

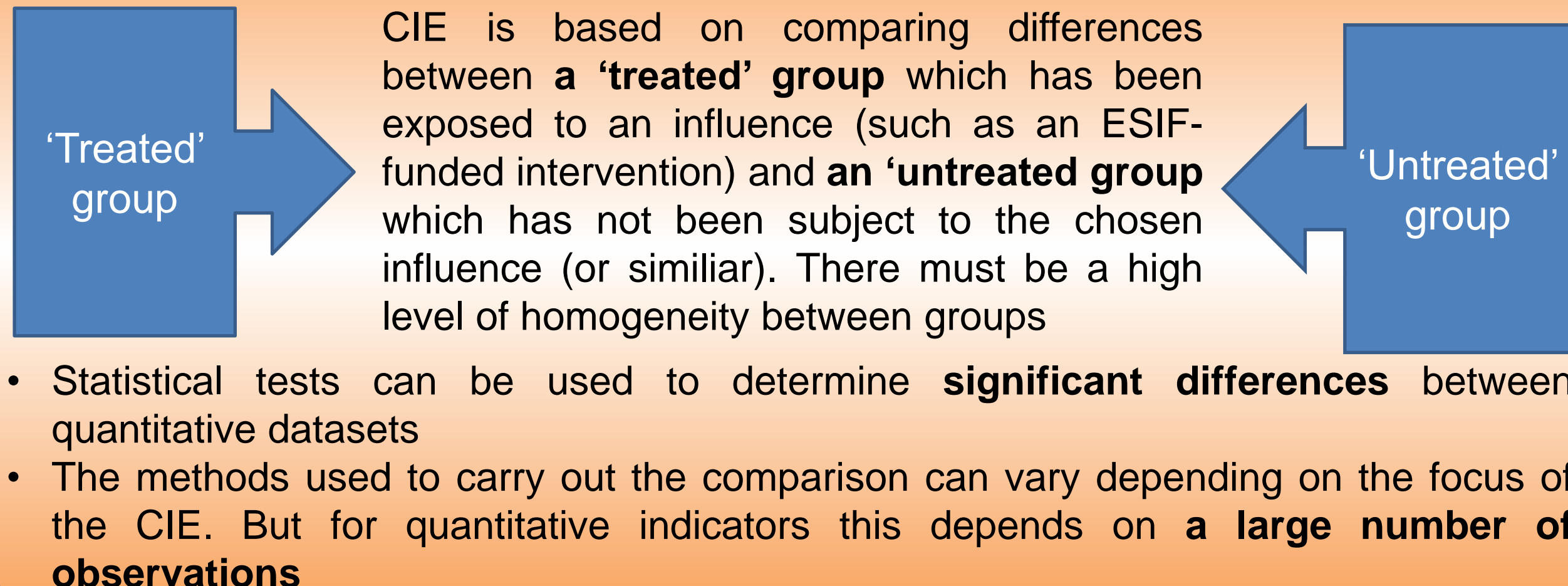
Counterfactual Impact Evaluation in the Czech Republic

The Human Resources and Employment (HRE) Operational Programme

A Counterfactual Impact Evaluation (CIE) was used in the Czech Republic to assess the impact of the HRE OP:

- **Objective 1:** to evaluate the impacts (if any) of interventions delivered under the HRE OP 'Adaptability' support area on companies assisted, including the effect on companies with different characteristics (e.g. size)
- **Objective 2:** to expand awareness of the possibilities of CIE in the evaluation of ESIF Programmes in the Czech Republic

