



Inclusive Entrepreneurship Policies, Country Assessment Notes

Slovak Republic, 2016



Acknowledgements

This note is part of a series of notes on country-level inclusive entrepreneurship policies and programmes prepared by the Organisation for Economic Co-operation and Development (OECD) for the European Commission. These notes provide an overview of current and planned policy actions and identify some actions that could be implemented to address gaps in the current support offering, or improve current offerings.

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FOREWORD

Inclusive entrepreneurship policies aim to offer all people an equal opportunity to create a sustainable business, whatever their social group. This is an important requirement for achieving the goal of smart, sustainable and inclusive growth set out in the Europe 2020 strategy. It is also a means to respond to new economic challenges, to create jobs and to fight social and financial exclusion. Among the key targets of inclusive entrepreneurship policies and programmes are women, youth, older people, the unemployed, migrants and people with disabilities, who all continue to face challenges in the labour market and are under-represented or disadvantaged in entrepreneurship activities. ‘The Missing Entrepreneurs’ series of publications of the Organisation for Economic Co-operation and Development (OECD) and the European Union discuss how public policies and programmes can support inclusive entrepreneurship. This includes refining regulatory and welfare institutions, facilitating access to finance, building entrepreneurship skills through training, coaching and mentoring, strengthening entrepreneurial culture and networks for target groups, and putting strategies and actions together for inclusive entrepreneurship in a co-ordinated and targeted way. Governments are increasingly recognising the challenge of inclusive entrepreneurship, but there is still much to do to spread good practice.

Many people in the Slovak Republic are active in entrepreneurship. Between 2011 and 2014, adults in the Slovak Republic were nearly twice as likely as the European Union average to be involved in starting a business or managing one that is less than 42 months old (11.5% in the Slovak Republic vs. 6.5% in the EU). This was also true for many population groups that are typically under-represented or disadvantaged in entrepreneurship (e.g. women, youth, seniors, the unemployed, immigrants). For example, 15.7% of youth in the Slovak Republic were starting or managing a new business over this period, relative to 7.7% of youth across the European Union. While there are a growing number of entrepreneurship policies and programmes to support women, youth, seniors and the unemployed in entrepreneurship, more can be done to offer tailored support to help these groups overcome their unique barriers. In particular, there is room to more actively promote entrepreneurship to women, youth, seniors and the unemployed with role models and success stories. It is also important to improve access to information on business creation and improve financial literacy, particularly among women.

This note is part of a series of annual country assessments prepared by the OECD in collaboration with the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission on the state of inclusive entrepreneurship policies and programmes in each European Union Member State. Each note provides an overview and assessment of policies and programmes that support people from under-represented and disadvantaged groups in business creation and self-employment and suggests policy actions to address gaps in the support system and to improve the quality of available support offers. The notes cover national-level policies and programmes and, where relevant, sub-national initiatives and actions by the non-governmental sector.

The notes are part of a wider programme of work by the OECD and the European Commission that includes ‘The Missing Entrepreneurs’ publications, a series of Policy Briefs on specific target groups, policies and issues, country reviews of youth entrepreneurship and women entrepreneurship, and the production of online policy guidance. For more information please refer to: <http://www.oecd.org/employment/leed/inclusive-entrepreneurship.htm>.

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KEY MESSAGES

- In the Slovak Republic, inclusive entrepreneurship support is not yet well-embedded within SME and employment policy frameworks. However, several tailored entrepreneurship support programmes have been developed for women, youth and the unemployed. While most of these are small-scale schemes, many have demonstrated success.
- Over the 2011-14 period, adults in the Slovak Republic were more likely than the European Union average to be involved in starting a business or managing one that is less than 42 months old (11.5% in the Slovak Republic vs. 6.5% in the EU). 15.7% of youth were active as a new entrepreneur, double the EU average of 7.7%. While the proportion of new entrepreneurs who introduced new products or services was slightly below the EU average over the 2011-14 period (21.2% vs. 23% in the EU), new Slovakian entrepreneurs were more likely to expect to create at least 19 new jobs in the next five years than the EU average (19.6% vs. 12.4%). One-fifth of youth expected to create this high number of jobs and 15.9% of women did, which was double the EU average.
- While the overall framework for entrepreneurship needs to be strengthened in the Slovak Republic, research also suggests a need to further tailor entrepreneurship policies and programmes to help youth and women entrepreneurs overcome the unique barriers faced. Entrepreneurship training and education for youth is under-developed, and they struggle with a heavy administrative burden for start-ups. Women often perceive entrepreneurship as a difficult and undesirable type of employment and would benefit from more financial literacy training.
- To improve support for under-represented and disadvantaged groups in business creation and self-employment, the following key recommendations are offered: i) define more explicit policy objectives for inclusive entrepreneurship and strengthen policy co-ordination; ii) promote role models and success stories to foster an entrepreneurial culture; iii) improve access to information on business creation and self-employment for the target groups of inclusive entrepreneurship; iv) launch an internship programme for youth entrepreneurs; and v) increase the availability of start-up financing and financial literacy training for women entrepreneurs.

