



Inclusive Entrepreneurship Policies, Country Assessment Notes

Hungary, 2016



Acknowledgements

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

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FOREWORD

Entrepreneurship development is an important requirement for achieving the goal of smart, sustainable and inclusive growth set out in the Europe 2020 strategy. It is also a means to respond to new economic challenges, to create jobs and to fight social and financial exclusion. The impact of the global financial and economic crisis calls for giving entrepreneurship and self-employment a stronger role in economic and social development policies. Inclusive entrepreneurship policies and programmes are particularly relevant for women, youth, older people, the unemployed, migrants and people with disabilities, who continue to face challenges in the labour market and are under-represented in entrepreneurship activities. However, the effectiveness of national, regional and local measures and actions to promote inclusive entrepreneurship development in Europe can be hindered by a fragmentation of responsibilities, resources and strategies, and a failure to understand the goals of inclusive entrepreneurship.

This report is part of a series of notes prepared by the Local Economic and Employment Development (LEED) Programme of the Organisation for Economic Co-operation and Development (OECD) in collaboration with the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission on the state of inclusive entrepreneurship policies and programmes in each European Union Member State. Each note provides an overview and assessment of policies and programmes that support people from under-represented and disadvantaged groups in business creation and self-employment and based on this analysis, policy actions are suggested to address gaps in the support system and to improve the quality of available support offers. Focus was placed on national-level policies and programmes and where relevant, sub-national initiatives are covered, as well as actions by the non-governmental sector.

For more information on this project and its outputs, please refer to: <http://www.oecd.org/employment/leed/inclusive-entrepreneurship.htm>.

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Key messages

- The entrepreneurship and SME policy framework is set out in the National Strategy on Small and Medium Enterprises for 2014-20 and the National Employment Strategy 2014-20. With the exception of specific measures for youth entrepreneurs, there are very few policies and programmes that support entrepreneurship for other under-represented and disadvantaged groups. Support for youth includes entrepreneurship training, mentoring and grants. A small number of initiatives to support women entrepreneurs have recently been launched (e.g. training and mentoring), but these are small-scale initiatives.
- International indicators on business start-up and self-employment activities suggest a downward trend in entrepreneurial activities in Hungary and a growing gap with the European Union average. The downward trend is strongest for young men and seniors.
- A key challenge for further developing inclusive entrepreneurship policies and programmes is a lack of data and information about the barriers faced by different groups and the impact and efficiency of current and past policy responses.
- To further strengthen inclusive entrepreneurship policies in Hungary, it is recommended that the government: i) include key under-represented and disadvantaged groups (e.g. youth, women, Roma) in strategic documents related to entrepreneurship promotion and support; ii) introduce more entrepreneurship training and mentoring into the grant schemes managed by the public employment service; iii) introduce more flexibility into the youth entrepreneurship support schemes (GINOP - Economic Development and Innovation Operational Programme and VEKOP - Competitive Central Hungary Operational Programme); iv) strengthen partnerships with non-governmental organisations to improve policy implementation; and v) strengthen monitoring and evaluation activities for entrepreneurship initiatives.

