



# **Mutual Learning Programme**

DG Employment, Social Affairs and Inclusion

**Peer Country Comments Paper - Hungary**

## **Don't hand them a fish, teach them to be a fisherman**

*The Hungarian case of promoting entrepreneurship via coupling skill building with financial incentives*

**Peer Review on  
"Entrepreneurship training for the unemployed:  
the Austrian Entrepreneurship Lab example"  
Austria, 24-25 October 2019**

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October, 2019



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## **Table of Contents**

1	Introduction .....	1
2	Situation in the peer country .....	1
2.1	Labour market situation .....	1
2.2	Self-employment and entrepreneurship activity rates.....	1
3	National policies and measures .....	2
3.1	Entrepreneurship programmes coupling skills and finance .....	2
3.2	Boosting entrepreneurial spirit .....	6
4	Assessment of success factors and transferability .....	7
5	Questions .....	7
6	List of references .....	8
	Annex 1 Summary table .....	9
	Annex 2 Example of relevant practice.....	11

## **1 Introduction**

This paper has been prepared for the Peer Review on "Entrepreneurship training for the unemployed: the Austrian Entrepreneurship Lab example" within the framework of the Mutual Learning Programme. It provides a comparative assessment of the policy example of the host country and the situation in Hungary. For information on the host country policy example, please refer to the Host Country Discussion Paper.

## **2 Situation in the peer country**

### **2.1 Labour market situation**

Following the 2008 economic crisis the unemployment rate in Hungary reached a peak in 2010 (11.3 %) and has since decreased to 3.7 % by 2018, which is below the European Union average (6.8 %).

Although youth unemployment rate decreased in parallel from 28.2 % in 2012 to 10.2 % in 2018, young people still face severe challenges in seeking and finding jobs. Hungary also has relatively high dropout rates from secondary education among the EU Member States (12.6 % in 2017 as opposed to the 10.6 % across the EU) and the NEET rate (i.e. those not in employment, education or training) for the age group 15-24 years old (10.7 %) is also slightly above the EU average (10.4%), but definitely above the Austrian rate (6.8 %).

In contrast, seniors (50 to 64 years old) are usually the least likely to be unemployed – an outcome, which may be due to the fact that seniors are less likely to register their unemployment status. In the past, this was also due to senior people typically opting for early retirement or for a disability pension, i.e. to obtain the inactive status. Nonetheless, the volume of those preferring these 'exit options' is decreasing following recent government reforms introducing stricter conditions (except for women after a period of employment of 40 years).

The so-called generation gap (i.e. difference between senior and junior unemployment rates) has been decreasing since 2012. The unemployment rate for men (3.5 %) was lower in 2018 than for women (4.0 %). The number of long-term unemployed has decreased to 1.4 % since 2010 when it reached its peak (5.5 % of the active population). Group-specific unemployment rates though like those for women (especially for those returning from maternity leave), youth and ethnic minorities are above the national average.

### **2.2 Self-employment and entrepreneurship activity rates<sup>1</sup>**

Overall self-employment has declined in Hungary since 2009 and has remained below the EU and the average rates of the Visegrad Four (V4) countries for the past decade. By 2017 this held true for all the vulnerable groups in Hungary, especially for youth with the lowest rate (2.7 %) in the country. Similar to the EU and V4 patterns, the self-employment rate for senior workers is relatively high (13.6 % in 2017) and more men than women are self-employed in Hungary – despite the downward trends in self-employment for both seniors and men for the last decade.

While young people and women are consistently less likely to opt for self-employment in V4 and the EU, the so-called generation and gender gaps have been reducing over time. It is also common across the EU Member States to observe that the proportion of senior workers among the self-employed is in decrease. In Hungary while the female self-employment is rising (though slowly), this rate among young people has been fluctuating over the last decade (3.5 % in 2010 and 2.7 % in 2017) and is not converging to the corresponding rates in the other Visegrad Four countries.

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<sup>1</sup> Data in this sub-chapter: Eurostat, Labour Force Survey, 2018.

Consequently, the self-employment generation gap in Hungary was still at least twice as high, than the gender gap in 2017. This implies that government measures aimed at boosting business start-ups may pay special attention to young people and women, and to their entrepreneurial needs.