1. INCLUSIVE ENTREPRENEURSHIP OBJECTIVES AND TARGETS

A cohesive national policy framework for inclusive entrepreneurship has not yet been developed but some objectives and actions related to business creation and self-employment have been introduced into the new EU Structural Funds Operational Programmes 2014-20. These actions focus mainly on providing entrepreneurship support to women, the unemployed and youth.

The Human Resources Operational Programme (HR OP) is one of the most relevant documents for inclusive entrepreneurship support. It seeks to improve labour market outcomes, including through self-employment. Women are highlighted as a key group that is under-represented among entrepreneurs and in need of more support related to business creation. For youth, the HR OP seeks to strengthen financial literacy and improve entrepreneurial skills through entrepreneurship education in

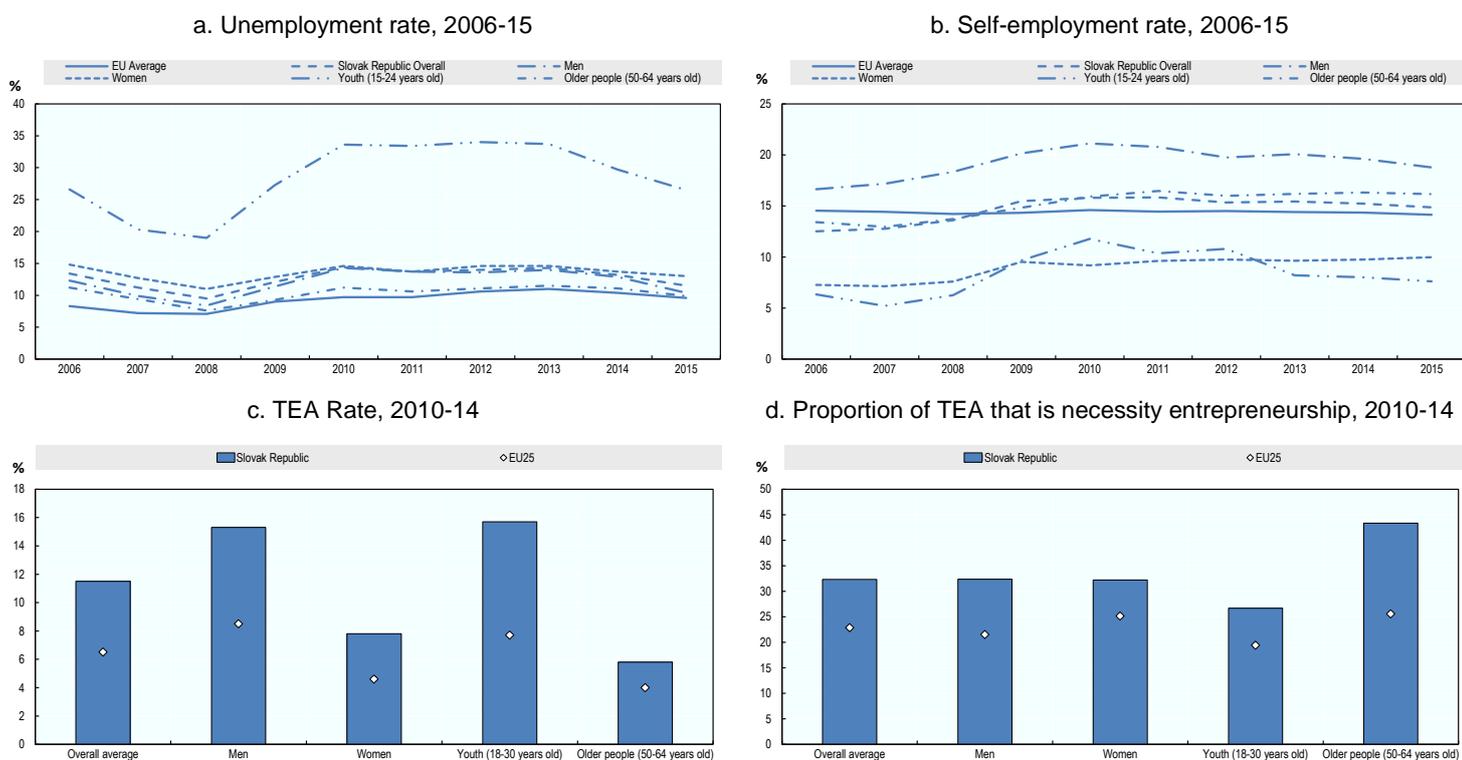
primary, secondary and higher education. Finally, it also includes entrepreneurship training for youth who are not in employment, education or training (NEETs).

