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O.3.1 Regional Action Plan: Slovakia

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SBA

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1 Introduction

This Regional Action Plan (RAP) is developed within the framework of the WE.Circular project, an Interreg Danube Region Programme initiative aimed at empowering women entrepreneurs in the Danube Region by fostering their circular and digital transitions.

The WE.Circular project recognizes that **Slovakia** faces unique challenges and opportunities in supporting women-led businesses in adopting circular economy principles and leveraging digital technologies. This RAP builds upon a foundation of thorough analysis and stakeholder engagement, ensuring its relevance and effectiveness for the region.

Specifically, this RAP leverages the findings of the following key activities within the WE.Circular project:

- **Activity 1.1: Transnational Skills Gaps and Needs Analysis:** This analysis, conducted across all partner countries, identified the specific skills gaps and needs of women entrepreneurs in the region regarding digital technologies, circular economy principles, and smart specialization strategies.
- **Activity 3.2: Analyzing of existing policy and legislative framework:** This activity mapped the existing policy and regulatory landscape at both the national and regional levels, identifying existing support mechanisms and potential barriers to the circular and digital transition of women-led businesses.
- **Recommendations from National Stakeholder Groups (NSHGs):** Throughout the project, the project team has consulted with a National Stakeholder Group comprised of NOXE s.r.o., Individual stakeholder, Cipo SK s.r.o., Ženy XX enviro, Cyrk, Independent professional, Environmental consultant, to validate existing data and gather relevant feedback in key action areas.

The proposed actions in this RAP are designed to address the specific challenges identified through these activities and are tailored to the unique regional context. The implementation of this RAP aims to contribute to the broader objectives of the WE.Circular project, fostering a more inclusive and sustainable circular economy within the Danube Region.

2 Strategic Background and Foundations of the Regional Action Plan

Slovakia is located in Central-East Europe and bordered by five countries, has a population of about 5.5 million people, nearly evenly split between men and women. The population is aging, with more individuals aged 60+ than children, and the largest group being those aged 30-44. Women generally live longer and attain higher education levels than men, who are more represented in upper secondary education. The total early-stage entrepreneurial activity (TEA) in Slovakia increased to 11.53% in 2024. Despite this modest growth over the past three years, TEA in Slovakia remains below the global average. Moreover, men continue to show higher participation in business ownership than women.

The **analysis of the policy framework** (Activity 3.2) shows that Slovakia's policy frameworks on women's entrepreneurship, the circular economy, and digital transformation reflect a comprehensive yet evolving approach to modern challenges. In gender equality, strong legal foundations such as the Constitution, Labor Code, and anti-discrimination laws support equal pay and opportunities, while the **National Action Plan for Women's Employment (2022–2030)** aims to improve women's access to education, childcare, and digital sectors. A forthcoming gender equality law for large companies will further promote transparency and representation, although its implementation will determine actual progress. In the circular economy, **Slovakia's Roadmap towards Circularity and Envirostrategy 2030** outline sustainable goals and more than 30 policy recommendations; however, since the roadmap is a strategic policy document and not legally binding, there is a pressing need for an enforceable circular economy action plan or strategy to produce tangible results. Meanwhile, digital transformation initiatives, including the **Digital Transformation Strategy 2030** and recovery plan, seek to modernize the economy and boost digital literacy, though challenges like the digital divide still exist. Overall, Slovakia demonstrates strong alignment with EU priorities, but success relies on effective implementation, legal reinforcement, and inclusive progress across all sectors.

Furthermore, based on the findings from Activity 1.1, which collected a total of 39 valid responses, mostly from women entrepreneurs in service sectors such as consulting, tourism, and education, it can be observed that the majority run established micro and

small enterprises (over 84% micro and 13% small in our survey sample) operating for 3–10 years, reflecting the general structure of women-led businesses in Slovakia.

