed about job opportunities in IC.

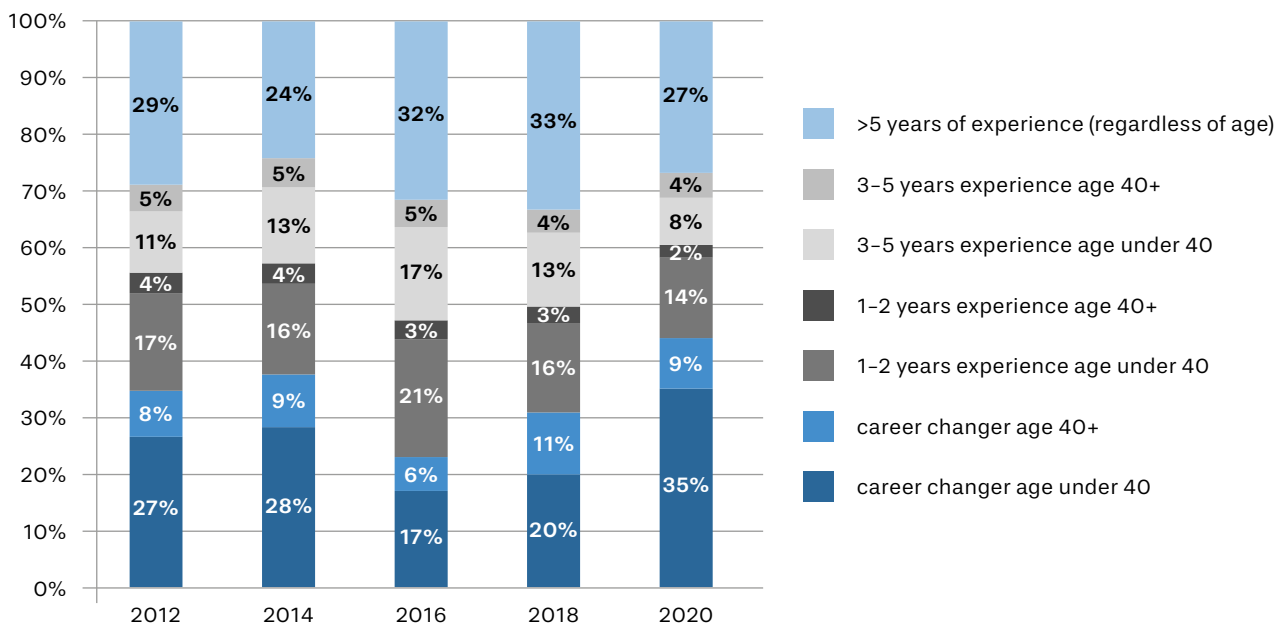
### Job seeker profiles: many with no IC experience, somewhat younger and often women

In this year's survey, 45% of job seekers stated that they have no work experience in IC and are therefore looking for entry-level positions (see Figure 12). 29% of job seekers without IC experience are career changers (age 40+). A little over a quarter (27%) of the job seekers on cinfoPoste have more than 5 years of professional experience in IC. Compared to previous years, the proportion of newcomers in the total number of job seekers is significantly higher. However, this development should be interpreted with caution. There are indications that the change is instead due to a shift in the population of cinfo-

Poste users<sup>16</sup>, than the fact that more newcomers are active on the job market than in previous years. As can be seen, the proportion of under-25s has also increased as a group (Figure 13). In any case, it can be concluded that a larger proportion of job seekers are looking for entry-level positions on cinfoPoste than in the past and that cinfoPoste users tend to be somewhat younger than in previous years. As in the past, around 60% of job seekers on cinfoPoste are women, and around 40% are men (see Figure 14).

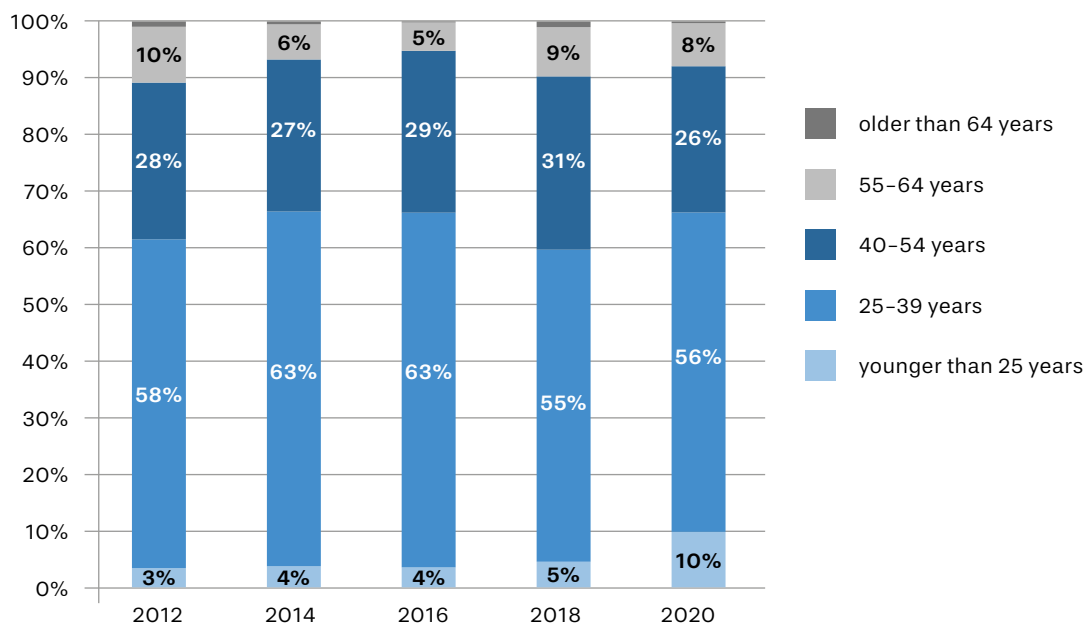
<sup>16</sup> cinfoPoste was relaunched in 2020. As a result, there were many new registrations on the portal and a greater number of young adults added to cinfo's address database.

Figure 12: IC experience 2012-2020



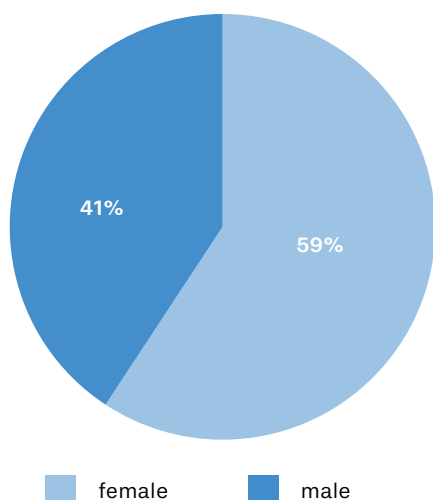
Source: cinfoPoste user survey (2020: n=661; 2018: n=1101, 2016: n=600, 2014: n=774, 2012: n=527)

**Figure 13: Age of job seekers**



Source: cinfoPoste user survey (2020: n=643; 2018: n=1081, 2016: n=598, 2014: n=774, 2012: n=527)

**Figure 14: Gender of job seekers 2020**



Source: cinfoPoste user survey (2020: n=680)

### What kind of positions are they seeking?

When looking for a position, almost half of the respondents (47%) consider both development cooperation (DC, incl. human rights, civil peacebuilding, migration) and humanitarian aid (HA). An equal number of job seekers (47%) limit their search to development cooperation. Only 6% of the respondents search on cinfoPoste exclusively for jobs in HA.

As in previous years, most job seekers on cinfoPoste seek a permanent position (57%) (see Figure 15). 14% of job seekers are mainly interested in project positions (with a fixed-term contract), and another 4% in consulting jobs. The proportion of job seekers primarily seeking an internship or entry-level position is again slightly higher than in recent years, at 24%. However, this proportion is significantly lower than the 45% who state that they have no IC experience. Just over 40% (43%) of job seekers without IC experience are specifically interested in an internship or entry-level positions. The exact number of newcomers (45%) are mainly looking for permanent positions, 13% for project positions and 1% for consulting assignments.

