

GLOBALISATION AND ITS IMPACTS ON THE SLOVAK LABOR MARKET

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Abstract

The inevitable part of the globalisation process is a change of economic relations, investment relations, and trade relations that is taking part in nowadays global environment. Referring to the theoretical postulates the globalisation also affects the employment policies of the states, and facilitates economic development. The most important actors of globalisation are transnational corporations that are highly concentrated mainly in the oil and automotive industries worldwide. The aim of this paper is to analyze the impact of globalisation on the Slovak labor market and to reveal major changes in employment policy as a result of foreign investments. At the same time, we have focused on the state economic instruments that are provided to economic entity's players provided new jobs are created. Globalization of the business is closely related to increasing frequency of international interaction of managers and employees, closer teamwork and need of new form of international collaboration. It increases demand for international management, for managers with international competences and effective leadership abilities in multicultural work condition.

Key words

Labor market, globalization, investments relations, trade, new jobs

JEL Classification: J8, L14,

Introduction

The way of life and work of citizens of the Member States of the European Union has been changing rapidly. The main reasons for these changes are globalisation, deepening European integration, increase of new technologies. Further to the globalisation the national economics are integrated into the world economy with the aim to ensure economic growth, while often the national interests of their states are limited. In essence it is the development of cooperation in the various areas that has international dimension. People are adapted to global culture, global economy and global change of environment. The change of economic relations, investment relations, change of legal forms of doing business, accounting, taxation, etc. also represents the part of globalization processes. The activities of transnational companies enable the reorganization of international division of work and bidirectional movement of capital. Globalisation thus can be defined as the increased openness of economies. In this spirit Šíbl and Šaková (2002, p. 228) state as follows: „economic and commercial globalization is the process, where national economies and markets have been gradually opened to competition, capital, technologies and information. It also means the general introduction of rules and standards regulating economy. Globalisation is an economic phenomena perceived by some either as wealth-being creator or evil for the society, it is a parallel process in the human world, creating both opportunities for, and

barriers to, sustainable development (Saxunová, 2015). It also follows from the decision of a big number of countries to become the part of global economy, so that than can take part in contributions, which are brought by such economy.“ Globalisation-a combination of technological developments and economic liberalisation – enables goods, services, capital, companies and people to reach almost any part of the globe rapidly and easily.(European Commission, 2016, p.4). Globalization of the business is closely related to increasing frequency of international interaction of managers and employees, closer teamwork and need of new form of international collaboration. It increases demand for international management, for managers with international competences and effective leadership abilities in multicultural work condition. (Sulíková, 2011) Globalisation and European integration have largely influenced the labor market in Slovakia too, in particular traditional rules and labor and legal relations. It is the financial interests of employer and his/her position in the market among other competitions, i.e. voluntary integration of social and economic interests into everyday activities of a company, which is in the centre of interest of employers, and not the interests of employees.

Objective and Methodology

In the year 1995 the institute of state aid was introduced, on the basis of which the financial means

can be provided to create new jobs and to train or re-qualify employees. The company doing business in Slovakia can ask the respective state authority to provide non returnable financial contribution. In this context it is necessary to stress that there is no legal entitlement for the state aid to be provided. The contribution analyzes the concrete impacts of globalization on the Slovak labor market and shows its negative and positive sides in the given area. The ambition of this study is to provide the point of departure for deeper examination of quite large area of problems and to provide impetus for wider and more intensive expert discussion about globalization influencing also the Slovak labor market. To achieve the objective, we used traditional scientific methods of analysis, synthesis, induction and deduction and comparative analysis. The numerous data, information and fundamental arguments, for us the most essential, were analysed (legal framework, granted state aid). The method of synthesis enabled us to monitor the relations among the facts, the character of their mutual linkage. The method of induction served us to formulate general scientific conclusions based on evaluating basic, scientific knowledge on state aid subsidies. The method of deduction was applied to creating general and partial conclusions associated with positive and negative aspects of globalisation related to the employment policy.