The self-employment rate in Hungary also varies significantly when controlling for education level. Low-educated people have been historically the most disadvantaged group with a decreasing self-employment rate over time (5.3 % in 2008, 5.1 % in 2017) as opposed to the corresponding rate in the EU (20.1 % in 2017). Among low-educated Hungarians, the self-employment rate for men was lower than for women in 2008 (4.9 % and 6.1 %). However, this gender gap has been reducing since 2013 unlike in the EU. Studies show that the relatively higher female self-employment rate among low-educated people in Hungary can be ascribed to the fact that low-educated women have fewer chances of finding a full-time job (Hárs, 2012; Scharle, 2001).

The Total Entrepreneurial Activity (TEA) Rate was slightly above the EU average for the period 2012-2017 (8.8 % vs. 6.7 %), which contrasts with the lower self-employment rates in the country<sup>2</sup>. This can be explained by the fact that the TEA rate measures pre start-up activities and new business ownership, but does not take into account the stock of entrepreneurs in an economy.

The TEA rate for women was substantially lower than for men (5.7 % vs. 11.8 %) and young people were more active than older people (6.4 % vs. 5.5 %) in starting and operating new businesses. The above EU-average TEA rate for Hungary is usually explained by a high proportion of (potential) entrepreneurs indicating having no other work opportunities in the labour market. On average, 27.1 % of Hungarian respondents in the GEM survey over the period 2012-2017 indicated starting a business for this reason, compared to 20.3 % in the EU (necessity-driven entrepreneurs). This is particularly true for women (36 %) and for older people (39.8 %) who have reported starting their business due to a lack of other work opportunities (these group-specific rates are also fairly above the corresponding EU rates).

### **3 National policies and measures**

#### **3.1 Entrepreneurship programmes coupling skills and finance**

In Hungary several government programmes are aimed at supporting entrepreneurship with a focus on young people (especially NEETs) and women rather than the long-term unemployed in general. Their name, timeframe, and budget differ but they operate based on the policy idea that in order to promote businesses and business start-ups, financial instruments have to be coupled with measures aimed at developing managerial / business skills (i.e. training, mentoring, coaching).

This idea is reflected best in programmes built in two phases: first focusing on entrepreneurial skills, next on easing access to finance. For the overview of the relevant national programmes and schemes see Table 1.

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<sup>2</sup> Data source: OECD (2017), and special tabulations of the Global Entrepreneurship Monitor household surveys from 2012 to 2017.

Table 1. Overview of the main entrepreneurship programmes combining skill building and financial support, 2016-2019

Name	Type	Target group	Geographic scope	Precondition to entry	Planned budget*	Amount spent**
Youth entrepreneurship programme GINOP 5.2.2 <sup>3</sup>	Training	Young people under 30 years	Convergence regions	-	HUF 1.1 billion (ESF, EUR 3.3 million)	HUF 925.7 million (EUR 2.7 million)
Youth entrepreneurship programme GINOP 5.2.3 <sup>4</sup>	Grant	Young people under 30 years	Convergence regions	Only for GINOP 5.2.2 participants with approved business plan. 10 % own resources	HUF 2.9 billion (ESF, EUR 8.7 million)	HUF 1.39 billion (EUR 4.1 million)
Be a young entrepreneur in Hungary! <sup>5</sup>	Training	Young people under 30 years	Central Hungary	-	HUF 380 million (national fund, EUR 1.1 million)	n/a
Youth entrepreneurship programme VEKOP 8.3.1 <sup>6</sup>	Grant	Young people under 30 years	Central Hungary	"Be a young entrepreneur in Hungary!" participants with approved business plan. 10 % own resources	HUF 1.04 billion (ESF, EUR 3.1 million)	HUF 467 million (EUR 1.4 million)
Enter the market! – first component	Training	Young people between the age of 25-35 years	All regions	-	HUF 526 million (national fund,	n/a

<sup>3</sup> The programme is closing, the last call was announced in 2016.

<sup>4</sup> The programme is closing, the last call was announced in 2016.

<sup>5</sup> The programme was closed in 2017.

<sup>6</sup> The programme was closed in 2017.