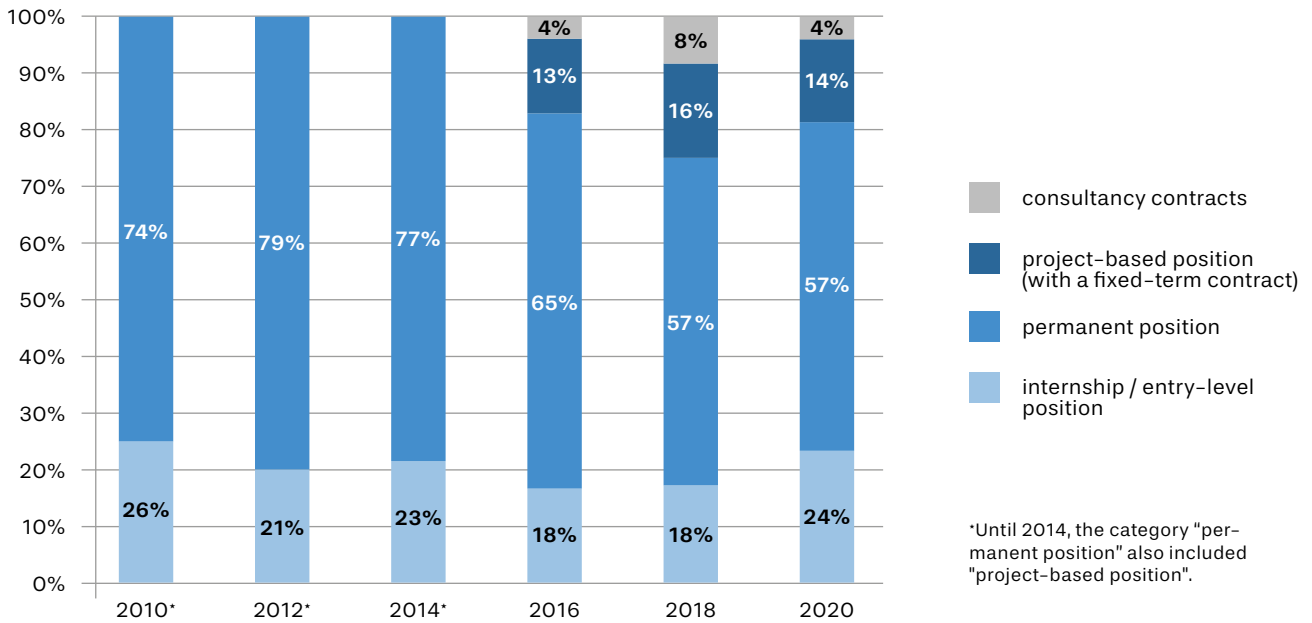
Just under a third of job seekers only seek IC jobs in Switzerland, and around a fifth only seek assignment positions abroad (see Figure 16). Just under half of the job seekers are interested in positions in both Switzerland and abroad. Among women, the proportion seeking positions only in Switzerland is slightly higher than among men (33% vs 28%); for positions abroad, the reverse is true (among men 25%, among women 18%). Half of the women and 47% of the men are looking for positions in both Switzerland and abroad. However, women are clearly represented in job offers for assignments abroad. The situation is different, though, for employees in a country of assignment, where men still clearly predominate (60%) (see section 3). As IC work experience increases, the proportion of job seekers only looking for Swiss-based positions rises steadily. While only about a quarter (26%) of newcomers without IC experience are looking exclusively for positions in Switzerland, almost half (47%) of

those with 16-20 years of IC experience are looking for Swiss-based positions. The proportion looking exclusively for jobs abroad tends to decrease from 25% (no experience) to 10% (16-20 years of experience).

A little over three-quarters of job seekers on cinfoPoste are looking for a full-time position ( $\geq 90\%$ ), one-fifth

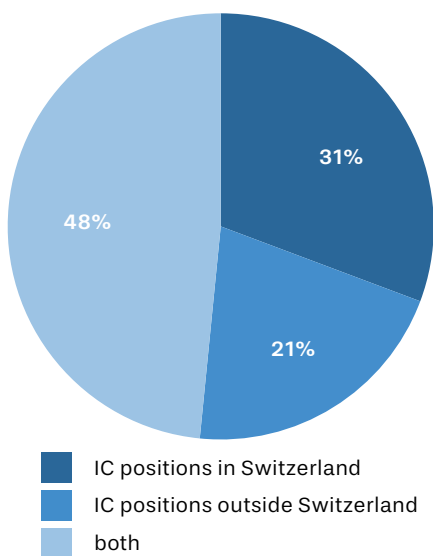
are looking for a part-time position (between 50-89%), and 4% are looking for a part-time position of  $<50\%$  (see Figure 17). There is almost no difference between the genders: 75% of women and 78% of men are looking for full-time positions. No patterns can be seen between work experience and the workload sought.

**Figure 15: Searched position types**



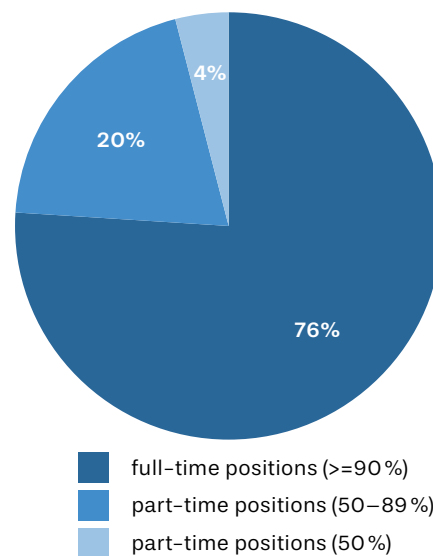
Source: cinfoPoste user survey (2020: n=714, 2018: n=1192, 2016: n=630, 2014: n=770, 2012: n=521, 2010: n=363)

**Figure 16: Location of searched positions**



Source: cinfoPoste user survey (2020: n=700)

**Figure 17: Workload of searched positions**



Source: cinfoPoste user survey (2020: n=696)



## 6 Job opportunities

### Statistics cinfoPoste

For the current evaluation, all advertisements on the cinfoPoste job portal were coded, as were other web advertisements published on the IC organisation's websites. In 2020, 2,248 positions were advertised on the cinfoPoste job portal and 648 additional positions were posted on the websites of the organisations. Some of the positions advertised did not correspond to the market definition on which this report is based. As before, only positions with organisations with their headquarters or a branch office in Switzerland are included, as well as junior positions with international organisations financed by the Swiss Federal Government. Due to the new concept, not only positions for IC professionals but also all support positions are included. Resulting of this change, the number of recorded positions almost doubled (+85%) from 822 (2019) to 1,523 (2020) (see Table 1, p. 21). The inclusion of support positions changed not only the number of positions taken into account but also the structural characteristics (e.g. function sought, place of employment...). In addition, the time series can no longer be meaningfully interpreted. Accordingly, only cross-sectional data for 2020 are presented below. The segmentation into large organisations (over 80 employees) and small organisations (up to 80 employees) is still used in this evaluation.

### Sub-sectors of job vacancies

As in previous years, the vast majority (69%) of the approximately 1,500 advertisements analysed were for development cooperation (DC) positions. Although the proportion of humanitarian aid (HA) positions has increased slightly since 2012, they only account for just under a third (31%) of the advertised positions. Since the beginning of the monitoring, it should be noted that vacancies from the ICRC and other HA organisations, such as Médecins Sans Frontières (MSF), have only been advertised sporadically and, therefore, only included to a minor extent in the current evaluations (see box "Recruitment practice" below). Thus, the evaluations for HA can only be interpreted knowing that they represent a fraction of the total number of HA positions available. As before, most HA positions are advertised by large organisations (2020: 86%), while 64% of DC positions are advertised by large organisations.<sup>17</sup>

<sup>17</sup> The appendix contains a representation of the large organisations submitting job vacancies for the year 2020 (see Figure 28, p. 34).

### Recruitment practices of the large HA organisations

The two large HA organisations, the ICRC and MSF, recruit suitable people into their internal talent pools throughout the year, especially for their outreach positions. Most HA vacancies are subsequently filled internally by people from these pools. These positions, therefore, do not appear in the job vacancy statistics.

### Job vacancies in development cooperation (DC)

Around half (51%) of open DC vacancies in 2020 focus on foreign assignments, and the remainder (49%) are at the organisation's headquarters.<sup>18</sup> Separated into small and large organisations, small DC organisations advertise a larger proportion of vacancies (66%) at their headquarters than large organisations (36%) (see Figure 18). The most important region of foreign assignments for DC positions in 2020 is still Africa (47%). Figure 19 shows this is particularly true for small DC organisations (74%). For large organisations, the proportion is significantly lower at 34%. Furthermore, about one-fifth of the positions advertised by large DC organisations are in Asia (21% excluding Central Asia) and Central America (19% including the Caribbean).

