
STUDY

**ENTREPRENEURIAL
OPPORTUNITIES OF YOUNG
PEOPLE IN THE EU**



innovative
development of
entrepreneurial
skills of youth

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INTRODUCTION

Young people on their way to adulthood face different challenges, but there is no bigger than to find a satisfactory job. Employment serves not only as a means to ensure the financial security, but mainly as a tool that gives a sense of fulfilment and social usefulness.

Entrepreneurship is seen as one of the possible solutions to youth unemployment. A decision to take on entrepreneurship creates a strong presumption that an economic self-sufficiency of individuals will hold for the whole of working age and contribute to the development of not only the quantity but also the quality of business activity in the economy. The task of forming entrepreneurial skills in both formal and non-formal education is to promote creativity, innovation of the young people and their ability to identify and transfer the ideas into reality. The youth faces some natural barriers to engaging in business activities, including a limited financial, human and social capital.

This study will provide an overview of good practices, projects, programmes and policies aimed at the development of entrepreneurship among young people within partner countries and at the EU level. Its aim is to analyse and identify successful practices and processes, successful implementation of policies and their outcomes, i.e. all successful practices and/or their ingredients that work in building a sense of initiative and entrepreneurship as well as the development of entrepreneurial skills. In addition to positive examples and results, the study will look at the barriers and limits encountered by young people in starting a business.

The study maps also the possibilities for young people to gain professional experience after the end of secondary school and/or university, the projects and programmes for the development of youth entrepreneurship, tools of active labour market policies for raising employment and promoting entrepreneurship. It also identifies functioning, quality and sustainable programmes and methodologies for entrepreneurship education and/or mentoring programmes for young people in the partner countries. The analysis also tracks the legislative settings that back youth entrepreneurship and considers specific conditions of entrepreneurship so that the national variations concerning legislative support, welfare, tax rules, business rules etc can be identified.

The first chapter provides our definition of “young people” and gives a basic overview of current statistical indicators about young people in the labour market. The second chapter is an analysis of European level strategies, policies, measures and recommendations aimed at the support of labour market integration of young people and the state of their implementation. The third chapter looks in more detail at the current state of youth entrepreneurship in partner countries. The fourth chapter identifies desirable elements to create a system for increasing business awareness of young people based also on implemented discussion forums with different stakeholders. The last part of the study includes a collection of useful information and links that might be helpful for all those considering an entrepreneurial route.

1. YOUNG PEOPLE IN THE LABOUR MARKET WITHIN EU

Young people are considered to be among the disadvantaged groups in the labour market and they are the focus of the European Union's activities. In this article we define “young people” as all those **aged 15-29 years**. According to EUROSTAT in 2017 the ratio of young people in the total population in the EU corresponded to 17.2 %. There were 6 398 100 unemployed young people which corresponds to **unemployment level 13.2 %**. 4.2 % of young people are long-term unemployed. Youth unemployment ratio corresponds to 7.5 %. 32.5 % are young employees with a temporary contract. What is interesting from our perspective is that there are **2 604 900 self-employed young people**.¹

After the age of 18 compulsory schooling ends in all European countries, however 45 % of young people (aged 15–29) are still in education. In addition, the age of 15 (or 16 in Italy, Spain and the United Kingdom) marks the beginning of the working age in all EU Member States. In some countries, young people start working much earlier than in others, e.g. in the shape of summer or student jobs. It is also possible to be in education and to have a job at the same time, causing an overlap. Subsequently, young Europeans may find themselves in a number of different situations when it comes to education and employment.²

Based on the survey “Entrepreneurship in the EU and beyond”, implemented by the European Commission, potential entrepreneurs from among the young people in **Slovakia** in identifying obstacles in development and setting up the businesses most often cited lack of start-up capital, lack of experience, knowledge and professional contacts. The youth unemployment in Slovakia reached 22.2 % in 2016, still well above the EU average of 18.7 %.³

In **France**, the rate of young unemployed is also alarmingly high. According to EUROSTAT data, this rate arrived to 24.6 % in 2016 what means that around one in four young people were jobless.⁴ Due to the critical situation of young unemployment, the French President has established in January 2016 an Urgency Plan to face this situation, including measures concerning training, hiring in companies and also encouraging entrepreneurship. In fact, the development of self-employment and business creation is emphasized. Also, the entrepreneurship attracts young French. According conclusions of a study published in March 2015 (ViaVoice), in France half of young people aged 18 to 24 want to start their own business and 13 % of them have a concrete project for it.

In **Hungary**, the unemployment rate in 2016 reached 12.9 %.⁵ The real and long-lasting solution of employment problems is the one through entrepreneurs, from whom we can expect creation of new jobs. One of the groups most affected by crisis are the young people, to whom we should pay special attention. Following the economic boom, in order to exploit the entire employment potential, it is especially important to increase the labour market participation of young people and career starters. Increasing the willingness of career starters and young people to venture and the support of the

¹ <http://ec.europa.eu/eurostat/web/youth/data/eu-dashboard>

² http://ec.europa.eu/eurostat/statistics-explained/index.php/Being_young_in_Europe_today_-_labour_market_-_access_and_participation

³ [http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Youth_unemployment_figures,_2007-2016_\(%25\)_T1.png](http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Youth_unemployment_figures,_2007-2016_(%25)_T1.png)

⁴ Ibid.

⁵ Ibid.

acquisition of competences related to it can give a boost to the rise of the economic activity of the new generation, and thereby, indirectly it may contribute to the economic role-taking of young people.

Youth unemployment is also a problem in the **Netherlands**, although it has still one of the lowest rates in the EU – 10.8 %.⁶ The government is therefore working hard to decrease this unemployment rate under young people. This new policy is successful: in the last two years more than 23 000 young people are placed in a job, a learning place or in a traineeship. Next to this, 9 000 youngsters are being prepared for an education or a work placement.

If we look to the whole of Europe, the unemployment rate of the young people is almost 19 %. There is a lot of difference in the youth unemployment in the several member states of the EU. In Spain and Greece for example almost every second youngster is unemployed, is not participating in a study or involved in a traineeship. The result of this is high costs. In Germany the unemployment rate in the same target group is only 7 %.⁷

Despite the activities that member states governments and even Europe develop, it is still very difficult for youngsters to find a good place in the labour market. Whatever motivated the youth is, at the moment there are not enough jobs for them.

A lot of activities are organised to help the youth to a job. We do not want to speak in a few years about a lost generation. The governments developed social agreements, but the question is whether this is also social for our youth. There are special unions for youngsters, local governments try to help youngsters to a job. Other organisations do kind of the same. How this is working you read in the next parts of this paper.

⁶ [http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Youth_unemployment_figures,_2007-2016_\(%25\)_T1.png](http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Youth_unemployment_figures,_2007-2016_(%25)_T1.png)

⁷ Ibid.

2. EUROPEAN LEVEL STRATEGIES, POLICIES, MEASURES AND RECOMMENDATIONS AIMED AT THE SUPPORT OF LABOUR MARKET INTEGRATION OF YOUNG PEOPLE AND THE STATE OF THEIR IMPLEMENTATION

This chapter identifies key EU policies and initiatives and looks at their implementation state in the countries of our partnership. We have studied respective policies, programmes and initiatives which directly refer to youth entrepreneurship. In what follows, we intend to shed a light on how they are implemented in individual countries, what results they have, what successes and setbacks there are.

The following are among the key policy documents and strategies.

KEY INITIATIVES, POLICY DOCUMENTS

Youth guarantee (<http://ec.europa.eu/social/main.jsp?catId=1079>;
<http://ec.europa.eu/social/main.jsp?catId=1090&langId=en>)

The European Youth Guarantee is a commitment by EU Member States to ensure that all young people under the age of 25 receive a good quality offer of apprenticeship, traineeship, continued education or employment that is suited to their abilities and experience within four months of becoming unemployed or leaving education. 16 million young people have entered Youth Guarantee schemes since January 2014 and 10 million of them took up an offer, the majority of which were offers of employment. Around two thirds of young people who left the Youth Guarantee in 2015 took up an offer of employment, education, traineeship or apprenticeship.⁸

Youth Employment Initiative (<http://ec.europa.eu/social/main.jsp?catId=1176>)

Youth Employment Initiative (YEI) is one of the main EU financial resources to support the implementation of Youth Guarantee schemes. It was launched to provide support to young people living in regions where youth unemployment was higher than 25 % in 2012. It was topped up in 2017 for regions with youth unemployment higher than 25 % in 2016.

YEI exclusively supports young people who are not in education, employment or training (NEETs), including the long-term unemployed or those not registered as job-seekers. It ensures that in parts of Europe, where the challenges are most acute, young people can receive targeted support. Typically, YEI rewards funding of

- apprenticeships
- traineeships
- job placements
- further education leading to a qualification.

⁸ Further information is available at: http://europa.eu/rapid/press-release_MEMO-15-4102_en.htm

EU Programme for Employment and Social Innovation

(<http://ec.europa.eu/social/main.jsp?catId=1081>;
<http://ec.europa.eu/social/BlobServlet?docId=11158&langId=en>)

The Employment and Social Innovation (EaSI) programme is a financing instrument at EU level to promote a high level of quality and sustainable employment, guaranteeing adequate and decent social protection, combating social exclusion and poverty and improving working conditions. EaSI is managed directly by the European Commission. It brings together three EU programmes managed separately between 2007 and 2013: PROGRESS, EURES and Progress Microfinance.

As of January 2014, these programmes form the **three axes** of EaSI. They support:

- the modernisation of employment and social policies with the PROGRESS axis (61 % of the total budget);
- job mobility with the EURES axis (18 % of the total budget);
- access to micro-finance and social entrepreneurship with the Microfinance and Social Entrepreneurship axis (21 % of the total budget).

The total budget for 2014-2020 is EUR 919 469 000 in 2013 prices.

The third axis **Microfinance and Social Entrepreneurship**, which is directly related to entrepreneurship, has three specific objectives:

- Increase access to, and the availability of, microfinance for vulnerable groups who want to set up or develop their business and micro-enterprises;
- Build up the institutional capacity of microcredit providers;
- Support the development of social enterprises, in particular by facilitating access to finance.

An EU Strategy for Youth – Investing and Empowering (<http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52009DC0200&from=EN>)

This strategy aims to improve the conditions of the youth in different sectors (education, employment, health and sport, participation and social inclusion...) by encouraging the participation of young people to create the necessary initiatives. The tool to do that was the dialogues in national countries with groups of young people.

The strategy has had three main goals:

- to create more opportunities for youth in education and employment
- to improve the participation of young people in society
- and to foster solidarity between youth and society.

Different actions by the Commission and Member States have been foreseen, e.g. in order to create more education and employment opportunities for young people, the youth strategy proposed actions such as developing non-formal learning opportunities to address early school leaving or promoting cross-border professional and vocational opportunities for young people.

New Skills Agenda for Europe (<http://ec.europa.eu/social/BlobServlet?docId=15621&langId=en>)

The new Skills Agenda for Europe, adopted by the Commission on 10 June 2016, launched **10 actions to make the right training, skills and support available** to people in the EU. The goals and actions on the Agenda are set out in Communication: A New Skills Agenda for Europe⁹.

The 10 actions are designed to:

- improve the quality and relevance of training and other ways of acquiring skills
- make skills more visible and comparable
- improve information and understanding of trends and patterns in demands for skills and jobs (skills intelligence) to enable people make better career choices, find quality jobs and improve their life chances.

The Commission is continuing to take forward each of the 10 actions. It calls on EU countries, employers' associations, trade unions, industry and other interested parties to continue to work together to ensure that these initiatives produce the best possible outcomes.

Entrepreneurship 2020 action plan – Reigniting the entrepreneurial spirit in Europe (<http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52012DC0795&from=EN>)

The Entrepreneurship 2020 Action Plan brought forward by Commission is a blueprint for action to unleash Europe's entrepreneurial potential, remove existing obstacles and revolutionize the culture of entrepreneurship in the EU. It aims to ease the creation of new businesses and to create a much more supportive environment for existing entrepreneurs to thrive and grow.

The Entrepreneurship 2020 Action Plan identifies three areas for immediate intervention:

- entrepreneurial education and training to support growth and business creation;
- removing existing administrative barriers and supporting entrepreneurs in crucial phases of the business lifecycle;
- reigniting the culture of entrepreneurship in Europe and nurturing the new generation of entrepreneurs.

The Action Plan and its key actions will be followed up by the Commission through the competitiveness and industrial policy and the Small Business Act governance mechanisms.

On a national level, it is the SME envoy, appointed by the respective national government, who is responsible for driving the implementation of the Action Plan. The Action Plan was preceded by a public consultation. All citizens and organisations were welcome to participate.¹⁰

Erasmus for young Entrepreneurs (<http://www.erasmus-entrepreneurs.eu/>)

Erasmus for Young Entrepreneurs is a cross-border programme facilitating the exchange of entrepreneurial and management experience. The exchange is implemented by a stay of a newly established or potential entrepreneur with a well-experienced entrepreneur running a small or

⁹ <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52016DC0381>

¹⁰ <https://ec.europa.eu/growth/smes/promoting-entrepreneurship/action-plan>

medium-sized enterprise (SME) in another country. In the last five years, more than 2 500 pairs of entrepreneurs have benefitted from the programme.

The European Commission's goal is to organise 10 000 exchanges by 2020. Erasmus for Young Entrepreneurs is implemented through local contact points selected through annual calls for proposals.

Erasmus for Young Entrepreneurs aims to boost Europe's entrepreneurial culture. The programme:

- reinforces entrepreneurial attitudes by offering skills, knowledge and experience
- increases the number of start-ups and boosts their resilience
- fosters the cross-border transfer of ideas, knowledge and cooperation between small firms
- helps small firms to network, innovate, and go international
- helps to create jobs.¹¹

Rethinking Education: Investing in skills for better socio-economic outcomes (<http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52012DC0669&from=EN>)

Rethinking Education was set up in 2012 to reform education systems across the EU so as to meet growing demand for higher skills levels and reduce unemployment.

The initiative focuses on three areas in need of reform:

- quality
- accessibility
- funding.

Reforms should be designed to:

- raise basic skills levels
- promote apprenticeships
- **promote entrepreneurial skills**
- improve foreign language skills.

An extensive EU-wide country analysis has been conducted to establish sound benchmarks for developing policy on the basis of concrete evidence. The Council followed up "Rethinking Education" and the country analyses with its Conclusions on investing in education and training. The European Commission continues to take action and pursue discussions designed to ensure that education systems introduce new teaching and learning methods by 2020 that will enable them to equip students with the right skills for employment and entrepreneurship.

FURTHER POLICY DOCUMENTS

There are additional youth policies and resolutions at EU level that support developing the creative and innovative potential of young people including entrepreneurial skills:

¹¹ <http://ec.europa.eu/growth/smes/promoting-entrepreneurship/support/erasmus-young-entrepreneurs>

Developing the creative and innovative potential of young people through non-formal learning in ways that are relevant to employability. Expert Group Report.

(http://ec.europa.eu/assets/eac/youth/news/2014/documents/report-creative-potential_en.pdf)

An expert group report on ways of developing the creative and innovative potential of young people highlights the strong need to ensure educators and employers are more aware of the value of non-formal learning, to improve partnership work and cross-sector innovation, and to enhance the ability of adults working directly with young people.¹² This report is a list of invitations to the European Commission and member states to encourage and recognise the importance of non-formal education and entrepreneurship, among others.

Conclusions on promoting youth entrepreneurship to foster social inclusion of young people

(http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/educ/142702.pdf)

The Council has adopted conclusions on promoting youth entrepreneurship to foster their social inclusion, focusing on creativity, innovation and green jobs and inviting member states to recognise the importance of entrepreneurial education from an early age, highlighting the role of non-formal and informal learning to ensure the autonomy and the personal development of young people, as well as to facilitate their successful integration into the labour market.

Council Resolution of 27 November 2009 on a renewed framework for European cooperation in the youth field (2010-2018)

([http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32009G1219\(01\)&from=EN](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32009G1219(01)&from=EN))

This resolution invited member states to adopt based on their national priorities different measures at national level which can contribute to the objectives of the resolution in the field of youth. One of these objectives is to support young people's entrepreneurship by mentoring programmes, education and/or funds. This objective can be achieved by different legislations and programmes mentioned in INDESK study of national projects.