*Peer Review on "Entrepreneurship training for the unemployed:  
the Austrian Entrepreneurship Lab example" - Peer Country Comments Paper*

Name	Type	Target group	Geographic scope	Precondition to entry	Planned budget*	Amount spent**
Enter the market! – second component	Grant	Young people between the age of 25-35 years	All regions	"Enter the market!", first component: participants with approved business plan.  20 % co-financing	EUR 1.5 million) – both components	
Entrepreneurship programme for jobseekers and youth GINOP 5.1.9	Training	Young people under 30 years and unemployed over 30 years and disabled	Convergence regions -		HUF 6 billion (ESF, EUR 18 million)	HUF 2.57 billion (EUR 7.7 million)
Youth entrepreneurship programme GINOP 5.2.7	Grant	Young people under 30 years and disabled	Convergence regions	GINOP 5.1.9 participants with approved business plan	HUF 26.65 billion (ESF, EUR 78 million)	HUF 2.9 billion (EUR 8.7 million)
Entrepreneurship programme for jobseekers GINOP 5.1.10	Grant	Unemployed over 30 years and disabled	Convergence regions	GINOP 5.1.9 participants with approved business plan	HUF 13.35 billion (ESF, EUR 40 million)	HUF 1.47 billion (EUR 4.4 million)
Credit programme to boost employment GINOP-8.8.1-17	Credit	Young people under 30 years and unemployed over 30 years	Convergence regions	Participants of the following programmes: GINOP 5.1.9, GINOP 5.2.3, TÁMOP 2.3.6, and those jobseeker's receiving start-up support	HUF 10 billion (EU funds, EUR 30 million)	n/a

\*Source: [https://emir.palyazat.gov.hu/nd/kozvel/?link=eupr\\_eljarasrendi](https://emir.palyazat.gov.hu/nd/kozvel/?link=eupr_eljarasrendi), accessed on 25 September 2019. Notes: n/a – no public data is available.

Most of these programmes are run within the framework of operational programmes co-financed by the European Structural and Investment Funds:

- *Gazdaságfejlesztési és Innovációs Operatív Program* (Economic Development and Innovation Operational Programme, hereinafter referred to as GINOP), which is geographically limited to the six convergence regions in Hungary, and
- *Versenyképes Közép-Magyarország Operatív Program* (Competitive Central Hungary Operational Programme, hereinafter referred to as VEKOP) with funds available for beneficiaries in the Central Hungarian region.

The skill-focused elements of these programmes are manifold: e.g. group training, individual or peer mentoring, strategic advising. For example, under the GINOP 5.2.2<sup>7</sup>, GINOP 5.1.9<sup>8</sup> and as part of the programme *Vállalkozz itthon fiatal!* ("Be a young entrepreneur in Hungary!")<sup>9</sup>, experienced business support service providers offer group training courses as well as individual mentoring and counselling, and also help the participants in developing their business plans. The eligibility criteria for entering these programmes are simple: one has to be registered as jobseeker at a local PES office and sign a contract with the training provider. Those who successfully completed the training and had their business plan approved by the programme managers could apply for a start up grant of up to EUR 9 000 (HUF 3 million) under GINOP 5.2.3<sup>10</sup> and VEKOP 8.3.1<sup>11</sup>. Now successful candidates can apply for up to EUR 13 740 (HUF 4.57 million) under GINOP 5.2.7<sup>12</sup> and GINOP 5.1.10<sup>13</sup> to cover their start-up costs. The credit programme (GINOP 8.8.1), first launched in 2017<sup>14</sup>, appears to be less popular than expected due to the availability of parallel grant programmes. (Notably, the government plan is to phase out the grant components and replace them with microcredit schemes in the long term).

The first programmes<sup>15</sup> based on this sequential logic were launched in 2016 and are now either closed or soon to close. The training component in the convergence regions was implemented by six regional consortia led by regional non-profit companies that help primarily young NEETs (as these measures are part of the Youth Guarantee) in developing their entrepreneurial skills and in elaborating their business plans. In the first to two years (2016-2017), the *Országos Foglalkoztatási Közhasznú Nonprofit Kft* (National Employment Non-profit LLC, a *quango* organisation) was responsible for the management of the programmes in the Central Hungarian region, but in 2018 the *Magyar Államkincstár* (MÁK, Hungarian State Treasury) took over this responsibility. In effect, the management of all the grant schemes was recently centralised at the MÁK following the government's initiative to radically simplify the grant application and allocation procedures.