1. INCLUSIVE ENTREPRENEURSHIP OBJECTIVES AND TARGETS

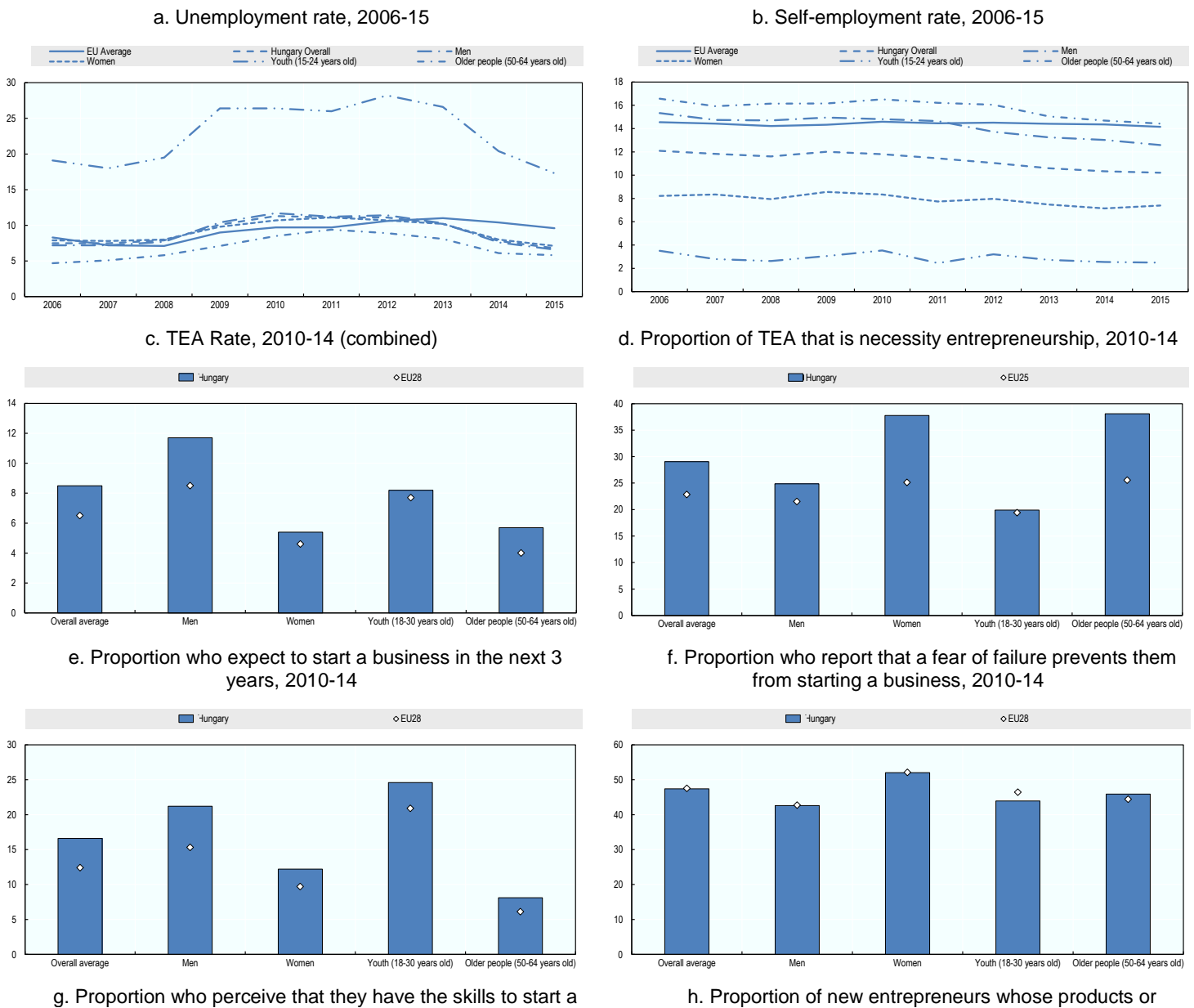
There are two main government documents that describe Hungary's key objectives related to business creation and self-employment: the National Employment Strategy for 2014-20 (NES) and the National Strategy on Small and Medium Enterprises for 2014-20 (SME strategy). Even though the importance of self-employment and inclusive business creation is highlighted in these documents, they do not identify inclusive entrepreneurship policy goals and targets. The NES focuses on addressing employment challenges in Hungary and highlights the potential for youth entrepreneurship as a potential solution to the youth unemployment challenge. The SME Strategy calls for tailored support to address the needs of different target groups such as women, youth, seniors, Roma and people with disabilities, it does not map current relevant public policy actions, nor propose future policies and programmes.

In addition, Hungary has defined some targets in support of the European Union's 2020 growth strategy. For example, it has set a target employment rate of 75% by 2020 and also aims to have 450 000 fewer people at risk of poverty or social exclusion. Inclusive entrepreneurship policies can contribute to the suite of policy actions to achieve these targets.