Findings

Negative and positive side of globalization in relation to the employment policy

The globalization brought with itself also the whole range of new phenomena, which have shed the entire new light on the postulates valid so far. The classic economic theory on foreign investment has without any criticism and subjectively stressed only advantages brought to the host state by the foreign investments. The strongest argument was the flow of foreign investments to the country. (Stiglitz,2002) The theories about the equality of opportunities in doing business and on the creation of suitable and favorable condition for the development of business have their ratio, however, the economic practice stresses the importance on the postulate of incentives being justified by the removal of regional differences and the reduction of unemployment. Although the investors represent the signal about the trust in the stability of the country and they create jobs in the territory of the state, where the investment is realized and their contributions are measurable, the state interventions in their direct or indirect form have clear impacts on the state budget. The interventions of

states to the economy reduce the changes to apply the principle of equality in doing business. There are regions in Slovakia with the low level of employment. The fundamental reason for this is the inequality between the offer and demand in the labor market, being influenced by the demographic development, as well as by the insufficient number of newly created jobs, flexibility and quality of lifetime training. (Hudec,2006) The foreign investors are from this reason searching for such places that provide guarantee that they can apply for state aid in the form of financial contributions for the newly created jobs or for training. This fact is from the point of view of proper functioning of internal market the reason for the lack of equality between the competitors. The creation of favorable conditions for the realization of investment intention has thus the clear impacts on the public finances. In consideration of necessity to quickly and adequately respond to changes brought by exposure on global markets, it is essential that enterprises identify actual opportunities in a broader competitive environment. Globalization as shown in many studies and authors brings both positive and negative impacts (Kajanová, 2016).

In connection with the openness of the Slovak economy, its qualitative and quantitative limits the newly created jobs are strongly dependent on the investor, who is the recipient of state aid and who created the new jobs. On one hand his/her business activity has positive impacts on the economy of the state, on the other hand, however, it creates the dependence on the fact, whether the new jobs will be kept, as well as on the relations with subcontractors and on the economic growth in the given region. Many strategic investors with the recognized status of significant investment do not invest means into the development of future labor force, however, it is again the state, which as a consequence of the arrival of new investor bringing new technologies and modern production tools adapts its training system of secondary and vocational schools to the requirements of investor. As Slovakia became the assembly workshop for the car industry, there has been constant demand for experts – specialists for automatization, mechanics, quality and logistics specialists. The advantage have the graduates of technical schools with education focused on engineering, electrical engineering, mechatronics, etc. It means, that the education at secondary schools supported by the state is adapted to the requirements of economic practice with the special regard on the regional development. The change of the system of education requires the adaptation of curricula as well as of academic personal capacities. With regard to the fact, that the role of information technologies in all areas is being increased, it is necessary to ensure the education in this area too, which has the economic consequences

for all entities ensuring the education and training, because the schools have to be both materially and technically equipped to be able to educate students. As a consequence of developing international investment relations and the inflow of foreign capital to Slovakia it is not possible to define area at present, which would in long term (in 10 to 20 years) shape the perspective of generating the new jobs in sufficient volume.

In the last years growth of the Slovak economy accelerated thanks to revitalisation of domestic demand, but also due to favorable foreign trade. Improvement of situation on the labour market together with decreasing prices led to increasing of disposable prices, which rose households consumption in the last years. (Paškrtová L., 2016).

Discussion

The economic interests of foreign investors should be combined with the protection of employees. The labor force – the employee working in employment that is characterized not only by its contractual relationship, but also and mainly by its personal character, is the subject of protection of constitutional rights, such as the right for personal dignity – Article 19 of the Slovak Constitution, or the right of employees for fair and satisfactory working conditions, in particular the right for the remuneration for the performed work, sufficient to enable the decent