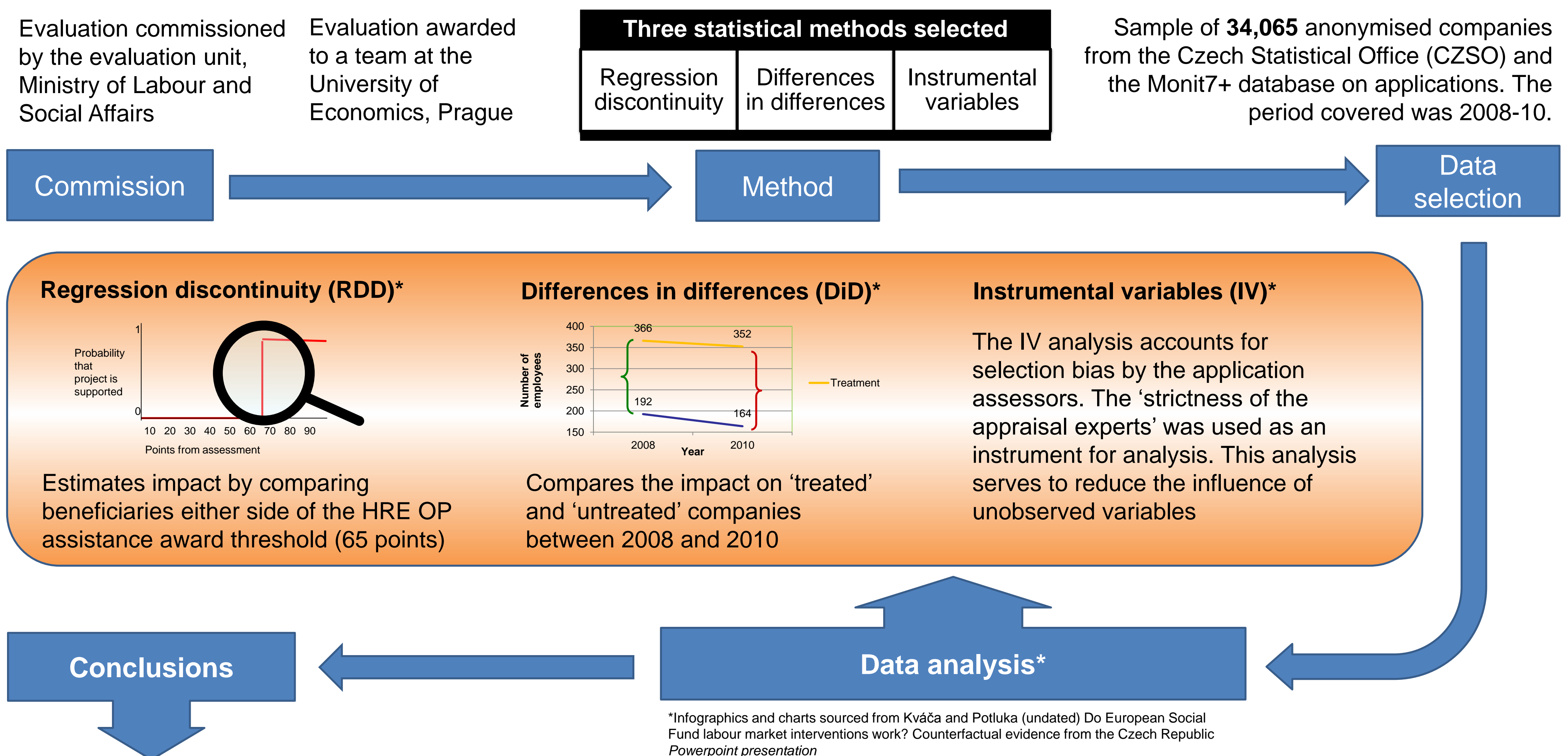
What is Counterfactual Impact Evaluation (CIE)?



The Human Resources and Employment OP

- The HRE OP 2007-13 was a multi-objective ESF-funded Operational Programme with 5 Priority Axes
- Contributing to **support area 1.1, 'Adaptability'**; investment in human capital in companies and the development of systems which help to increase workforce flexibility, knowledge and skills
- As part of an Active Labour Market Policy approach, project interventions aim to prevent unemployment by providing **grants to employers for employee training**

Stages in the HRE OP evaluation process



FOR THE CIE METHOD

- **The combination of complementary statistical methods is beneficial.** However, based on a review of the assumptions which underpin each analysis, the IV method provides the most credible results. The RDD method is effective but can only be used to examine firms close to the application scoring threshold. The DiD method is less credible as it relies upon the strongest assumptions.
- **Further discussion and the application of CIE to other Operational Programmes is needed to improve the methodology**

FOR THE HRE OP

- **HRE OP employee training support has a determined positive impact on employment:** however, employee training interventions through the OP HRE, support area 1.1, do not have a significant impact on firm turnover.
- **Small and medium companies benefit more from HRE OP investment than do large companies**

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Sources

MLSA (2015): Outputs from 'Pilotní counterfactual impact evaluation OP LZZ, oblast podpory 1.1', available at <http://www.esfcr.cz/file/8798/>
Potluka, O and Brůha, J (2011) Counterfactual Impact Evaluation of Human Resources Development
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