2. KEY INCLUSIVE ENTREPRENEURSHIP INDICATORS

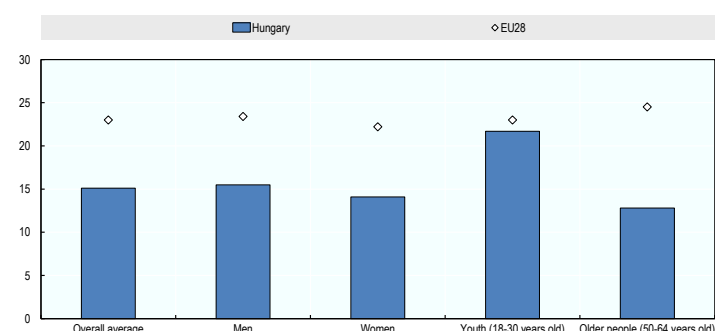
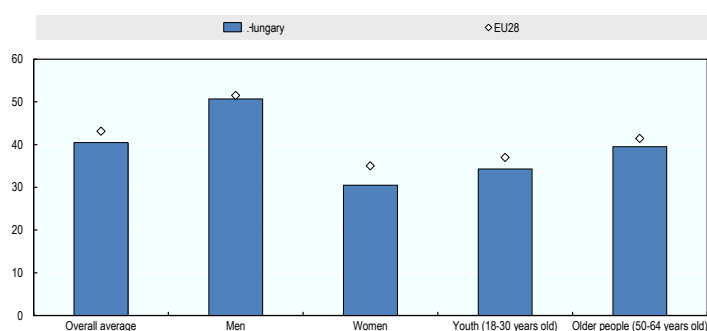
The unemployment rate in Hungary averaged 9.1% between 2006 and 2015, reaching a peak of 11.3% in March of 2010 before falling to 5.1% in 2015 (Figure 1a). The unemployment rate in 2015 was well-below the European Union average of 9.6%. This trend holds true for most segments of the labour market. A marginal gap exists in unemployment rates between men and women, with male unemployment being slightly below female unemployment (6.6% vs. 7.7%) in 2015. The youth unemployment rate decreased from 28.2% in 2012 to 17.3% in 2015. However, youth in Hungary still face several challenges, including relatively high dropout rates and a high but declining NEET rate (i.e. those not in employment, education or training).

Figure 1. Key inclusive entrepreneurship indicators

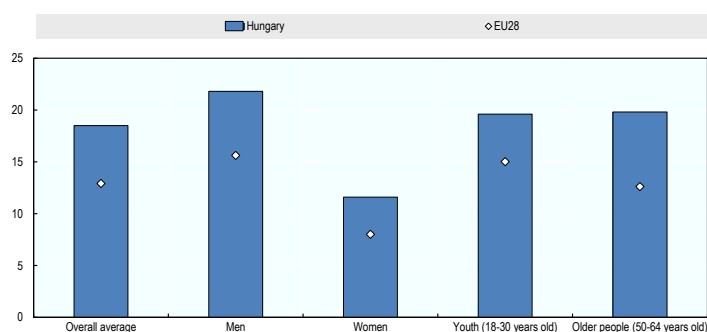


business, 2010-14

services are new to all or some customers and who have few or no businesses offering the same products or services, 2010-14



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



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

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

Self-employment rates have been stable over the last decade, albeit with considerable differences across the various under-represented and disadvantaged groups (Figure 1b). The overall self-employment rate was below the rate for the European Union between 2006 and 2015, and also for each of the key target groups (i.e. women, youth, older people). Men were more likely to be self-employed than women over this period and the gender gap in self-employment is large than in most European Union countries. The self-employment rate for youth was relatively low (2.5% in 2015) but this is common across the European Union. Among the key target groups of inclusive entrepreneurship policies, older people had the highest self-employment rate in 2015 (14.4%).

However, the Total Entrepreneurial Activities (TEA) Rate (Figure 1c) was slightly above the European Union average for the period 2010-14 (8.5% vs. 6.8%), which is in contrast to the lower self-employment rates. This can be explained by differences in the two measures. The TEA rate measures pre start-up activities and new business ownership, but does not pick-up the stock of entrepreneurs in an economy. The TEA rate for women was substantially lower than the rate for men

(5.4% vs. 11.7%) and youth were more active than older people (8.2% vs. 5.7%) in starting a business and operating new businesses.

The above average TEA rate can be partially explained by a high proportion of entrepreneurs who indicate that they do not have other opportunities in the labour market. Nearly one-third of entrepreneurs over the period 2010-14 indicated that they started their business for this reason, relative to 22% in the European Union (Figure 1d). Nearly 40% of women entrepreneurs and older entrepreneurs reported starting their business due to a lack of other opportunities, which was above the European Union average. Youth, however, were as likely as the European Union average to start a business out of “necessity”.