The targeting of these measures has also changed since their launch. While young NEETs registered for at least 6 months as unemployed were the priority target group under GINOP 5.2.2, their targeted share among participants was reduced from 50 % to 20 % and the required unemployment spell for participation was reduced to 4 months in 2017. Due to a lack of officially published evaluation reports, it is not possible to establish what might be the exact reasons and government plans behind these observed changes. According to government sources, however, these are justified by the difficulties in reaching long-term unemployed young people and their consistent underperformance in the measures. This means that the focus on long-term unemployed young people

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<sup>7</sup> <https://www.palyazat.gov.hu/doc/4386>

<sup>8</sup> <https://www.palyazat.gov.hu/ginop-519-17-lskeresk-s-fiatalok-vllalkozv-vlsnak-sztnzse-kpzs-s-mentorls-1#>

<sup>9</sup> <http://ofa.hu/hu/vallalkozz-itthon-fiatal>

<sup>10</sup> <https://www.palyazat.gov.hu/ginop-523-16-fiatalok-vllalkozv-vlsa-vllalkozs-indtsi-kltsgeinek-tmogatsa-1>

<sup>11</sup> <https://www.palyazat.gov.hu/vekop-831-16-fiatalok-vllalkozv-vlsnak-tmogatsa#>

<sup>12</sup> <https://www.palyazat.gov.hu/ginop-527-18-fiatalok-vllalkozv-vlsnak-tmogatsa#>

<sup>13</sup> <https://www.palyazat.gov.hu/ginop-5110-18-lskeresk-vllalkozv-vlsnak-tmogatsa#>

<sup>14</sup> <https://www.palyazat.gov.hu/ginop-881-17-foglalkoztats-sztnzse-cl-hitelprogram->

<sup>15</sup> See GINOP 5.2.2, 5.2.3 and Be a young entrepreneur in Hungary!, VEKOP 8.3.1.

aged under 25 has diminished while more efforts are being directed at jobseekers aged 25-30 with a target participation rate of 35 % (instead of the original 20 %) by 2020, according to the re-designed official programme indicators. Again, this change is due to the underperformance reported under the previous scheme and can be explained by the supposedly high popularity of combined (grant and training) support among the 25-30 age group. Additionally, since 2016 beneficiaries with a childcare allowance can also apply, thus extending the targeting primarily to women returning from maternity leave.

The overall result target indicator for the combined training-grant schemes co-financed by ESIF (GINOP 5.2.2, 5.2.3, 5.1.9, 5.1.10, 5.2.7) for the 2014-2020 period is very ambitious: 9 000 persons assessed and placed on a training course; 8 100 persons completing their training; 8 000 persons establishing their business upon leaving the programmes.

As of 13 September 2019, monitoring data shows that the relevant GINOP/VEKOP measures had only 1 379 applicants and 819 beneficiaries effectively starting a business so far<sup>16</sup>. This implies considerable delays in implementation and especially in the allocation of funds. This delay was the reason behind the re-design of the first combined schemes and the radical simplification of the grant administration in 2017. The calculation of cost per participant will only be possible after closure – expected by 2022.

The *Lépj a piacra!* ("Enter the market!") programme is funded by the Hungarian state. It operates on a much smaller scale (73 beneficiaries by September 2019) and on the pre-condition that applicants (242 so far) first participate in entrepreneurial skill-focused group training (which has also e-learning modules). The target group is again young people aged 25-30 with no tertiary education and young people aged 30-25 with tertiary education. For them, non-refundable grants of HUF 2 million (EUR 6 000) are available (and participants have to contribute 20 % of the overall costs)<sup>17</sup>.

Besides governmental programmes in Hungary, there are also some non-governmental initiatives mainly focusing on entrepreneurial training for women, school-age children and teachers (the latter is largely an initiative to compensate for the absence of such training in the public education system<sup>18</sup>).