In the DC sector, one-third of the vacancies advertised are for positions without a management function abroad, and just under one-third (31%) are for positions without a management function at headquarters.<sup>19</sup> In 14% of the advertisements, people are being sought for management/coordination functions abroad, while 11% are looking for management functions in Switzerland. Junior, internship or apprenticeship positions also account for 11% of the advertised vacancies.<sup>20</sup> Large organisations are more likely to be looking for staff without a management function abroad than small organisations (see Figure 20, 42% vs. 23%). Small organisations, on the other hand, are more likely than large organisations to seek staff for management functions

<sup>18</sup> 87% of these are based in Switzerland, and 13% are outside of Switzerland. Compared to previous years, the proportion of jobs at the headquarters is noticeably higher (2018: 35%, 2019:40%), which is likely due to the fact that support positions are more often located at the headquarters.

<sup>19</sup> Compared to previous years, the proportion of non-managerial posts has increased significantly in both the field (2018: 10%, 2019: 13%) and at headquarters (2018: 19%, 2019: 21%), which is also likely to be mainly due to the addition of support positions.

<sup>20</sup> Previously, this share was +/- a quarter.

at the organisation's headquarters (15% vs 6%) and for junior, internship and apprenticeship positions (18% vs 5%).

Large DC organisations, particularly, are looking for staff with university qualifications: almost three-quarters of the advertisements ask for at least a Master's degree (see [Figure 21](#)). Smaller organisations more frequently advertise for positions requiring tertiary-level qualifications, including degrees from universities of applied sciences (21%). It is interesting to note that the variable that has changed least, resulting from the inclusion of support positions, is the level of the required educational qualification. In advertisements for "business support and administration" positions, university-qualified candidates are also frequently sought. Regarding sought-after subject areas, it can be seen that for large organisations, most vacancies are advertised for people with a degree in "business, law, business administration, general services" (often support positions). For small organisations, "natural sciences, engineering professions" and "social sciences and humanities, social work" are the most sought (see [Figure 22](#)). By far, the most frequently requested language is English (in 85% of advertisements), followed by French and German, with the latter two playing a more important role, particularly in small DC organisations (see [Figure 23](#)).

[Figure 24](#) shows the value placed on support functions in advertised job vacancies. In 2020 in the DC sector, by far the most vacancies advertised were in the areas of "corporate support and administration" (41%). For small DC organisations, the proportion is as high as 59% (for large organisations, 29%). At large DC organisations, a substantial proportion of vacancies (35%) request qualifications in the "agriculture and forestry, resource protection, climate change, environmental policy" fields, and at small organisations, in the "peace development and crisis prevention" fields (21%). Due to the high proportion of positions in "business support and administration", a new picture has emerged regarding the experience required in the IC field (see [Figure 25](#)).

In just under 30% of the advertised DC positions, more than two years of general DC or DC-specific experience is required.<sup>21</sup> The remaining 70% of advertisements are either for entry-level DC staff with less than two years of sector-specific experience or support positions, some of which require a great deal of professional experience but no DC-specific experience. Region- and/or country-specific experience is only required in 8% of the advertisements. More than half (55%) of the advertised positions in DC are limited to one year (or less). In the case of small organisations, this proportion is over 70% (see [Figure 26](#)). 15% of DC positions are permanent contracts.<sup>22</sup>

### Job vacancies in humanitarian aid (HA)

As mentioned in the introduction, the following evaluations must be interpreted while keeping in mind that the HA positions recorded only represent a (small) part of the entire HA sector. For the majority of the advertised HA positions, the focus is on foreign assignments (57%).<sup>23</sup> As in the DC sector, it is also evident in HA that small organisations have a larger proportion of vacancies advertised at their headquarters than large ones (see [Figure 18](#)). The most important region of assignment for foreign assignments in HA is Africa (56%), followed by Asia (20%, excluding Central Asia) and North Africa/Middle East (15%) (see [Figure 19](#)). If a distinction is made between large and small organisations, it is apparent that large HA organisations advertise almost 60% of vacancies for assignments in Africa, while small HA organisations offer most of their assignments (38%) in Asia (excluding Central Asia).

The largest proportion (42%) of advertised HA vacancies are positions with leadership/coordination functions in the field. Due to the inclusion of support roles, positions without a management function at headquarters have increased sharply (21% vs 9% 2019), especially among small HA organisations (36% vs 14% 2019) (see [Figure 20](#)).

As in DC, most positions in HA (around 60%) are offered to those with a university master's degree (see [Figure 21](#)). It is striking that in 17% of the positions of large HA organisations, degrees from technical colleges are in demand, primarily for nursing professionals. As in the case of DC, the most frequently sought candidates in HA job advertisements are, for larger HA organisations, those with a degree in "Business, Law, Commercial, General Services", followed by "Medicine, Medical Professions, Health" and for smaller HA organisations,

<sup>21</sup> In 2019 and 2018, the proportion of positions requiring IC or DC experience was 40%.

<sup>22</sup> Compared to 2018/2019, this is an increase of around 10 percentage points. The same is true for fixed-term positions for 12 months or less. Therefore, there seem to be more permanent positions and one-year contracts due to the inclusion of support positions.

<sup>23</sup> This proportion has also decreased significantly compared to previous years (2018: 80%, 2019: 75%).

“Social Sciences and Humanities, Social Work” (see Figure 22). English is also by far the most frequently requested language (>90%) in HA. However, French (68%) and/or German (42%) are also frequently requested, particularly in the case of small HA organisations (see Figure 23). According to experts, however, it is evident in practice, especially at the ICRC, that English and French are insufficient for many positions in the pool system.

An even larger proportion of the jobs advertised in HA are in “business support and administration” (59%). In small organisations, this area accounts for 91% of the jobs advertised, and in large organisations, 53% (see Figure 24). Large HA organisations advertise a substantial proportion of their positions in “health, family planning” (21%), while small organisations advertise for positions in “disaster prevention/emergency aid/reconstruction/infrastructure/construction” (8%). HA-specific (34%) or general IC experience (18%) is still expected in more than half of the advertisements. Compared to the last two years, this is also a reduction of about 15 percentage points. Region- or country-specific experience is only very rarely required in HA. Regarding the length of employment, the picture in the HA sector is now similar to that of DC: about half of the advertised positions (56%) are annual or short-term contracts, and 16% are permanent positions. Small HA organisations tend to advertise more short-term positions than large organisations (see Figure 26).<sup>24</sup>

<sup>24</sup> In HA, the inclusion of support positions has led to proportionately fewer short-term positions (up to 12 months max.) and more permanent positions being advertised.

## The main differences between DC and HA vacancies

It should generally be noted that the two sub-sectors are no longer markedly different in vacancies due to the inclusion of support positions. DC and HA have a few things in common. In both sub-sectors, Africa is the most important region of operation for the advertised positions. In both DC and HA, most jobs are advertised in the “business support and administration” area. The proportion of advertised junior or internship positions in both sub-sectors is equally low. In addition, a high level of education is generally required in both sub-sectors.

The following differences are still evident:

- The proportion of advertised positions abroad in HA is significantly higher than in DC.
- In HA, the proportion of posts with a management/coordination function in the country of assignment is significantly higher than in DC.

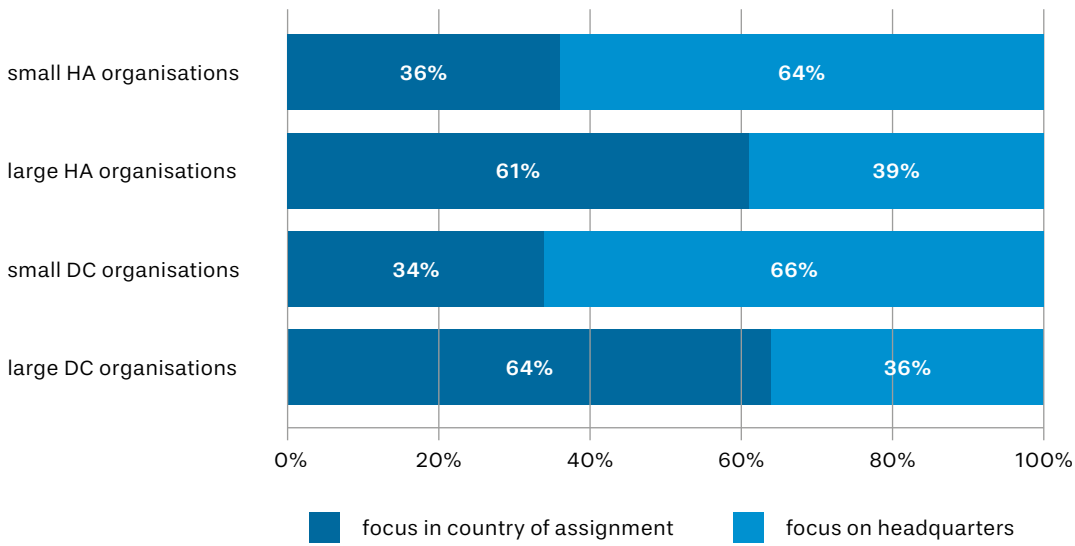
**Table 1: Number of advertised positions 2010–2020**