Report on promoting youth entrepreneurship through education and training (2015/2006(INI))

(<http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A8-2015-0239+0+DOC+PDF+V0//EN>)

The report on promoting youth entrepreneurship through education and training stresses i.a. that "at all levels and types of education the teaching of practical entrepreneurship skills and the fostering of motivation, sense of initiative and readiness should be provided, along with a sense of social responsibility; believes that modules in basic finance, economics and business environment should be integrated into school curricula, and should be accompanied by mentoring, tutoring and career guidance for students, including disadvantaged learners, in order to underpin and facilitate their understanding of the entrepreneurial process and develop an entrepreneurial mindset; highlights the role of informal and independent learning, including volunteering, in endowing young people with entrepreneurial spirit and skills".

¹² https://ec.europa.eu/youth/policy/youth-strategy/employment-entrepreneurship_en

Final Report of the Thematic Working Group on Entrepreneurship Education. *Policy Guidance Document.*

(<http://ec.europa.eu/transparency/regexpert/index.cfm?do=groupDetail.groupDetailDoc&id=17016&no=1>)

This report explains the situation of entrepreneurship in education in European countries. There are a range of approaches that can be taken when planning and implementing an entrepreneurship education strategy. With this policy guidance document, the European Commission aims to support improvements in the quality and prevalence of entrepreneurship education across the EU Member States, providing direction for the next steps in the entrepreneurship education policy agenda at EU and national level. Based on the discussions, research and conclusions from the Thematic Working Group on Entrepreneurship Education (2011-2014), it identifies policy success factors for entrepreneurship and illustrates these with examples of good practice from Europe and beyond.

Other non-EU networks, programmes:

Junior Achievement (<https://www.jaworldwide.org/>)

Junior Achievement (JA) is the leader in entrepreneurial education worldwide. They aim to connect schools and business sector; they support talent, creativity and innovation. JA Worldwide is a global network consisting of 123 countries in which the students are allowed to put into practice their entrepreneurship skills and ideas and start their first business at the international market.

Prince's Trust (<https://www.princes-trust.org.uk/>)

The Prince's Trust is the UK's leading youth charity that helps young people aged 11 to 30 get into jobs, education and training. Founded by The Prince of Wales in 1976, the charity offers a wide range of programmes to help young people develop key life and employability skills, re-engage with education, get into work, or set up their own business. In particular, it helps young people who have a business idea they would like to pursue but are not really sure where to start and/or who might have already begun trading but need some additional financial support or advice from a qualified business mentor. This youth charity operates in the UK.

Youth Business International (<http://www.youthbusiness.org/>)

Youth Business International helps young people to start and grow their own business and create employment. We are a global network of independent non-profit initiatives operating in over 45 countries across 5 continents. In 2016 YBI's members provided 57 188 young people with practical skills-based training and 25 588 entrepreneurs were supported in starting or growing their business.

YBI members assist under-served young entrepreneurs with a combination of training, access to capital, mentoring and other business development services. Their staff are local people who understand the unique challenges of providing tailored enterprise support in their communities.

Know About Business (ILO Programme) (http://www.ilo.org/employment/units/rural-development/WCMS_159163/lang--en/index.htm)

Know About Business (KAB) is an ILO's training methodology to create awareness about entrepreneurship among youth in use since the 1990s. Its immediate beneficiaries are teachers in general secondary education, trainers in vocational and technical training institutions, and higher education professors trained to deliver KAB course content and certified as KAB national facilitators. The ultimate beneficiaries include young women and men enrolled in schools, training institutions and higher education. The programme is being implemented in developing countries mostly in Africa, Asia, Latin America, South Caucasus etc.

Main purpose of KAB is to strengthen the capacities of governments and tripartite constituents in providing entrepreneurship education to reduce youth unemployment and mainly to:

- Develop positive attitudes towards sustainable enterprises, self-employment and social entrepreneurship
- Create awareness about working in enterprises and about self-employment as a career option for young people
- Provide knowledge about the desirable attributes for starting and operating a successful enterprise
- Prepare students to become better employees through improved understanding of business and stronger positive and adaptive behavioural attitudes.¹³

Network for Teaching Entrepreneurship (NFTE) (<http://www.nfte.com/>)

NFTE is a global organisation offering training programmes in entrepreneurship to underprivileged youth and young adults. Focusing on interactive, creative and practical courses that develop the social, professional and financial self-confidence of young people, it has a high level of engagement from business, community and social organisations, academia and government. The process follows the route from taking first steps to forming an independent business, initially with a fictitious company with the potential to create a real company later if they choose. NFTE sees the quality of their trainers and mentors as one of the most important factors. There are six European partners of NFTE in Belgium, Germany, France, Ireland, Austria and the UK.

IMPLEMENTATION OF EU POLICIES AT NATIONAL/LOCAL LEVEL

SLOVAKIA

Youth guarantee (YG)

Slovakia presented a Youth Guarantee Implementation Plan in February 2014, revised in April 2014. Implementation at regional level is coordinated by the Central Office of Labour, Social Affairs and

¹³ http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_159163.pdf

Family. The main entry point is registration in PES. The website of the Ministry of Labour, Social Affairs and Family has a dedicated section for the YG¹⁴ with information and results on implementation.¹⁵

The measures for young people under the implementation of the Youth Guarantee helped support sustainable youth employment. Short-term programmes on voluntary work and traineeships proved successful for young people under the age of 29. However, there are still no individualised services targeting the specific problems of the young low-skilled or the young long-term unemployed.¹⁶

Slovakia belongs to countries with better-than-expected youth unemployment outcomes which also tended to have a larger number of youth-related reforms in 2013 and 2014. Slovakia introduced four reforms. Additional analysis, in particular following the release of more data, will be important to confirm the link between the implementation of the YG in its various forms and improvements in employment and education outcomes.¹⁷

Key measures developed in support of YG implementation include: a new legislative framework allowing support to first regular paid employment as well as three national projects: (1) "Through work experience to employment" (mentored employment); (2) "Successfully in the labour market" (first regular paid employment or self-employment) and (3) "Graduate practice starts employment" (Activity 1 – contribution for the graduate practice; Activity 2 – contribution for payment of social security contributions to the employer who employs the job seeker after completing a graduate work experience in his company).¹⁸

The Youth Guarantee (YG) scheme reached a total of 132 500 young people by the end of 2015. Steps have been taken to improve school-to-work transitions, including vocational education and training reform, subsidised first jobs, job counselling delivered via e-services, support to job creation through self-employment. In 2015, a dual vocational education training system was introduced, however, interest among potential participants remains limited. A campaign on the benefits of the system was implemented in 2016.¹⁹

"The dual vocational education and training (VET) scheme, designed in response to the needs of industry, entered its second year of implementation. An increasing proportion of manufacturing companies report difficulties in hiring people with the right skills, for instance in the automotive sector (European Business Statistics, 2016). While the interest of employers in dual VET is growing, the scheme does not seem to be sufficiently attractive to young people or to certain schools. Targeted efforts to raise awareness of the benefits of dual VET among young people in compulsory education and their families are insufficient. For instance, there is a need for more direct involvement of companies and social partners in guidance and communication activities. Innovative schemes to make professions more attractive, in particular where there are skills shortages, are insufficiently developed.

¹⁴ <https://www.employment.gov.sk/sk/praca-zamestnanost/podpora-zamestnanosti/zaruka-mladych-ludi-sr/>

¹⁵ <http://ec.europa.eu/social/BlobServlet?docId=13659&langId=en>

¹⁶ <http://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPagelId=3351>

¹⁷ <http://ec.europa.eu/social/BlobServlet?docId=16609&langId=en>

¹⁸ <http://ec.europa.eu/social/BlobServlet?docId=13659&langId=en>

¹⁹ Ibid.

The practice already in place in some companies, where a ‘job guarantee’ is offered to young people who enter their dual VET programme, can serve as a positive example.²⁰

Remaining challenges cover to strengthen outreach to non-registered NEETs, in particular to the low-skilled ones; to provide timely and quality offers; to develop local partnerships between PES, schools and employers; to increase the uptake of dual VET (to address the increasing skills shortages reported by employers); to improve the evaluation of the labour market relevant of VET; to strengthen the evaluation of YG measures’ sustainable impact (including second chance education, subsidised employment). As regards both the YEI and YG, there is a need to raise awareness among the inactive NEETs, register and monitor their progress, as well as further improve the information system to measure and evaluate progress in the implementation (e.g. tracking of participants upon leaving).²¹

Youth Employment Initiative (YEI)

Slovakia is eligible for the Youth Employment Initiative. YEI is financed by a combination of funds from the YEI, ESF and national budget. The total budget allocation is € 215 910 858, of which € 72 175 259 is a specific YEI allocation, € 122 175 259 is co-financed from the ESF and € 21 560 340 is allocated from the national budget²², with the Stredné Slovensko, Východné Slovensko and Západné Slovensko regions being eligible.

Key types of actions currently supported by YEI are:

- Subsidised job schemes – provision of first job experience, mentored employment;
- Start-up support for young entrepreneurs (mentoring and access to finance);
- Direct support for high-quality traineeships; quality vocational education and training.²³

An example of the national project supported from YEI is the project “Successfully into the Labour Market” (“Úspešne na trhu práce”) which has been planned for a period of three years, from October 2015 to October 2018. The overall amount allocated for this flagship initiative is almost € 50 million. The national project aim was to increase the employment, employability and participation of young people in the labour market primarily through a first job support through subsidised employment or self-employment. The second activity is directly linked to fostering entrepreneurship of NEETs as it intended to provide financial contributions to support job creation through self-employment. The aim was to support 5 250 young jobseekers from eligible target groups to promote self-employment and was aimed at the development of micro-enterprises. The eligible young people can receive a one-off financial contribution per job created up to a maximum € 3 500.²⁴

EU Programme for Employment and Social Innovation (EaSI)

The European Commission does not finance directly entrepreneurs by EaSI but it selects microcredit providers and social enterprises investors who will be the intermediaries with entrepreneurs. The

²⁰ <http://ec.europa.eu/social/BlobServlet?docId=13659&langId=en>

²¹ Ibid.

²² <http://ec.europa.eu/social/BlobServlet?docId=16373&langId=en>

²³ <http://ec.europa.eu/social/BlobServlet?docId=13659&langId=en>

²⁴ <http://ec.europa.eu/social/BlobServlet?docId=16373&langId=en>

financial intermediary in Slovakia, which has received support from the Microfinance Window of the EaSI Programme based on a signed guarantee contract, is OTP Banka Slovensko. The sum of € 840 000 has been committed to support the financial intermediary.²⁵ There is no financial intermediary participating in the Social Entrepreneurship Window in Slovakia.

Practical micro-loans from OTP Banka Slovensko enable small entrepreneurs to get up to € 25 000 at a favourable interest rate and without the need to secure property. Loans can be received by entrepreneurs who employ less than 10 employees, their annual sales volume is less than 1 million €, carry out active business activities in the Slovak Republic for at least one full calendar year and fulfil other simple criteria.²⁶

An EU Strategy for Youth – Investing and Empowering

Slovakia developed the Strategy of the Slovak Republic for Youth for the Years 2014-2020 based on the EU Strategy for Youth – Investing and Empowering. It defines strategic objectives of the policy towards youth, while it reflects youth's needs particularly in the field of young people's education, employment, creativity and entrepreneurship and other fields. According to the Strategy "the number of young people, who want to start their own business, is increasing more among secondary-school students than among undergraduates. They perceive an actual beginning of their business as unrealistic due to shortage of financial and other resources".²⁷ According to Eurobarometer survey only every third Slovak citizen would prefer becoming an entrepreneur than an employee, if they could choose.²⁸ The Strategy is a result of an active dialogue between youth and the representatives of the state administration, regional and local self-governments and the non-governmental sector.²⁹

The strategy lists numerous key areas and objectives for the years 2014-2020. The first three are³⁰:

Education:

- Permeability of educational systems – supporting an inclusive model of patency of the system of formal and non-formal education of children and youth.

Employability:

- Orientation at the labour market supported by systematic career guidance
- Public employment services – their improvement reflecting young people's specific needs
- Emphasis on vocational education
- Motivation for employers.

Creativity and entrepreneurship:

²⁵ <http://ec.europa.eu/social/BlobServlet?docId=18413&langId=en>; p. 60.

²⁶ <https://hnonline.sk/pr-clanky/832902-vyuzite-vyhodne-mikrouvery-na-rozvoj-svojho-podnikania>

²⁷ http://www.youthpolicy.org/national/Slovakia_2014_Youth_Strategy.pdf; p. 2.

²⁸ The European Commission (2013). Entrepreneurship in the EU and beyond (Flash Euro barometer 354). http://ec.europa.eu/public_opinion/flash/fl_354_en.pdf.

²⁹ http://www.youthpolicy.org/national/Slovakia_2014_Youth_Strategy.pdf; p. 1.

³⁰ Ibid; pp. 4-9.

- Information on possibilities – lessen shortage of information on programmes-and-projects' possibilities focused on development of young people's entrepreneurship
- Entrepreneurial literacy – support entrepreneurial education
- Entrepreneurship for the future – encourage entrepreneurial culture by spreading practical and positive information on achievements of entrepreneurs
- Cooperation with entrepreneurs – encourage and create mentoring programmes for young people with innovative entrepreneurial ideas.

New Skills Agenda for Europe

As the new Agenda was adopted in June 2016, there is a lack of information about its implementation in respective countries. However, at about the same time (1 July 2016), Slovakia took over the presidency of the Council of the European Union, so it had a chance to be directly included in the further development of the new Agenda. As a matter of fact, the priorities of the Slovak Presidency in the education sector followed the objectives of the new Agenda. During negotiations on a Council Recommendation on establishing a skills guarantee, the Slovak Presidency aimed to increase the level of adult education, including digital, entrepreneurial and transversal skills.³¹

Entrepreneurship 2020 action plan – Reigniting the entrepreneurial spirit in Europe

The Law on support of small and medium-sized enterprises (Zákon o podpore malého a stredného podnikania) within the competence of the Ministry of Economy of the Slovak Republic came into force on 1.1.2017. The law completely redefines the types and forms of assistance for small and medium-sized entrepreneurs. The role of the law is also the implementation of the European principles for the development of small and medium-sized enterprises, enshrined in the "Entrepreneurship 2020 action plan – Reigniting the entrepreneurial spirit in Europe" and the so-called Small Business Act. These initiatives were developed also with the active participation of representatives of Slovak business associations. The new structure of direct and indirect support has a practical foundation and copies what businesspeople really need. Among the direct types of support, the law counts e.g. a non-repayable financial contribution, grants, loans, credits, equity instruments, subsidies, or a supporting voucher.³²

Slovakia also responded to the Entrepreneurship 2020 action plan by adopting the Family Business Support Scheme (2017-2020) (de minimis scheme) (Schéma na podporu rodinného podnikania). The subject of Family Business Scheme is to provide de minimis aid, which is an indirect form of support. It is provided as information and advice on business; entrepreneurship education; organizing and promoting participation in competitions, exhibitions or other business support events; targeted enhancement of the potential of a micro, small or medium-sized enterprise to increase its performance and long-term professional guidance and training to improve business skills and professional growth. The aim of the scheme is to support the development of family business and to create the right

³¹ <http://illplatform.eu/policy-areas/eu2020/slovakian-presidency-council-eu-priorities-education/>

³² <https://zmps.sk/aktuality/tlacove-spravy/male-a-stredne-podniky-sa-mozno-budu-mat-lepsie>

conditions for the generational exchange process within family businesses.³³ The aid provider and scheme promoter is the Ministry of Economy of the Slovak Republic.³⁴

Erasmus for Young Entrepreneurs

The European Commission has chosen different institutions to act as intermediary bodies between young participants and this programme. In Slovakia there are 4 contact points to help young people who want to participate in this project:

- Creative Industry Košice (<http://www.cike.sk/>)
- Education and Innovation Centre-Velmax (<http://vicvelmax.sk/>)
- Slovak Business Agency (<http://www.sbagency.sk/>)
- Italian - Slovak Chamber of Commerce (Taliano - Slovenská Obchodná Komora) (<http://camit.sk/sk/uvod>).

Erasmus for Young Entrepreneurs was attended by 146 new or aspiring entrepreneurs and 69 experienced entrepreneurs from Slovakia since its inception in 2009.³⁵ Slovak MEP Ivan Stefanec has become an Ambassador for this programme.

The up-to-date information about the implementation of the programme in Slovakia can be found at: <https://www.erasmus-entrepreneurs.eu/index.php?lan=sk>.

Rethinking Education: Investing in skills for better socio-economic outcomes

According to this Communication from the Commission, which presents challenges and priorities for national and EU policies in the field of education, flexibility, system integrity and partnership of all education providers are a prerequisite for developing an open education system that provides people with the necessary competencies throughout their lives.