National targets have been developed to support the Europe 2020 strategy and several of these targets could be supported by inclusive entrepreneurship policies and programmes. This includes increasing the employment rate to 72% by 2020 but progress towards this target has been slow. In 2015, the employment rate was 67.7%. Another important target is to reduce the number of people at risk of poverty and social exclusion by 170 000.

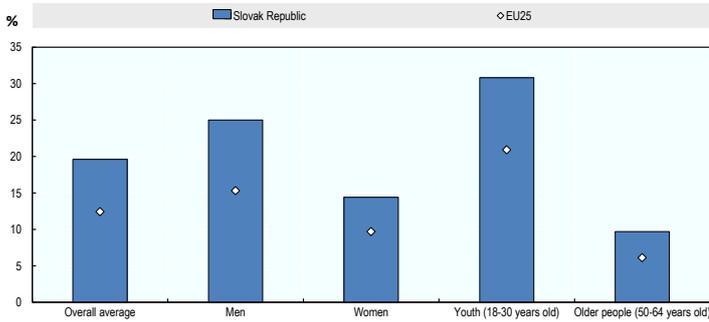
2. KEY INCLUSIVE ENTREPRENEURSHIP INDICATORS

The unemployment rate in the Slovak Republic was slightly above the European Union average in 2015 (11.5% vs. 9.6%) (Figure 1a). The unemployment rate for women in 2015 was slightly above the rate for men (13.0% vs. 10.4%) but the youth unemployment rate was 26.5%. This is nearly triple the overall unemployment rate, indicating that particularly youth face difficulties entering the labour market and remaining in work.

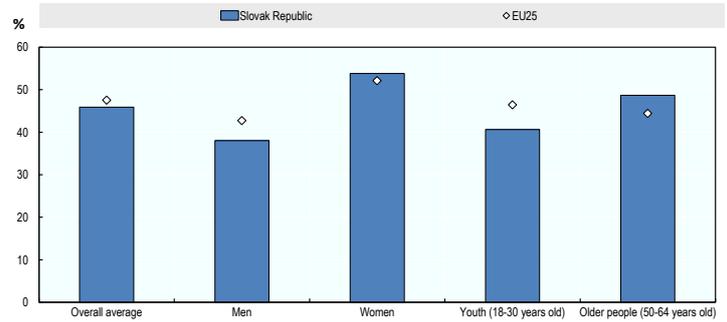
Figure 1. Key inclusive entrepreneurship indicators



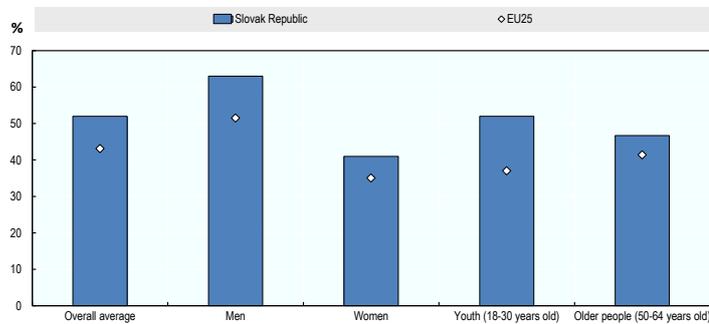
e. Proportion who expect to start a business in the next 3 years, 2010-14



