

Glossary: Human resources in science and technology (HRST) flow

Statistics Explained

Human resources in science and technology flow can be defined as the number of people who do not fulfil any of the conditions for inclusion in HRST at the beginning of a time period but gain at least one of them during the period (inflow) as well as the number of people who fulfil one or other of the conditions of the definition of HRST at the beginning of a time period and cease to fulfil them during the period (outflow).

An example of an HRST inflow is the number of electronics engineers graduating from a country's universities in a given year.

In principle a flow is either into the [stock](#) or out of it. But it may also be useful to consider *internal flows*, which can be defined as people who are part of the HRST stock, some of whose characteristics change during the time period considered, without however losing the essential characteristics for inclusion in HRST. Examples of internal flows of HRST are people who change their sector of employment, or achieve a qualification at a higher education level. Human resources in science and technology flows are divided into [job-to-job mobility](#) and [education inflow](#).

Related concepts

- [Human resources in science and technology \(HRST\)](#)
- [Human resources in science and technology \(HRST\) stock](#)

Statistical data

- [Human resources in science and technology](#)

Source

- OECD/Eurostat, "The measurement of scientific and technological activities; manual on the measurement of human resources devoted to S&T; Canberra Manual", OECD, Paris, 1995 - [pdf](#)
- [Human resources in science and technology](#) (ESMS metadata file — hrst_esms)