Reacting to this claim of the European Initiative, the Slovak Republic included in the Youth Strategy for 2014-2020 the following proposed measures:

- Develop an analysis of legislative conditions allowing for the transparency and efficiency of formal and informal education and education of youth in the Slovak Republic;
- Adopt a set of legislative measures to validate teaching capacities and qualifications in formal and non-formal education, a non-discriminatory model for financing formal and non-formal education providers' access to public resources and ESF resources;
- Instigate the establishment of a national platform for cooperation and partnership in education, to define its mission, position and tools of action.

Junior Achievement

³³ <https://www.justice.gov.sk/PortalApp/Handlers/StiahnutPrilohu.ashx?IdPriloha=149272>; p. 3.

³⁴ Ibid, p. 5.

³⁵ [https://www.erasmus-entrepreneurs.eu/press/EYE_Programme_statistics_\(January_2017\)_58a61ff0b9417.pdf](https://www.erasmus-entrepreneurs.eu/press/EYE_Programme_statistics_(January_2017)_58a61ff0b9417.pdf); p. 3.

Junior Achievement Slovakia (JA Slovensko), which is a part of JA Worldwide, is the leader in entrepreneurial education in Slovakia. They aim to connect schools and business sector; they support talent, creativity and innovation.

JA Slovensko has a number of successful achievements: over 320 000 graduates of their training programmes³⁶ and each year more than 600 Slovak schools and more than 600 professionals from the business sector are involved and contribute to create a high-standard business, economic and financial environment.³⁷ According to the most up-to-date data, in the school year 2016/2017 JA Slovensko enrolled 859 schools, 992 teachers, 23 354 students and they engaged in learning by doing more than 780 business professionals.³⁸ More detailed information about JA Slovensko can be found at: <http://www.jaslovensko.sk/>.

FRANCE

Youth guarantee

The percentage of NEETs (rate of young people 15-24 years old who are not in employment, education or training) in France is 12 % (roughly the same percentage as in Europe). Concerning the early leavers from education and training (18-24 years old), the percentage is lower than European average (less than 10 %).

France has reported in July 2016 the following data concerning the implementation of the Youth guarantee:

- “The strengthening of targeted active labour market policy measures has contributed to stabilising youth unemployment”. Nevertheless, the rate of youth unemployment is still very high (25 % of people 15-24 years old are on the dole in France).
- “Counselling is being stepped up but integrating young people into the labour market remains problematic”. There are a wide range of measures for the 'Youth Guarantee' which have been developed, but there is still a lack of a comprehensive monitoring system and visibility is low. In fact, when searching information from the French National Public Employment Service (Pôle Emploi), there is very low information about the YG in comparison to the financial tools as YEI, which is better known.
- “In 2014, the French national target for the early-school leaving rate has been reached 9 %”. However, this result hides large disparities between different regions and territories. A reform of compulsory education is ongoing and aims to address these challenges.
- In January 2016, an extension of apprenticeships to new qualifications was announced, enabling access throughout the year, accompanied by increased cooperation between apprenticeship and vocational education structures. The need of improving the links between the education and labour market is still one of the most repeated recommendations for France.

³⁶ <http://www.jaslovensko.sk/showdoc.do?docid=4894>

³⁷ <https://www.interway.sk/en/we-love-help/junior-achievement-slovakia-ja-slovensko/>

³⁸ <http://www.jaslovensko.sk/showdoc.do?docid=4894>

Youth Employment Initiative

The YEI is quite well-known in France. The YEI has covered 161 498 French young and at least 81 769 have completed a YEI operation. The available budget for these actions amounts to € 25 million (supported by the YEI). The first activities were launched in September 2014 and increased in the following months. The objective is to target 53 000 young NEETs by the end of 2018. Between September 2014 and the end of 2015, around 36 300 young NEETs participated in this kind of YEI actions.

One of the most important measures supported by YEI in France is the individual support and mentoring actions for young people in the French National Public Employment Service (Pôle Emploi) including tailored support provided on a one-to-one basis (with a maximum duration of 6 months) or via group activities (up to 3 months). Given the specificity of the target group, a specialised mentor is dedicated exclusively to YEI actions which consist of the individual profiling of young people (analysis of their personal characteristics and needs) and the preparation and provision of personalised support actions and related counselling. Such actions include: measures to increase self-esteem and social inclusion, support for the preparation of CVs, support in job-search and orientation towards training opportunities.

In France, the Regions have the competence in training and partially in employment. That is why each Region has developed their own measures of YEI and used the financial resources taking into account their respective needs and priorities in the field of youth employment.

EU Programme for Employment and Social Innovation

There are 4 credits institutions and associations in France who receive grants from the European Commission by EaSI programme and facilitate the loans and credits to entrepreneurs:

- Initiative France: <http://www.initiative-france.fr/>
Microloans (up to € 10 000), including for disadvantaged and underrepresented groups, for starting or developing a microenterprise (with less than 10 employees) for all sectors.
- Société Financière de la NEF: <https://www.lanef.com/>
This credit institution provides grants only to small companies (less than 10 employees) with an ecological, social or culture utility.
- Créa-Sol: <http://www.crea-sol.fr/professionnels/>
The Créa-Sol offers a professional microcredit up to € 10 000 to companies in creation or those with less than 3 employees and less than 5 years of existence.
- ADIE: <http://www.adie.org/>
ADIE is one of the most known association in France who help entrepreneurs without access to bank credit to create their companies. They provide credits and coaching. From 1989, ADIE has granted 160 000 credits (or 1 000 companies per week) with 84 % of insertion rate.

All of them have financing by the EU, the State, Regions and other partners.

France has the highest amount (27.5 %) of funding which has been disbursed to final beneficiaries.³⁹

³⁹ <http://ec.europa.eu/social/BlobServlet?docId=18413&langId=en>. p. 61.

An EU Strategy for Youth – Investing and Empowering

In France, the National Working Group in charge of implementing the dialogues was composed by different institutions: Conseil National de la Jeunesse, the Ministry of Youth, the Erasmus+ Agency and other associations of youth, in particular CNAJEP (Comité pour les relations nationales et internationales des associations de jeunesse et d'éducation populaire). They have developed the “dialogue structure” or structured dialogue, which consists of a process of dialogue between young people, national authorities and European institutions. It serves as an instrument to ensure that the views of young people are taken into account in shaping the EU's youth policy. At the end of each phase of consultation, the results of the dialogues are brought to the European level on the occasion of the European Youth Conferences. The last results of these dialogues were presented in July 2016 with the thematic of solidarity societies where the National Working Group compiled the opinions of 655 young people and young associations.

More detailed information on these dialogues can be found at: <http://www.provox-jeunesse.fr/faire-vivre-le-dialogue-structur%C3%A9>.

New Skills Agenda for Europe

As the new Agenda was established in June 2016, there is a lack of information about the implementation in France apart from some articles in press talking about the new Agenda.

Entrepreneurship 2020 action plan – Reigniting the entrepreneurial spirit in Europe

The measures to achieve this Plan have been developed in France by different legislations and policies as they are related to different sectors: poverty, employment, inclusive growth, social protection and more.

The same year (2013) the National Pact for Growth, Competitiveness and Employment has been presented in France which establishes 35 specific measures whereas 10 of them refer to entrepreneurship:

- Raise awareness among all young people of initiative and innovation
- Facilitate access to business creation for all and mobilize all talent
- Support the rebound of entrepreneurs by ensuring that they are entitled to a genuine “second chance” after a first failure
- Privilege a legal and fiscal framework that favours long-term productive investment and risk-taking
- Diversifying the financing methods of SMEs and better mobilizing household saving
- Build a personalized and long-term support offering with an emphasis on supporting the entrepreneur
- Accelerating and simplifying the international entrepreneur's projection conditions
- Creating the conditions for true entrepreneurial biodiversity making full use of social entrepreneurship

- Accelerating the transition of the French economy towards a new model of innovation – more product and market oriented
- Giving priority to SMEs in the implementation of the “simplification shock”.

There is no information on the implementation of the Entrepreneur Plan 2020 without references to this National Plan.

Also, there are two groups who have been specially supported: women and students. The Service of Women Rights has established a plan to reach 40 % of female entrepreneurs in France until 2017, and there are several initiatives developed to increase the number of entrepreneurs.

Erasmus for young Entrepreneurs

The European Commission has chosen different institutions to do the intermediate work among the young participants and this programme. In France there are 8 contact points to help people who want to participate in this project.

This programme is unfortunately not well known in France, only 5.4 % of the total participants are French. Among all the participants only 301 are French, including 163 young people and 138 hosting entrepreneurs. Overall, there were 2 318 exchanges carried out and only 193 of them were French. There are relatively low figures compared to the neighbouring countries (Italy or Spain).

After 6 years of implementation, the programme seems to struggle to reach French people – France is the 6th position in number of exchanges. The reasons can be the lack of information as people know Erasmus for students but not for entrepreneurs. But according to the coordinators of this programme, there are other reasons as the lack of confidence in foreign languages, the lack of openness and the French are particularly tired of administrative formalities. Another negative aspect is that most of entrepreneurs cannot leave their company for 6 months so the fact of being in another country for a long period can be a struggle.

Rethinking Education: Investing in skills for better socio-economic outcomes

The Europe 2020 strategy sets two objectives to be achieved by 2020 in the field of education, namely:

- Reducing the drop-out rate to below 10 %;
 - Ensure that at least 40 % of 30-34-year-old obtain a diploma in higher education.
- To these European objectives, each country has defined national objectives according to the situation and traditions of the country concerned. These objectives for France are 9.5 % and 50 % respectively.

In 2012, the proportion of young people who dropped out of school in France was below the European Union level (average of 12.6 %). Concerning the proportion of 17-33-year-olds with tertiary education, France remained above the Community average in 2012 with 35.8 %.

The European Commission has approved a series of recommendations for France in 2013 which are in line with the Communication “Rethinking education”. This includes providing assistance to young people to facilitate the transition from school to working life and promoting education programmes.

Junior Achievement

France participates in this programme under the name of “Entreprendre pour Apprendre” (EPA): <http://www.entreprendre-pour-apprendre.fr/>.

There are many actions for young people, one of them is called “Mini Entreprise-EPA” (Small company) and it consists of a business creation programme for students enrolled in college, high school, integration structure and training centre. The action takes place over a school year or a semester. Young people create a business that functions with the help of the EPA association. The mini-entrepreneurs have each one a role and responsibilities in their business. They design, produce and market a product or service. They also assume administrative and financial management.

This programme represents 60 hours of curriculum spread over a school year. Teachers and students construct their project step by step, with the help of a sponsor entrepreneur or a collaborator of company and the intervener of the EPA association. The teaching team and the entrepreneurs are accompanied by the EPA association on the pedagogical content and methods of animation of the group.

Each Region in France has different offices of EPA association. For the school year of 2015-2016, there have been 6 886 young and 1 580 trainers engaged in this programme. A report about the impact of this programme has been published with the following figures:

- Average age of young participants: 16 years old
- The posts occupied most often in their Mini enterprise: technician, commercial, director, marketing service, commercial
- 83 % of the young and 100 % of teacher participants recommend this programme
- 66 % of young think their curiosity for entrepreneurship has increased thanks to this programme and 50 % of them want to establish a real company in the future
- The programme has increased young participants’:
 - o comprehension of the steps needed for creating a company, the different posts, departments, the general operation of a company etc;
 - o capacities to work in a team, to express themselves, analyse a problem and look for the solutions;
 - o self-confidence and creativity;
 - o interest in studying STEM⁴⁰ and their confidence in what studies they want to continue in general.

There is another program called “Start UP” which has the same objectives than the previous, but it is aimed at students enrolled in vocational schools, universities and “grandes écoles”.

⁴⁰ STEM is a curriculum based on the idea of educating students in four specific disciplines — science, technology, engineering and mathematics — in an interdisciplinary and applied approach.

Youth Business International (<http://www.youthbusiness.org/>)

In France, there are two members of YBI:

- Positive Planet France (ex Planet Adam) (<http://www.ppositiveplanetfrance.org/>) and
- Adie (<http://www.adie.org/>).

The first one has created the programme “Entreprendre en Banlieu” with the aim of supporting and creating microenterprises in disadvantaged neighbourhoods, to help unemployed people overcome administrative problems with starting up a business. The programme has operated through neighbourhood associations called ADAMs (Association for detection and mentoring of candidates’ micro-entrepreneurs) in at-risk urban areas. In 2016 Planet Adam has accompanied 3 173 people and 606 companies and 722 posts have been created.

Adie is a non-profit organization and the first micro-credit institution in France. They use microfinance to provide wide access to credit, more precisely to the people and communities who are financially excluded and/or under-privileged.

HUNGARY

Youth guarantee

The Government of Hungary launched the Youth Guarantee Programme in 2015.⁴¹ The point of Youth Guarantee is that concrete employment opportunity shall be offered for those young people below the age of 25 (for people aged between 15 and 24), who do not study and are not employed either, either for getting into employment, for gaining working experience or for learning. The aim is that the young people without employment spend as little time in unemployment as possible and that they get personalized help in order to improve their situation on the labour market. In the case of unqualified young people, this can be achieved if they return to their studies, and if they get a new opportunity for attaining a qualification adjusted to the requirements of the economy. In the case of unqualified young people emphasis must be put on gaining working experience as well as on the facilitation of getting employed in the private sector.

Youth Guarantee means a personalized help. The **Employment Service** works out an individual action plan together with the young person concerned, considering what kind of supports could improve the chances of the young person on the labour market. Besides consultation and mentoring, the employment service can offer the following opportunities for the young people concerned:

- vacancy declared by the employer
- gaining working experience
- supported employment
- attainment of basic qualification, the different forms of vocational training.

⁴¹ <http://ifjusagigarancia.gov.hu/>

The achievements of the youth guarantee system are already scenic after the first two years, so the rate of young people below the age of 25, who neither work, nor study has reduced from 13.6 % in 2014 to 11.6 % by 2015, and the data for the third quarter data also show favourable unemployment and employment rates that have not been seen for a long time. Since its start in Hungary, Youth Guarantee Programme helped the further development of almost 60 000 young people below the age of 25 years.

The details on Hungary's National Youth Guarantee Implementation Plan can be found at: <https://ngmszakmaiteruletek.kormany.hu/download/9/4c/c0000/Youth%20Guarantee%20Implementation%20Plan.pdf>.

Youth Employment Initiative

In Hungary, the YEI specific allocation amounted to € 49 765 356 for the period 2014–2015 (matched by the same amount from the ESF). The increased pre-financing reached € 14 929 607.⁴² All YEI measures have targeted young people directly. Some examples of measures, which the funding can support, are: Direct support for high-quality traineeships and apprenticeships; Provision of first job experience (placements for at least 6 months); Start-up support for young entrepreneurs (mentoring and access to finance); Quality vocational education and training.

In the Partnership Agreement stipulated with the European Union, the Government of Hungary set out the increase of the employment of young people. The aim is that young people, who are not employed, spend as little time as possible as being unemployed, and that they get personalized help for improving their labour market situation. The programme is implemented in several stages. In the first stage, young people who have already been unemployed for at least 6 months should be offered an opportunity, then, step by step, it is necessary to find a solution for all people below the age of 25 years who have finished or interrupted their studies and who are unable to get into employment, or who have lost their job and who are looking for help. Until 2018, the programme should be gradually extended to all young people below the age of 25 who are not studying and not working either.

In the framework of the cooperation the Government undertakes to review the submitted application for grant within 30 days from submission deadline. It grants the project that fulfils the requirements of the call with a maximum of 36 billion HUF financing up to the limit of the available resources and it provides up to 100% advance payment for the granted projects that fulfil the requirements about advance payment.

On the other hand, organisations that submit grant application undertake that by implementing their project they contribute to the achievement of the aims of Youth Guarantee Programme. The current programme should provide for the participation of at least 36 000 young people.

EU Programme for Employment and Social Innovation

An example of a Hungarian programme financed by EaSi Programme is the **EURES-T Pannonia Advisory Office**. The Office provides information and motivation for getting into employment at a foreign labour

⁴² <http://ec.europa.eu/social/BlobServlet?docId=13470&langId=en>

market. The Austrian-Hungarian transnational cooperation won a direct grant of € 49 373 from the EU. In Austria – just like already in Hungary – there is a significant lack of labour, the consumer market of the country is significant. Those who look for work or settle down abroad are assisted by EURES-T Pannonia Advisory Office Network. They do not simply deal with labour placement, but they provide general, legal and establishment guide for the Austrian employees working in Hungary and for the employees that are about to go to Austria. More detailed information on EURES-T Pannonia Advisory Office can be found at: <http://nyeromagyarok.eu/eures-t-pannonia.html>.