standard of living. (Barancova,,2002) According to our view the rise of productivity of work and the introduction of modern technologies (automatization of the manufacturing process) can also mean the loss from the perspective of working opportunities. In another words, if the foreign investor focusses on the rise of the productivity of work, it contributes to the increase of profit, and at the same time it has the consequence in reducing the number of jobs and in cumulating the working activities. As a consequence to the preference for generating the higher profit the profitability is focused in particular on the area of cuts related to human resources in the production as well as cuts related to the lower level protection of social rights of workers. With the arrival of foreign investors the positive changes in the development of company environment and culture in the field of diversity and gender equality/equal opportunities are expected. Several transnational corporations in their branches and subsidiaries in Slovakia have in fact actively implemented the programs aimed at support of reconciliation of family and labor life, however, in the areas such as the participation of women in the decision making, or gender differences in remuneration do not show better results as the domestic companies. (Kotulova,Mitkova, 2016) The foreign investors in Slovakia are considered as the key factor for creation of new jobs, however, if we would consider them in view of fairness, we have to take into account the negative side of inflow of foreign investment to Slovakia as well.

Tab. No.1 : Negative and positive aspect of globalization in relation to the policy of employment

Positive aspect	Negative aspect
Creation of new jobs.	Impacts on public finances (if the state aid is provided).
Inflow of new technologies, strategic innovations, improvement of skills.	Economic interests prevail over the protection of rights of employees, which increases the uncertainty on the side of employees.
The State does not provide the employed persons the dole and nor does pay to the system of social security.	High productivity of work of employees has the impact on their health and life and health conditions for living for their families.
Opportunities for the secondary development of SMEs in the region – creation of new jobs.	Slovak business entities are not able to cope with the strong competition, and therefore also the Slovak production enterprises are stagnating in the field of modernization of production and innovations.
Increasing the standard of living of population.	
Removal of regional differences.	

Resources : own processing (2017)

On the basis of this it is possible to state that the globalization has the minimum impact on the labor market. The sources of competitive advantages are not only the low production costs and natural resources, but also the human capital. Through internalization of business activity the systemization of jobs is changed

as well, combining both its performance and effectiveness.

1 Changes at the Slovak labor market as a consequence of the globalization

Slovak economy is strongly influenced by the development of globalization and European integration as well as by obligations stemming from its membership in the international organizations. The process of European integration that was connected with the process of preparation of the Slovak Republic for its membership in the European Union was undoubtedly demanding, since the legal and economic obstacles to the free movement of natural and legal persons were gradually removed. The main goal of the labor market reform was to increase the mobility of labor force, to introduce more flexible forms of employment, to support social businesses, to increase the efficiency of unemployment compensation and to introduce various incentives for employers to create new jobs. The fundamental measures of a social system reform and labor market concerned the increase of flexibility of labor market, the introduction of activating allowances and systems of activation support, the reduction of taxes and levies connected with labor, the transfer of disbursement of health allowances during first ten days of sick leave upon the employer and the introduction of tax and levy bonus for a child. The labor market represents the traditionally sensitive and vulnerable place of Slovak economic environment. According Saxunová and Nízka SMEs businesses including also social businesses, which are frequently subcontractors to big corporations, provide the labour market with creating a blended workforce, a combination of people who have barriers to employment and people who do not, workers who are developmentally disabled are particularly effective at performing repetitive tasks, frequently out-producing people who can be bored with monotonous work; creating taxpayers and offering people an opportunity via trust and responsibility delegated to them (2012, 2015). The reforms in various fields with the institutional support of the European Union were introduced. Slovakia is more than one decade the full fledged member of the European Union (the EU) and keeps fulfilling the economic strategic goals of the Union. The labor market ranks among highest priority areas within the EU strategies, which fully corresponds with the long term needs of Slovak economic policy. (Lubyova, 2015, p.11-12)

Together with the globalization the position of transnational corporations, which started to operate in the territory of states of Central and Eastern Europe has been increased. The huge increase of foreign investors has significantly influenced the structure of market in these states too, which had the negative impacts on the small and medium size entrepreneurs. There have been occurring several reasons for foreign investors for their entry into the economy of host

