



Progress Evaluation of the Implementation of the Operational Programme Research, Development and Education

Ministry of Education, Youth and
Sports

Evaluation of the Effectiveness of the Implemented Activities in Achieving Specific Goals and Defined Results of the OP RDE Technical Assistance

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Executive Summary


Both specific objectives (SO1 Ensuring effective administration and SO2 Ensuring awareness, publicity and absorptive capacity) and all expected results of PA4 listed in the programme document are covered by activities that contribute to their fulfilment. Most TA projects implemented under PA4 contribute to SO1, specifically to the outcome of the intervention "Optimal setting of administrative capacity ensuring effective programme management". All monitored output indicators in PA4 (a total of 6 indicators, no target value set for the indicator "Number of jobs financed by the programme") are committed and achieved values have been reported. For three output indicators, the achieved values exceed the target values of the indicators. For two output indicators, the target values have not yet been met and even project commitments are not sufficient to meet the set target values of OP RDE. It is therefore currently possible to identify the risk of non-fulfilment of these indicators. The target values of both result indicators are met according to the values reported in the annual reports. As of 30 June 2022, 120.9% of the OP RDE allocation for PA4 was committed. This is due to the fact that not all allocated funds for the first call have been used up. Subsequently, they were reallocated in the next published call so some funds are counted twice. As of 30 June 2022, 90.7% of the OP RDE allocation for PA4 was repaid.

37 projects were supported under PA4 at the time of processing the report. As of the date of this report, 29 projects had been properly completed in PA4 and another 8 projects were under implementation. The projects serve to ensure the activities of the OP RDE MA and ensure all activities connected with the administration and support of departments within the framework of the implementation structure with material security, reimbursement of costs and other activities related to the implementation of the operational programme.

The employee turnover rate of the implementing structure (i.e. the proportion of employees who left in a given period to the total number of employees (FTE) in that period) has stabilised in recent years and was 7.1% in 2021. Stability index which indicates the percentage of employees in a given year who were not affected by any type of turnover, i.e. how many people "lasted" one year or more. It is expressed as the ratio of recalculated employment at the end of the year (in December) to recalculated employment at the beginning of the year (in January). The value of the stability index since the beginning of the OP RDE implementation (in 2015 the Index was 82.76%) has mainly increased, and in 2021, 95.0% of employees had worked in the implementation structure of the OP RDE for more than 1 year. From the point of view of TA employees, turnover is not a problem that would threaten the implementation of OP RDE. The amount of fixed and variable components of financial remuneration of employees contributes to ensuring optimal conditions. The average financial remuneration of employees has been increasing since 2017. In 2021, when it was the highest, the average monthly salary was more than CZK 56,000 (an increase of more than 56% compared to 2016). Interviews with department directors revealed that it is important to at least maintain or increase (e.g. by increasing the personal allowance) the current level of financial remuneration of employees in order to be able to compete with other entities and to ensure a sufficient level for employees taking into account other factors affecting employees and the labour market (e.g. inflation, energy prices, etc.).

The ability to work from home is also a significant factor in employee satisfaction. According to some directors, the option to work from home is such an important factor that its cancellation would lead to the departure of employees. Other factors include an interesting agenda and workload, a good atmosphere at the workplace and good relations among employees.






In the field of training employees of the implementation structure, we cooperate with the MRD which has a system for training employees, which includes all employees of the implementation structures of the operational programmes. Trainings implemented within this system are paid for from the OP Technical Assistance. In the period from November 2017 to October 2022, employees of the OP RDE MA took part in 139 different types of training conducted by the MRD, which was focused on a wide range of areas. During this period, 453 unique employees participated in 2397 educational events. The most employees participated in the training called "GDPR" which was attended by 89 employees. The ten most visited types of training are shown in the table in chapter A4) Education of employees of the OP RDE MA. More than a quarter of the total number of completed trainings according to the number of participants can be classified in the soft skills development group where the most frequently attended trainings were "Time management" (80 participants), "Emotional intelligence" (76 participants), "Assertive behaviour" (70 participants) and "Stress management" (64 participants).

According to the department directors of the OP RDE MA, the system of information sharing and transmission within the framework of the OP RDE MA can be mostly considered as set and during the implementation of the OP RDE it was gradually improved. Shared drives/SharePoint are used to share information and documents and communication channels are set up through which information is transferred, if necessary, both in a formal and informal way. The development of the information sharing and transmission system was helped by the Covid-19 pandemic where problems had to be solved online and some processes/requests were digitised. Yet the processes are carried out more through excels than through complex information systems. Employees of some departments must have a wide area of specialisation and a wide awareness of information related to the OP RDE. Therefore, they would welcome a more effective tool for sharing information within the MA where all information would be listed and employees could thus easily access it and search in it. The creation of a supporting information system would also contribute to a better setting and procedural functioning. The plan was to introduce a unified technical support information system for entering and implementing requests between the employees of section IV and the TA department. As part of the preparation of this system, processes were mapped and requirements for the system were defined. Subsequently, it was planned to announce a public contract but it was not possible to announce it as it was found that a similar contract is planned for the entire MEYS and it would not be practical and economical to implement two contracts. It was decided that the orders would be merged, however the new order could not be announced. Currently, the preparation of a joint assignment for a partial modular assignment of an information system is underway.

At the same time, investigations focused on the publicity of the OP RDE show that it is one of the best-known operational programmes both within the target group and the general public. On the basis of investigations focused on the publicity of the OP RDE, it can be stated that the expected result, which is a higher level of awareness of the general public regarding the programme, was fulfilled. As part of the survey from 2018 (November/December), spontaneous knowledge of OP RDE was found to be at 22% which increased to 34% in 2021 (September/November). The first survey to determine supported knowledge of the OP RDE took place at the beginning of 2017 and it showed that the OP RDE is the most well-known of all operational programmes within the target group (knowledge at 58%) and the public (knowledge at 44%). Supported knowledge of the OP RDE was 69% in 2021 (September/November). It can therefore be stated that, compared to the first surveys, the supported knowledge of the OP RDE has also increased by at least 11 percentage points.

Information and publicity is further ensured by publishing all essential information (e.g. calls, manuals, results of evaluation surveys, etc.) on the OP RDE website. Another tool for ensuring publicity was a long-term media campaign that ran from the beginning of the OP and continuously presented concrete results achieved. The result of publicity and awareness of the OP RDE is a sufficient number of high-quality submitted project applications and implemented projects and subsequent knowledge of the





programme and its results among experts and the general public. This finding is also confirmed by department directors who regularly communicate with representatives of target groups.

The Anti-Fraud and Corruption Strategy is implemented at the OP RDE MA level and ensured by the Internal Anti-Corruption programme and the Implementation plan to fight corruption. All the measures for fighting corruption mentioned in the OP RDE text are linked to the activities of the OP RDE MA which are supposed to contribute to their fulfilment. From the evaluation carried out by the OP RDE MA for the year 2021, it emerged that almost all measures are in line with the tools listed in the Strategy and only 1 measure is in line partially (Evaluation and strengthening of the culture of the entities of the implementation structure from the point of view of the risk of failure of work behaviour and the potential for fraud). It follows from the last self-assessment of the MA that most risks were classified as tolerable, given the current setting of the control system and the state/phase of the OP implementation. One risk ("Double financing") was classified as significant in terms of value but compared to the previous MA self-assessment process, this risk had reduced in significance.

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