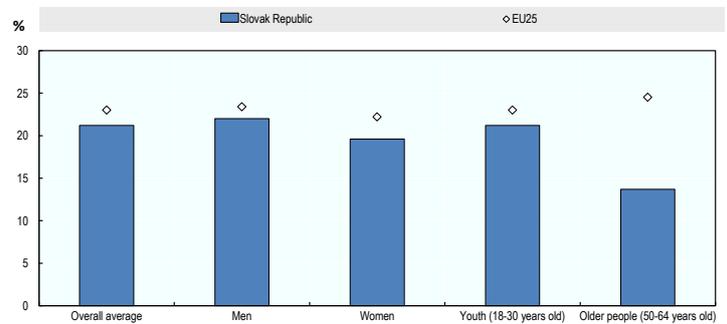
f. Proportion who report that a fear of failure prevents them from starting a business, 2010-14



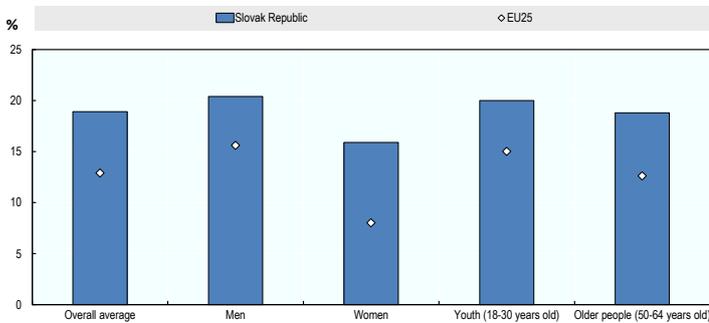
g. Proportion who perceive that they have the skills to start a business, 2010-14



h. Proportion of new entrepreneurs whose products or services are new to all or some customers and who have few or no businesses offering the same products or services, 2010-14



i. Proportion of early-stage entrepreneurs who expect to create more than 19 jobs in 5 years, 2010-14



Note: The self-employment rate is defined as the proportion of those in employment who are self-employed. The TEA rate is the Total Entrepreneurial Activity rate, which is defined as the proportion of the population actively involved in pre start-up activities and those who have started a new business within the last 42 months. The proportion of TEA that is necessity entrepreneurship is the proportion of entrepreneurs involved in setting-up a new business or operating a business that is less than 42 months old, who were motivated to start their business because they had no better options for work. Data for panels c, d, e, f, g, h and i were pooled for the period 2010-14, producing an unweighted average. The EU25 average in panels c, d, e, f, g, h and i covers all EU28 countries, except Bulgaria, Cyprus and Malta.

Source: Panels a and b contain data from Eurostat (2016), Labour Force Survey; Panels c, d, e, f, g, h and i contain data from the 2010 to 2014 Global Entrepreneurship Monitor household surveys that were tabulated for the OECD (2016).

The share of self-employed in the working population decreased slightly from 15.8% in 2011 to 14.9% in 2015 (Figure 1b). The youth self-employment rate declined over the last five years (from 10.4% in 2011 to 7.6% in 2015) while the rate for other key social target groups (e.g. women, older people) has been relatively stable.

Another measure of entrepreneurial activity is the Total Early-stage Entrepreneurial Activity (TEA) rate, which measures the proportion of the adult population that is involved in setting up a business or managing a business that is less than 42 months old. Overall, the TEA rate for the Slovak Republic was nearly double the average for the European Union for the 2010-14 period (12.5% vs. 6.5%) (Figure 1c). Among the different social target groups, the rate was highest among youth: 15.7% of youth were active as a new entrepreneur, which was double the EU average of 7.7%.

However a rather high proportion of entrepreneurs report that they started their business because they did not have any other opportunities in the labour market. One-third of entrepreneurs in the Slovak Republic identified as necessity entrepreneurs over the 2010-14 period, relative to an EU average of 22.8% (Figure 1d). The rates of necessity entrepreneurship are high across all social target groups and particular high for older people who were 1.7 times more likely to be necessity entrepreneurs than the EU average over the period 2010-14 (43.4% vs 25.5%).

Similarly, over the 2010-14 period, people in the Slovak Republic were much more likely to expect to start a business over the next three years (Figure 1e). Nearly one-third of youth expected to create a business. The proportion of women and older people who expected to create a business was much lower (14.4% and 9.7%), but still above the European Union average.

Fear of failure as a barrier to business start-up is as prevalent in the Slovak Republic as the European Union average (45.9% and 47.5%) (Figure 1f). Although people in most under-represented and disadvantaged groups were as likely as the European Union average to report this barrier, youth in the Slovak Republic were slightly less likely (40.6% and 46.4%).

A lack of entrepreneurship skills also does not appear to be a significant barrier to business creation in the Slovak Republic as more than half of people indicated that they have the appropriate skills. This was above the European Union average (Figure 1g). More than half of youth reported that they have the skills needed to start a business (52.0%).