Number of job vacancies (cinfoPoste and WeWa)	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Job vacancies advertised	1,854	1,987	1,654	1,915	1,824	2,561	2,185	2,231	2,079	2,465	2,896
Not coded, as international organisations, local employees or organisations without branch/headquarters in Switzerland	-575	-702	-775	-930	-724	-861	-690	-906	-786	-1,092	-1,373
IC Swiss labour market incl. support positions	1,279	1,285	879	985	1,100	1,700	1,495	1,325	1,293	1,373	1,523
Support positions	-412	-262	-296	-301	-319	-714	-587	-485	-415	-551	*
Non-usable job listings	-95	-32	-44	-7	-21	-21	-18	0	0	0	0
IC specialist positions up to 2019; <b>after 2019 onwards</b>	772	991	539	677	760	965	890	840	878	822	<b>1,523</b>

\* With the new concept of monitoring implemented in 2020, support positions are also coded (and not excluded; this field is therefore empty).

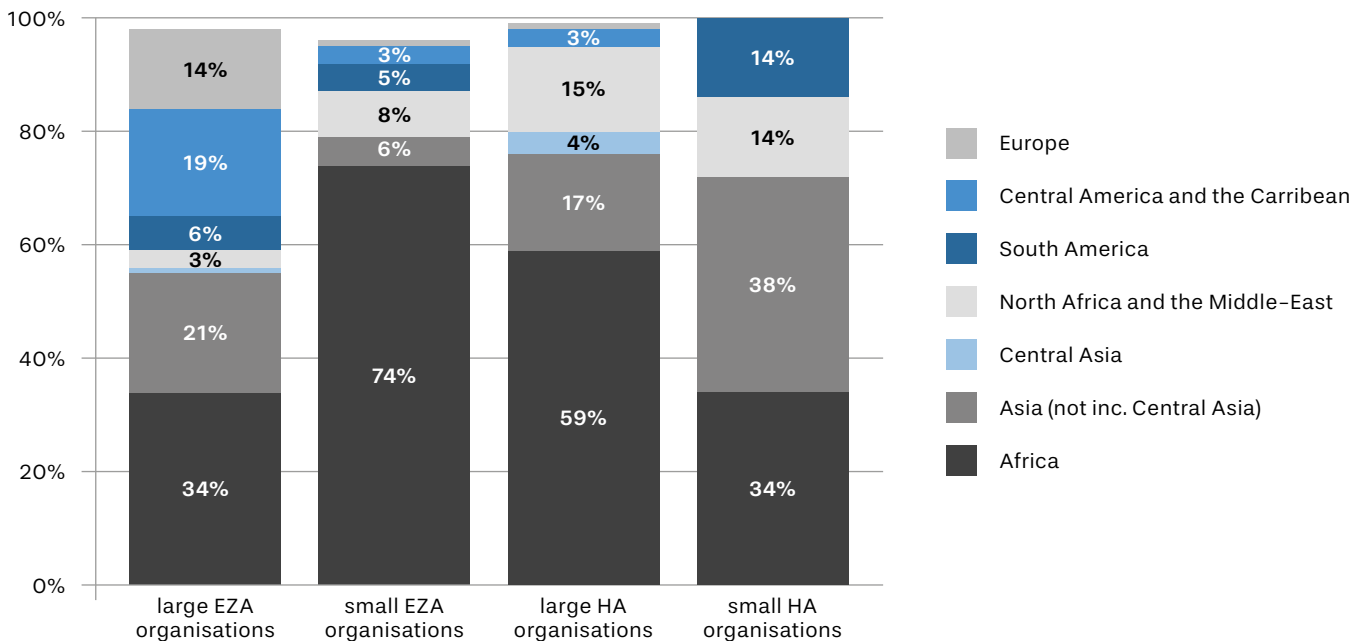
Source: BASS calculations

**Figure 18: Positions with focus on the place of work in 2020 in large and small DC and HA organisations**



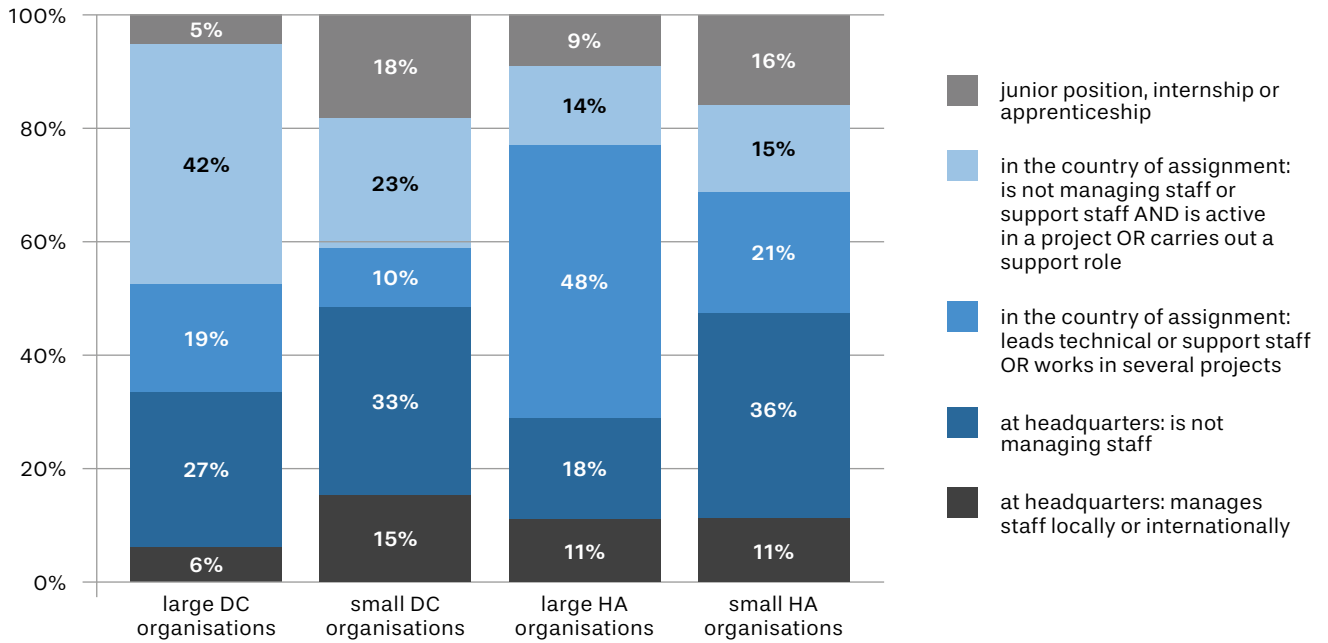
Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=532, DC small: n=332, HA large: n=380, HA small: n=80)