Junior Achievement Hungary (JA Hungary)

JA Hungary is the member of Junior Achievement Worldwide that annually helps 10 million young people to reach their aims all around the world. JA Hungary as a public benefit non-profit organisation has been present in Hungary since 1993 and it works with Hungarian associates and partners in order to function as a bridge between education and business life. The aim of JA Hungary is to develop employee and financial competences of students so that the members of the upcoming generation become successful adult people that have viable knowledge.

JA Hungary operates with support of government and EU funds and along with the help of our professional partners and sponsors. With its 5-member board, its professional board and its 5 employees it seeks to help the students to prepare for the world of employment.

The work of JA Hungary is assisted by the regional coordinating organisation of JA Europe. JA Hungary wishes to contribute to the fact that Hungarian young people become competent, independent and responsible entrepreneurs and that their preparation fits as much as possible with the expectation of their potential employers by offering its theoretical and practical educational programmes.⁴³

NETHERLANDS

Youth guarantee

The Netherlands presented a Youth Guarantee Implementation Plan on 7 April 2014.

According to the 2018 Country report: "[t]he rate of youth not in employment, education or training is comparatively low. In 2016 the Netherlands continued policy initiatives to address youth unemployment. The government implements the so called 'City Deal Aanpak Jeugdwerkloosheid'⁴⁴, a policy programme and partnership between 7 cities and schools (secondary and tertiary), researchers, employers and intermediaries. The focus is to identify solutions for (migrant) youth in disadvantaged neighbourhoods to improve their preparation for a better transition to work by focusing on career guidance at their school. Within the programme 'Matchen op Werk'⁴⁵ the Dutch government invests together with municipalities, Public Employment Services (UWV) and their partners in sustainable work

⁴³ <http://ejam.hu/>

⁴⁴ <https://www.aanpakjeugdwerkloosheid.nl/aanpak/samen-met-de-5-steden>

⁴⁵ <https://www.samenvoordeklant.nl/werkgeversdienstverlening/matchen-op-werk>

opportunities for youth. Together they aim at improving services for employers – the key partners in tackling youth unemployment – and improving access to job openings."

"Around one in five employees in the Netherlands was employed on a temporary contract in 2016. [...] The high prevalence of temporary employment negatively affects the job duration and career prospects of young people. The average job tenure of workers under 30 decreased from 27 months in 2005 to 21 months in 2015. Estimates show that around half of this decline can be attributed to the increase in temporary contracts for young workers."

"The Netherlands performs relatively well on the indicators of the Social Scoreboard supporting the European Pillar of Social Rights. The labour market performance and social outcomes are good and inequality is low. Few young people are not in employment, education or training. [...] The adjusted wage gap is found to be increasing with age, reaching the highest level for individual between 40 and 50 years old (12 %). Nevertheless, also for young individuals (20 to 29 years old) the wage gap is found to be highly significant (7 %)."

Conclusions of the Employment Committee's multilateral surveillance review on youth employment from December 2017 include that: "[t]he Netherlands has good results in the area of youth unemployment, with the lowest NEET rate in the EU. Initiatives are in place to prevent early school leaving. There is a strong and diverse approach to partnership (although stronger central coordination might be considered). There continue to be challenges with young people with a migrant background, and there is scope for improving the outreach of the YG. A pilot project on outreach for young NEETs has recently been carried out in a number of municipalities."

Youth Guarantee delivery⁴⁶

Youth unemployment in the Netherlands is tackled comprehensively by departments of the Ministry of Education, Culture and Science, and Ministry of Social Affairs and Employment, together with the municipalities, employers, unions and educational institutes. Policies are built on the positive experience gained with the 'Action Plan youth unemployment' (2009) and aim to further reduce the number of early school leavers and to strengthen the links between education and the labour market. The national Youth Guarantee Implementation Plan was delivered in April 2014. Measures developed in response have focused on improving the quality and availability of work-based training (both through vocational education and training and through internships) and providing incentives to employers to increase job opportunities for youth ('Work Agreements').

The NEET rate in the Netherlands was the lowest of all Member States when the YG was launched in 2014 (5.5 % for those aged 15-24 compared to 12.5 % for the EU-28) and has since improved to 4.6 %. The Commission's three-year assessment of the YG and YEI produced in 2016 notes that the key remaining challenges for the Netherlands relate to improving support for young people with a migrant background and monitoring the sustainability of the acquired places in employment, education or training. Unfortunately, however, the YG monitoring data for 2016 still do not include any follow-up data.

⁴⁶ <http://ec.europa.eu/social/BlobServlet?docId=13655&langId=en>.

Just over two in five of those leaving the YG in 2016 (41.1 %) took up an offer within 4 months of registration. The Dutch YG data cover young people in receipt of an unemployment (WW) or social assistance benefit (WWB). On average, half (50 %) of all NEETs aged under 25 were covered by the YG (benefit) scheme in 2016.

Youth employment initiative

Taking into account that the Youth Employment Initiative (YEI) was launched to provide **support** to **young people** living in regions where youth unemployment is higher than 25 %, the Netherlands does not use this tool as in the Netherlands this is not the situation.

EU programme for Employment and Social Innovation

In the Netherlands, there is one financial intermediary organisation which provides microcredit and microloans for vulnerable groups and micro-enterprises: Qredits Microfinanciering. It supports all sectors and is aimed at start-ups at their early stage. More information can be found at:

<http://europa.eu/youreurope/business/funding-grants/access-to-finance/search/en/content/qredits-microfinanciering>.

EU strategy for youth

The Netherlands is actively involved in this programme and signed a national commitment: <http://ec.europa.eu/social/main.jsp?catId=1148&langId=en>.

The Netherlands' pledges are picked up by three organizations, all working on a national level: Algemene onderwijs bond a social partner, NETINVET, professional bodies and networks over eight EU countries, and MBO Raad, the national organization for education and training providers.

The MBO Raad has a project on mobility for apprentices. There is a general consensus about the added value of learner mobility. A period abroad can be done as part of citizenship competences, which is a compulsory part in Dutch VET or as part of your professional competences. In the latter case, internships and apprenticeships need to be done in recognized learning companies. MBO Raad, as association of all VET colleges is strongly encouraging and supporting its members to participate in learner and staff mobility.

Algemene Onderwijsbond represents nearly 87 000 teachers in the Netherlands in all education sectors. The AOb is a member of ETUCE and an important social partner in education at national level. The AOb promotes high-quality and modern vocational education, which offers training in all curricula areas equipping starting professionals with the right competences, skills and knowledge.

In line with the ETUCE policy on maintaining and improving quality education in VET, the AOb will step up its promotion of the following among the VET teachers and trainers via its publications, meetings and events on quality teaching and on VET:

- To ensure quality apprenticeship places in the enterprises;

- To get in contact with enterprises to provide apprenticeship places to VET students, to improve their technical knowledge, and to ensure continuing broader based learning;
- To improve quality teaching and apprenticeship training in VET;
- To promote mobility for apprentices and VET students to spend periods abroad.

The objective of NETINVET is to promote the exchange of learners in a vocational education and training (VET) programme in the area of wholesale & international trade and transport & logistics from one EU member state to another. The quality process designed by NETINVET ensures that the education and training obtained in the schools and in the companies in another Member State is recognised in the national qualification system of the sending country. Furthermore, NETINVET provides VET centres with tools and services facilitating the setting-up of mobility and improving the quality of mobility. The pledge of NETINVET for the European Alliance for Apprenticeships is to promote the image of apprenticeship and to increase the number of apprenticeships within its network.

New skills agenda for Europe

Our research found lots of blueprints for sectoral cooperation in tourism, maritime techniques, space, defence, automotive and textile, clothing, leather and food ware. The Blueprint is a new framework for strategic cooperation, in the above-mentioned pilot sectors, between key stakeholders (e.g. businesses, trade unions, research, education and training institutions, public authorities) in a given economic sector. It will stimulate investment and encourage the strategic use of EU and national funding opportunities. The aim is to develop concrete actions to satisfy short and medium-term skills needs to support the overall sectoral strategy. In the future the Blueprints will be extended to additional sectors. Our research did not find any results on projects in the Netherlands on this programme.

Entrepreneurship 2020 action plan

On national level, the government has responded to the Entrepreneurship 2020 action plan with its Ambitious Entrepreneurship Action Plan. This initiative is taken to motivate people to start their own company. In order to support entrepreneurs' access to capital, knowledge, innovation and the global market, the government has set aside € 75 million to provide early-stage finance for entrepreneurs and support different projects and initiatives related to entrepreneurship.⁴⁷

Erasmus for young entrepreneurs

The Netherlands participates in this cross-border exchange programme which gives new or aspiring entrepreneurs the chance to learn from experienced entrepreneurs running small businesses in other Participating Countries. The main contact throughout the **Erasmus for Young Entrepreneurs programme** are the **local contact points**. They assess the application process. Once accepted, the participant is able to search for an entrepreneur. A host entrepreneur's local contact point will also

⁴⁷ <https://www.government.nl/topics/enterprise-and-innovation/supporting-ambitious-entrepreneurs-and-startups>

offer local assistance to visiting new entrepreneurs during the stay. In the Netherlands the contact points in Rotterdam, Leeuwarden, Utrecht, Breda, Eindhoven and Amersfoort are active.⁴⁸

Rethinking Education: Investing in skills for better socio-economic outcomes

The Netherlands reacted on the pledge for giving an education a new focus on skills with several major policy initiatives and reforms. The government established an action plan for secondary vocational education (MBO) focusing on skills. It has mandated the newly-created Education-Business Alliance to develop the qualification structure. Students in vocational training are able to enrol in fields of training containing modules from different courses with related content, rather than following standard courses.

The strategy "Quality in Diversity" for higher education/advanced vocational education and training (VET) calls for streamlining the existing system with less but better focused study programmes, including in professional higher education. This includes a requirement for additional training of teachers.

The National Platform for Science & Technology has been commissioned by the government, education and business sectors to ensure availability of sufficient people with a scientific or technical educational background. It aims not only to make careers in science more appealing, but also to introduce innovation in education that inspires and challenges young people by targeting schools, universities, businesses, ministries, municipalities, regions and sectors. By 2020, it has set out, among other objectives, to increase the share of science and technology students by 15 % in higher education and to ensure that 40 % of all graduates hold degrees in this area by 2025. According to a 2009 evaluation, this programme has been very successful having achieved results at all levels of education as well as on the labour market and in the different regions.

The Action Plan Teacher 2020 aims at keeping and upgrading the quality of teaching by creating positive career prospects, increasing the educational level of teachers, requiring ideally a master degree and fostering self-commitment of teachers to constantly update their knowledge as well as by structurally introducing peer reviews. Concrete agreements have been established for 2012-2015 including, among others, scholarships for teachers and for promotion purposes.

The Netherlands has a national ICT strategy covering areas such as e-Government, infrastructure and broadband connectivity, ICT Security, e-Learning and ICT in schools, but no overarching strategy for ICT and education.

One of the initiatives was to establish Kennisnet, a public educational organisation creating a platform to support and inspire Dutch primary, secondary and vocational institutions in the effective use of ICT, notably by informing them of the opportunities offered by ICT. The approach is based on balanced and coherent use of four building blocks: vision, expertise, digital learning materials and ICT infrastructure. Kennisnet aims at removing barriers for and between schools and at encouraging interaction within the educational sector.

⁴⁸ <https://www.erasmus-entrepreneurs.eu/index.php?lan=nl>

Junior achievement

In the Netherlands this initiative works under the name of Jong Ondernemen. The network reached in the year 2016/2017 74 992 youngsters, 2 379 schools and over 1 500 professionals. The educational programmes are based on an intensive cooperation between schools and ambitious organisations of the labour market and professionals. Partners in the Netherlands are e.g. AT&T, VISMA, ABN AMRO, Jaarbeurs etc. Also, schools on basic, secondary, vocational, higher and university level are participating.⁴⁹

Education for entrepreneurship is the common base of this network. The network fully agrees with the INDESK goals that youngsters should develop an entrepreneurial attitude. With this attitude they are able to cope with the fast moving changes of the labour market.

⁴⁹ <https://www.jongondernemen.nl/>

3. YOUTH ENTREPRENEURSHIP IN SELECTED EU COUNTRIES

SLOVAKIA

The legal basis for start-ups

The Ministry of Finance of the Slovak Republic, within the Framework to promote start-ups and development of a start-up ecosystem in the Slovak Republic, has set its own definition of a start-up which differentiates it from other companies. Start-up is defined as a capital company based in the territory of the Slovak Republic, which has not been in existence for more than 36 months, while at the same time it has been created for the purpose of creating an innovative product or service; is a micro, small or medium-sized enterprise and is characterized by the fact that the majority of the voting rights belong to natural persons who are its founders.⁵⁰

The regulatory environment of the Slovak Republic shows several barriers for the effective functioning of start-ups which are related to the most used form of business – a limited liability company (spol. s r.o.). Current legislation does not allow for the effective use of tools commonly available in the world to set up the entry / exit of capital to / from the company, protect the rights of company founders and investors, and to efficiently motivate employees by owning the company. Even though special non-public contracts are currently concluded between shareholders regulating the relationship between them and the relationship between the shareholders and the company, they are in practice ineffective and virtually unenforceable due to the lack of legislative framework.⁵¹

The legislative framework for supporting SME entrepreneurship in Slovakia is made up of the Small Business Act, the SME Envoy and the Act. 290/2016 Coll. Act on the Promotion of Small and Medium Enterprises. A brief overview of the most important laws for business can be found in the Guide to Initiatives to Support Small and Medium-Sized Enterprises (“Sprievodca iniciatívami na podporu malých a stredných podnikov”)⁵² which was developed by the Slovak Business Agency.

National systems and actions to promote youth entrepreneurship

In Slovakia, there are several support programmes, e.g. Support for young farmers from the Rural Development Programme 2014-2020 or Science, research and innovation in the Programming period 2014-2020 count among the prominent ones. However, they are rather administratively demanding. Some support programmes require a high co-financing (e.g. of 50 %) by a young entrepreneur which most of them are unfortunately not able to finance. The complete list of state aid can be found at: <http://www.statnapomoc.sk/?p=1024>.

There is a specific State Aid Scheme – Venture Capital Facility for start-ups “Seed and Start up Capital” which aims to create, with the participation of financial intermediaries, a scheme for start-ups in the

⁵⁰ <http://www.rokovania.sk/File.aspx/Index/Mater-Dokum-189244>, p. 10.

⁵¹ Ibid, p. 12.

⁵² http://www.sbagency.sk/sites/default/files/sprievodca_2017.pdf, p. 8.

Slovak Republic.⁵³ The scheme is implemented under the Operational Programme Research and Innovation which is administered by the Ministry of Education, Science, Research and Sport of the Slovak Republic. Another State Aid Scheme “Scheme supporting small and medium-sized enterprises in the Slovak Republic (de minimis aid scheme)”⁵⁴ is administered by the Ministry of Economy of the Slovak Republic.

Interested parties may obtain information on business opportunities through relevant authorities (Trades Licensing Office, Office of Labour, Social Affairs and Family, Social Insurance Company, Health Insurance Company) or via the Internet. Office of Labour, Social Affairs and Family offers a large scale of supportive information on its website: <http://www.upsvar.sk/sluzby-zamestnanosti/informacne-a-poradenske-sluzby>.

In the framework of National Project VII-2 “Podpora sprostredkovania zamestnania a odborných poradenských služieb poskytovaných úradmi práce, sociálnych vecí a rodiny” (Support for mediation of employment and professional counselling services provided by Office of Labour, Social Affairs and Family) publications in paper and electronic form were created which deal also with a topic of entrepreneurship.

When it comes to the entrepreneurship education, the formal school system is providing for students of Business Academy the following subjects: administration and business correspondence, banking, tax system, economics, economic calculations and statistics, business administration, design and project management, accounting, or practical Training Firm (“Cvičná firma”). Students acquire through training firms also practical skills. A dual system of education is preferred, but it is still not sufficient for preparation of young people for entrepreneurship on its own in its current setting. The acquisition of practical skills takes place mainly in the third and fourth year of secondary vocational schools.

Various forms of developing practical skills are used:

- 1-day practical training at entrepreneurs operating in the sector
- Multi-day (10 days) practical training by entrepreneurs
- Participation in international cooperation through international job shadowing (internship), participating in Erasmus+, obtaining funds from various funds to support entrepreneurship of youth
- Establishment of training firms and simulations of the department in a real company where students can make errors that have no economic impact, such as in a real company, but which have educational function
- Meeting with entrepreneurs to transfer expertise to a younger generation in business
- Interactive interviews with former students of vocational schools who are successful entrepreneurs in order to highlight examples of good practice and discuss good and negative experience in a business life
- Involvement of students in professional traineeships based on their interests.