The findings related to the TEA rate are consistent with the high self-reported expectations to start a business (Figure 1e). Overall, 16.6% of people in Hungary expected to create a business over the next 3 years, which was higher than the proportion across the European Union (12.4%). This was driven by a high proportion of men (21.2%) and youth (24.6%) who expected to start a business.

Potential entrepreneurs were as likely as the European Union average to report a fear of failure as a barrier to business creation for the period 2010-14 (47%) (Figure 1f). There was little difference in the proportion of men (43%), youth (44%) and seniors (46%) who reported this barrier but women were the most likely to report it (52%).

Another important barrier to entrepreneurship for many people from under-represented and disadvantaged groups is a lack of entrepreneurship skills. Over the 2010-14 period, adults in Hungary were slightly less likely to report that they have the skills to start a business than the European Union average (41% vs 43%) (Figure 1g). Men were more likely than women to report that they had sufficient skills to create a business (51% vs. 31%). Approximately one-third of youth and four out of ten of seniors indicated that they had the skills for business creation. All of these rates were below the European Union averages for the respective groups.

When it comes to innovative products and services, entrepreneurs from all groups in Hungary were far less likely to offer new products and services than the European Union average (15% vs. 23%) (Figure 1h) but were more likely to expect to create at least 19 jobs in the first 5 years of their business (Figure 1i). Hungarian youth were the most likely to operate businesses that offered innovative products and services (22%) and youth (18%) and men (20%) were the most likely to expect to be substantial job creators, both above the European Union average.

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

3.1. Policy framework

The SME and entrepreneurship policy framework is outlined in the National Strategy on Small and Medium Enterprises 2014-20 (SME strategy) and to a lesser extent, the National Employment Strategy 2014-20 (NES). Both documents signal the importance of self-employment and inclusive business creation in creating access to the labour market, but neither outlines clear actions, objects or

targets related to supporting people from under-represented and disadvantaged groups in entrepreneurship. However, it is anticipated that the government will revise the SME strategy in 2017 with support from the OECD.

In addition to these overarching policy frameworks, there is a policy for supporting youth in business creation and self-employment. The National Youth Strategy 2009-24¹ (NYS) was approved by the government in 2010 and indicates that “making use of the opportunities of education and informal learning, the entrepreneurial mindset should be promoted amongst youth.” While this policy was an important start, the first evaluation of the strategy points out a need for further actions to provide youth with opportunities for experiential learning in entrepreneurship and individual mentoring support, but does not outline specific proposals to address these issues (Ministry of Human Resources, 2013).

This strategy was followed by a set of actions under the European Union’s Youth Employment Initiative,² which provided opportunities for youth between 18 and 25 years old to learn about entrepreneurship through training programmes and to access start-up grants. Additional specific measures aiming at promoting youth self-employment have been designed under the Sustainable Labour Market Integration of Youth priority of the Economic Development and Innovation Operational Programme 2014-20 (Ministry of National Economy, 2016). This Youth Entrepreneurship programme includes training on business plan development and business management, and access to start-up grants. It is envisaged that 6 300 young people will benefit from this support by 2020. Initial calls for proposals have been announced recently, seeks to provide start-up subsidies to 965 young entrepreneurs in the convergence regions³ and to 333 young entrepreneurs in the Central Hungarian region by 2019.

The Youth Professional Forum (*Ifjúsági Szakmai Fórum*) was established in 2013 as a cross-ministerial co-ordination platform the implementation of the National Youth Strategy. It co-ordinates the implementation of the strategy and has a dedicated Entrepreneurship Working Group, which focuses on supporting youth in business creation. The mandate of the Forum was recently expanded to cover the promotion of young female participation, including the development of targeted measures for young women. Within the framework of this Forum, the Ministry for National Economy organised a collaborative roadshow in 2016 with the Ministry of Human Capacities for teachers and education stakeholders. The goal was to identify the basic difficulties that are hindering the full integration of entrepreneurial and financial education into the curricula of the formal education system. Starting in the 2016-17 school year, there will be a thematic week about entrepreneurship and financial literacy in the public schools.