**Figure 19: Regions of positions with on-site assignments in 2020 at large and small DC and HA organisations**



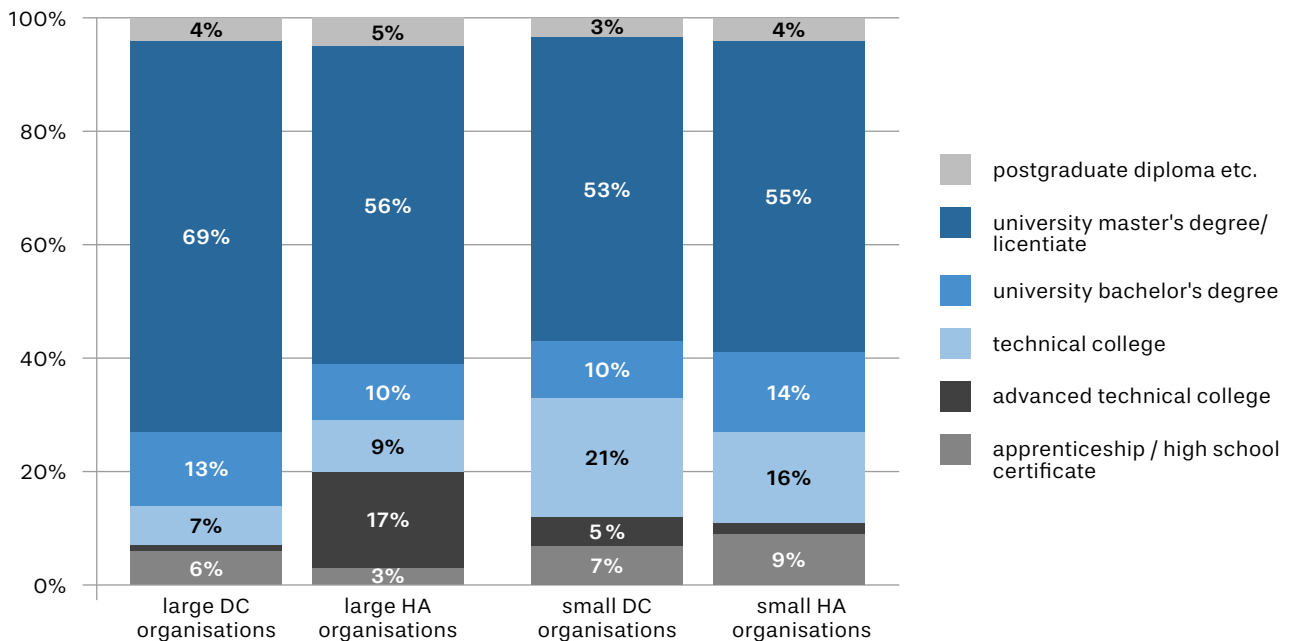
Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=329, DC small: n=109, HA large: n=221, HA small: n=29)

**Figure 20: Type of advertised job vacancies in 2020 at large and small DC and HA organisations**



Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=539, DC small: n=336, HA large: n=380, HA small: n=80)

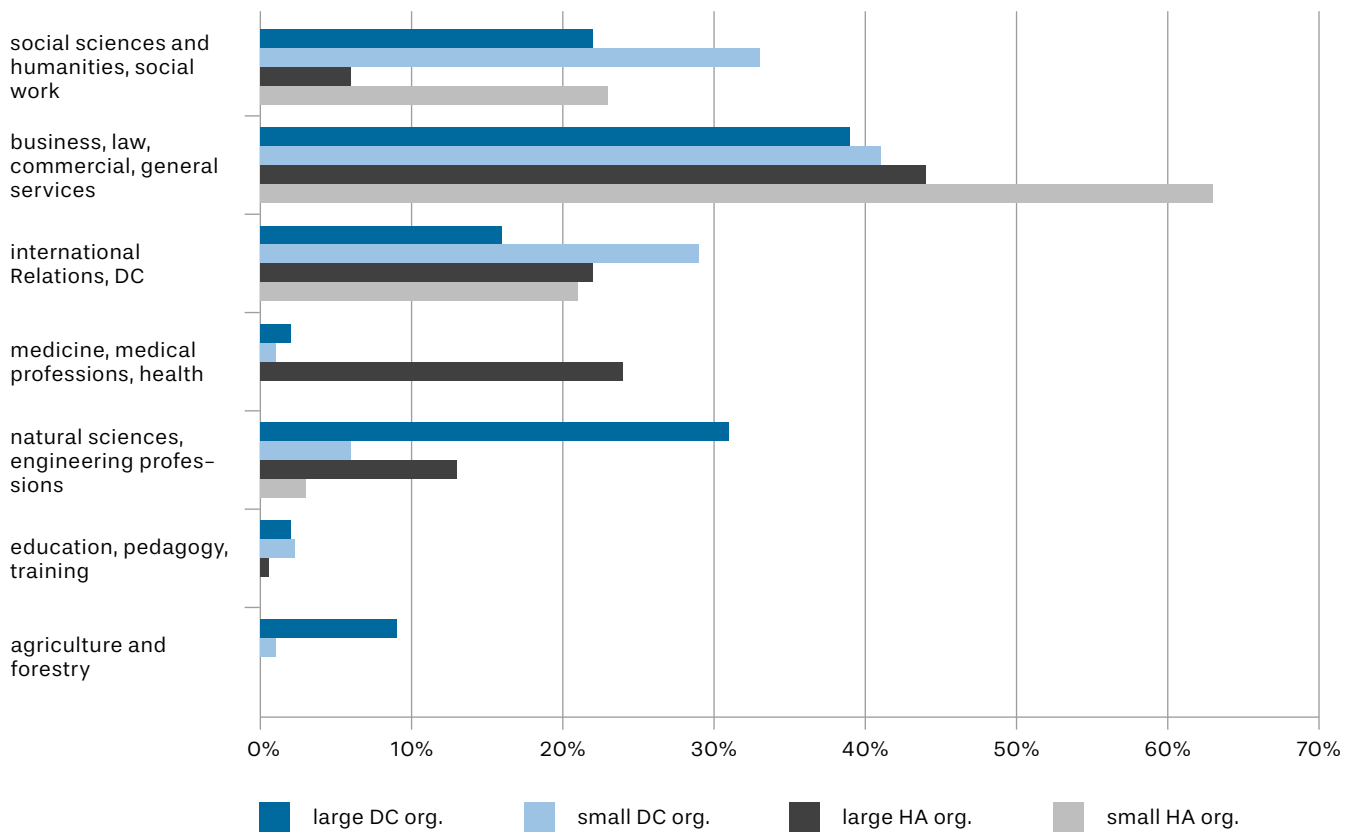
**Figure 21: Necessary educational qualifications for advertised positions in 2020 for large and small DC and HA organisations**



Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=487, DC small: n=272, HA large: n=345, HA small: n=56)



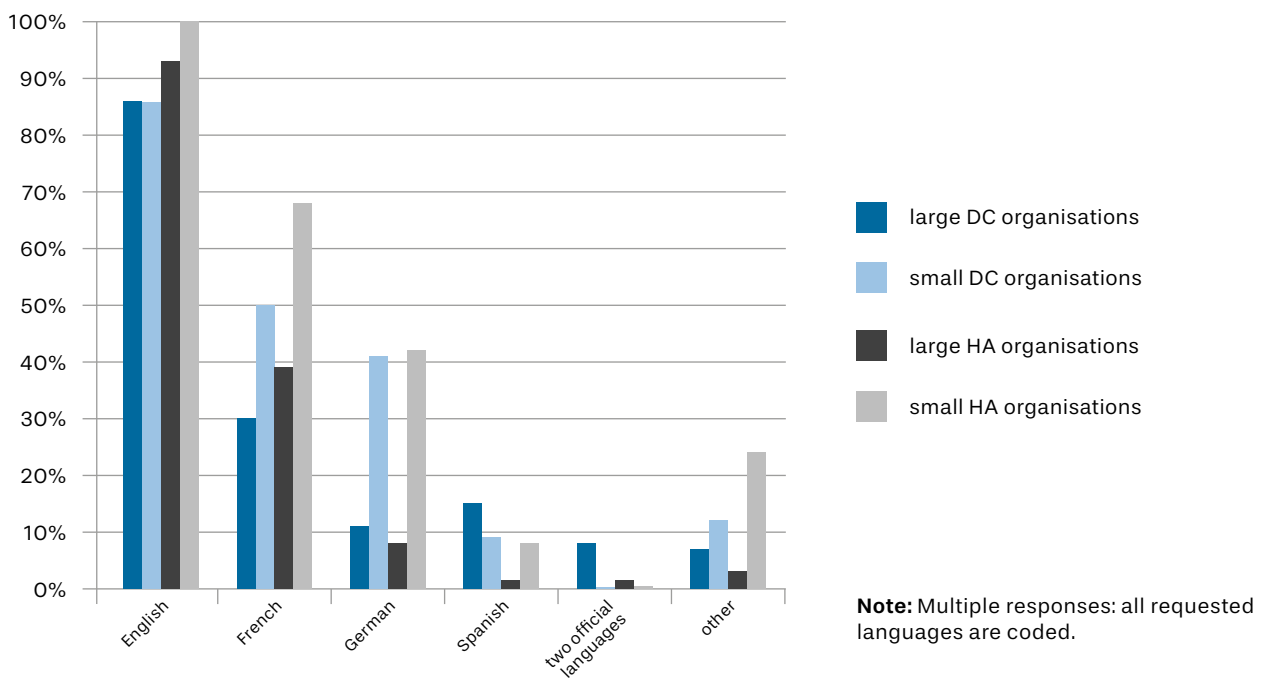
**Figure 22: Sought-after subject areas of educational qualifications for advertised positions in 2020 at large and small DC and HA organisations**



**Note:** If more than one field is mentioned in an advertisement, the first two fields mentioned are coded.

Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=528, DC small: n=298, HA large: n=378, HA small: n=62)