⁵³ <http://www.szrbam.sk/static-media/content/files/Schema%20SP%20OPVal%20Seed.pdf>

⁵⁴ <https://www.opvai.sk/media/98707/sch%C3%A9ma-na-podporu-mal%C3%A9ho-a-stredn%C3%A9ho-podnikania-v-sr.pdf>

Supplementary active labour market measures to increase employability of young people and their integration in the labour market

As it was already mentioned in the previous chapter, Slovakia is implementing the Youth Guarantee programme which consists of reforms (especially legislative changes) and specific initiatives (programmes and projects) designed exclusively for young people under the age of 29. In the field of employment services, conditions for the facilitation of employment and employability of young people have been created when it comes to promotion of the creation of a first job, especially for young people who are due to their low qualification level among the most vulnerable groups of disadvantaged job seekers. Preparations are made to modify graduate practice (“absolventská prax”) into an employment relationship. The Youth Guarantee is also based on the programmes and projects which are aimed at “second chance for education”, preparation for self-employment, counselling and assistance to young people (including increasing the number of professional counsellors) or transition from school to employment (career guidance, individual counselling, skills training, etc).

More information on selected programmes and projects can be found at:

<https://www.employment.gov.sk/sk/praca-zamestnanost/podpora-zamestnanosti/zaruka-mladych-ludi-sr/opatrenia/>.

Successful programmes and projects, good practice examples

Good practices to promote youth entrepreneurship in Slovakia include the following networks, programmes and initiatives:

Junior Achievement Slovakia – JA Slovakia is the leader in business education in Slovakia. It provides business, economic and financial education programmes for different types of schools. It has more than 320 000 graduates from primary, secondary schools and universities in Slovakia in 25 years. In programs JA Applied Economics and JA Entrepreneurship in Tourism, students try the first real business in a student company. Financial literacy of students is increased by the programmes More than money (“Viac ako peniaze”) and ME AND MONEY (“JA A PENIAZE”) that are created in accordance with the National Standard of Financial Literacy.⁵⁵

LEAF Academy – LEAF is a Slovak non-profit non-governmental organisation focusing on the development of young people with the potential to grow into the shapers of Slovakia and Central Europe. Through a variety of programmes it aims to enable writing of memorable stories of future shapers that demonstrate character, excellence, entrepreneurial leadership, and civic engagement – regardless of their socio-economic background. LEAF runs educational and support programmes for individual students and young professionals across different life stages, including for talented high school students, secondary school teachers, young professionals or Slovaks abroad.⁵⁶

The Association of Young Entrepreneurs of Slovakia – An organization that brings together Slovak entrepreneurs under the age of 40. The association's activities include the exchange of experience and mentoring, the networking of young entrepreneurs, the help with financing start-up phases of

⁵⁵ <http://www.jaslovensko.sk/showdoc.do?docid=4894>

⁵⁶ <https://www.leafacademy.eu/>

business, the presentation of successful entrepreneurs and examples of business practice as well as identifying and removing barriers to entrepreneurship of the youth.⁵⁷

Košice IT Valley – Klaster Košice IT Valley plays an important role in the development of the IT sector in the Kosice region. Klaster was certified "Cluster Management Excellence Label GOLD" as the first in Central Europe.⁵⁸

Slovenská sporiteľňa Programme for start-ups – The programme of the bank Slovenská sporiteľňa, which helps you find out if your business idea is viable, will show you how to test your idea in a small scale and advise you how to get money and start a new business.⁵⁹

Startup Sharks – Slovak Business Agency's initiative to improve start-up conditions to increase the chances of promoting innovative and competitive business ideas and market intentions. Startup Sharks is implemented through the Startup Support Scheme (de minimis aid scheme) and the Startup Programme launched by the Ministry of Economy of the Slovak Republic and financed from the state budget of the Slovak Republic.⁶⁰

Rozbehní sa! (Get going!) – An online course designed to facilitate start-ups. The course participant will learn to recognise new ideas, assess their potential, create business models and test them. The course includes video lessons, support materials, a supportive community including online mentoring, as well as an individual diagnosis of the business idea.⁶¹ The course is available at: <https://rozbehnisa.sk/>.

Podnikateľská univerzita (PU) ("Entrepreneurial University") – The goal of the project is to teach entrepreneurs how to do business by doing business and not by reading books, to improve their business, to connect, to work together and to create a community of entrepreneurs. PU allows entrepreneurs to come out of their "cave" for 2 days a month to connect their plans and strategies with interesting people, innovate their business model, meet outstanding entrepreneurs and their businesses, connect with schools, talented students and the world of people on the margins of society.⁶²

Podnikatelia, spojte sa! ("Entrepreneurs, get in touch!") – Forum of inspirational ideas, new impulses and answers to future business questions. This is a project that brings together Slovak and Czech entrepreneurs and managers to share their experiences, stories and expertise. The event connects people for whom business is a lifestyle and gives them room for joint growth. Past events have resulted in joint participant projects amounting to several tens of millions of euros.⁶³

Mladipodnikatelia.sk – A blog that aims to motivate and inspire young people to do business. Authors write on topics of online marketing, motivation, personal development, e-shops and other topics.⁶⁴

⁵⁷ <https://zmps.sk/>

⁵⁸ <http://www.kosiceitvalley.sk/>

⁵⁹ <https://www.slsp.sk/sk/biznis/zaciname-podnikat>

⁶⁰ <http://www.sbagency.sk/startup-sharks-0#.WvLEL8iFO70>

⁶¹ <https://rozbehnisa.sk/kurz/>

⁶² <http://www.podnikatelskauniverzita.sk/>

⁶³ <http://www.podnikateliaspojtesa.sk/>

⁶⁴ <http://mladipodnikatelia.sk/>

Združenie mladých farmárov na Slovensku (Association of Slovakian Young Farmers) – The association brings together young farmers aged between 18 and 40. The objectives of the Association are: to disseminate information to young farmers, to train them, to coordinate their activities and to represent them at national level; to promote tools to facilitate the start-up of young farmers in the agricultural sector; to allow discussion and exchange of experience among young farmers across Europe.⁶⁵

EURES-T Danubius partnership – Office of Labour, Social Affairs and Family Komarno cooperated with other organizations within the activities of a cross-border partnership EURES-T Danubius and in the year 2013 published an information booklet “I am starting a business in Slovakia” which gave basic information about the business to interested individuals.⁶⁶

Barriers and limits of youth entrepreneurship

As it has been already mentioned in the previous section, the primary obstacles for young people to take the plunge into entrepreneurship are that supporting schemes and programmes are administratively demanding as they are very bureaucratic. The amount of administrative duties is a general problem for small start-ups. What is more, young entrepreneurs are hampered by high tax and levy payloads, frequent legislative changes and a number of state regulations. Also, the financing of business activity is a major limitation for the youth as they often do not have enough financial resources at hand which they could invest in the launching of entrepreneurial activity. However, the perception of the situation differs depending on the business sector. Entrepreneurs whose production is capital-intensive, such as agriculture, manufacturing or commerce, perceive the situation as more critical than IT entrepreneurs, who do not consider the availability of funding to be an obstacle to their business that much.⁶⁷

FRANCE

The legal basis for start-ups

When creating a company, there are two possible categories concerning the legal form or status: creating an individual company or a partner’s company.

In the first case, both the personal and professional employer’s patrimony is the same.

In this category, we can find different kind of business, the most important ones are the following:

- Individual business: The management of the company is assumed by an individual entrepreneur;
- The self-entrepreneur: this new status was created in 2009 and allows a person to create a business and to benefit from several advantages (including a VAT exemption) but the revenue must not exceed a certain amount. This is a simplified scheme of the individual business with simplified administrative, tax and social procedures;
- EIRL: Individual Contractor with limited liability.

⁶⁵ <http://www.mladyfarmar.sk/>

⁶⁶ http://www.eures-t-danubius.eu/index.php?option=com_content&view=article&id=100%253Azainam-podnika-na-slovensku&catid=85%253Azamestnavatelia-podnikatelia-sk&Itemid=18&lang=sk

⁶⁷ <https://www.etrend.sk/podnikanie/10-prekazok-v-podnikani-mladych-v-roku-2015.html>

The second option is setting up a company with other partners: in that case, the partners pool the assets and share the benefits of the results. These companies have a legal personality distinct from those of the partners, and they can dissociate their patrimony from that of the company.

In this category, we can find the following (most important ones):

- SARL (Responsibility limited company): it allows the creation of a company with little capital which gives it a certain family character. Among the advantages of this status, it limits the liability of the partners to the amount of their contributions;
- The SA/ Société Anonyme (Anonymous company): the way of working of this status is rather difficult, which explains why the SAS has gradually ousted it;
- SAS/ Société par Action Simplifiée (Simplified Joint Stock Company): it allows the partners to manage the conditions of entry and exit of the company.
- SCA / Société en Commandite par Action (Sponsorship by Action): this form of company allows the use of external financing without losing control of the company.

At the time of the declaration of existence of the company, entrepreneurs must choose the tax system (there are mainly four categories) and the social regimen. Some legal status as SARL, SA or SAS imposes a concrete social system, but in some cases, it is possible to choose between being a salaried employee of your own company or not. In any case, as entrepreneur, they do not have the right to unemployment insurance whatever the social status.

It is also important in the first steps of setting a company to define the proper liability of entrepreneurs. They are mainly two options: to have limited responsibility (EIRL) or unlimited responsibility.

To choose the correct legal status as well as the tax and social responsibility and liability of the company is very important to have a successful company. In France, the institutional support to help entrepreneurs to choose the appropriate legal and tax status and support them in the process of creation a company is quite extended. There is a great deal of information on the Internet, mainly different websites of public institutions (national and local) and also private ones.

Apart from the online information, there is a high number of institutions that support entrepreneurs. These institutions can be classified by activity sectors (Chambers of Commerce, Agriculture, the UNAPL – National Union of Liberal Professions...) or entrepreneur's profile (institutions specially related to jobseekers, women, young...).

National systems and actions to promote youth entrepreneurship

In France, education policy explicitly mentions entrepreneurship education as an objective. Entrepreneurship education is highlighted as priority within education policy and it is directly embedded within policies directed at learning system. Also, entrepreneurship education is mentioned as a wider policy in economic and employment policies. Entrepreneurship education is recognised as a framework condition for economic growth and employment as well as for social well-being.

The limited aspect in practice is how to develop an efficient policy which compiles all the sectors (education, employment...). In fact, there are repetitive legislations and policies about entrepreneurship in different sectors due to the different authorities (the State, the Regions, the social partners...). Even if entrepreneurship has been established as an education policy and employment

policy, there are many things to improve as entrepreneurship is not seen in France as a strategy overall as this report establishes.

According to the Global Entrepreneurship Monitor (international study conducted in parallel in 69 countries and focusing on entrepreneurial attitude), young French are motivated and would like to establish a company. But the problem is to turn that into reality and according to the study, there are two factors: social-cultural norms (especially the fear of failure) and the belief that they lack the necessary skills to succeed.

In order to address these limitations, France has developed different mechanisms. In 2001 an Observatory of Teaching Practices in Entrepreneurship was created by two Ministries and other institutions. Today, it is more a tool for promotion and exchange about entrepreneurial pedagogies between teachers, students and other economic stakeholders. There are other Observatories such as the “Business Creation Observatory” which goal is to disseminate the studies and reports about the entrepreneurship, including the French Entrepreneurial Index.

In 2004, six “Maisons de l’Entrepreneuriat” (houses of entrepreneurship) were set up in six universities and higher education institutions. Their goal is to offer training, resources and coaching to students concerning the entrepreneurship as well as to develop partnerships with local economic actors.

In 2009, higher education institutions launched a plan to develop entrepreneurship to their students in order to raise their awareness of entrepreneurship and a better integration of them into the labour market. The idea was to incorporate entrepreneurship as a “generic subject” in all kind of studies. To do that, an “entrepreneurship mentor” in each institution offers innovative mentoring and information about aids and grants available for them.

Nevertheless, the impact of this idea has not been very effective. Only universities related to business and engineering have developed it, but the implementation of this idea in other sectors is quite limited. In fact, only 30 % of French entrepreneurs say that they have benefited from this kind of programme.

Apart from the policies to educate and encourage young people to create a company at universities, there are many financial and tax aids as well as coaching and other kind of programmes:

- Nacre: The aim of this mechanism is to give project promoters the maximum chances of success with an individualized support before and/or after the creation of the company and a zero-interest rate loan (between € 1 000 to € 8 000). It is intended for young people under the age of 30.
- Créa Jeunes (Creation Young): Training and coaching for young people under the age of 30 with small microcredits for those who cannot have access to traditional credits.
- Cap’Jeunes: The programme offered by France Active to unemployed young people (under the age of 26) which allows them to benefit from reinforced support and a start-up bonus of € 2000.
- Accre: This programme takes the form of an exemption from payroll taxes (up to 120 % of the SMIC – minimum wage) for one or three years depending on the case. It is intended for persons

aged 18 to 25, or under 30 who are not compensated by unemployment insurance or recognized as disabled.

- There are also different competitions (national and regional) intended for young people who have ideas to create their companies. The winners of these competitions get different aids to implement their ideas: financial reward, coaching etc. Some of the examples of these competitions (Prix Moov Jee-Innovons ensemble; 100 jours pour Entreprendre, Prix PEPITE-Trempling Entrepreneuriat Etudiant; Petit poucet; Graine de boss...).

There are many more financial aids in France provided by the State, the Regions and other local territories which are open to young entrepreneurs but not intended specifically for them (grants for investment in specified areas; tax exemptions; aids for reintegration of jobseekers; financing innovative projects; assistance for preliminary market studies...).

Supplementary active labour market measures to increase employability of young people and their integration in the labour market

Young people are a vulnerable group on the labour market as many of them lack the skills, work experience, job search capabilities and financial resources to find a job or create a company. The global economic crisis has engendered even greater and greater difficulties for young people. Some of them have stopped their studies prematurely, their livelihoods are dwindling due to severe financial problems, and many of those who have a job have to accept unsafe and poorly paid working conditions. The employment rate of young people in France was 24.7 % in January 2016 according to the OECD which is a very dramatic statistic.

Due to this critical situation in France, the government has introduced in January 2016 an “Urgency Plan for Employment”. The objective of this Plan is to reactivate the employment by different measures, including bonus for employers who hire, to boost the apprenticeship, to finance extra 500 000 trainings, and to encourage the entrepreneurship by different measures. It is too early to analyse the results of this Plan.

In parallel to EU level **Conclusions on promoting youth entrepreneurship to foster social inclusion of young people**, France has developed different projects regarding social entrepreneurship. In France, social entrepreneurship is part of the ESS (Social and Solidarity Economy). Numerous initiatives have emerged during the last twenty years: integration enterprises, companies adapted to people with disabilities, new forms of cooperatives (Scic – collective interest co-operative corporations; Activities and employment (CAE) cooperatives), services to people, activities related to the fields of the environment and solidarity etc. Social entrepreneurs wanted to gather in 2010 around the Movement of social entrepreneurs (Mouves). The mission of the network is to build an active and open community of social entrepreneurs and stakeholders and to bring their expectations and solutions into public debate and public policy.

The law of 31 July 2014 on the social and solidarity economy makes it possible, in particular, to define the perimeter of the social and solidarity economy. Social enterprises that choose to apply themselves to the founding principles of the ESS are included in this perimeter. This clarification aims in particular at a better identification of the structures by the public and private financiers and thus an orientation towards adapted financing tools and an increase of the investments.

In France, the government wished to give a boost to the sector by relaunching the Higher Council for the Social and Solidarity Economy (CSESS), which talked about the investment programme for the future, and the ongoing preparation of a framework law to improve its situation.

Successful programmes and projects, good practice examples

France has established entrepreneurship as a basis for its growth and has made an effort in extending information through the Internet and by different government centres. It is difficult to quantify the impact of this information, but one thing is clear, information has to be the first step accompanied by other aspects as the coaching and mentoring.

The simplification of administrative barriers thanks to different legal modifications (especially Law No. 2008-776 on economic modernisation) has made an important effect. From 2009, thanks to this new law which simplifies the structure of individual companies, the number of companies established in France has been almost doubled.

