

9 HUMAN RESOURCES GLOBALLY 2015

By the end of 2015 Norwegian Church Aid employed 136,6 permanent members of staff. They were distributed between the various departments as follows:

Department of International Programmes	44,9
Department of Communications	10,5
Marketing Department	28,3
Department for Human Resources	10,8
Department of Finance	27,6
Department for Development Policy *	12,5
Secretariat	2

*4,5 members of staff position belongs to Changemaker

In addition, the organisation had 8,4 temporary positions in the course of the year. By the end of 2015 the organisation had 145 positions in total in Norway.

Year	2011	2012	2013	2014	2015
Permanent Positions Head Office	150,3	149,2	137,7	144,2	136,6
Temporary Project Positions Head Office	5,0	2,3	0,6	7	8,4
Total Head Office	155,3	151,5	138,3	151,2	145,0
NRK Telethon 2014				12	0
Positions in Representations which are not locally employed	39,0	45,7	47,0	53,0	45,0

The gender distribution among field office staff (employed on contract from the head office) and head office staff is as follows:

	Head office		Field offices	
	Female	Men	Female	Men
Managers	67%	33%	63%	37%
Staff	59%	41%	35%	65%

Norwegian Church Aid's field offices employ expats on contract from the head office and local staff, and they are distributed as follows:

	2015		2014	
	Expats	Local	Expats	Local
Afghanistan	2	55	4	50
Angola	1	11	1	12
Brazil	0	2	0	2
Burundi	1	15	1	16
DR Congo	3	30	3	27
Ethiopia	2	30	1	23
Guatemala	1	8	1	8
Haiti	2	19	3	19
India	0	0	1	0
Jordan	2	0	0	0
Kenya	1	16	3	16
Laos	0	39	2	57
Malawi	1	18	1	21
Mali	1	36	2	39
Myanmar	1	6	1	6
Nepal	1	0		
Northern Iraq	4	39	3	0
Pakistan	1	23	1	22
Palestine and Israel	1	7	3	7
Serbia	1	0		
Somalia	0	23	0	25
South Africa	1	7	2	9
South Sudan	6	80	6	75
Sudan	3	118	4	180
Switzerland*	3	0	2	0
Syria/Tyrkey	2	0	4	0
Thailand	0	0	0	4
Tanzania	2	17	1	18
The Central African Republic	0	0	1	0
Vietnam	1	9	1	12
Zambia	1	21	1	21
TOTAL	45	629	53	669