

HR in Development and Research Infrastructures

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**Career Development and Gaps in HR
Capabilities**

Career in RI System

Reduced Recruitment

1. Structural adjustment programs
2. Lack of funding
3. Aging population of researchers
4. Disproportionate number of junior researchers

Recruitment Practices

- Identify source of recruitment
- Identify methods used for internal and external recruitment
- Identify major factors affecting recruitment and selection process
- Identify selection criteria
- Researchers identify selection process used by organization

Factors Affecting Recruitment Practices

- Employment condition in the country
- Size of organization
- Growth rate of organization
- Level of maturity of operations
- Legal factor
- Effects from past recruiting efforts
- Working conditions, salary and benefit packages

Gender Balance in Science and RI Staffing

- Topic not addressed properly
- Ministry of Science and Technology (MoST) established and supports Society of Ethiopian Women in Science and Technology (SEWiST).

R&D Personnel (headcount) by Occupation, Gender, and Sector Types

	Research Personnel Headcount			Research Personnel Headcount by Sector				
	Technicians (%)	Support staffs (%)	R&D Personnel Total (%)	PNP (%)	GOVERNMENT (%)	BERD (%)	HERD (%)	R&D Personnel Total (%)
R&D Personnel Total (%)	4672 (25%)	5545 (30%)	18435 (100%)	376 (2%)	9141 (50%)	114 (1%)	8804 (48%)	18435 (100%)
Female R&D Personnel	1106 (24%)	2043 (37%)	4242 (23%)	116 (31%)	2192 (24%)	28 (25%)	1906 (22%)	4242 (23%)

RIs Affecting Development Skills in Surrounding Areas

- Data researchers use is reliable
- Useful for analysis and policy making
- Beneficial for change in key research areas (human health, animal health, agriculture, industry, and infrastructure development, etc.)

Main Issues

- Governments are primary providers and financiers of RIs
- Private providers absent/inadequate because large manufacturing firms not engaged in R&D

Conclusion

- Researchers confirm satisfaction with profession
- Research concerned with laboratory facilities
- Management should review and identify impeding problems at each research center and try to create enabling environment



Thank You!