More specifically, in the area of circular economy (CE), the findings indicate that women entrepreneurs are mainly motivated to adopt circular models due to consumer expectations, cost reduction, and personal commitment to sustainability. However, **a lack of knowledge, awareness, and practical guidance** in their specific business sectors is a key barrier. Respondents expressed a strong **need for practical training on CE applications, financing, and the use of digital tools for circular transition**. Two motivation groups were identified: those driven by personal conviction and those adapting to market trends.

At the same time, in the context of Industry 4.0, the results show that most women entrepreneurs use digital tools such as mobile technologies and e-commerce platforms, while robotics and digital twins are least adopted. Main drivers for digitalization include operational efficiency and cost reduction, while limited public support, high investment costs, and insufficient digital skills hinder progress. Only 13% women entrepreneurs from our survey sample feel confident in their digital abilities, especially in design software and cybersecurity, which points to low self-confidence in applying more sophisticated systems, which is also reflected in the type of digital tools they use. The most requested training areas are **digital marketing, online business setup, and resource optimization**.

In addition, according to expert opinions, it is evident that women entrepreneurs in Slovakia play a crucial role in both the digital and green transitions, often acting as “transition brokers.” However, they face several barriers, including **a lack of time, funding, digital skills, and confidence** in joining support initiatives. Experts emphasize the **need for greater financial and advisory support**, especially to cover initial consulting and ESG software costs. They recommend **promoting successful female role models (in age variety), fostering flexibility, openness, and growth mindset skills**, and ensuring **better access to training, advisory services, and funding**.

Moreover, with regard to the circular economy context, experts further point out that women tend to prioritize environmental responsibility over profit, particularly in micro and non-profit enterprises. While Slovak legislation is not discriminatory, challenges such as **limited agility and difficulty translating education into business models** persist. Experts suggest providing **financial incentives rather than ecological penalties, simplifying administrative processes, offering flexible work options, and supporting**

women's entrepreneurship from the outset through **targeted funding and education**. Additionally, **promoting sustainability as a central business topic**, **engaging both men and women in transition discussions**, and **encouraging international networking and exchanges** are seen as key to accelerating progress in Slovakia's digital and circular economy transitions.

Furthermore, the outcomes of the 3rd national stakeholder group meeting (NSHGs) indicate that women entrepreneurs lack information on implementing circular and digital business models and called for **awareness campaigns**, **standardized methodologies**, and **stronger networks**. They acknowledged discussions around limited access to funding, maintaining a neutral stance but suggesting simpler procedures, improved financial literacy, and stronger institutional cooperation. Stakeholders agreed that low awareness of the benefits of digital and circular tools limits adoption and proposed using clear, practical examples and case studies. However, they disagreed that institutional support is lacking outside Bratislava, noting improved access through online and hybrid formats. Finally, they agreed that weak digital and circular skills cause hesitation and recommended a gradual upskilling approach with motivational support.

Additionally, insights from the co-creation event held in Prague in June 2025 highlighted the need for clearer communication and a **common language across sectors**, improved **trust and cooperation with the public sector**, and a more **client-oriented approach** through simplified language and easier access to information. To strengthen mutual trust, participants suggested organising regular dialogue events where policymakers and women entrepreneurs can discuss real business needs and feasible policy responses, measures or actions. Participants also proposed creating a **unified national platform** gathering resources, funding and non-financial support schemes, peer-learning opportunities, and contact points for women entrepreneurs in order to strengthen the overall entrepreneurial ecosystem and support infrastructure. They also emphasized the need for promoting **female role models**, implementing raising awareness campaigns, building on and strengthening existing support networks in collaboration with NGOs and academia, and ensuring fair remuneration for experts involved. Overall, the suggested actions should evolve organically over time.