Research in the Slovak Republic, however, highlights other key barriers. For youth, barriers identified to business start-up are tax and social security burdens, heavy administrative burdens and frequent legislative changes (YEAS, 2015). For women, recent research finds that while women do not report access to finance as a barrier, there is a need to strengthen financial literacy among this group (Pilkova et al., 2014). This research also points to a need for more education, training, advisory support and business consulting, suggesting that there is room to strengthen entrepreneurship skills.

Over the 2010-14 period, entrepreneurs in the Slovak Republic were slightly less likely than the European Union average to offer new products and services (Figure 1h). Older entrepreneurs were much less likely than the European Union average to be innovative. However, new entrepreneurs in the Slovak Republic were more likely to expect to create a substantial number of jobs than the European Union average (Figure 1i). Women in the Slovak Republic were twice as likely as those across the EU to expect to create at least 19 jobs over the next three years.

3. ASSESSMENT OF CURRENT AND PLANNED INCLUSIVE ENTREPRENEURSHIP POLICIES AND PROGRAMMES

3.1. Policy framework

Even though entrepreneurship support is embedded in several national government documents, and in strategic documents for the allocation of EU Structural Funds (e.g. the Operational Programme for Research and Innovation, the Operational Programme Human Resources for the programming period 2014-2020), there is no overarching entrepreneurship strategy or policy framework. Specific entrepreneurship policy actions are co-ordinated through inter-ministerial co-ordination meetings on specific issues at the national level. These occur on an *ad hoc* basis, but typically do not address issues related to inclusive entrepreneurship.

For youth, there are some tailored entrepreneurship policies related to education, including “Conception for start-up support and start-up ecosystem development”, which was adopted in 2015. In addition, the National Youth Guarantee action plan includes the adoption of instruments to support employment and entrepreneurship among youth as one of its measures. Specific actions are, however, limited to informing and encouraging unemployed youth to use self-employment grants. These actions are co-ordinated through several ministries and other public bodies but there appears to be little strategic co-ordination across the range of key stakeholders. Regular monitoring of youth entrepreneurship support is common, but more rigorous evaluations are rare.

Unemployed people who are registered at the Office of Labour, Social Affairs and Family have access to several labour market support measures. The support offer includes financial support, entrepreneurship training and coaching.¹ However, the availability of this support has decreased in recent years due to funding reductions. The total number of beneficiaries decreased between 2012 and 2015 by 20%.

Policies for other key target groups such as women, older people and migrants do not explicitly cover business creation or self-employment, although they address related issues such as labour market participation or innovation (e.g. Operational Programme for Research and Innovation; National strategy for active aging).

3.2. Government regulations

Reducing the burden of administrative procedures and regulatory obligations is a priority for the government. This will benefit entrepreneurs from under-represented and disadvantaged groups since they are the most likely to have difficulties understanding and complying with regulatory obligations.

There are a number of specific regulatory measures that aim to support different groups in the labour market, regardless of whether they are self-employed or employees. Youth entrepreneurs can benefit from preferential treatment by the health insurance system if they are students as they are not required to make a contribution for their coverage. Older people can benefit from reduced social security contributions when they are active in employment (both employees and the self-employed), which is an incentive for continued labour market participation. People with disabilities who start a business can benefit from reduced contributions to health insurance.

¹ Par. 49 of the Law on Labour Services 5/2004

More generally, the self-employed are treated equally with employees by the social security system including social and health insurance schemes, unemployment insurance and pension systems. However the self-employed can opt out by choosing not to contribute and therefore not be covered.

One gap with respect to regulatory supports is that there are no measures to temporarily cover the loss of state income for the target groups of inclusive entrepreneurs when they start a business. One of the most commonly used examples in the European Union is a welfare bridge allowance for the unemployed.² Similar mechanisms could also be considered for young entrepreneurs who face losing some student benefits when they finish their studies.

3.3. Financing entrepreneurship

There are currently few tailored financial instruments to support people from under-represented and disadvantaged groups in business creation as most instruments are available to the entire population. The Slovak Guarantee and Development Bank offers some targeted products for women and youth but they are granted under the same conditions as for the whole population, i.e. they are branded versions of generic products to attract applicants from the target groups, without any specific adjustments to their needs. Loan guarantee schemes are also available to the general population, but in practice they are not frequently used due to strict lending requirements.