An area in the policy framework that could be improved is the collection and publication of outcomes of policy actions. The collection of data for schemes supported by the Youth Guarantee falls under the responsibility of the local public employment services and the Ministry for the National Economy. Data collection has only started recently and little is available publically. More broadly, data on self-employment are collected and managed by the national public employment service. These

¹ <http://emmiugyfelszolgalat.gov.hu/ifjusagugy/nemzeti-ifjusagi/nis-eng-100226>

² Hungary’s National Youth Guarantee Implementation Plan, <http://ngmszakmaiteruletek.kormany.hu/download/9/4c/c0000/Youth%20Guarantee%20Implementation%20Plan.pdf>

³ Convergence regions are those with a GDP/capita of less than 75% of the average of the average GDP/capita of EU-25. Convergence regions are eligible for funding from the European Regional Development Fund (ERDF), the Cohesion Fund and the European Social Fund (ESF).

data are published regularly but publications do not typically provide disaggregated data for different population groups.

Moreover, little monitoring and evaluation is done of entrepreneurship initiatives. Evaluation reports are often not able to shed light on the impact and efficiency of initiatives because sufficient data are not collected. An example of this is the *ex post* evaluation of the measures promoting and supporting youth entrepreneurship within the Social Renewal Operational Programme (TÁMOP) framework (Hétfa, 2015).

3.2. Government regulations

There are currently no specific regulatory measures that encourage and support business creation or self-employment among people from under-represented or disadvantaged groups. Moreover, there are currently no initiatives that provide assistance specifically to entrepreneurs from disadvantaged groups with registering a business or meeting their regulatory obligations.

Nonetheless, there are some recent regulatory changes that simplify the administrative requirements that affect all SMEs and self-employed people. For example, the government simplified the taxation process for SMEs in 2010 with the introduction of flat rates of taxation and social contributions up to a threshold level of an annual turnover of HUF 6 million (approximately EUR 19 350).⁴ Entrepreneurs from under-represented and disadvantaged groups stand to disproportionately benefit from these measures because they typically face greater challenges in navigating the regulatory environment.

3.3. Financing entrepreneurship

There is one generic start-up financing measure that is available to all entrepreneurs (*Vállalkozóvá válást elősegítő támogatás*). This measure offers partially or fully non-refundable capital transfer and/or wage support at the level of the minimum wage for the first 6 months of business operation. Eligibility requirements include the need to contribute a minimum of 20% of the equity, the provision of collateral and a pledge to sustain the registered business for at least three years. The scheme is managed by the local offices of the national public employment service. Despite some positive results, participation rates for the scheme have been low in recent years (approximately 1.0% to 1.5% of registered unemployed) and early school leavers and older people are not likely to use it. The low participation rate suggests that awareness is low. In addition, the entry requirements may be prohibitive for many potential entrepreneurs from under-represented and disadvantaged groups (e.g. the requirement to self-fund 20% of start-up costs).

There is scope for regional and local tailoring of this scheme. Local and county-level PES (Public Employment Service) offices can target the scheme in their area by setting their own eligibility criteria. For example, the scheme in Békés county focussed on supporting women during the period 2013-2014 (*Békés Jól Menő*, 36 participants), and in Baranya county there was a focus on entrepreneurs in the creative industries in 2013 (*Önindító vállalkozási*, 20 participants). The impact of these schemes is not well-understood since they are not typically evaluated.

In the private sector, *Carion Finanszírozási Centrum* is a microfinance institute that offers microloans for starting or developing a microenterprise (with less than 10 employees). Their target

⁴ *Kisadózó vállalkozások tételes adója*, nav.gov.hu/data/cms277004/KATA_fuzet_munka_0620.pdf

clients include entrepreneurs from under-represented and disadvantaged groups. It receives support from the European Union's Progress Microfinance Programme.