Some interesting programmes/projects to encourage young entrepreneurship include:

- Status “Student entrepreneur”:
The status student-entrepreneur aims particularly at students and young graduates who have a realistic and motivated entrepreneurial project. This status allows students to do their studies and start their business project at the same time by proposing time-use adjustments, ECTS credits, coaching and the possibility of substituting work experience for their project. And for young graduates (under 28 years old) having the status of student-entrepreneur, it makes them benefit from the students’ advantages: possibility of extended scholarships, student social security coverage, reduced rates etc. This programme also offers qualified, dedicated and personalized training about the entrepreneurship and management, professional coaching, assistance in the search for financing and networking. It also offers the possibility to sign a Contract of Support to the Enterprise Project (CAPE) and finally to obtain a diploma.
Impact: This project was established in 2014 in order to boost the entrepreneurship among young students as according to some statistics only 3 % of companies’ creators were students. The objective was to have 20 000 students-entrepreneurs in 2017. The results for the first year (information for 2015) are the following: 100 000 students have been sensitised for entrepreneurship and 1 984 students have adopted this status.
- “DEFI Jeunes” is a programme for people between 18 to 30 years old which provides micro-finance, training and counselling. The objective is to support youth initiatives in order to develop abilities of young people and their capacity of creation of jobs and integration into the labour market. The applicants present their project to the jury with information on business plan, budget and financial plan, and the viability of the project. If they are accepted, they can benefit from grants, training and coaching services for two years.
Impact: In 2010, 6 000 young people undertaking more than 3 500 projects were supported.
- “Young innovative enterprise” – JEI status
This project aimed to encourage innovative entrepreneurial projects. It was introduced in 2004 for small or medium new companies or companies with less than 8 years. The most important requirement is to develop innovative projects (at the end of each financial year, the company

must carry out research expenses representing at least 15 %). This status offers exemptions from social security contributions for all employees engaged in research.

Impact: Between 2004 and 2011, 5 200 companies have benefited from this status and there are around 600 enterprises per year who join this status every year.

Barriers and limits of youth entrepreneurship

According to the OECD, the main barriers and limits to develop youth entrepreneurship are the following:

- The lack of encouragement for entrepreneurial activities (negative social attitudes)
- The education and training programmes prepare often students for paid employment
- The lack of necessary skills for setting up or running a business (e.g. sectorial and managerial abilities)
- The lack of financial resources
- Limited business networks and social capital

These reasons are shared in France. According to the study French Entrepreneurship Index of 2015 developed by the Business Creation Observatory, the main barriers were the following:

- Need for too high a financial investment
- A very high risk of failure
- Preference for the security of being employed
- Very complicated administrative process

In France, the administrative burden on start-ups is quite heavy. Nevertheless, many changes have been introduced to solve this problem from 2008 as mentioned above. Even if the number of companies has increased considerably in France, there is an important weakness: the lack of intermediate-size enterprises as 94 % of businesses created have no employees and thus the capacity of creating growth and jobs is very low.

NETHERLANDS

The legal basis for start-ups

In the Netherlands it is quite easy to start up an own business although there is of course some legislation to deal with. Some steps have to be made:

1. Select a legal form: owners of a new business must first select a [legal form](#) (e.g. one-man business or a private limited company). The legal form determines such issues as liability and tax obligations;
2. Select a trade name: in order to have your business included in the Business Register, you will require a [trade name](#) (company name);
3. Register with the Dutch Business Register and Dutch Tax Administration: new businesses must be registered with the [Dutch Business Register](#). They will pass on your details to the Dutch Tax and Customs Administration. You therefore do not need to register separately with them;
4. Register as an employer for payroll taxes and social security: if you intend to hire staff, you will first need to [register as an employer](#) with the Dutch Tax and Customs Administration;

5. Check whether you require certain professional qualifications: you do not require a separate qualification to establish a business in the Netherlands. However, you are only allowed to practice certain professions [if you meet certain requirements](#);
6. Consult the zoning plan with regard to your business location: if you plan to establish your business at a particular location, this choice of location must be in line with the municipal [zoning plan](#). If this is not the case, however, you can apply for an [All-in-one Permit for Physical Aspects](#) (*Omgevingsvergunning*) to carry out your plans. You can also ask the municipality to change the zoning plan;
7. Consider environmental regulations: if your business operations will have an impact on the [environment](#), you must submit a notification of environmental management to your local municipality. Sometimes you must also apply for an All-in-one Permit for Physical Aspects (*Omgevingsvergunning*);
8. Consider fire safety requirements for your business premises: if you occupy a business property, you have to take measures to [ensure fire safety](#). In most cases you must submit a notification of occupancy to your local municipality. Sometimes you must also apply for an [All-in-one Permit for Physical Aspects](#) (*Omgevingsvergunning*);
9. Create your business accounts: as you often incur expenses before the official launch of your business, make certain to create your [business accounts](#) in a timely manner. In the Netherlands, you are legally obliged to maintain accounts and to retain them for seven years;
10. Check whether you need insurance: if you live in the Netherlands or earn income here, you are obliged to take out [health insurance](#). You are also obliged to pay Dutch [national insurance contributions](#). Additionally, there are several ways to insure your business's assets in the event of legal liability or any other risk you cannot afford to cover.

All practical activities, which make it for almost everyone possible to start an own company, can be found at: <http://www.answersforbusiness.nl/guide/starting-business>.

National systems and actions to promote youth entrepreneurship

As mentioned above, everyone can start his/her own company. The Chamber of Commerce is promoting the starting of an own company. Webinars, open days, individual guiding etc are among the supporting activities. All activities are focused on helping new entrepreneurs to start their business and most activities are free of charge. Age is not an issue too, so whether you are young or old, starting an own business is possible.

The first four years after starting the own company the tax fee to be paid is limited. This rule has been developed to help entrepreneurs to survive the difficult first few years as they have to find customers, learn to be an entrepreneur etc.⁶⁸

More and more young people in the Netherlands want to become an entrepreneur. The Foundation for Young Entrepreneurship found out that the number of applications for their entrepreneurial programmes increased the last year with over 10%! The association for entrepreneurs VNO-NCW sees

⁶⁸ www.kvk.nl/Starter

this as a very positive development because young entrepreneurs are essential for the growth of the employment in general and the innovative power of the economy.

Also, the educational centres are supporting this development: youth with entrepreneurial skills seems to be more resilient and take more responsibility. Last school year over 11 800 students have started their own student company. Young people do not want to work their whole life for a boss but are looking for a challenging route to give more content to their personal ambitions. It is marked that we see this situation on all levels, from the lower vocational school, via general secondary education to university level. Even under children still joining the elementary school (below 12 in the Netherlands) a form of entrepreneurial activity is very popular.

“May young entrepreneurs put innovative and risky products in the market which score high on easy for users or which are especially environment friendly. Therefore, it is a good development that youngsters choose more and more for starting their own company”, so tells us Bernard Wientjes, chairman of VNO-NCW. He continues that “[e]ntrepreneurship is very important for the development of the Dutch economy. And especially young entrepreneurs have the guts to innovate and are the entrepreneurs of the future”.

Supplementary active labour market measures to increase employability of young people

The government on national and EU level is very involved in organising measures that help unemployed people to enter the labour market. In the Netherlands it is being realised that a good education is needed to be a member on a more structural way of this labour market. Therefore, all young people have to end the school with a starting qualification, a formal certificate on level 2 (EQF). With this starting qualification a future in the labour market must be possible.

Schools have a very good relationship with the labour market as they prepare their students for it. From elementary school, via Vet-Schools to Universities in all programmes traineeships in real companies are part of the educational programmes. More and more we see that these traineeships are followed by a first job after the graduation of the student. Target groups with more distance to the labour market, like disabled, get special attention and financial support for companies to also involve them in the working class.

Successful programmes and projects, good practices examples

In general, most VET-programs in school are very successful: almost every learner leaving school has a job. Also, the educational programmes in universities with a technical aspect give students who graduate almost the guarantee that they have a well-paid job directly after leaving school.

Another aspect is the starting of many small companies based on the development of innovative products and services. Mostly young creative people start a company in a garage and jump with their activities in a – most of the time – digital gap in the market. Best practices are the gamers companies who developed games like ‘war crafts’ or ‘candy crush’ and now earn a lot of money with these activities. But also the youngster who wanted to order a meal on Sunday evening at home but could only choose between a pizza and a Chinese meal. He started his company www.thuisbezorgen.nl and

is a millionaire now. Every household in the Netherlands, who wants to order a dinner, can find almost every type of kitchen on this website.

Barriers and limits of youth entrepreneurship

Young people who really want to start their own company will always find their way. But if items have to be mentioned which make it more difficult for young people to start their own company, these are things like the lack of experience, the lack of knowledge and the lack of money. However, the legislation and the government in the Netherlands try hard to offer all support one may need to start their future as an entrepreneur.

HUNGARY

The legal basis for start-ups

According to the laws currently in force, entrepreneurial activity can be pursued in several forms in **Hungary**. A person can do economic activity even in multiple entrepreneurial forms, making use of the advantages belonging to the different forms:

- Limited Partnership
- Ltd.
- One-person Ltd.
- Plc
- Sole trader.

Different responsibilities, share capital and management dispositions refer to each company format. The legal background of establishment of companies can be found in detail at: <http://vallalkozas-alapitasa.net>.

The **start-up** can primarily be defined from an economic sense and viewpoint; however, it is also worth highlighting the legal references of the meaning of start-up. A start-up enterprise **does not mean a separate company format**, not even a separate legal institution. A **start-up company can operate within the same legal and company legal framework as a Hungarian small- or medium-sized enterprise (SME)**. In the economic sense, the difference, that can be regarded as the most significant, is that of the high growth potential represented by start-up companies. Therefore, we can probably say that a well-run start-up company will attract investors. Compared to the companies operating in the sector of SME, this significant difference in the field of law appears in a way that the start-up company operating within the framework of the Hungarian company law has to be prepared for the general expectations of the investors, already before the investment takes place, and actually in the very moment of investment, the potential Hungarian legal and company legal tools should be called for in order to protect the interests of the founding owners and the investors. Should no investors come to the enterprise, then the operation of this start-up company, from a legal point of view, will not differ from that of an average Hungarian company belonging to the sector of SMEs. If an investor comes to the company, then however, the Anglo-Saxon patterns and legal institutions that are seldom used in Hungarian company law will be taken into the foreground that can also be implemented –

having some creativity – within the Hungarian framework of company law. So, upon the entrance of an investor, it will be inevitable to discuss questions such as the preparation of a new syndicate contract; vesting; control and management rights; dilution and anti-dilution protection; payment of dividend and so on.

Hence, the meaning and the legal references of start-up do not differ much from the operating mechanism of the classic Hungarian SMEs. The significant difference and the appearance of “start-up right” is mostly represented by syndicate contracts, may we speak about syndicate contracts stipulated upon the foundation or a syndicate contract rewritten upon the admission of a new investor. In this respect, the most important thing is that it is not enough just to translate legal institutions applied within the Anglo-Saxon law into Hungarian, but we have to think about their practical operation and their practical use as well.

The institution of a syndicate contract is closely related to the foundation of companies, to the establishment and operation of start-up-enterprises. The syndicate contract is usually stipulated on behalf of the owners of the company in the period preceding its foundation, but it can also be stipulated if the company has already been operating. It is important to highlight that the content of syndicate contract cannot be determined universally, it contains various types of legal constructions in practice, and there is no separate law concerning it and accordingly any provisions can be included into a syndicate contract that are not contrary to the cogent (obligatorily binding) rules of Civil Code or the Law on Business Associations.

The following dispositions are usually included in the syndicate contract:

- Agreement stipulated between the owners of the company about the disposition of registered capital of the start-up company, about the composition and assessment of the assets of the company;
- In the period before the foundation of the company, the regulation of the frameworks of cooperation, the division and specification of tasks;
- Recording the obligation of privacy so that the trade secrets are not lost;
- Stipulation of a disqualification agreement;
- Clarification of voting rights, property shares;
- Stipulation of management rights, appointment of leading officers.

The practice shows that founding a start-up enterprise is almost unthinkable without a syndicate contract.⁶⁹

Start-up enterprises are extremely innovative enterprises, their products, services, often exploiting market niches, can also be sold on the international labour market. Due to their characteristics, they have to face specific problems also from the point of **taxation** and **accounting**. According to the current laws, there is no separate Act on Accounting only for the **start-up** companies, or there are no special rules about corporate taxation. In their case, however, there are many significant questions that have a reasonable chance for not emerging by other conservative enterprises. For example, the enterprises that are also competitive on the international market have various patents and invest significant

⁶⁹ <http://drtoth.eu>

amounts on research and development. This necessitates the knowledge of accounting-taxation rules. Employees are highly-qualified – therefore companies have to calculate with higher labour costs.

The bill developed in September 2016 might bring about significant changes in the life of start-up companies from January 2017. The bill introduces the **concept of early-phase enterprises** in relation to the tax base reduction for start-up companies according to which an early-phase enterprise is meant to be a legal person registered according to the law on the registration of early-phase enterprises. According to the bill, a further condition of qualification is that the **average number of staff** of the early-phase enterprise shall **reach or exceed the two persons, and at least 1 person of them shall be qualified as a researcher-developer** in terms of the law on scientific research, development and innovation, and that the early-phase enterprise shall not be qualified as the affiliated enterprise of the taxpayer entitled to a reduction in the tax years of its taking. The aforementioned law determines the further details of the qualification and registration procedure.

According to the bill, the **Law on Corporation Tax** will support investment into registered early-phase enterprises by offering them tax concessions. Further information can be found at: <http://ado.hu/rovatok/ado/adocsomag-2017-tarsasagi-ado>.

For a company that would like to establish itself on the “start-up market”, it is vital to be able to understand and adapt to the changes of the market in time, to be able to change the direction of product development and the applied technology immediately.

National systems and actions to promote youth entrepreneurship

In the framework of the Youth Guarantee programme, the Hungarian Foundation for Enterprise Promotion provides the **programme for preparation of young people who have an entrepreneurial approach and who plan to start their own company – either individual or micro-enterprise**. To be able to do so, the programme offers its help for the establishment of their business plan by knowledge and skills development and it provides financial support for the starting costs of the enterprise based on the approved business plan. Young people aged between 18-25 (in case of people having a qualification attained within higher-education – aged between 25-30) can participate in the programme. Young people not having a majority business share (higher than 50 %) in any other enterprise can apply for the programme. From among the young people applying, the ones who have a reasonable idea, a realistic conception and entrepreneurial attitude necessary for starting a new enterprise will be selected.

The entire programme is implemented in the framework of two components:

Young people who get admitted into the programme gain the competences necessary for starting a new enterprise. In the framework of training programmes provided within the **first (A) component**, they can acquire basic legal, financial, economic, working management and economical and coordination-related knowledge, they get to know the different types of enterprise forms and become able to prepare the steps of their becoming self-employed or entrepreneur. Through the support

services they get help for compiling their business plan, and in the starting period they get help for their legal operation, for the establishment of tax-conscious entrepreneurial attitude.

In the framework of the **second (B) component**, young people having an approved business plan, and having successfully completed the training programmes provided within the first component, get a non-refundable support of a maximum of 3 million Hungarian forints⁷⁰ in order to support their costs pinned down in the business plan with 10 % own resource.⁷¹

Supplementary active labour market measures to increase employability of young people

Besides the Youth Guarantee Programme, the other significant action of the Government – also inducing interest – is the **Job Protection Action Plan** introduced in January 2013, the target group of which are also the young people/career-starters, and which measure contributed to the employment of more than 152 000 young people. The Job Protection Action Plan targets economic boom by applying efficient tax policy tools.

The action package set out in the Action Plan can be divided into three main groups.

I. Tax advantage provided to the employers regarding employment

The first group consists of the targeted diminishing of the **employer tax charges**, if it employs people from the following disadvantaged target groups: people aged 15-24, people aged 55-64, people having low qualifications, and women with small children.

The Labour Protection Action Plan provides significant **social contribution tax allowance and vocational training contribution allowance**:

- **No vocational training contribution has to be paid in the first 2 years of employment** in case of employing a career-starter employee below the age of 25, having a maximum of 180 days of employment;
- **14.5 % allowance can be taken after the 27 % social contribution tax charging the employer** (i.e. the social contribution tax will be 12.5 % instead of 27 %) in case of employing an employee below the age of 25;
- The social contribution tax to be paid after the wage **will be 0 % instead of 27 % in the first two years of employment** in case of employing a career starter employee below the age of 25, having a maximum of 180 days of employment.

II. New, optional forms of taxation available for enterprises

The second group refers to **the simpler and more favourable taxation conditions worked out for entrepreneurs**. To improve the taxation conditions of small- and medium-sized enterprises, to increase

⁷⁰ Around € 10 000.