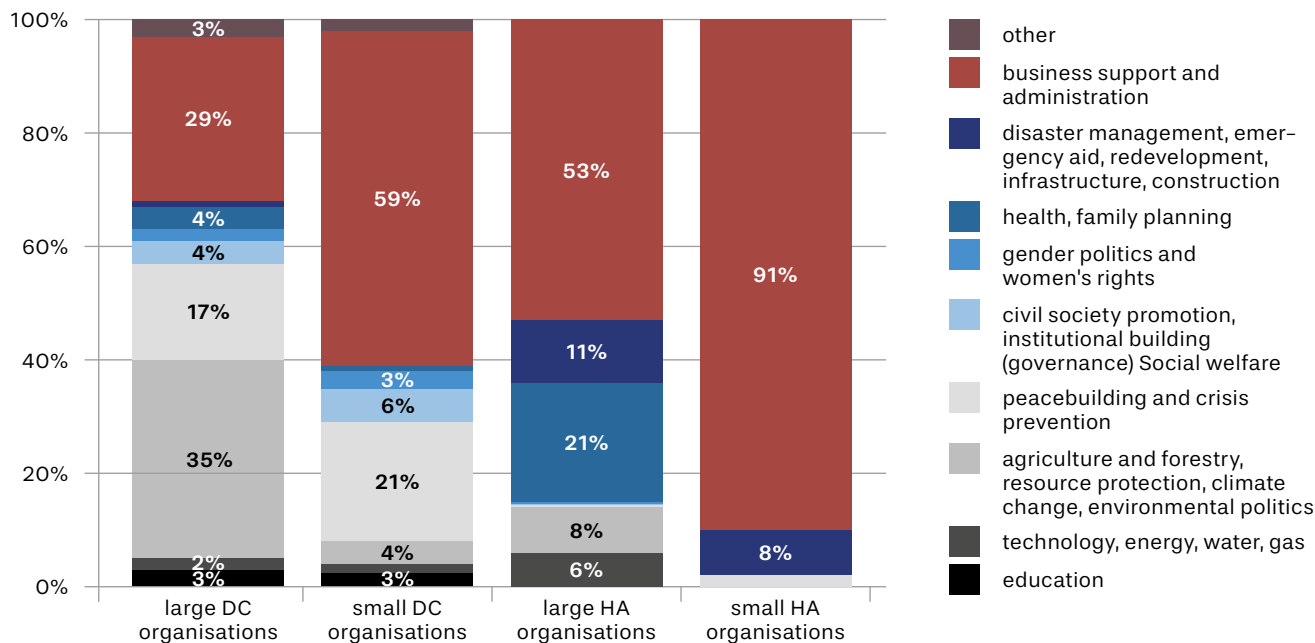
**Figure 23: Languages required for advertised positions in 2020 in large and small DC and HA organisations**



**Note:** Multiple responses: all requested languages are coded.

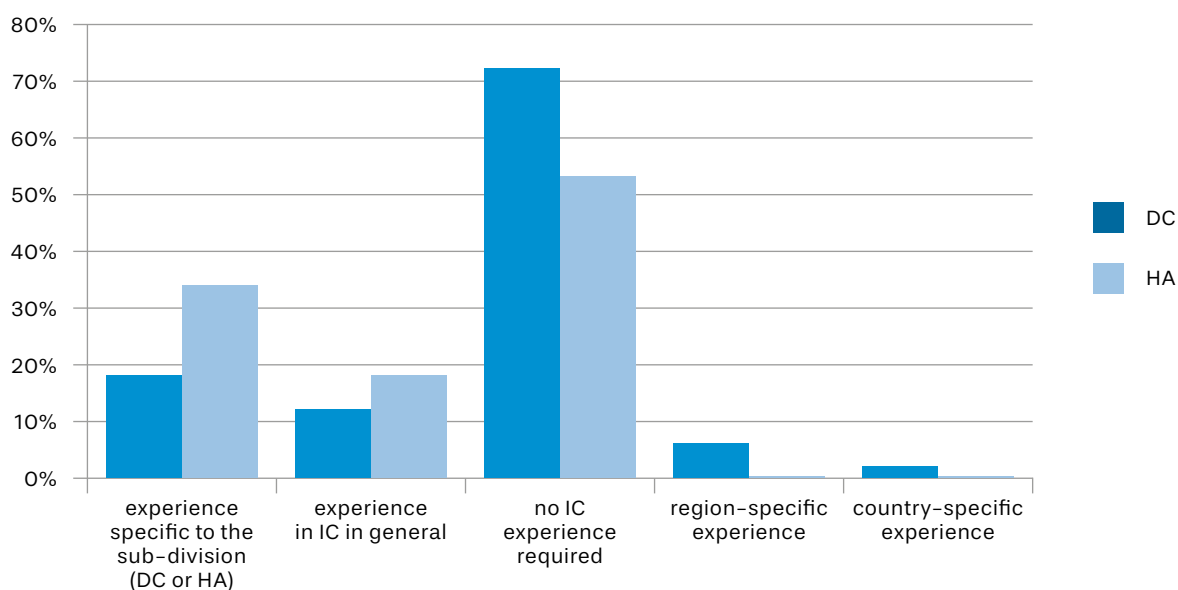
Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=528, DC small: n=298, HA large: n=378, HA small: n=62)

**Figure 24: Subject areas of the 2020 job positions at large and small DC and HA organisations**



Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=453, DC small: n=285, HA large: n=278, HA small: n=42)

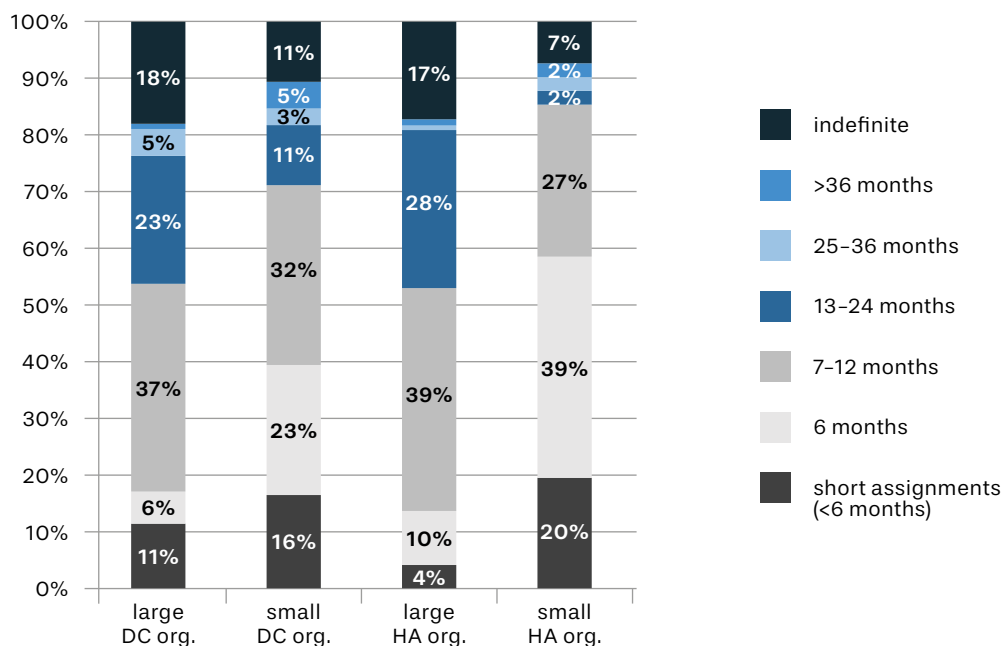
**Figure 25: Experience required by sub-sector**



**Note:** If expected, a job position requires sub-area-specific experience of two or more years in DC-specific activities or more than one year of field experience in HA. IC experience is coded if work experience in international cooperation is required, but it is unclear in which sub-area. Region- and/or country-specific experience is additionally coded.

Source: Job advertisements cinfoPoste/WeWa 2020 (DC n=1050, HA n=473)

**Figure 26: Employment duration in 2020 for large and small DC and HA organisations**



Source: Job advertisements cinfoPoste/WeWa 2020 (DC large: n=439, DC small: n=170, HA large: n=366, HA small: n=41)

## 7 “Match” or “mismatch”? A look at the congruency of what is on offer and what is in demand in 2020.

To what extent do the expectations of job seekers match the job offer? Are there profiles that are difficult to fill? We address these questions below, particularly concerning the new support functions included in the monitoring.