Similarly, microcredit is available to the whole population under the Slovak Business Agency microloan programme, as well as through the Slovak Guarantee and Development Bank. Both programmes require the entrepreneur to put up some collateral, which might reduce accessibility for some target groups, especially youth. In addition, the European Union's Employment and Social Innovation programme (EaSI) supports microcredit and guarantees through Šerbank and OTP Banka Slovensko. These programmes support all under-represented and disadvantaged groups.

Grants are commonly used to entrepreneurs from under-represented and disadvantaged groups, notably including the "Grants for starting a self-employment for the unemployed". The programme provides a start-up grant and entrepreneurship training (prior to grant application) for people who are registered as unemployed for at least three months. These start-ups receive an average grant of EUR 3 432, but this amount varies by region. After receiving this grant, the self-employed person cannot return to the unemployment registry for three years. In 2015, 2 656 people received this grant. 70% of those supported self-employed managed to achieve profits but in 81% of cases, the annual turnover did not exceed EUR 20 000.

A similar grant programme has been launched for people with disabilities who are registered as unemployed. This grant is 20% to 33% higher than for non-disabled unemployed. The obligation to remain self-employed has been reduced to two years (compared to three years of non-disabled unemployed). In 2015, 90 people received this grant.

In addition, the government recently announced new tax measures to promote self-employment. Although not tailored to any group, these measures should provide an incentive for potential entrepreneurs from under-represented and disadvantaged groups to consider starting a business. The new measures exempt new businesses from income tax for their first two years, and following this

² A welfare bridge scheme allows an unemployed person to convert their entitled unemployment benefits into an allowance to cover living expenses (i.e. personal subsistence) during the early stages of self-employment. In some cases this may also include a lump sum grant to support the creation of a business. These schemes frequently also include entrepreneurship training and/or other business development services.

period, income tax is reduced. Furthermore, the government has announced that start-ups will be exempt from paying “tax licences”, which are a flat-rate tax new businesses are required to pay irrespective of its revenue and income.

Crowdfunding and peer-to-peer lending are emerging and there are several platforms focused on donation-based funding to support charity or social projects. There are also some platforms that support projects and businesses in artistic and creative industries. The government is not involved in these platforms.

There are currently no public policy initiatives to support business angel networks. In the previous programming period a business angels club was created and supported by the government but the project is now finished. Nonetheless, the club is still active, together with several private angel investors groups and individual angel investors. However, none of the angel groups are particularly focused on any of the disadvantaged groups.

Financial literacy training is offered both through government initiatives and by non-government organisations. The approach taken is to provide basic financial knowledge with a one-size fits all approach. In addition, the National Programme for Active Aging aims to improve financial literacy for older people. This is delivered through some universities of the third age but take-up is low and older people do not appear interested in this training.

3.4. Entrepreneurship skills

There are a number of initiatives to support people from under-represented and disadvantaged groups in acquiring entrepreneurship skills. Entrepreneurship education has been developed for youth and is now delivered as part of the curricula in secondary and tertiary education. This is complemented with more hands-on entrepreneurship training offered by non-governmental organisations (e.g. Young Entrepreneurs Association of Slovakia). The Slovak Business Agency and employment offices also offer entrepreneurship training. These offers are used heavily by youth but the training is not tailored for youth.

Some tailored entrepreneurship coaching and mentoring programmes for youth entrepreneurs are available, and they are typically provided by non-governmental organisations, professional business coaches or business associations. While often high quality offers, these initiatives tend to be located only in large cities, or near universities.

Higher quality support for high potential youth entrepreneurs is available through university-based incubators. Nearly one-fifth of business incubators are operated by universities. Use of this type of support requires that at least one member of start-up team be a university student or recent graduate. These incubators are well-connected to other entrepreneurship support providers and they can direct students to other support services if they are not available at the incubator.

Information on business creation and self-employment is generally easily accessible by youth through various channels, and support programmes are often tailored for young people who are looking to enter the labour market. Much of this information is available through schools, universities and training programmes. More generic start-up information is provided by business consultancy and advisory organisations.

There are also tailored initiatives to support the acquisition of entrepreneurship skills for women such as mentors for women entrepreneurs and women entrepreneurial platforms. Despite these activities women entrepreneurs report the lack of skills and competences as one of their main problems. This is particular relevant for the initial phases of business development, where they require

a lot of advisory support, which is only partly covered by the support services available (e.g. First Contact Points).