*Kisvállalkozás – fejlesztési alapítvány* (the Foundation for Small Enterprise Economic Development, hereinafter, SEED) provides various training programmes for women entrepreneurs which focus on entrepreneurial skills and provide opportunities for developing a business plan with the help of both an individual mentor and peer group reviews. The SEED Foundation in cooperation with the Budapest Bank also provides financial training for women entrepreneurs – *Dobbantó Program – Pénzügyekről nőknek* (Springboard Programme – About finances for women). The participants learn the basic skills needed for running a business, receive tailor-made individual counselling and find new solutions in discussions with their peers. Finally, the participants are also made to present a business plan and can participate in events organised by the Budapest Bank (co-sponsor) where the best business plans are showcased<sup>19</sup>. Based on participants' feedback, the strength of the programme lies in the intensive group work and in the strong alumni clubs (*Dobbantó Clubs*) where both current and past participants can regularly meet up and exchange experiences and good business solutions.

### 3.2 Boosting entrepreneurial spirit

The government strives to increase entrepreneurial awareness more broadly. The GINOP 1.1.2 measure focuses on financial literacy training, mentoring and coaching services provided to SMEs, preferably to female and young entrepreneurs. This action was launched with dedicated funds of HUF 3.3 billion (ca. EUR 11 million). While the measure targets approximately 2 000 businesses via local offices of the Hungarian

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<sup>16</sup> [https://emir.palyazat.gov.hu/nd/kozvel/?link=eupr\\_eljarasrendi](https://emir.palyazat.gov.hu/nd/kozvel/?link=eupr_eljarasrendi)

<sup>17</sup> <http://ofa.hu/hu/lepj-a-piacra>

<sup>18</sup> <http://ejam.hu/e-learning/>

<sup>19</sup> <https://seed.hu/projekt/dobbanto>

Chamber of Commerce and Industry and the SEED Foundation, online monitoring data on its progress as of September 2019 was not available. The measure will run until the end of 2020<sup>20</sup>.

#### 4 Assessment of success factors and transferability

**Coupling financial support with skill building:** The policy idea to combine skill- and capital-focused assistance was the result of a long policy learning process that started during the previous EU budget cycle (2007-2013). It took however 6-7 years to apply this linkage and to make it effective – at least within the framework of the EU co-financed measures.

**Combination of developing basic competences (e.g. IT, language) with business skills:** Training programmes seem to be the most important and trivially necessary measures in helping the long-term unemployed to (re)integrate to the labour market. If their skills mismatch or they lack the basic skills, PES measures first have to focus on these skill discrepancies. Long-term unemployed have usually fewer opportunities to practise and even to improve their basic skills in line with market needs due to lack of access to job-related training opportunities or due to non-participation in formal education. PES activation measures often focus almost exclusively on offering vocational education training programmes which usually does not focus on the acquisition of basic skills (e.g. e-literacy, languages, communication skills).

**Focus on group-based training and peer counselling:** Anecdotal evidence from the programme managers and participants' feedback in the Hungarian *Dobbanto* programme (run by Seed Foundation) shows that the group-based format for training is very well received. Participants, especially women, prefer group-based settings and usually require group activities to improve their confidence. This is also reflected in international studies demonstrating that group-based entrepreneurship training programmes perform better and produce better employment outcomes, especially for women (Percy-Smith, J. (ed) 2000).

**Importance of follow-up work and networking for longer term positive employment effects:** One of the main lessons from the Hungarian entrepreneurship schemes is that there is a need for a follow-up work with programme participants – especially, if they are coming from vulnerable groups (i.e. women, youth, minorities). Difficulties relating to lack of self-confidence, lack of social capital, limited access to existing business networks can be effectively remedied via peer group-based or professional mentoring/coaching. The costs of such 'side support' may add considerably to programme budgets, but business survival rates as well as net employment effects are set to be higher.

#### 5 Questions

- How was the risk of 'cream skimming' (targeting long-term unemployed people with best basic skills/ with better education) exactly minimised in the Austrian pilot project?
- Did the personal counselling include psychological counselling/coaching? (c.f. reference in the paper to lack of self-confidence on the part of the most participants)
- The Austrian practice refers to individual and group empowerment – how exactly was this done?

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<sup>20</sup> [https://www.vallalkozztudatosan.hu/?page\\_id=270](https://www.vallalkozztudatosan.hu/?page_id=270)

- Does the cost of EUR 50 000 (as referred in the Austrian paper) relate to overall training costs for group 1 and 2? If yes, the unit cost (cost per accomplished participant) is approx. EUR 1 000 – why is this considered too high (c.f. "relatively expensive")? What are the reference figures, like (proportional) cost per participants for other training programmes offered to long-term unemployed? Do these other programmes provide better result indicators (more than 26 % in employment status after exit)?
- Did the participants receive social transfers (e.g. unemployment benefit) during the 18-week training period? What kind of "welfare bridge" did the local PES provide to them to survive during the business registration/start up period? (Note: long-term unemployed people usually do not have any savings to overcome liquidity crisis).