Finally, based on the three identified good practices, namely - Green Circular Academy, Aj Ty v IT, and the Digital Coalition, it can be concluded that a clear national trend emerges: Slovakia is building a strong ecosystem that combines education, inclusion, and digital-green transformation. Each initiative supports upskilling through

collaboration between public, private, and civic actors. Together, they demonstrate how systemic, hands-on education and community-based networks can accelerate digital and green transitions, empower women entrepreneurs, and foster innovation. This integrated approach, connecting digital competence, sustainability, and gender inclusion, serves as a valuable model for future policy actions across Central Europe.

Based on the above-mentioned findings and analysis, the following **recommendations** have been identified to address key needs, barriers, and opportunities in supporting women entrepreneurs in the context of digital and circular transitions:

- Promote successful **female role models** to raise awareness and foster a growth mindset, supported by measurable KPIs and age diversity.
- Ensure **better access to targeted training** in digital marketing, online business setup, resource optimization, and digital tools for circular transition, tailored to specific industry needs.
- Improve **access to advisory services** offering practical guidance, business agility support, step-by-step assistance, and improved financial literacy (e.g. ROI to address cost perceptions).
- Strengthen **trust and cooperation with the public sector**.
- Establish a **common language** across sectors.
- Organize **regular dialogue events between policymakers and women entrepreneurs** to address real business needs and feasible policy responses.
- Build **regional consultation centers** and/or systematize existing local business support networks to strengthen outreach and local support.
- Create a proactive **“push effect” from business support agencies** to encourage participation in EU-funded programs and other initiatives.
- Enhance access to **targeted funding** by improving awareness of opportunities, simplifying application conditions, and supporting expert assistance for proposal development while addressing misconceptions about digital transformation costs.
- **Simplify administrative processes** to improve efficiency and accessibility.
- Create a **unified national platform** gathering resources, funding and non-financial support schemes, peer-learning opportunities, and contact points for women entrepreneurs.
- Improve **evaluation of funding calls** by emphasizing intermediate steps and theory of change, including pre-assessments to avoid rejection of promising but weakly written applications (good practice of the Ministry of Labour, Social Affairs and Family).

- Support **start-up grants for new entrepreneurs**, following good practice examples based on strong personal referral systems.
- Scale **social innovations**, drawing inspiration from initiatives such as EUR 15,000,000 calls for scaling social innovation implemented by the Ministry of Labour, Social Affairs and Family.
- Introduce **financial incentives rather than ecological penalties** to encourage positive engagement in sustainability.
- Promote **sustainability as a core business principle** and engage both men and women in transition-related discussions.
- Introduce **flexible work arrangements** to address time constraints faced by female entrepreneurs.
- Encourage **international networking** and exchanges to build confidence, foster openness, and balance competition with cooperation among entrepreneurs.
- Strengthen **collaboration between academia and NGOs** through joint methodological initiatives.
- Provide **education for both public sector actors and entrepreneurs** to enhance mutual understanding and cooperation.

3 Vision

By 2030, Slovakia will have developed a strong, inclusive, and sustainable ecosystem in which women entrepreneurs drive the circular and digital transformation through improved skills and peer learning, better access to finance and advisory services, strengthened local and national support networks, and active engagement in policy-making and smart specialization priorities.

4 Regional Action Plan Measures

4.1 Measure 1: Increasing Accessibility and Support for Women Entrepreneurs in Funding Calls

Pillars: Measure 1 is contributing to the strategic pillars

- Circular economy transition
- Digital transition
- Policy improvement
- Smart Specialization

Challenges, barriers and gaps:

Women entrepreneurs continue to face a variety of obstacles when engaging with public support schemes, including administrative complexity, limited clarity about available opportunities, and insufficient access to practical guidance. These barriers reduce participation and highlight the need for clearer, more accessible information and support mechanisms.

Improving the availability and quality of advisory services, particularly those offering step-by-step support, practical guidance, and financial literacy training, would significantly enhance women's ability to navigate support programs. Strengthening regional outreach, whether through dedicated consultation centers or through a more coordinated network of existing local actors, would ensure that tailored guidance is accessible where entrepreneurs need it most.