The unemployed and people with disabilities can receive entrepreneurship training and business counselling when they apply for a start-up grant, which requires the submission of a business plan. Training typically covers basic accounting skills and the regulatory framework for businesses, but few take advantage of this training opportunity (IZ, 2016). The quality of these basic training sessions and consultations varies across the regions.

There are no specific entrepreneurship training programmes for migrants. Based on surveys, most migrant entrepreneurs are lacking basic business skills and competences, but also face barriers in terms of compliance with regulations, communication with institutions, participation in public procurement and entering into B2B co-operation with local entrepreneurs. This is a gap in the support system as migrants tend not to participate in mainstream support offers.

3.5. Entrepreneurial culture and social capital

Overall, entrepreneurship is not very actively promoted by the government in the Slovak Republic. There is evidence from many international surveys such as the Global Entrepreneurship Monitor that entrepreneurship is not viewed favourably as a career choice and that entrepreneurs do not have a high status in society. One of the challenges is that entrepreneurship is often reported in the media with negative messages (e.g. corruption, dishonest bankruptcy).

Most entrepreneurship promotion efforts tend to focus on women and youth. For example, there is an annual contest of the “Woman Entrepreneur of Slovakia”, organised by the Slovak Business Agency, where successful women entrepreneurs are presented and honoured. There are also other events promoting economic and social successes of women. However, more can be done in entrepreneurship education and training programmes to promote a positive image of women entrepreneurship. Presenting a gender neutral image of entrepreneurship, showcasing success stories and demonstrating the various possibilities of entrepreneurship (e.g. part-time entrepreneurship, social entrepreneurship, team entrepreneurship) could help to motivate young women to consider entrepreneurship as a career option.

Youth are exposed to entrepreneurship as a part of the curricula on secondary and tertiary level. In addition, there are two well-established training schemes that complement the school system, the State Institute for Vocational Education and Junior Achievement Slovakia. While students are exposed to at least one entrepreneurship course at the tertiary level for most study programmes (excluding many humanities and social science programmes), these modules are very basic. There is a need to focus more on building entrepreneurial mindsets and increase the interdisciplinarity of the offers so that students are exposed to different methods of problem solving.

There are also various networking initiatives and events for youth, organised by business or civil society organisations (e.g. Young Entrepreneurs Association of Slovakia) to help them build entrepreneurial networks. Universities are also active in building entrepreneurial networks, including mechanisms that link students and alumni. In general, networking opportunities are generally higher in larger cities and university towns.

Entrepreneurship is not actively promoted as an activity for older people. There is a prevalent social attitude that entrepreneurship is not suitable for older people because it is risky and it offers little opportunity to generate income. However, there are a few small-scale initiatives that are run by

universities of third age³ or seniors associations. There is therefore scope to promote and educate older people about entrepreneurship, and to promote senior entrepreneurship in society to improve people's attitude towards it.

Entrepreneurship is not promoted as a career opportunity for migrants, but it is a common labour market activity since migrants often face difficulties in finding employment. Recent policy actions such as the "Conception for Support of Start-ups and Start up Ecosystem", which was approved by the government in 2015, contain some measures to promote entrepreneurship for migrants, e.g. start-up visa. However, some gaps remain, such as a lack of support to help migrants build networks.

4. POLICY RECOMMENDATIONS

Entrepreneurship policy is under development in the Slovak Republic. There have been many examples of recent activities that aim to improve the policy framework for entrepreneurship support and several specific measures have been implemented. Some tailored support is available, notably education and training programmes for youth, several initiatives for women (e.g. business competitions) and for the unemployed. While most of these actions are done on a small scale, there have been positive results. Nonetheless, the following recommendations are offered:

1. *Define more explicit policy objectives for inclusive entrepreneurship and strengthen policy co-ordination.* No strategic framework and action plan for inclusive entrepreneurship policies has been established yet. Policy objectives should be defined for all under-represented and disadvantaged groups in order to increase the level of business creation by people from these groups and to improve their economic and social participation. As co-ordination of existing activities remains fragmented, the strategy should also set out a proper co-ordination mechanism for inclusive entrepreneurship.
2. *Promote role models and success stories to increase awareness about entrepreneurship.* In line with the European Union's Entrepreneurship 2020 Action Plan, entrepreneurs should be portrayed as positive role models to promote an entrepreneurial culture in the Slovak Republic and inspire more people to become entrepreneurs. In the short run, this can include media campaigns, competitions, or presentations of role models. Specific groups that should be targeted with tailored messages are women and older people. In addition, the development of an entrepreneurial mindset should also be introduced throughout the entire education system.
3. *Improve access to information on business creation and self-employment for the target groups of inclusive entrepreneurship.* Entrepreneurs from under-represented and disadvantaged groups in the Slovak Republic have greater difficulties accessing information on business start-up because they often have low skills levels and many lack access to the internet. Government websites should be improved to ease navigation and the quality of information available in local labour offices should be strengthened. These offices should

³ Universities of third age are continuing education programmes that are open to persons over 50 years old.

further develop concrete outreach strategies for the target groups of inclusive entrepreneurship.

