

ROLE OF IMPACT STUDIES TO (RE)DESIGN ACTIVE LABOUR MARKET POLICIES

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Context

ETF thematic and evidence work in the area of Active Labour Market Policies (ALMPs)

- Growing flexibilization of the worlds of work and learning and accelerated labour market transitions
- Increasing diversity of needs (profile of jobseekers, vulnerable groups, companies etc)
- Persistent fragility, displacement and crises
- Changing policy context underscoring the role of Public Employment Services and Active Labour Market Policies

Evidence

regular collection of PES datasets in line with EU LMP statistics standards

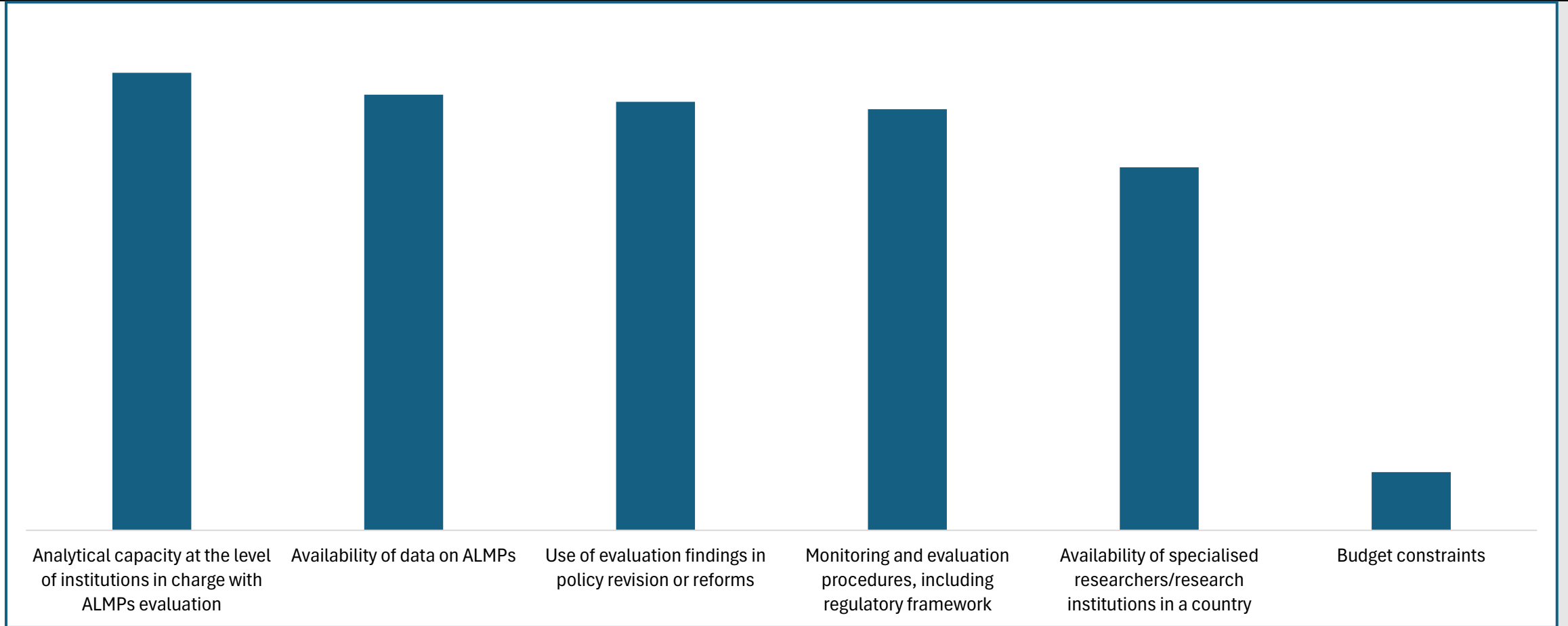
Research

ALMPs practice innovation, reforms and effectiveness

Experience

Policy learning and practice exchange

Challenges affecting implementation of regular ALMP evaluation and impact assessment



Examples of indicators used in net impact evaluation studies

	Type of intervention	Evaluation approach/technique	Outcome and impact indicators
Morocco	Training and internship programme (with a focus on young people)	Randomised Control Trial	<ul style="list-style-type: none"> - Labour market outcomes, including labour market statuses (employment, NEET, unemployment, inactive), reservation wage, and the number of months worked. - Education outcomes, including the enrolment in education, attainment level, aspiration level. - Self-perception of skills and self-efficacy. - Savings and financial behaviour (maintaining a savings account).
Egypt	Empowering young women through an integrated approach to female economic and social empowerment to enhance the transition to work for young, marginalised women in rural upper Egypt.	Quasi-experimental design; difference-in-difference and propensity score matching (PSM) (treated women and women in control villages); estimating spill-over effects	<ul style="list-style-type: none"> - Labour market outcomes of young women looking, in particular, at income-generating activity, salaried employment, and self-employment. - Business knowledge index, on a scale of zero to one based on an unweighted index of six items capturing women's business knowledge. - Economic aspirations: estimated by women's economic goals for the future (women are asked about whether they have plans to set up/continue a project, and/or to secure salaried employment). - Social empowerment is estimated using two indexes: (1) Gender equality index: women were given different statements about the role of women and asked if they agreed with each statement; and the (2) Decision-making index (DMI): women are asked whether they usually have the final say in making different decisions within the family.
Bosnia and Herzegovina (Federation of Bosnia and Herzegovina)	Start-up incentive targeted at youth and women	Propensity Score Matching and descriptive statistics analysis	<ul style="list-style-type: none"> - Number of persons from the target group who kept the activity / small business until the end of the contract on co-financing self-employment. - Number of persons from the target group who remained employed until the end of the contract and are employed in the newly established activity. - Number of persons who kept the activity 6 or 12 months after the expiration of the co-financing period.

LIMITATIONS FOR THE EVALUATION AND CHALLENGES IN RELATION TO FRAGILE CONTEXTS

Tracking and participation attrition

Security and accessibility constraints

Programme implementation issues

Deadweight and substitution effects

Data limitations, Reliance on administrative data and monitoring capacity

Adapting established evaluation models to fragile contexts

Conclusions

- International, European and regional organisations should strengthen evaluation capacities in developing and transition countries, promote innovation in monitoring and evaluation methods, and ensure faster use of impact results in designing new support programmes.
- As fragile and (post)conflict settings become increasingly common for ALMPs, the ETF calls for renewed research methods and sustained investment in robust, sustainable impact-evaluation frameworks.
- Strengthen PES and ministry capacity to design, conduct, and use evaluation results.
- Improve and use administrative data for monitoring and impact assessment. Collect additional qualitative evidence through interviews, surveys, and focus groups.
- Enhance beneficiary tracking and reduce attrition with improved contact-update methods.
- Build trust among institutions, researchers, and external partners to support effective ALMP evaluations.