Further progress can be achieved by simplifying administrative procedures, increasing transparency in application processes, and refining the evaluation of funding calls through clearer criteria and pre-assessments. Raising awareness of targeted funding and fostering regular dialogue between policymakers and women entrepreneurs can also help ensure that support measures are better aligned with real business needs and reduce misconceptions - especially those related to digital transformation and sustainability.

Bringing these elements together through a unified national platform that consolidates information, funding opportunities, and contact points would create a more coherent and accessible support system. Such a platform, combined with strengthened dialogue and targeted education for both entrepreneurs and public authorities, would help build trust, promote collaboration between women and men, and support a more inclusive and effective entrepreneurial ecosystem.

Actions for implementation of Measure 1:

1.1 Organize **capacity-building workshops** for policy-makers and relevant stakeholders aimed at improving the design, communication, and evaluation of funding opportunities for women-led enterprises, as well as strengthening cooperation among institutions involved in policy development and implementation. The workshops will also support the exchange of information on how stakeholder positions can be reinforced in policy processes, including the review of legal frameworks and the establishment of regular dialogue mechanisms.

1.2 Develop a **“Lessons Learned” material** compiling best practices and common challenges from previous funding rounds and new policy instruments, targeting ministries and agencies responsible for funding schemes and legislative processes. The material will also include actionable recommendations and support a more effective, user-friendly, and “push-effect” communication approach to encourage participation of women entrepreneurs in national and EU funding calls.

1.3 **Map and disseminate relevant resources**, funding opportunities, and non-financial support schemes, peer-learning opportunities, and contact points for women entrepreneurs in line with the business life cycle, through collaboration with existing platforms, networks, and communication channels at national and international level. This activity will also support awareness-raising among SMEs and stakeholders regarding opportunities and the regulatory framework related to the circular and digital transition.

Actions	Responsible organization	Supportive organization	Time-frame	Budget	Impact
1.1 Organize a capacity-building workshop for policy-makers and stakeholders	Slovak Business Agency Ministry of Labour, Social Affairs and Family	Ministries Business support organizations Universities NGOs and other initiatives NOXE s.r.o. Cipo SK s.r.o. Cyrkl Independent professional from NSHG Environmental consultant from NSHG	2026-2028	1 000 EUR	1-2 workshops organized 10-15 institutions reached at the workshop
1.2 Development of a "Lessons Learned" material, including best practices and common challenges	Slovak Business Agency Ministry of Labour, Social Affairs and Family Cyrkl	Ministries Business support organizations Universities NGOs and other initiatives NOXE s.r.o. Individual stakeholder from NSHG Cipo SK s.r.o. Ženy, XX, enviro Independent professional	2026-2028	200 EUR	3-5 recommendations and best practices generated 10-15 of the institutions received the material 1-2 program policies or other related programs and initiatives inspired

		from NSHG Environmental consultant from NSHG			
1.3 Map and disseminate relevant resources, funding opportunities, and support schemes through collaboration with existing platforms, networks, and communication channels at the national and international level	Slovak Business Agency Cyrkl	Women's business networks Business associations, and chambers NGOs and other initiatives NOXE s.r.o. Individual stakeholder from NSHG Cipo SK s.r.o. Independent professional from NSHG Environmental consultant from NSHG	2026-2028	1 000 EUR	5–10 resources and support schemes mapped and shared through partner platforms and channels 5–10 materials developed and/or shared through partner platforms and channels 1,000-4,000 individuals reached yearly through SBA channels and partner platforms, newsletters, and social media

Implementation of the actions:

Year	Planned activities
2026	<p>Start implementation of Activities 1.1, 1.2 and 1.3 by establishing the foundations for capacity building, knowledge transfer, and dissemination mechanisms.</p> <p>Under Activity 1.1, organise 1 capacity-building workshop for policy-makers and stakeholders, reaching up to 10 institutions.</p>

