

Annex 2: Areas addressed in top-level strategies and reforms, 2024/2025

2.1 Areas addressed in top-level strategies, 2024/2025

	Recruitment	Contracts	Remuneration	Social protection	Workload	Promotion	Parity of esteem between teaching and research	Flexibility	Continuing professional development	Mobility	Inclusiveness/diversity/gender equality	Academic freedom	Other
BE fr													
BE de	✓				✓			✓	✓				
BE nl													
BG	✓		✓✓		✓	✓	✓		✓	✓	✓	✓	
CZ	✓✓	✓			✓	✓		✓✓	✓	✓	✓✓✓		
DK													
DE													
EE	✓✓		✓	✓				✓✓	✓	✓✓	✓		
IE	✓	✓											✓
EL													
ES													
FR	✓	✓	✓					✓		✓		✓	
HR													
IT	✓	✓	✓	✓							✓		✓
CY							✓✓						
LV	✓	✓	✓				✓	✓	✓	✓		✓	
LT													
LU													
HU		✓	✓			✓			✓	✓	✓		
MT													
NL	✓✓✓	✓✓			✓	✓	✓✓		✓		✓✓✓		
AT	✓					✓	✓	✓	✓	✓	✓✓✓		
PL													
PT		✓		✓									
RO		✓✓	✓						✓			✓	
SI		✓	✓	✓	✓	✓	✓	✓	✓	✓✓	✓	✓	
SK									✓	✓✓	✓		
FI	✓				✓				✓	✓			
SE	✓✓✓								✓		✓	✓	✓✓
AL									✓	✓	✓	✓	
BA									✓✓	✓✓			
CH	✓	✓✓	✓		✓			✓✓			✓✓		
IS	✓				✓				✓	✓	✓	✓	✓
LI													
ME					✓	✓			✓	✓			
NO	✓	✓		✓	✓	✓			✓✓	✓			
RS													
TR	✓	✓				✓	✓	✓	✓	✓	✓	✓	
(1)	16	12	8	5	10	9	7	9	18	18	14	8	4
(2)	22	14	9	5	10	9	9	12	20	21	21	8	5

(1) Total countries (2) Total strategies

2.2 Areas addressed in top-level reforms, 2024/2025

	Recruitment	Contracts	Remuneration	Social protection	Workload	Promotion	Parity of esteem between teaching and research	Flexibility	Continuing professional development	Mobility	Inclusiveness/ diversity/gender	Academic freedom	Other ¹
BE fr							✓	✓					
BE de		✓	✓		✓								
BE nl	✓	✓		✓		✓							
BG			✓										
CZ													
DK													
DE													
EE	✓	✓	✓	✓	✓			✓					
IE													
EL	✓✓	✓✓						✓✓	✓✓	✓✓	✓✓	✓	
ES	✓	✓✓✓	✓✓✓	✓	✓	✓	✓✓	✓✓✓	✓✓	✓✓	✓✓	✓	✓
FR													
HR	✓	✓	✓			✓			✓	✓		✓	
IT	✓	✓	✓	✓							✓		✓
CY													
LV	✓	✓	✓		✓	✓		✓				✓	
LT							✓		✓	✓			
LU													
HU		✓	✓			✓							
MT													
NL	✓				✓	✓	✓	✓	✓		✓		
AT		✓✓						✓✓	✓				
PL	✓	✓	✓		✓	✓	✓		✓	✓		✓	
PT													
RO	✓✓	✓	✓✓	✓	✓	✓✓	✓		✓✓	✓	✓	✓	
SI													
SK	✓	✓	✓							✓			
FI													
SE	✓	✓✓						✓				✓	
AL													
BA													
CH		✓	✓		✓								
IS			✓			✓							✓
LI													
ME													
NO													
RS													
TR													
(1)	12	15	13	5	9	9	6	8	8	7	5	7	3
(2)	14	20	16	5	9	10	7	12	11	9	7	7	5

(1) Total systems (2) Total reforms