4. *Launch an internship programme for youth entrepreneurs.* Young entrepreneurs often lack the skills and experience necessary to become an entrepreneur. An internship programme can support them in gaining experience working with entrepreneurs in small companies. Such a programme could help stimulate an interest in self-employment among youth, as well as helping them acquire some entrepreneurship skills and build entrepreneurial networks.
5. *Increase the availability of start-up financing and financial literacy training for women entrepreneurs.* While financial support for women entrepreneurs is available, surveys indicate that women perceive the level of support as being insufficient. More targeted outreach and promotion could help to support women in accessing the existing financial support available.

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ANNEX: METHODOLOGY

Each note was prepared by a national expert in co-operation with the OECD Secretariat. Information was collected through desk research and interviews (i.e. telephone, face-to-face, email) with key stakeholders and government representatives. The information was then verified by government partners, programme managers and other inclusive entrepreneurship stakeholder groups through email exchanges and one-day seminars in selected countries.

The notes are based on an assessment framework that was developed by the OECD Secretariat. The assessment framework provided a common analytical framework and report structure for the 28 notes that are in this series.

The framework contains 5 pillars:

1. Policy framework

- Is there an entrepreneurship strategy or action plan that explicitly covers the promotion and support of entrepreneurship for people in under-represented and disadvantaged groups?
- Is there a mechanism for co-ordinating inclusive entrepreneurship policy actions across relevant national ministries, and with regional and local governments and civil society organisations?
- Is there a systematic monitoring and evaluation process for the policies, programmes and schemes that promote and support entrepreneurship for people in under-represented and disadvantaged groups?

2. Government regulations

- To what extent are entrepreneurs from under-represented and disadvantaged groups treated equally with employees by social security schemes?
- Do measures exist that temporarily cover the loss of state income supports (e.g. unemployment benefits, disability allowances) for entrepreneurs amongst under-represented and disadvantaged groups when they start a business?
- Do measures exist to support under-represented and disadvantaged entrepreneurs in dealing with administrative procedures for entrepreneurship amongst under-represented and disadvantaged groups (e.g. information provision, support with administrative requirements)?
- Are there any entrepreneurship policy initiatives or schemes to address group-specific institutional challenges related to dependents (e.g. childcare, eldercare)?

3. Financing entrepreneurship

- Are there grants for business creation offered to support entrepreneurs from under-represented and disadvantaged groups?
- Is microcredit for business creation available to support entrepreneurs from under-represented and disadvantaged groups?
- Are there loan guarantee schemes for business creation to support entrepreneurs from under-represented and disadvantaged groups?

- Are there self-financing groups for business creation to support entrepreneurs from under-represented and disadvantaged groups?
- Are there public policy schemes that encourage and support business angel networks to support entrepreneurs from under-represented and disadvantaged groups?
- Are there schemes that encourage and support crowdfunding and peer-to-peer lending to support entrepreneurs from under-represented and disadvantaged groups?
- Is financial literacy training offered to support entrepreneurs from under-represented and disadvantaged groups?

4. Entrepreneurship skills

- Are there entrepreneurship training initiatives for entrepreneurs from under-represented and disadvantaged groups?
- Do high potential entrepreneurs from under-represented and disadvantaged groups have access to one-to-one or group coaching and mentoring?
- Are there public initiatives that provide information on available support programmes or on business start-up procedures for entrepreneurs from under-represented and disadvantaged groups?
- Are there business consultancy and advisory services for entrepreneurs from under-represented and disadvantaged groups?
- Are there business incubators for entrepreneurs from under-represented and disadvantaged groups?

5. Entrepreneurial culture and social capital

- Is entrepreneurship actively promoted as an employment opportunity amongst under-represented and disadvantaged groups through the education system, media, role models, etc.?
- Are there public policy actions that attempt to build specific business networks for entrepreneurs amongst under-represented and disadvantaged groups?