⁷¹ Further information can be found at: <http://vallalkozz2016.hu>

employment and to reduce administrative burdens, the Labour Protection Action Plan introduces two new, optional tax categories:

- Small Taxpayer Enterprises Itemized Lump Sum Tax;
- Small enterprise tax.

The Small Taxpayer Enterprises Itemized Lump Sum Tax offers a simpler way of taxation for the enterprises with a maximum income of 6 million forints⁷². By paying the new category the small taxpayer redeems the company tax, the entrepreneurial income tax and the personal income tax, the tax or the flat-rate tax after entrepreneurial dividend base, its allowances, its health contribution, its social contribution tax, its vocational training contribution. However, it does not redeem the burdens after the eventual employee of the small-taxpayer. This tax category primarily provides a serious relief for those enterprises that offer their services to the citizens – mechanics, taxi drivers, hairdressers. It is popular among young people who start an enterprise.

III. Actions facilitating the financing and administration of enterprises

The third group consists of the actions facilitating the financing and other accounting settlements:

- Helping out enterprises taken into a difficult situation due to the losses on the exchange rates;
- Payment service-approached general taxation;
- Simplification in terms of the administration related to the finance office.⁷³

Successful programmes and projects, good practices examples

In the framework of the implementation of the Youth Guarantee Programme, the **Hungarian Foundation for Enterprise Promotion (MVA)** has started an information and registration website in each of the regions in the framework of the programme entitled “Supporting young people in becoming entrepreneurs in the convergence regions”. In the first stage, in the Central Transdanubian Region and in the Central Hungarian Region (in the period between 01.03.2013 and 30.05.2015), a total of 5 135 young people aged between 18 and 30 have registered for participation. 734 people have successfully completed the training, whereas 558 of them submitted a business plan. The business plans of 400 people were approved. So far, a total of 439 enterprises have been started making use of the support in these two regions. Currently the second inclusion phase of the project has been going on.

Some examples of successful enterprises established by the support of MVA:

The “**Görbe Bögre Café**” – operated by Logicaffé Ltd and situated in the downtown of Budapest – does not only offer delicious coffees and pastries, but it also serves as a community space, where people can find plenty of special board games, logical games and mechanical puzzles. The idea of Petra Dobner, a young girl graduated as a teacher, who has just come home from employment abroad, was

⁷² Around € 19 000.

⁷³ Further information is available at: <http://www.koroshegy.hu/dok/Munkahely.doc>

supported by the foundation with 3 million HUF⁷⁴. They bought a significant part of the appliances from the seed capital, they paid rental fee and labour costs. The café is getting more and more popular among college and university students. They recently started their workshop subproject entitled “Csöp Csopor” for children: 9 young pedagogists coming from different fields of life (special education teachers, primary-level teachers, actors, nursery pedagogists, sportsmen) joined to organise meaningful, creative, value-preserving programmes for young schoolchildren. They organise regular and occasional programmes in the “Görbe Bögre Café” and also at other venues in Budapest. E.g. acting workshop developing communication skills, tradition preserving, folk dance and music courses are prepared for children.

Adrián Erdős applied for the programme in order to start **Woodline Invest Group Ltd.** He took a competence test and prepared a preliminary entrepreneurial plan conception concerning his idea about firewood sales for citizens. Based on the experiences of the young entrepreneur living in Cegléd, there is an increasing need for firewood as people living in family houses prefer this energy source. Some of the costs of the purchase of equipment and that of setting up of the security system of the business premise were financed by the support of the Youth Guarantee Programme.

The **A-Necc Ltd.**, as an exclusive Hungarian representative of the German Huck Net Confectioning Company, distributes high-quality industrial and sport protective nets. The enterprise was started by Orsolya Kovács, who has college degree in economy. Her father used to be an entrepreneur as well and she could insert the philosophy and the experiences gained while working for the enterprise into her own initiative, for the foundation of which she was awarded 3 million forints⁷⁵ by the Hungarian Enterprise Development Foundation.⁷⁶

Many organisations of the coordinators of Youth Guarantee Programme have worked out their range of services in order to provide an innovative long-term support for young entrepreneurs. E.g. **Young Entrepreneurs Association Hungary (FIVOSZ)** has become an officially recognized national advocacy organisation of Hungarian young entrepreneurs and of the community of venturesome young people. Its aim is to help the next entrepreneur generation and to establish a class of entrepreneurs, who strengthen the sector of SMEs by managing their companies successfully, and who contribute to the establishment of a successful national economy. The association provides significant help in starting and managing an enterprise for young people between 18 and 40. Its services include mentor programme, legal support, business plan consultation, advice about taxation and book-keeping etc. By offering its international system of relationships, FIVOSZ provides serious help for those young people who cannot start or do not dare to start an own enterprise, because they do not have the knowledge necessary to get started. So for today FIVOSZ has become a key actor in supporting the upcoming generation of Hungarian economy. The biggest event of the Association is the **Week of Young Entrepreneurs** which mobilizes the active young people and the entrepreneurs of the country. In 2014, 2015 and 2016, 7 000 conscious young people attended more than 50 events all over the country. The most well-known young entrepreneurs have revealed the secret of their success in the framework of exclusive lectures and open conversations.⁷⁷

⁷⁴ Around € 9 500.

⁷⁵ Around € 9 500.

⁷⁶ <http://www.nyugatdunantul.mva.hu/kozep-dunantuli-regio-jo-gyakorlatok-letrejott-vallalkozasok>

⁷⁷ <http://fivosz.hu>

A new service was developed through the support of a public tender called “Development of the innovation potential of the region by establishing innovative start-up companies” making available those good solutions of the European Union that are available on the WorldWideWeb, in several topics at a single place, establishing a kind of a knowledge base. The topics include for example open innovation, examples of enterprises that are capable of quick growing, or community financing. With the help of the database, young start-up enterprises can take adaptation service.⁷⁸

One of the best and most well-known examples of community financing is the enterprise of Fanni Hozleiter. Fanni Hozleiter was hardly 1,5 years old when she was diagnosed with muscular dystrophy, promising her a slow, inevitable, early death. She was five years old when she was taken to wheelchair. She was 15 when she decided that she did not want to live the rest of her life in despair, but she tries to fill the remaining period with happiness and positive experiences. After having taken the final exam, she tried many things, among others she started painting mugs (You decide mug), she held lectures about the life of people living in wheelchair and she also started a blog. Her page, providing evidence of a great humor and honesty – the blog entitled Mosolyka, Kerekesszékkal a világ (Mosolyka, the world by wheelchair) – won a Goldenblog Award in 2012. Later she also published a book made of her blog entries, entitled “Te döntesz” (“You decide”). With her book, she tried to convey a message to everyone that having a positive attitude can help one through even the most impossible situations and that “everything in our life depends only on us”. Her book became a best-seller in 2014 and she has also won a Golden Book prize. Fanni uses **community financing** to raise capital for her initiatives and for her enterprise. This new financing model means a call to the public for raising funds for the financing of a given project. These calls are often published and popularized on the internet and on the social media. The funds are usually made up by many contributors offering relatively small amounts. In exchange of the support, Fanni offers a DVD and the opportunity that her sponsor can be present on the shooting, and he/she can follow it from the beginning to the end by making memo videos to a feature-length movie entitled MomentStar – the value of the moment is recorded.⁷⁹

Day by day there are such innovative and progressive ideas born on which a successful business could be built. Many people even try to make these ideas real, but they have to face with the fact that a good idea in itself is not enough not only for launching an internationally successful start-up, but it does not guarantee even the keeping of a stable small enterprise. But fortunately, there are role models also in Hungary, whom people can consider as an example to follow, and from whom they can learn a lot. **The most famous is the trio of Prezi, Ustream and LogMeIn. In their case, it can be also said that world fame does not come by itself and it is not a universal truth either that a revolutionary idea sells itself.** The Prezi is an innovative internet presentation software developing creativity that boosted the market dominated by the PowerPoint of Microsoft in 2009, and ever since it already has more than 30 million of users worldwide. The idea is great, the implementation speaks for itself, but there is more than that behind success. Initially, the founders of Prezi could not find an investor for the development of the software because there was no one to see the great opportunity in it. They did not give up and prepared the product even without an investor and it succeeded. They got in touch with TED Conference, the biggest presentation community of the world, and it was enough to hold a 20-minute presentation in order to reach that the leader of the company invests money into the idea. After that

⁷⁸ <http://www.goodpractice.hu/hu/a-projektrol>

⁷⁹ <https://www.mosolyka.com/mosolykarol>

also professional venture capital investors checked-in and from this moment the growing of the company has become continuous.

According to Péter Árvai, the managing director and co-founder of Prezi, **the most important is that the entrepreneur should believe in himself/herself even when no one else believes in him/her. It was this attitude that could save Prezi and led it to an outstanding success.** This can be an important conclusion for all company leaders who either have a start-up or a several years old company. Because who else should believe in the company, if not its founder himself? Of course, perseverance is not only valuable in itself, but also investors appreciate it. It is a lot more probable that an investor joins an idea if there is someone who considers it as his/her own child and does not give it up even in a hard situation.⁸⁰

Services supporting operation of businesses – Incubator houses

Entrepreneurial Centres operate **Incubator Houses** at several locations over the country. Beyond providing a discounted rental fee, Incubator Houses also help enterprises directly by offering them different services. They are offering them office, discussion room, exhibition hall, presentation room, conference hall and creative space, offering tenants spaces tailor made to their needs plus a free parking lot is available for the enterprises and their clients. A reception service, provision of photocopying and faxing opportunities and telephone service with internet connection help the activity of the settling enterprises during the working hours. In the framework of operation, Entrepreneurial Centres assist start-up enterprises by offering them different services: financial, taxation, legal consultation assistance is also part of the Entrepreneurial Centres.

Barriers and limits of youth entrepreneurship

Professionals, who have a college or university degree and who do not have any working experience, or **young people looking for work** after the secondary school **feel that as an entrepreneur all their energy will be spent on administrative matters, taxation and labour law, regulation and other nonprofessional issues**, so it is not surprising that they are trying to avoid the institution of entrepreneurship. According to young people, they almost only get theoretical training about starting an enterprise: they regularly deal with general, strategic-level analysis of professional questions, market situations, but **they do not learn how business usually works from anyone.**

Second, **young people mention lack of capital as the most frequent barrier.** In fact, they do not face themselves with their opportunities, many of them give up already before the question of lack of resources could even emerge. In fact, they do not have any plans, and either because of comfort or because of fear, **they do not look for actively managed funds, professional or financial investors.** They do not reveal authentic information, so they do not gain neither inspiration, nor self-confidence for starting a business. Lack of entrepreneurial mind as a limiting factor can be detected in terms of the weakness of the skill of self-care and creative development.

⁸⁰ <http://www.szta.hu/blog/ezek-voltak-a-siker-kulcsai-a-vilaghiru-magyar-startupoknal-1-resz/>

According to an international comparative analysis⁸¹, Hungarian public thinking is characterized by **risk and conflict avoidance, short-term thinking and desire for security**. Parents wish to teach their children for hard work, responsibility, saving and diligence, in **contrast with autonomy, tolerance and fantasy**. According to the study: “Hungarian young people strongly lack a real vision: they aspire for a better life than what they see by their parents, and they feel that they have a right for having much money and being rich, but **the steps requiring proactivity and self-management, that lead to a better life, do not appear among their plans.**” Of course, it can be an important cause that in many cases they lack the example of the parent from which they could learn and which they could follow.

The lack of sense of initiative, entrepreneurial competence and **the weak ability to implement conceptions** are significant restrictive factors. Required skills include creativity, innovation, risk-taking and the ability to make and implement plans in order to achieve one’s objectives. Young people are basically characterized by the weakness of the development of transversal (or transferable) competences. These are those competences that cross subjects in terms of scholar approach and in terms of our whole life they cross the different fields, sectors of activities, and their existence can facilitate orientation and overall success. They include the ability of recognising opportunities, rights, barriers and needs; the ability of working out individual or group strategies; the ability of analysing situations and relationships; the ability of cooperation, participation and leadership; and the ability of keeping to the game rules and working them out.

⁸¹ Csíste, A. (2009). Boldogtalan kapitalizmus? A mai magyarországi társadalom értékpreferenciáinak néhány jellemzője. Közjó és Kapitalizmus Intézet, Műhelytanulmány No. 10. <http://hetfa.hu/wp-content/uploads/2010/09/Csite.Ertek2008.pdf>.

4. IDENTIFYING “ACTIVE INGREDIENTS” TO CREATE A SYSTEM FOR INCREASING ENTREPRENEURSHIP OF YOUNG PEOPLE

This chapter is based largely on the implementation of the discussion forums with relevant stakeholders including entrepreneurs, educational institutions, employment agencies, local government representatives, the NGO sector and others in respective partner countries.⁸² During the forums good practices and practical steps on increasing entrepreneurship of young people have been articulated and discussed which are summarised in the following text.

In general, entrepreneurship shall be incorporated in the vocational and general schools' curricula. Skills as sense of initiative, creativity and the like must be fostered in the education system. Also, schools have to improve the connection with entrepreneurs and companies. Entrepreneurship shall be seen as a transversal action to be supported in different sectors.

The participants of forums listed a wide range of different aspects that young people struggle with to become entrepreneurs and different ways in which they can be improved to foster the entrepreneurship:

- Improving skills-based entrepreneurship education;
- Changing the mentality/culture about entrepreneurship. People fear entrepreneurship and they prefer to be employees. Entrepreneurship is seen as something too complicated or too risky, so it is necessary to change this perception of entrepreneurship to develop it;
- Having more access to financial aid.
Young people do not have enough money to start a business and they do not get banks loans easily, so it is necessary to improve the financial aid specifically for young;
- Reducing the administrative charges;
- Improving and extending the coaching services. These services should be extended to all vocational schools, universities and young associations.

Entrepreneurship education

The forum participants consider entrepreneurship not to be developed enough in the educational system. The educational system prepares students to be “employees”, not entrepreneurs. They consider important to have entrepreneurs' skills included in the general curriculum of vocational and general schools. Others argue that formal education is not enough and the best way for fostering entrepreneurship and to improve this kind of skills is creating connections between schools, companies and entrepreneurs. The forum participants do not agree about which is the best method of education to foster entrepreneurship. The conclusion is that the education system should combine different methods.

Another idea, which was discussed, was the adequacy of the type of entrepreneurship education. Although there are specific trainings for entrepreneurs, these are largely isolated meaning that people

⁸² The local discussion forums have been organised by LENO Consulting in France, Human Profess in Hungary, Endurance in the Netherlands and Spoluprácou pre lepšiu budúcnosť Veľký Meder in Slovakia. Conclusions from the discussion forums were complemented by data obtained from the questionnaire survey implemented in each partner country.

who have already taken the decision of creating a company can be trained about legal or financial aspects. But the entrepreneurship education is not seen as a transversal action for all kind of population.

When it comes to entrepreneurship education, the young prospective entrepreneurs can benefit from several accredited courses. They shall help them to be able to define the **basic idea of their enterprise**, to decide **the organisation form of the enterprise**, to get to know the most important **taxation, financial, accounting concepts**, to be able **to communicate with business partners** and to be able to choose their colleagues. The completion of the course shall contribute to the formation of entrepreneurial competences that are necessary for management of an enterprise. The trainings are usually modular and can be implemented in the framework of a modern **blended learning including e-learning**.

In respective countries one can find also various non-accredited trainings including but not limited to:

- SME Brand building
- Start-up trends
- Internationalisation of the business
- SME management: organisational minimum
- Financing of enterprises
- Lobbying in business environment etc.

The education system prepares students only partially for the proper choice of career based on personal competences and labour market needs. Becoming an entrepreneur as a way of professional development means a new direction in the system of public education both for the teachers and for the schools. The foundations to support **entrepreneurship should be laid down in the upper classes of an elementary school and in the secondary education** by providing a comprehensive competence development enabling the individuals to start an entrepreneurial path.

The formal education systems are usually quite strong in terms of competences related to professional abilities, but the development of key competences related to personality features still needs to be improved (social abilities, flexibility, creativity, motivation). However, the integral transformation of pedagogical culture shall be supported, and it is necessary to promote:

- student-centred pedagogical practice
- differentiated methodology
- personalized ways of learning
- establishment of self-regulating strategies
- variable learning management solutions
- cooperative techniques.

It is also suggested to foster the so-called **triple entrepreneurial role model: entrepreneur, manager, professional** – all three sides shall be developed in the framework of one training.