In addition to these generic support measures, there are two specific programmes that provide financial support to youth entrepreneurs. One programme is for the convergence regions (GINOP 5.2.3) and another for Central Hungary (VEKOP 8.3.1). They are both part of the Youth Guarantee programme and offer similar conditions with complementary geographical targeting. The most recent call for proposals for GINOP 5.2.3 ("Start-up subsidy for young entrepreneurs") was published on 5 April 2016, while the VEKOP 8.3.1 was published on 28 April 2016. The aim of the programmes are to help NEETs (i.e. youth who are not in education, employment or training) between 18 and 25 years old (and between 25 and 30 years old in case of university graduates looking for a first employment) to become entrepreneurs. These schemes provide start-up subsidy of between HUF 2 million and HUF 3 million (approximately EUR 6 400 and EUR 9 500), and up to a maximum of 90% of start-up costs can be covered by the subsidy. The project has to be implemented in 7 months to 12 months after entering the programmes. The target indicator is to provide support to 1298 young participants across the country. The implementing organisation is the Deputy State Secretariat for the Implementation of Economic Development Programmes of the Ministry for National Economy. Based on monitoring data received from the national PES office, by the end of 2015 the GINOP programme had 299 registered participants. Of these, 61% were women, 91% were under 25 years old, and 3 participants were youth with a disability (PES 2015). The total budget of the programmes is HUF 3.4 billion (approximately EUR 12 million).

GINOP 1.2.1-15, GINOP 1.2.2-15 (in the convergence regions) and VEKOP 1.2.1-15 provide micro, small and medium enterprises with financial support to increase their production capacity. Applicants under this scheme shall preferably (though not exclusively) be "young enterprises," i.e. majority owners and managing directors under 35 years old. Further, support is planned under GINOP for vulnerable groups, including microcredit and credit guarantee schemes (GINOP 8.3.1, 8.3.2, and 8.3.4) and a measure to support social enterprises (GINOP 5.1.3). However, these measures will likely not be targeted to specific social groups.

In the framework of Economic Development and Innovation OP (EDIOP), special funding is also available for social enterprises. The call for proposal (GINOP 5.1.3) for social enterprises was published in June 2016 with a 6 billion HUF budget. The amount of subsidy given to the social enterprises depends on the numbers of the created jobs.

In the past, a specific programme supporting entrepreneurship among Roma people existed in the early-2000s. It was implemented by the Ministry of Economy (Programme reference: *KKC-2008-R*) and provided small investment loans to Roma entrepreneurs. However, it is no longer operational and there have been no follow-up initiatives. There is no publicly available data or report on the outcomes and results of this unique initiative.

In the frame of Rural Development Programme a call for proposal was published on 25 August 2016, which supports the launch of micro enterprises with a 100% (no need for own contribution) funding. Up to EUR 40 000 was offered per project and it was intended to support on-agricultural activities. It was expected that 1 154 applications would be received.

3.4. Entrepreneurship skills

There are a small number of stand-alone initiatives that seek to develop entrepreneurship skills among those from under-represented and disadvantaged groups. Nearly all of these initiatives target youth.

The national Youth Guarantee programme has two entrepreneurship training measures. The main difference between the two measures is the geographical targeting, i.e. the content and methods used in the initiative are essentially the same. The GINOP 5.2.2. (“Youth Guarantee, Training for young entrepreneurs”) was published on 10 October 2014, and it covers the convergence regions. The aim here is to help young NEET people between 18 and 25 years of age (and between 25 and 30 years old in case of university graduates looking for a first employment) to become entrepreneurs. The programme provides training and counselling on business plan development. The implementing organisations are 6 regional consortiums led by regional non-profit limited companies, and the total available budget is HUF 1.1 billion (approximately EUR 3.4 million). A similar programme is available outside of the convergence regions.

The call for proposals for “Be a young entrepreneur in Hungary!” (*Vállalkozz itthon fiatal!*) was published in September 2015. The conditions are the same as in the case of GINOP 5.2.2., but it will cover Central Hungary. The target participants will be different because of the labour market characteristics of the region – namely, the share of university graduates who are between 25 and 30 years old. The implementing organisation will be the National Employment Public Non-profit Ltd. (*Országos Foglalkoztatási Közhasznú Nonprofit Kft.*).

In addition, the government hopes to increase entrepreneurial awareness more broadly. This will be achieved by actions in the education system (see section 3.1), as well as through new calls on financial literacy training and entrepreneurship training that were launched in 2016 through GINOP 1.1.2. The total budget is EUR 13 million and some of the measures are targeted at women entrepreneurs.