	<p>Under Activity 1.2, begin development of the “Lessons Learned” material by collecting inputs and drafting initial recommendations and best practices.</p> <p>Under Activity 1.3, implement the initial phase of dissemination activities by mapping and sharing the majority of resources and support schemes, including 3-6 resources and support schemes, and developing/sharing 5-7 materials, ensuring a strong first-year outreach. Reach 1,000-4,000 individuals yearly through SBA and partner channels, newsletters, and social media.</p>
2027	<p>Continue implementation of Activities 1.1, 1.2 and 1.3 with focus on almost full delivery and achievement of KPIs.</p> <p>Under Activity 1.1, organise an additional workshop (total 1-2 workshops), maintaining engagement of 10-15 institutions.</p> <p>Under Activity 1.2, finalise and disseminate the “Lessons Learned” material, delivering 3-5 recommendations and best practices, reaching 10-15 institutions, and contributing to 1-2 inspired programmes or initiatives.</p> <p>Under Activity 1.3, complete mapping and dissemination activities by sharing the remaining at least 4 resources and support schemes and at least 3 additional materials, while maintaining a yearly reach of 1,000-4,000 individuals through SBA and partner platforms, newsletters, and social media.</p>
2028	<p>Continue full implementation of Activities 1.1, 1.2 and 1.3, focusing on final delivery and achievement of the set KPIs based on the current implementation status, while maintaining the same dissemination intensity and yearly reach through SBA and partner channels.</p>

4.2 Measure 2: Promoting Regional Female Role Models and Strengthening Local Networks

Pillars: Measure 2 is contributing to the strategic pillars

Circular economy transition
Digital transition
Policy improvement
Smart Specialization

Challenges, barriers and gaps:

Women entrepreneurs often lack visible and relatable regional role models, which limits confidence, peer support, and the development of strong business networks. Strengthening local entrepreneurial ecosystems requires systematizing existing business networks by connecting active female entrepreneurs, chambers of commerce, NGOs, and innovation hubs into a more structured support community.

Promoting regional female role models through targeted campaigns, networking events, and local media can highlight diverse success stories and inspire others. Peer-learning sessions that link experienced entrepreneurs with emerging ones can further enhance cooperation and knowledge exchange, complemented by regional consultation centers that improve access to guidance. Additional measures, such as more flexible work arrangements, opportunities for international networking, and deeper collaboration between academic and non-governmental sectors, can help build confidence, foster openness, and support a healthy balance between competition and collaboration within the entrepreneurial community.

Actions for implementation of Measure 2:

2.1 Systematize local business networks by identifying and mapping active female entrepreneurs, chambers of commerce, NGOs, and local innovation hubs in order to create a structured and accessible support community for women-led enterprises in circular and digital sectors.

2.2 Promote **regional female role models** through campaigns, networking events, and local media collaborations highlighting success stories of outstanding women entrepreneurs and innovators across different regions and sectors.

2.3 Facilitate **peer learning sessions** connecting experienced female role-model entrepreneurs with emerging or aspiring entrepreneurs to exchange knowledge, share practical experience, and strengthen local cooperation within entrepreneurial ecosystems.

Actions	Responsible organization	Supportive organization	Time-frame	Budget	Impact
2.1 Systematize local business networks	Slovak Business Agency Cyrkl	Women's business networks Business associations, and chambers Universities NGOs Youth-led and other initiatives Individual stakeholder from NSHG Cipo SK s.r.o. Ženy, XX, enviro Independent professional from NSHG Environmental consultant from NSHG	2026-2028	500 EUR	10-15 of associations, local networks, and hubs reached and mapped 1-3 of female-targeted sessions by responsible organizations to support female-led circular economy initiatives/businesses
2.2 Promote regional	Slovak Business	Women's business	2026-2028	100 EUR	3-5 identified and showcased

female role models	Agency Cyrkl	networks Business associations, and chambers Universities NGOs Youth-led and other initiatives NOXE s.r.o. Individual stakeholder from NSHG Cipo SK s.r.o. Ženy, XX, enviro Independent professional from NSHG Environmental consultant from NSHG			outstanding women entrepreneurs and innovators across regions 15-20 female entrepreneurs or to-be entrepreneurs reached
2.3 Facilitate peer learning sessions	Slovak Business Agency NOXE s.r.o. Cyrkl	Women's business networks Business associations, and chambers Universities NGOs Youth-led and other initiatives	2026-2028	500 EUR	1-3 of peer learning sessions conducted 10-15 of SMEs participating in sessions