Proposals to improve the situation in the field of entrepreneurship education:

- Practical experience in education, including traineeships, development of business skills and company visits
- Ensuring support system within non-formal education – specific trainings for youth in entrepreneurial skills which combine dynamic young people and experienced seniors
- Strengthening mentoring within formal as well as non-formal education
- Provide training in financial literacy to young people to have realistic expectations
- Learning on creativity
- Strengthening transfer of experience from the family or the neighbourhood
- Entrepreneurship requires permanent education – basics obtained in school and deepening and updating of skills within the non-formal and informal education
- Awareness raising from the state.

Entrepreneurship skills

The following key competences should be developed to become a successful entrepreneur:

- Professional knowledge related to business (legal, financial... issues)
- Creativity
- Social abilities
- Communication skills
- Ability to organise
- Time-management
- Problem solving
- Sense of initiative
- Awareness of individual strengths and weaknesses
- Flexibility
- Motivation
- Responsibility
- Critical thinking
- Decision making
- Planning
- Autonomy
- Self-efficacy
- Managing of success and failure
- Risk management
- Endurance.

When developing skills for successful entrepreneurship, it is also recommended to focus on and develop:

- IT skills
- Language skills
- Self-presentation
- Financial literacy
- Subject matter expertise.

These all can be developed in a more straightforward way than general competences mentioned earlier as there are a bunch of courses which can help you to improve your knowledge and skills in a specific field quite quickly. On the other hand, you will need to gradually challenge yourself and change your behavioural patterns and personality traits in a so-called “learning by doing” process.

The following can also contribute to increase entrepreneurial potential of young people:

- Membership in the organization/association of young entrepreneurs
- Short, simple and practical information (e.g. in the form of video instructions) on the possibility of starting a business, responsibilities of entrepreneurs, etc
- Organising free trainings for new entrepreneurs in the cooperation of state, public organisations and not-for-profit organisations
- Organising information seminars about possibilities for obtaining grants
- Developing the competences of public employees and public institutions (e.g. communication skills) responsible for providing information on entrepreneurs’ obligations and available contributions for business start
- Support for system of dual education also for small and micro enterprises.

Proposals to improve the situation in the field of financial support:

- Providing initial capital to start a business through different public schemes
- Reducing the tax burden on the business sector
- Reducing the administrative burden of existing support programmes.

Based on the above identified practices, we recommend implementing the following measures for each area and target group.

Recommendations		AREAS (in which areas)			
		Policies	Education	Access to information	Financial support
S U B J E C T S (whom?)	Government in cooperation with social partners	Creation of favourable business environment (e.g. tax laws), decreasing administrative and insurance payments/burdens of entrepreneurs in cooperation with national parliaments and European Parliament, creation of Active Labour Market Policy for young entrepreneurs' support.	Creation and support of innovative educational programmes focused on education of youngsters for entrepreneurship over framework of formal education, support of formal mentoring programmes, experience support and transfer of best practices from abroad.	Creating the conditions to strengthen the cooperation of all stakeholders on the labour market and raising young people's awareness of entrepreneurship, creating and supporting an information system involving successful projects for young entrepreneurs as examples of good practice.	Introduction of various forms of financial support for young entrepreneurs – microloans, interest-free loans, low interest loans, use of EU support funds, financial support for traineeships and working stays in foreign business entities abroad
	Authorities (at local and regional level)	Remarking of legislative proposals, recommendations for reduction of administrative, fiscal and insurance payments in the initial period of entrepreneurial activity (the first year free of charge, the next three years gradually increasing to a mandatory level) in cooperation with the national parliaments.	Provision of innovative educational programmes to increase business awareness, interface between theoretical education and real practice, transfer of international experience enabling youngsters to start entrepreneurship.	Provision of a wide range of information services – counselling services, training services, using internet for informing, improving the ability of clients to orient themselves (also through training of officials), explaining relevant legislation for entrepreneurship.	Implementation and support of educational activities in the field of funding entrepreneurial activities, implementation of active labour market policy by supporting measures for young entrepreneurs.
	Institutions in the formal education system	Remarking of legislative proposals, recommendations for the development of youth entrepreneurial awareness within educational system, development of study programmes on secondary schools and universities focused on entrepreneurship in cooperation with relevant supervising institutions.	Using non-traditional educational methods within the school system to develop the entrepreneurial awareness of youngsters; engaging in project activities to increase interest in entrepreneurship study programmes; development of the ICT skills.	Expanding access to online resources, creating and using of portals involving entrepreneurial information in different fields, development of the skills to search, select and use information about entrepreneurial opportunities, about relevant authorities, about financial options in entrepreneurship.	Incorporation of current information on the possibilities of obtaining financial resources for business start-ups in the formal education system taking into account the EU support system of funds or other support mechanisms (including financing of foreign stays).

	Organisations in the non-formal education system	Supporting of creation of non-formal mentoring programmes focused on concrete branches based on survey of labour market demands of young and experienced entrepreneurs; interface between theory and real practice; initiating the inclusion of successful educational programmes into formal education.	Training of trainers and teachers in current trends and first-hand information from entrepreneurial life; focus on development of entrepreneurial skills and attitude of young people, creative thinking development; implementation of educational programmes with involvement of successful entrepreneurs.	Creation of online platforms providing comprehensive information about various fields of young people entrepreneurship as additional information to formal educational system: entrepreneurial opportunities, information resources, financial sources/funds, etc.	Provide up-to-date information on how to get financial resources to start a business, how to develop business from domestic and foreign funds, how to use a cluster support system.
	Associations of entrepreneurs	Initiation of obligatory membership in representative entrepreneurial organisations/clusters with changing its services for members; remarking of legislative proposals; support of creation of favourable entrepreneurial environment; initiating new legislative instruments to create suitable conditions for young start-ups.	Creation of lifelong learning system taking into account young entrepreneurs; cooperation with ministries of education and labour, with schools (especially secondary schools and universities); acquiring training participants in cooperation with labour offices; using non-traditional forms of teaching with the participation of entrepreneurs with practical experience.	Creation of supporting networks for young entrepreneurs; fostering online communities; providing counselling; creating databases of implemented projects, financial support opportunities, examples of best practice from domestic and foreign sources; enabling access to information sharing.	Provision / sharing of equipment, use of a support system of clusters and incubators; Providing up-to-date information on how to get financial resources to start a business and develop business from domestic and foreign funds; Mentoring for young and potential entrepreneurs in obtaining financial support for entrepreneurship.
	Non-governmental organizations/umbrella organisations	Commenting legislative proposals and initiating the creation of new legislative proposals for young entrepreneurs; recommendations on reducing administrative burdens, tax and insurance payments during start-up period of business and creating a favourable business environment.	Creation of additional education system for young entrepreneurs based on learning needs analysis in the required areas and the involvement of entrepreneurs from practice (mentoring support).	Raising awareness, supporting young entrepreneurs by providing counselling services and information on educational opportunities.	Provide up-to-date information and counselling on how to get financial resources to start a business, to develop business from domestic and foreign funds.
	Young entrepreneurs	Membership in representative organisations of entrepreneurs / incubators, commenting on	Participation in educational activities in both formal and non-formal education, the	Creation of young entrepreneurs' networks, business incubators; using co-	Using of the financial possibilities provided by incubators (reduced cost of

		legislative proposals, encouraging the creation of a favourable business environment.	completion of which will enable them to use cluster / incubator services for start-up entrepreneurs.	working spaces to network with other young entrepreneurs; using ICT to exchange experiences.	operation); use of financial support from different sources including support for foreign internships.
	Potential entrepreneurs	Studying of legislation, acquaintance with laws, directives, regulations, manuals, rules, etc related to the business; Formulation of business start-up requirements as topics for legislation.	Participation in educational activities in both formal and non-formal education, the completion of which will enable them to use incubator services for start-up entrepreneurs.	Access to information at the labour offices, business associations and other institutions; use of the online sources and counselling to obtain information; participation in information events and specific educational activities.	Using all possibilities of financial support for young entrepreneurs: incubators, national grant funds, EU funds, other foreign funds, funds provided by different foundations, financial support for foreign stays and internships.

5. USEFUL INFORMATION AND LINKS

SLOVAKIA

<http://www.sbagency.sk/sba-0> – **Slovak Business Agency** is the key and the oldest specialized institution in terms of support for small and medium-sized enterprises in Slovakia. It is a unique platform of the public and private sector providing comprehensive assistance to entrepreneurs in setting up and developing business.

<http://www.zps.sk/> – **The Association of Entrepreneurs of Slovakia** is the first association of private entrepreneurs in the modern history of the Slovak Republic. It unites, represents and promotes the interests of entrepreneurs. It provides up-to-date business environment information, including monitoring of legislation.

<https://zmps.sk/> – **The Association of Young Entrepreneurs of Slovakia** is an organization that brings together Slovak entrepreneurs under the age of 40. The association's activities include the exchange of experience and mentoring, the networking of young entrepreneurs, the help with financing start-up phases of business, the presentation of successful entrepreneurs and examples of business practice as well as identifying and removing barriers to entrepreneurship of the youth.

<http://www.economy.gov.sk/> – **The Ministry of Economy of the Slovak Republic** is the central authority of state administration, and its key activities include support for small and medium-sized enterprises and the creation of a business environment strategy.

<http://www.jaslovensko.sk/> – **JA Slovakia** is the leader in business education in Slovakia. It provides business, economic and financial education programs for different types of schools.

<https://www.startitup.sk/> – **Startitup.sk** is a portal for business, technology and a starting line for many young entrepreneurs.

<https://www.startupers.sk/> – **Startupers.sk** is a portal where the readers will find the latest information from the world of startups, technologies, digital media and social networks, along with a list of Slovak startups, their job offerings, startup events and blogs from well-known Slovak and foreign digital media.

<https://www.podnikajte.sk/> – **Podnikajte.sk** is a portal about entrepreneurship, the establishment and management of business companies, taxes, levies and business contracts.

<http://connect-network.com> – **Connect Coworking** is a co-working space where regular events from the world of marketing or business take place. Every month it organizes events, workshops, and courses from various business areas.

<https://www.tedxbratislava.sk/> – **TEDx Bratislava** is an event that gives space to unique persons from Slovakia and abroad, which are exceptional by their thinking, deeds, talents or potential. TEDx is a combination of TEDTalks videos and live speakers that are designed to stimulate intense debate and build relationships in a small group.

<https://www.forbes.sk/forbes-30-pod-30/> – **The Business and Inspiration Festival** under the **Forbes** brand. The English version of the Forbes magazine's American event brings every year a number of interviews, stage discussions with domestic and foreign guests, presentations and case studies.

FRANCE

<http://www.france-entrepreneurs.com/> – **Federation** which brings together the different Entrepreneur clubs and associations.

<https://www.afecreation.fr/> – **L'Agence France Entrepreneur (The French Entrepreneur Agency)** has as a goal to coordinate the national and local actions for entrepreneurship (including training, coaching, actions in weak territories).

<http://www.unapl.fr/> – UNAPL is **National Union of Liberal Professions**.

<https://www.portail-autoentrepreneur.fr/> – Coaching for creating a company as self-employer status (administrative procedures, taxes...).

<http://www.petite-entreprise.net> – Coaching for creating small companies.

<http://www.compta-facile.com/bien-gerer-une-auto-entreprise/> – Information about the financial accountability for self-employers.

<https://www.guichet-entreprises.fr/> – Public website for information about how to create a company in partnership with different Chambers of Commerce, Artisans etc.

<http://www.aides-entreprises.fr/> – Website where people can search all the aids concerning the creation of a company by territory, profile or kind of project.

<https://les-aides.fr/> – Website where people can search all the aids concerning the creation of a company by territory, profile or kind of project.

Programmes for entrepreneurs in general:

- ADIE: <http://www.adie.org/>
- Initiative France: <http://www.initiative-france.fr/>
- Positive Planet France (ex Planet Adam): <http://www.positiveplanetfrance.org/>

Programmes for young entrepreneurs:

- Nacre: <http://travail-emploi.gouv.fr/emploi/developpement-de-l-emploi/nacre>
- Créa Jeunes: <http://www.adie.org/nos-actions/Creajeunes-et-les-programmes-jeunes>
- Cap'Jeunes : <http://www.franceactive.org/default.asp?id=3130>
- Etudiant-entrepreneur: <http://www.etudiant.gouv.fr/pid34459/le-statut-national-etudiant-entrepreneur.html>
- Entreprendre pour apprendre: <http://www.entreprendre-pour-apprendre.fr/>
 - o Mini-Entreprise: <http://www.entreprendre-pour-apprendre.fr/fr/nos-outils/mini-entre>
 - o Start UP: <http://www.entreprendre-pour-apprendre.fr/fr/nos-outils/start-up-programme-epa.html>

HUNGARY

<http://www.mva.hu/english.php> – **The Hungarian Foundation for Enterprise Promotion**, established in 1990, is a public benefit foundation and an independent organisation. The Foundation is a service provider organisation, the main task of which is to promote development of this group, which is outstanding both in terms of social and economic policy through its services. The range of services

include helping both start-up and micro-enterprises and small- and medium-sized enterprises that are able to recover economically as well as in terms of the market.

<https://fivosz.hu/> – The aim of **FIVOSZ – Young Entrepreneurs Association Hungary** is to help the next entrepreneurial generation and to establish the entrepreneurial class that will strengthen the SME sector by managing their companies successfully on the long run and will contribute to the establishment of a successful national economy. FIVOSZ is the community of young Hungarian entrepreneurs and enterprising young people and it is also the officially acknowledged representative body both in Hungary and in the EU.

<http://www.kormany.hu/hu/nemzetgazdasagi-miniszterium> – **The Ministry of Finance** is the central authority of state administration, and its key activities include support for small and medium-sized enterprises and the creation of a business environment strategy.

<https://uni-bge.hu/> – **The Budapest Business School (BGE)** provides nationally the widest range of trainings in the field of economic science. The University offers 12 bachelor, 6 master and 8 vocational trainings in higher education in five training fields (sciences of economics, social science, information technology, arts and humanities, teacher training).

<https://www.vallalkozas-okosan.hu/> – **The Vállalkozás Okosan Kft. (Reasonable Enterprise Ltd.)** is an advisory company for small enterprises that has a range of services such as entrepreneurial training in the framework of which they explain to participants the essence of accounting, bookkeeping and rules that are necessary for all SMEs.

<http://magyar-startup-kozossege.hu/> – **Hungarian Start-up Community (Startup Hungary)** is the repository of the best Hungarian start-up events and events with the highest added value, training opportunities and motivating community.

<https://www.startupranking.com/top/hungary> – List, introduction and contact list of top-ranking Hungarian and international start-ups.

<http://www.startupnaptar.hu/> – Hungarian start-up calendar, events and locations all over the country.

<http://startupcafe.hu/> – Collection of start-up news, events, trainings and good practices.

NETHERLANDS

<https://www.kvk.nl/> – **Chamber of Commerce** which aim is making the life easier for the starting and experienced entrepreneur. It is also the organisation where an entrepreneur should register himself to get an official status.

<https://www.mkb.nl/> – **Small and medium-sized enterprises** can be member of this largest network organisation on this subject in the Netherlands. Training, advocacy, individual and branches support are among activities of this organisation.

<https://www.jongondernemen.nl/> – **Jong Ondernemen** is a foundation without a goal for profit which enthusiastically helps and advises schools in preparing their students for entrepreneurship and development of entrepreneurial skills. Their motto is: Everybody is entrepreneur of his own future.

<https://www.ondernemersplein.nl/> – A platform which helps starting entrepreneurs with information and advice on all subjects they may need. The website is organised by the government.

<https://www.belastingdienst.nl/wps/wcm/connect/nl/startende-ondernemer/startende-ondernemer> – A governmental site with all relevant information for starting entrepreneurs. Main subjects include: Starting your own company, How to organise the VAT, Entrepreneur or not, Legislation for smaller enterprises, etc.

<https://www.ikgastarten.nl/financien/subsidies/9-subsidies-en-regelingen-voor-startende-ondernemers> – 9 ways to get subsidy and legislation for starting entrepreneurs from the government.

<https://www.rvo.nl/> – Governmental service site which has the goal to stimulate sustainable and innovative organisations.

<https://www.mkb servicedesk.nl/> – Every sector in the Netherlands has its own branch organisation; entrepreneurs working together within a network organisation. Sharing knowledge, advocacy on national and international level, investing in education etc. are activities of these branch organisations. For every entrepreneur it is recommended to become a member of a relevant branch organisation.

<https://www.bankenvergelijking.nl/zakelijk/zakelijke-rekening/> – As a starting entrepreneur you need to work with a professional bank. But what bank is most suitable for your situation? This site gives you all relevant information to make a thought-out choice.

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