The evaluations of job advertisements for 2020 show that almost half (46%) of the coded advertisements are vacancies in “Business support and administration”. Among the surveyed job seekers on cinfoPoste, only 12% indicated that they were interested in IC positions in “HR, finance, IT and administration” (from a list that allowed multiple responses). Here, at least in the cinfoPoste survey, a mismatch between what is offered and what is demanded can be observed. Several IC employers also identify their biggest recruitment problems in precisely these areas: a quarter of the DC organisations surveyed and half of the HA organisations stated they had difficulty filling certain job profiles in 2020. In the DC and HA sectors, there is a particular lack of suitable candidates in “media, communication, fundraising and marketing” and “HR, finance, IT and administration”. In these areas, not only do the two IC sub-sectors com-

pete with each other, but the IC sector is in competition with numerous other sectors, which may also be able to devote more financial resources to activities in business support. In HA, positions in “technology, energy, water supply” are also difficult to fill in some cases.

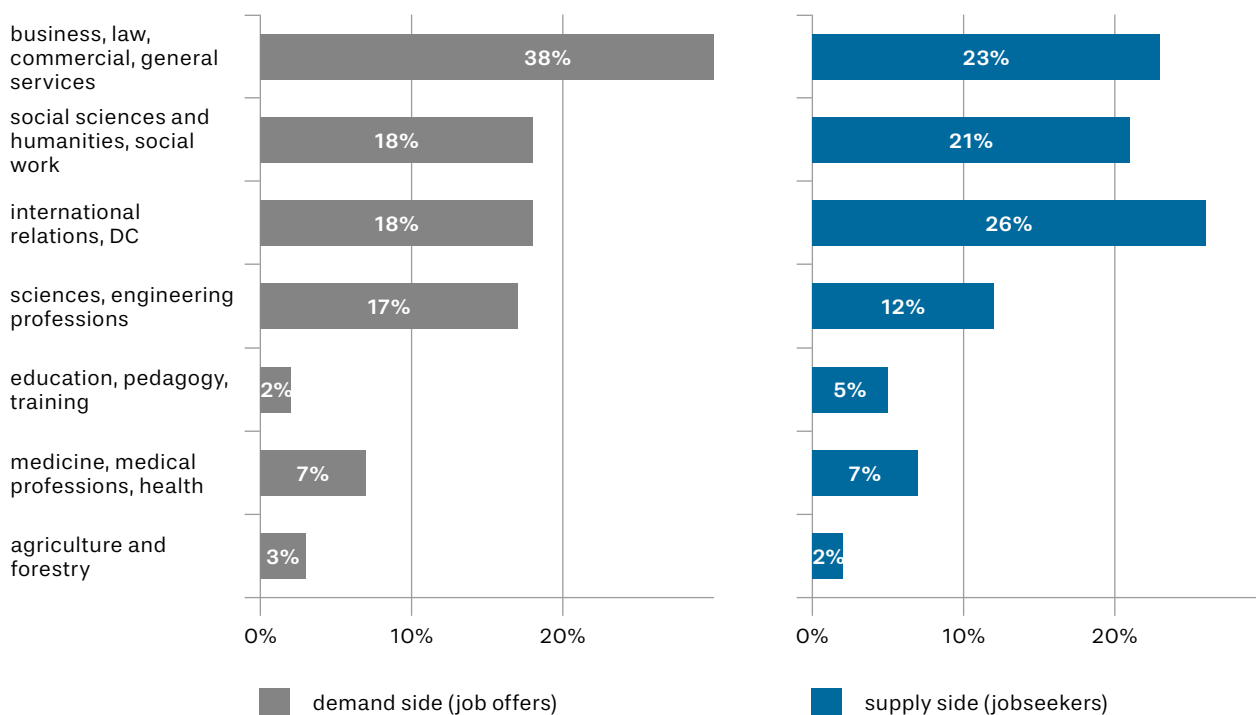
A similar picture emerges concerning specialised training courses: if a comparison is made between the specialist areas in demand in the advertisements and the specialist areas of the job seekers (supply side), there is an oversupply in “international relations, development cooperation” (+8 percentage points), “social sciences and humanities, social work” (+3 percentage points) and “education, pedagogy, education” (+3 percentage points) and an undersupply in “business, law, commercial, general services” (-15 percentage points) and “natural sciences, engineering” (-5 percentage points) (see Figure 27). Here too, the mismatch<sup>25</sup> is most pronounced for positions

<sup>25</sup>The mismatch postulated here does not exist in the underlying data as an effectively calculable quantitative mismatch. However, the differences in the quotas of individual subject areas between supply and demand may indicate such a mismatch.

requiring high-demand specialist areas in the support area. The greatest oversupply, however, is in the area of “international relations and development cooperation studies”.

Yet there is a steady increase in the number of graduates from IC-related courses (over 1,000 graduates in 2020) and IC-specific postgraduate courses (almost 600 graduates in 2020). Even if these graduates do not all enter the Swiss IC labour market, this mismatch is likely to increase in the coming years.

**Figure 27: Sought after fields of expertise in job advertisements and fields of expertise of job-seekers (supply side) 2020**



Source: Coding of job advertisements cinfoPoste 2020 (n=1,523) and survey of job seekers cinfoPoste 2020 (n=684)

## 8 Study design and methodology

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The IC's monitoring of the Swiss labour market is based on the following surveys:

- Annual survey of a selection of IC-relevant educational institutions at tertiary level (Bachelor/Master) and in the area of further education (MAS, DAS) as well as their 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. In addition, web advertisements published by organisations on their own websites.

### New concept 2020

- After 10 years of IC labour market monitoring, it was redesigned in 2020.
- The most significant change: the focus has shifted away from “IC professionals”, whose tasks are part of the core work of IC and whose specialist functions require relevant, specific IC training and experience, and towards the entire “IC sector”, including positions with support functions such as fundraising, HR and finance.
- As a result, the time series from the survey of Swiss IC organisations and the coded job advertisements on cinfoPoste can no longer be meaningfully interpreted and are no longer shown in the report. The focus of the report is on cross-sectional data for the year 2020.

### Definition of terms and structure of monitoring

**HA and DC sub-sectors:** IC comprises two distinct sub-sectors, humanitarian aid (HA) and development cooperation (DC). Economic cooperation, peacebuilding and the promotion of human rights are included in the monitoring within the framework of development cooperation.

**Local employees/volunteers:** The data does not apply to personnel employed on a local contract (irrespective of nationality) or unpaid volunteers. The focus is on positions accessible to Swiss nationals, either based in Switzerland or as expatriates in a country of assignment.

**Career changers:** “Entry-level” refers to people who apply for positions in IC directly after completing their first tertiary level of education. Career changers have had previous professional experience and move to IC after an initial period of professional work.





# A-1 Appendix

## A-1.1 Organisations participating in the employer survey 2021

**Table 2: Participating organisations 2021**

ADES Association pour le Développement de l'Energie Solaire, Mettmenstetten
ADRA Schweiz. Adventistische Entwicklungs- und Katastrophenhilfe, Zürich
Amnesty International Schweiz, Bern
Association humanitaire Morija, Le Bouveret
Basel Institute on Governance, Basel
Biovision – Stiftung für ökologische Entwicklung, Zürich
Brücke-Le Pont, Fribourg
Care International, Châtelaine
Caritas Schweiz, Luzern
CBM (Schweiz) Christoffel Blindenmission, Thalwil
CEAS Centre Ecologique Albert Schweitzer, Neuchâtel
Centre for Development and Environment (CDE), Bern
cfd – Christlicher Friedensdienst, Bern
CHS Alliance, Geneva
CITES Secretariat, Geneva
COMUNDO, Luzern
CO-OPERAID, Zürich
CODAP, Geneva
DCAF Geneva Centre for the Democratic Control of Armed Forces, Geneva
DM-échange et mission, Lausanne
Drosos Stiftung, Zürich
E-CHANGER, Lausanne
Eidgenössisches Departement für auswärtige Angelegenheiten EDA (DEZA+AFM, Strukturstellen), Bern
Eidgenössisches Departement für auswärtige Angelegenheiten EDA (DEZA/SKH), Bern
Eidgenössisches Departement für auswärtige Angelegenheiten EDA (SEF), Bern
Enfants du Monde, Grand-Saconnex
FAIRMED, Bern
Fastenopfer, Luzern
Fondation Ciao Kids, Lausanne
Fondation Hironnelle, Lausanne
Fondation Terre des hommes, Lausanne
FSD – Swiss Foundation for Mine Action, Genève
Geneva Call – Appel de Genève, Chêne-Bougeries Geneva
Gesellschaft für bedrohte Völker-Schweiz, Ostermundigen
GICHD – Geneva International Centre for Humanitarian Demining, Geneva
Handicap International, Association nationale Suisse, Genève
Helvetas Swiss Intercooperation, Zürich
Hilfswerk der Evangelischen Kirchen Schweiz, Zürich
INFRAS, Zürich
INTERACTION, Thun
Internationales Komitee vom Roten Kreuz, Genf
Kam For Sud, Avegno