		Individual stakeholder from NSHG			
		Cipo SK s.r.o.			
		Ženy, XX, enviro			
		Independent professional from NSHG			
		Environmental consultant from NSHG			

Implementation of the actions:

Year	Planned activities
2026	<p>Start implementation of Activities 2.1, 2.2 and 2.3 by establishing the basis for local business networks, female role model visibility, and peer learning.</p> <p>Under Activity 2.1, map and reach up to 10 associations, local networks, and hubs and launch at least 1 female-targeted sessions supporting women-led circular economy initiatives.</p> <p>Begin preparation of Activity 2.2 by identifying outstanding women entrepreneurs and innovators for future promotion activities.</p> <p>Start setup of Activity 2.3 by preparing peer learning formats and identifying relevant stakeholders.</p>
2027	<p>Continue with the implementation of Activities 2.1, 2.2 and 2.3, focusing on delivery and main achievement of KPIs.</p> <p>Under Activity 2.1, map and reach at least 5 associations, local networks, and implement an additional 1-2 female-targeted session, further strengthening local networks.</p> <p>Under Activity 2.2, identify and showcase at least 3 outstanding women entrepreneurs and innovators,</p>

	<p>and reaching at least 15 female entrepreneurs or aspiring entrepreneurs.</p> <p>Under Activity 2.3, implement at least 2 peer learning sessions with participation of 5–15 SMEs.</p>
2028	Continue full implementation of Activities 2.1, 2.2 and 2.3, focusing on final delivery and achievement of the set KPIs based on the current implementation status.

5 Monitoring of the Regional Action Plan implementation

Monitoring the implementation of the Regional Action Plan (RAP) is a key process that ensures planned activities are carried out effectively, progress is tracked, and corrective actions are introduced when needed.

It will regularly provide insights into achievements, challenges, and lessons learned throughout the implementation of the four measures, ensuring that the RAP remains aligned with the objectives of the WE.Circular project as well as the evolving national context.

The following core KPIs will be used to monitor and assess progress under each measure:

Measure	KPI
Measure 1 – Increasing Accessibility and Support for Women Entrepreneurs in Funding Calls	<ul style="list-style-type: none"> • number of workshops organized • number of institutions reached at the workshop • number of recommendations and best practices generated • number of institutions that received the material • number of program policies or other related programs and initiatives inspired • number of resources and support schemes mapped and shared through partner platforms and channels • number of materials developed and/or shared through partner platforms and channels • number of individuals reached yearly through SBA channels and partner platforms, newsletters, and social

	media
Measure 2 - Promoting Regional Female Role Models and Strengthening Local Networks	<ul style="list-style-type: none"> • number of associations, local networks, and hubs reached and mapped • number of female-targeted sessions by responsible organizations to support female-led circular economy initiatives/businesses • number of identified and showcased outstanding women entrepreneurs and innovators across regions • number of female entrepreneurs or to-be entrepreneurs reached • number of peer learning sessions conducted • number of SMEs participating in sessions

Monitoring frequency:

- A comprehensive evaluation and reporting exercise will be carried out once per year (in December), summarising progress, KPIs, and key findings.
- A mid-term review will take place in mid-2027 to assess cumulative results and identify whether corrective measures or updates to the RAP are required.
- A final evaluation will be conducted in late 2028, providing an overall assessment of performance, sustainability prospects, and policy impact.