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GINOP and VEKOP calls for proposal and information on the supported projects available at: <http://palyazat.gov.hu>

## Annex 1 Summary table

The main points covered by the paper are summarised below.

### Situation in the peer country

- Decreasing unemployment and NEET rates, but still high LTU rate among the unemployed (39.6 %).
- Remaining (although decreasing) gender and generation gaps among the unemployed.
- Abundance of entrepreneurship skill and finance-focused government measures.
- Considerable delays in implementation of the relevant measures.

### Assessment of the policy measure

- Entrepreneurship training programmes linked to financial incentives (combined interventions).
- Special targeting of young NEETs, women and disabled.
- Slow progress of the relevant schemes.
- Lack of publicly available monitoring and evaluation reports.
- Good cooperation with non-governmental organisations.
- Severe challenges in outreach to NEETs and those unemployed for a longer period than 3-4 months.

### Assessment of success factors and transferability

- Appropriate coupling of financial support with skill building.
- Strategic importance of follow up work/ activities (alumni network) as key to have longer term employment effects (especially in case of youth, women, and ethnic minorities).

### Questions

- How was the risk of 'cream skimming' (targeting long-term unemployed people with best basic skills/ with better education) exactly minimised in the Austrian pilot project?
- Did the personal counselling include psychological counselling/coaching? (c.f. reference in the paper to lack of self-confidence on the part of the most participants)
- The Austrian practice refers to individual and group empowerment – how exactly was this done?
- Does the cost of EUR 50 000 (as referred in the Austrian paper) relate to overall training costs for group 1 and 2? If yes, the unit cost (cost per accomplished participant) is approx. EUR 1 000 – why is this considered too high (c.f. "relatively expensive")? What are the reference figures, like (proportional) cost per participants for other training programmes offered to long-term unemployed? Do these other programmes provide better result indicators (more than 26 % in employment status after exit)?
- Did the participants receive social transfers (e.g. unemployment benefit) during the 18-week training period? What kind of "welfare bridge" did the local PES provide to them to survive during the business registration/start up period? (Note:

long-term unemployed people usually do not have any savings to overcome liquidity crisis).

## Annex 2 Example of relevant practice

Name of the practice:	<i>Fiatalok vállalkozó válása /A komponens</i> (Youth Entrepreneurship Programme / Component A) GINOP 5.2.2  <i>Fiatalok vállalkozóvá válása – Vállalkozás indítási költségeinek támogatása</i> (Youth Entrepreneurship Programme – Supporting Business Start-up Costs) GINOP 5.2.3
Year of implementation:	2016-2020 (in effect, phasing out)
Coordinating authority:	<i>Pénzügyminisztérium</i> (Ministry of Finance), <i>Magyar Államkincstár</i> (Hungarian State Treasury), and regional consortia (training component)
Objectives:	The programme, as part of the Youth Guarantee Programme, is primarily intended to help young jobseekers become entrepreneurs.  At least 20 % of the participants (18-30 years) of the training component should be registered for at least 4 months as jobseekers. Maximum 35 % of the participants should be jobseekers in the age 25-30 years.
Main activities:	Potential young entrepreneurs can acquire the competencies needed to start a business by completing an entrepreneurship training run by regional consortia selected under the GINOP-5.2.2 measure. The training focuses on basic legal, financial, and management competencies and skills, participants learn about the types of business forms. In addition, young people here receive support in drafting their business plans via group counselling as well as professional mentoring (with a special emphasis on due diligence and tax-conscious entrepreneurial behaviour). The linked grant may cover the start-up costs up to HUF 3 million (EUR 9 000).
Results so far:	Monitoring data: 1 138 grant applications received, 653 grants paid (as of 13 September 2019).