3.5. Entrepreneurial culture and social capital

The government seeks to promote entrepreneurship and build an entrepreneurial culture through several measures. First, there are some general promotional efforts, including the “Entrepreneur of the Month” award that is managed by the Minister for National Economy. This award identifies success stories and potential role models that are promoted to inspire others who may be interested in becoming an entrepreneur.⁵

Second, the government is trying to strengthen the entrepreneurship ecosystem by supporting business development centres and business incubators. GINOP 1.1.1 aims to develop incubators to support micro and small enterprises at the early stage of their operation. There is a special call for proposals to realise an incubation services umbrella organisation that will, as part of its responsibilities, establish an incubation rating system and create an incubator network. The budget for this initiative is approximately EUR 3.22 million. In addition, another two calls for business incubation services and industrial development of incubation centres will be published at the beginning of 2017. The anticipated budget is EUR 14 million.

Third, the government is beginning to launch initiatives in the formal education system to expose students to entrepreneurship at an early age to build a positive attitude towards entrepreneurship.

⁵ <http://gazdasagidijak.kormany.hu/english>

4. POLICY RECOMMENDATIONS

With the exception for youth entrepreneurship support, public entrepreneurship support initiatives are open to the entire population. The overarching policy framework is defined in an SME strategy and the responsibility for implementing the strategy clearly lies with the Minister for the National Economy. There is scope to improve the general measures for supporting entrepreneurship to make them more relevant for entrepreneurs from under-represented and disadvantaged groups, as well as developing more tailored initiatives, especially for women. The following recommendations are offered as inspiration for policy makers in Hungary.

1. *Include key under-represented and disadvantaged groups (e.g. youth, seniors, women, Roma) in strategic documents related to entrepreneurship promotion and support.* The national entrepreneurship policy should define objectives and key targets for fostering entrepreneurship among these groups so that they can contribute to the economy and be engaged in society. It should also be consistent with the European Union's Entrepreneurship 2020 Agenda⁶ and anticipate how information and data will be collected to measure progress made against objectives.
2. *Introduce more entrepreneurship training and mentoring into the grant schemes managed by the Public Employment Service.* Providing more skill-building would increase the chances of success for participants. Furthermore, providing some training prior to receiving the grant would open up the scheme to more potential participants as some potential entrepreneurs may have a business idea but not the skills to develop a business plan.
3. *Introduce more flexibility into the youth support schemes (GINOP and VIKOP).* There is a danger that large programmes with a single path (a certain length of time for training, defined timing for setting up the business and the amount of finance required) will not suit all youth, which could lead to disenchantment. It would be helpful to build some flexibility into the programme to allow for entrepreneurs to move at different speeds and with different needs. In addition, the business environment in the convergence regions is materially different from that in Central Hungary and account should be taken of this in the design of the programme.
4. *Strengthen partnerships with non-governmental organisations.* Openness to collaborate with NGOs and civil organisations could help the national authorities in providing better profiling of their support schemes as well as in better screening and selection of potential entrepreneurs from under-represented groups. Collaboration with civil society organisations and business associations might also be helpful in identifying successful entrepreneurs as role models (thereby, notably also potential mentors) from the specific groups and mobilise them in promotion campaign and/ or in mentoring.
5. *Strengthen monitoring and evaluation activities for entrepreneurship initiatives.* Evaluations are currently conducted on an *ad hoc* basis but policy making needs to be informed about the impact and effectiveness of recent initiatives so that decisions on future actions can be well-informed. This would require stronger efforts to design information collection system, collect data, conduct ongoing monitoring, undertake evaluations and report the results.

⁶ European Commission (2013). *Entrepreneurship 2020 Action Plan: Reigniting the entrepreneurial spirit in Europe*, p. 7: <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52012DC0795&from=EN>

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ANNEX: METHODOLOGY

Each note was prepared by a national expert in co-operation with the OECD Secretariat. Information was collected through desk research and interviews (i.e. telephone, face-to-face, email) with key stakeholders and government representatives. The information was then verified by

government partners, programme managers and other inclusive entrepreneurship stakeholder groups through email exchanges and one-day seminars in selected countries.

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

The framework contains 5 pillars:

1. Policy framework

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

2. Government regulations

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

3. Financing entrepreneurship

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

4. Entrepreneurship skills

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

5. Entrepreneurial culture and social capital

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