Monitoring activities will be implemented by SBA with the support of the stakeholders listed under each Measure.

Data and information will be collected through on-site and online events, social media channels, regular email communication, cross-sharing of information across various communication channels, other projects and related initiatives, as well as feedback provided by participants in different activities. All collected data will be systematically compiled and gradually integrated into the monitoring report.

In cases where the monitoring process identifies underperformance or failure to meet KPIs, the following corrective actions will be undertaken:

1. Review of the relevant measure or action to identify root causes (e.g., insufficient outreach, budget constraints, or limited stakeholder engagement).
2. Adjustment of implementation plans, such as extending timelines, reallocating responsibilities, or introducing additional promotional activities.

3. Involvement of additional partners or experts to strengthen weak areas (e.g., trainers, mentors, policy advisors).
4. Revision of the RAP, if necessary, to ensure alignment with updated objectives or changing contextual and policy developments.

6 Recommendations for Enhancing Long-Term Impact

The long-term impact of the Slovak Regional Action Plan (RAP) will depend on continuing the progress achieved through the WE.Circular project by using realistic and transferable actions embedded in existing Slovak support structures. Sustainability should be based on existing institutions, stakeholder cooperation, practical communication tools, and continued support for women entrepreneurs in circular and digital transition.

A strong basis for continuity already exists through the SBA, which has been active in circular economy topics **since 2017 through national and international initiatives**. SBA should continue using the knowledge, partnerships, and methodologies developed under WE.Circular in future activities related to entrepreneurship, sustainability, innovation, and digitalisation. Participation in follow-up European and national projects can further transfer project results into new initiatives and target groups.

Key RAP actions should be integrated into existing SBA activities wherever feasible. This may include awareness-raising campaigns, dissemination of practical materials, promotion of women entrepreneurs, networking activities, and sharing relevant support opportunities through SBA communication channels, events, and advisory services.

The transferability of RAP outcomes will also depend on **continued cooperation with external stakeholders**. Collaboration with initiatives such as **Women, XX, Enviro** can strengthen the link between circular economy topics and women-focused communities. Further cooperation with organisations such as **Top Centre of Women Entrepreneurs and Managers, universities, NGOs, and stakeholders** involved during the WE.Circular project can support outreach, knowledge exchange, and future implementation.

Cooperation between **academic and non-governmental sectors** should remain important. Existing collaboration models such as the Women Entrepreneur of the Year competition, together with SBA's cooperation with **Comenius University** in a submitted EU project and in a project funded by the Slovak Research and Development Agency (APVV), show how entrepreneurship support, education, and innovation can be effectively connected. Additional opportunities may also emerge through the **submitted Horizon Europe project** EQUALWORK-EU and through cooperation with the Enterprise Europe Network.

Continued support across all **Slovak regions** should remain a practical priority. Existing regional offices, partner networks, webinars, online tools, and hybrid formats should be used to keep support accessible also outside Bratislava, especially for women-led micro and small enterprises.

One of the key findings of the project was that women entrepreneurs respond strongly to visible and relatable success stories. For this reason, **the promotion of inspirational female role models** should remain a long-term activity. Sharing authentic examples from different regions, sectors, and age groups can increase motivation, confidence, and participation in support programmes.

Another practical recommendation is to continue **informing women entrepreneurs about existing opportunities rather than creating new complex instruments**. SBA and its partners should regularly communicate available national and EU funding calls, mentoring schemes, training programmes, export support, and innovation opportunities related to circular economy and digital transition.

To maintain long-term relevance, RAP actions should be regularly reviewed based on simple **monitoring tools**, participant feedback, and changing market needs. Annual reviews can help identify which activities should continue, improve, or expand.

Through these practical and stakeholder-based measures, the Slovak RAP can remain a useful framework beyond the WE.Circular project and continue contributing to a stronger and more inclusive environment for women entrepreneurs in Slovakia.