Name of the practice:	<i>Vállalkozz itthon fiatal!</i> (Be a young entrepreneur in Hungary!) + <i>Fiatalok vállalkozóvá válásának támogatása</i> (Youth entrepreneurship programme) VEKOP 8.3.1
Year of implementation:	2016-2020 (in effect, phasing out)
Coordinating authority:	<i>Pénzügyminisztérium</i> (Ministry of Finance), <i>Magyar Államkincstár</i> (Hungarian State Treasury)
Objectives:	The programme aims to train young people aged 18-30 in the central Hungarian region to start their own business, develop their knowledge and skills necessary for creating their business plan, and financially support their business.



*Peer Review on "Entrepreneurship training for the unemployed:  
the Austrian Entrepreneurship Lab example" - Peer Country Comments Paper*

Main activities:	Potential young entrepreneurs participate in training provided by selected training organisations. The training focuses on the development of their legal, financial, and management knowledge and competences. Participants also receive support in drafting their business plans via group counselling as well as professional mentoring (with a special emphasis on due diligence and tax-conscious entrepreneurial behaviour). The linked grant may cover the start-up costs up to HUF 3 million (EUR 9 000).
Results so far:	Monitoring data: 221 grant applications received, 160 grants paid (as of 13 September 2019).

Name of the practice:	<i>Lépj a piacra!</i> (Enter the market!)
Year of implementation:	2017-ongoing
Coordinating authority:	<i>Országos Foglalkoztatási Közhasznú Nonprofit Korlátolt Felelősségű Társaság</i> (OFA – National Employment Non-profit Llc)
Objectives:	The aim of the programme is to support all young people who wish to become self-employed or entrepreneurs by providing them with all the information, knowledge and skills they need to realise their business ideas and plans in Hungary.
Main activities:	<p>1. Competency assessment</p> <p>2. Entrepreneurial basics e-learning training: Learn how to set up, run, and manage a successful business.</p> <p>The main topics of the training are:</p> <ul style="list-style-type: none"> <li>• Basic business knowledge</li> <li>• Economic and market knowledge</li> <li>• Taxation and accounting skills</li> <li>• Financial and finance skills</li> <li>• Marketing and sales skills</li> <li>• Business management</li> </ul> <p>3. Individual consultation for the preparation of a business plan in one of these topics: finance, accounting, law, marketing (as part of the training).</p> <p>4. Grant: After successfully completing the training, and having an approved business plan the participants can apply for a grant of up to HUF 2 million (EUR 6 000).</p> <p>5. Expert counselling: For the beneficiary to operate the business sustainably 10 hours of counselling are available.</p> <p>6. Mentoring: after the business is established, in order to answer the questions related to running the business.</p>
Results so far:	Monitoring data: n/a

Name of the practice:	<p><i>Álláskeresők és fiatalok vállalkozóvá válásának ösztönzése - képzés és mentorálás</i> (Entrepreneurship Programme for Jobseekers and Youth – Training and Mentoring) GINOP 5.1.9, <a href="https://www.ginop519.hu/">https://www.ginop519.hu/</a></p> <p><i>Fiatalok vállalkozóvá válásának támogatása</i> (Youth Entrepreneurship Programme) GINOP 5.2.7, grant for young people (below 30 years old)</p> <p><i>Álláskeresők vállalkozóvá válásának támogatása</i> (Entrepreneurship Programme for Jobseekers) GINOP 5.1.10, grant for people above 30</p>
Year of implementation:	2017-2022 (follow-up to GINOP 2.2.2 and GINOP 5.2.3)
Coordinating authority:	<i>Pénzügyminisztérium</i> (Ministry of Finance), regional consortia, <i>Magyar Államkincstár</i> (Hungarian State Treasury), OFA (National Employment Non-profit Llc.)
Objectives:	<p>The programme is aimed at young people aged 18-30 and jobseekers aged above 30 (registered unemployed and preferably disabled) who are planning to start a new business in the less developed regions of Hungary. The objective of the programme is to train the target group to start their own business, to develop their entrepreneurial skills and competences and to offer capital support upon receipt of a successful business plan. The linked grant may cover the start-up costs up to HUF 4.5 million (EUR 13 500).</p> <p>At least 30 % of the participants of the training component should be registered in the Youth Guarantee Programme.</p>
Main activities:	The training focuses on basic legal, financial, and management skills and competences. Additional support services, like mentoring and group-counselling are offered as an option.
Results so far:	Monitoring data: 6 regional consortia have been selected to run the trainings and mentoring/counselling services, but no grants have been allocated, yet.