country. In principle it is the increase in the outlet of goods, competitiveness, getting in the new markets or using the cheap labor force with the aim of reducing the costs of production. (Šturma, Balaš, 2013,306) The activities of foreign investors require also their ability to adapt to local requirements with the global perspective. In the interest of fulfillment of goals of the company they have to be able to link transnational elements of doing business and to create the synergies of cultures, to support international cooperation and the process of learning. The transnational companies have their dynamic and flexible structure of management, as well as modern IT technologies, and the local labor force has to adapt to them. The arrival of foreign investors to Slovakia has also influenced the labor market. We can talk about the obligation to create the new jobs by the foreign investors at present. In the larger context we have to take into account the fact that foreign investors are interested in realizing their intention to invest in states, which have been providing competitive advantages and the low level of investment risk. The economic instruments of the state – state aid and investment incentives form part of competitive advantages. The economic entity gets the competitive advantage from the state in accordance with the rules of the European Union and in accordance with the Law on Investment Incentives in exchange of newly created jobs. Every single job created directly in connection with the investment intention has to be filled and preserved during the period of at least five years from the date of its first occupation by employee. This obligation stems directly from the Law on Investment Aid. This imperative can also be understood as the systemic measure related to the removal of regional differences, because the state aid is provided mainly in areas with GDP lower than 75%. The presence of foreign investors was concentrated in the past mainly in the Western Slovakia, at present their presence has been spread to Central and Eastern Slovakia as well further to the conditions applicable in order to gain investment incentives.

In spite of a number of persuasive arguments pointing out the advantages of globalization, this process has numerous impacts on the Slovak labor market. On one hand it has positive impacts, as further to the globalization the transnational corporations enter into the territory of other states and create new jobs through the realization of the investment intention. On the other hand, the newly created jobs cause some difficulties, as job applicants in the newly created companies with dominating modern production technologies do not fulfill the criteria of professional qualification nor skills. The investors themselves are aware of the fact, that failing to invest to the professional training of their employees would negatively influence not only the

quality of production, but also it would increase the risks of occupational injury. Insufficiently professionally prepared employees would encounter difficulties in reaching the increase in productivity of work, which could unfavorably influence the economic competitiveness in global scale. The arrival of foreign investor is connected with several factors: realization of investment intention, creation of new jobs and training of employees.

For concrete illustration we have chosen the foreign company PSA Peugeot Citroën Automobiles Slovakia, Ltd. with its seat in Trnava, which on the basis of the decision of the Ministry of Economy of the Slovak Republic No. 62/2003-001 of 13th February 2003 obtained the status of „significant investment.“ (Ministry of Economy of the Slovak Republic, 2003) The mentioned company asked the government of the Slovak Republic for the contribution for training and for the creation of new jobs. The Government of the Slovak Republic by its resolution No. 332 of 15th April 2004 approved the state aid in the requested amount to the foreign investor. (Project PSA Peugeot Citroën Automobiles Slovakia, 2004) The legal base for the provision of legal aid was the Commission Regulation (EC) no 68/2001 of 12 January 2001 on the application of articles 87 and 88 of the EC Treaty to training aid (OJ EC L 10, 13.1.2001) and article 7a of the Law no. 231/1999 Coll. on the State Aid as amended. The state aid represents one of the economic instruments, which started to be provided in Slovakia from the year 1995. According to the legal regulation of the European Union „any aid granted by a Member State or through State resources in any form whatsoever which distorts or threatens to distort competition by favoring certain undertakings or the production of certain goods shall, *in so far as it affects trade between Member States, be incompatible with the internal market.*“ (Art.107 TFEU OJ EU C 83.30.3.2010)

State aid is compatible with the internal market, when the balance is ensured between the final distortion of competition and advantages resulting from this state aid provided. The reviewing the compatibility of the state aid with the internal market is in principle based on its negative influence on the trade and the competition, while the aspects of its contribution to the achievement of clearly defined goals of common interest are taken into account. The exemptions, on the basis of which the state aid can be regarded as compatible with the internal market, are stipulated in Article 107 paragraphs 2 and 3 of the Treaty on the Functioning of the European Union. The state aid can be regarded as compatible with internal market, if it promotes the economic development in the regions, where the standard of

living is very low or where the unemployment is very high and, if it promotes the development of certain economic activities or areas, provided that this aid will not affect adversely the conditions of trade in such a way that it would contradict the common interest.