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KEK-CDC Consultants, Zürich

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Latitude 21, Neuchâtel

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Max Havelaar Stiftung Schweiz, Zürich

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Medair, Ecublens

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Médecins du Monde-Suisse, Neuchâtel

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Médecins Sans Frontières, Genève

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mediCuba-Suisse, Zürich

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Mission 21, Basel

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miva, Will

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Oak Foundation – Oak Philanthropy Ltd, Cointrin, Geneva

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PBI Schweiz, Bern

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Right To Play Switzerland, Zürich

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Ruedi Lüthy Foundation, Bern

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SAM global, Winterthur

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Save the Children Schweiz, Zürich

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Schweizerisches Rotes Kreuz, Bern

---

Service de Missions et d'Entraide, St-Prex

---

Solidar Suisse, Zürich

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SolidarMed, Luzern

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Staatssekretariat für Wirtschaft SECO, Bern

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Stiftung Kinderdorf Pestalozzi, Trogen

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Stiftung Usthi, Zürich

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Stiftung Vivamos Mejor, Zürich

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Swiss Academy for Development, Biel

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Swiss Tropical and Public Health Institute (TPH), Allschwil

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SWISSAID, Bern

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Swisscontact, Zürich

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swisspeace Schweizerische Friedensstiftung, Bern

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Syngenta Foundation for Sustainable Agriculture, Basel

---

terre des hommes schweiz, Basel

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Vétérinaires Sans Frontières Suisse, Bern

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wise-philanthropy advisors, Genève

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World Vision Schweiz, Dübendorf

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Source: Employer survey 2021

## A-1.2 Study programmes included in the study

**Table 3: Tertiary-level courses included in 2020**

### IC-related courses at tertiary level

ETH / Universität Zürich	MA Comparative and International Studies
Franklin University Switzerland	MSIM in International Management (Responsible Management and Climate Change)
Graduate Institute of International and Development Studies (IHEID), Genève	MA Anthropology and Sociology of Development
	MA Development Studies
	MA International Affairs
	MA International Relations / Political Science
	MA International Economics
Hochschule für Agrar- Forst- und Lebensmittelwissenschaften (HAFL)	MA International Law
	Bachelor in Agronomie (mit Major in internationaler Landwirtschaft)
Hochschule für Agrar- Forst- und Lebensmittelwissenschaften (HAFL)	Master of Science in Life Science, Vertiefung angewandte Agrar- und Forstwissenschaften
	Master of Science in Life Science, Vertiefung angewandte Agrar- und Forstwissenschaften
Pädagogische Hochschule Luzern	BA/MA Pädagogische Entwicklungszusammenarbeit
Universität Basel	MA African Studies
	MA European Global Studies
	Master in Critical Urbanisms
	Master of International and Monetary Economics
Universität Bern	BA Nachhaltige Entwicklung (nur Minor)
	MA Nachhaltige Entwicklung (nur Minor)
Universität Luzern, Politikwissenschaftliches Seminar	Master of Arts (MA) in Weltgesellschaft und Weltpolitik
Universität St. Gallen	Bachelor-Programm International Affairs (BIA)
	Master-Programm International Affairs and Governance (MIA)
	Master International Law (MIL)
Universität Zürich	Specialized Master Geographies of Global Changes
Université de Genève	Baccalauréat universitaire en relations internationales (BARI)
	MA Spécialisé Pluridisciplinaire en Etudes Asiatiques (MASPEA)
	Master en Géographie politique et culturelle
Université de Genève, Centre inter-facultaire en droits de l'enfant CIDE	Master of Arts interdisciplinaire en Droits de l'enfant (MIDE)
Université de Lausanne	Master en Géographie Orientation « Développement et Environnement »
Université de Neuchâtel	Master en développement international des affaires (MIA)
	Master en Sciences sociales, pilier Géographie Humaine
Università della Svizzera Italiana, Lugano	Master in Economia e politiche internazionali

Source: Survey of educational institutions 2021

**Table 4: Further education programmes taken into account in 2020**

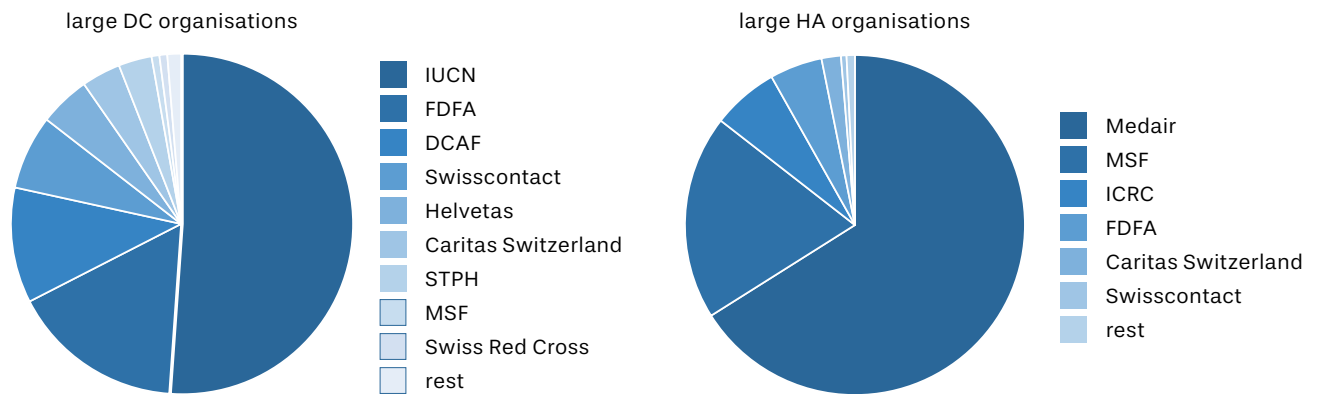
**IC-specific further education programmes (DAS and MAS)**

Centre for Education and Research in Humanitarian Action (CERAH), Genève	DAS in Humanitarian Action
	MAS in Humanitarian Action
ETH Zürich, NADEL	MAS in Development and Cooperation
Geneva Academy of International Humanitarian Law and Human Rights, Genève	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), Genève	Executive Master in International Negotiation and Policy-Making (INP; Abschluss: DAS)
	Environmental Governance and Policy Making (DAS)
	Executive Master in Development Policies and Practices
	LL.M. (MAS) International Law
	DAS Advocacy in International Affairs
Haute Ecole de Gestion Genève	DAS en Management durable
Swisspeace Academy (ehemals World Peace Academy), Basel	DAS Peace & Conflict
	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: From Research to Implementation
Université de Fribourg / Universität Freiburg	LLM (MAS) in International Business Law
	LLM (MAS) in International Contracts and Arbitration
	LLM (MAS) in Compliance
Universität Bern, World Trade Institute	MAS in International Law and Economics (MILE)
Université de Genève	DAS Coopération internationale en éducation
	MAS European and International Governance
	MAS Education internationale et recherche
	MAS International and European Security
	MAS International Dispute Settlement (MIDS)
	DAS en Management dans les organismes sans but lucratif
Université de Genève, Centre inter-facultaire en droits de l'enfant CIDE	Master of Advanced Studies in Children's Rights (MCR)
Université de Genève / EPFL	MAS Urbanisme
Université de Neuchâtel	MAS Integrated Crop Management
Institut für Kommunikation & Führung IKF, Luzern	MAS/MBA in transkulturelle Kommunikation
Université de Lausanne	LL.M. (MAS) International Business Law

Source: Survey of educational institutions 2021

A-1.3 Additional figure on job vacancies

Figure 28: Distribution of the evaluated advertisements among the large DC and HA organisations



**Note:** The criterion for assigning the job vacancy to the sub-sector is not the organisation as such, but the specific content of the advertised vacancy.

Source: Job advertisements cinfoPoste/WeWa 2020 (incl. support positions); DC large: n=538 HA large: n=334, HA large: n=380)



#REFUGEESWELCOME

"Be 'neighbors' of the smallest and most abandoned." Pope Francis



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**Networking**  
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**On behalf of the Swiss Confederation and in  
collaboration with the main organisations in the sector.**