The company asked for the contribution for the creation of new jobs according to article 93a of the Law No. 387/1996 Coll. on Employment as amended in the amount of 40 000,- Slovak crowns for one job, in the overall amount of 245.000.000,- Slovak crowns (in the period of 2004-2006). At the same time it required the financial contributions for the requalification of employees in the amount of 480.000.000,- Slovak crowns (in the period of 2004-2006). The mentioned company according to the project planned to create 3.500 new jobs, from among of which 3.000 for the professions of workers and 500 for the technical staff and management staff. As the consequence of the realization of the investment intention many other jobs were created for providing services through subcontractors from small and medium enterprises.

The company was the recipient of state aid for the support of specific and general training and preparation of employees with the aim to increase the level of their education, working potential and adaptability of employees. The training was realized partly in Slovakia and in France in the period of 2 to 7 months. The company is still prospering in spite of the big competition of car industry in Slovakia, however, at the same time it has problems with staff capacities. Information published in the website concerning the recruitment of new workers serve as the evidence thereto. The company offers jobs for the graduates of universities, secondary vocational schools, as well as to the candidates with basic education. New employees have to pass the adaptation training program in order to acquire needed knowledge and skills and to be able to perform their working duties. The dual training taking place both at school as well as in the given company represents the novelty. The dual training is the first type of education, which has been accommodating the needs of practice. (PSA-Slovakia, 2017)

- The investment intention of the company PSA Peugeot Citroën Automobiles Slovakia, Ltd. was realized with the support of state financial resources, whereby this foreign company gained the competitive advantage and improved its position at the market. At the same time the employment in the region, as well as foreign trade balance of the Slovak Republic was improved. The openness of Slovak economy provides for the arrival of foreign investors to Slovakia who make use of the institute of state aid as the supplementary tool for the successful realization of

investment intention. In the wide spectrum of investors there are not only the investors from the EU Member States, but also from the non EU Member States. In general it has been pointed out that they come to Slovakia because of cheap labor force, however, in our view they are also economic tools of the state improving the status of investor in the market among competitors. The competitive advantages provided to business entities do not last long time, and after their expiration the investor mostly searches for better conditions for the development of his/her business. Company PSA Peugeot Citroën Automobiles Slovakia, Ltd. Trnava ranks among business entities that are interested in keeping doing business activities in Slovakia, although it is not the recipient of state aid anymore at present. In general it is possible to sum up, that the mentioned foreign investor is one of the biggest employer in Slovakia and the biggest one in the region of Trnava. It provides the employment for 2,447 employees at present, from among of which there are 130 management and administrative staff. In addition there are also other companies doing business in Slovakia:

1. Volkswagen, joint stock company with its seat in Bratislava employs 10.800 employees (2016)(Volkswagen,2017)
2. Kia Slovakia, Ltd. with its seat in Žilina employs 3.646 employees (2015) (Kia.sk,2017)

These companies are considered as the strategic economic entities ranking undoubtedly among the strategic economic companies which are clearly the biggest employers in Slovakia. In total the labor force in the field of car industry increased with 36.0000

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people as compared with the year 2001, which represents the increase in the level of 120,0 %; from the year 2008 of 11,0 %. (Summary Report on the Gender Equality in Slovakia for the year 2012) There is no doubt that the arrival of every new foreign investor is perceived positively, however, there are also investors, who obtained competitive advantages from the states in the form of tax relief and after the elapse of time period, during which this over standard treatment applied, left and are leaving Slovakia. This negative phenomenon can be regarded as the part of the freedom of establishment and making use of more advantageous conditions for the development of business activities.

Conclusion

The globalization brings new possibilities, intensifies the international movement of capital and international division of labor. International division of labor follows from the comparative advantages of national economies (state aid in Slovakia), on the basis of which the specialization for production of those goods and services takes place, where higher productivity in comparison with other areas is achieved. The extent of involvement of Slovak economy into the international division of labor can be quantified by the proportion of export and import in the created GDP as well by the proportion of foreign investment. At present we can talk also about the expansion of foreign investors especially in the field of car industry to Slovakia, where they rank among the biggest employers.

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