SeyCCAT Blue Economy Entrepreneurs

'Creating smart, sustainable and shared prosperity through entrepreneurship ecosystem assessment and training'

October 2019

Seychelles

A preliminary mapping of the Blue Economy Entrepreneurship Ecosystem in Seychelles
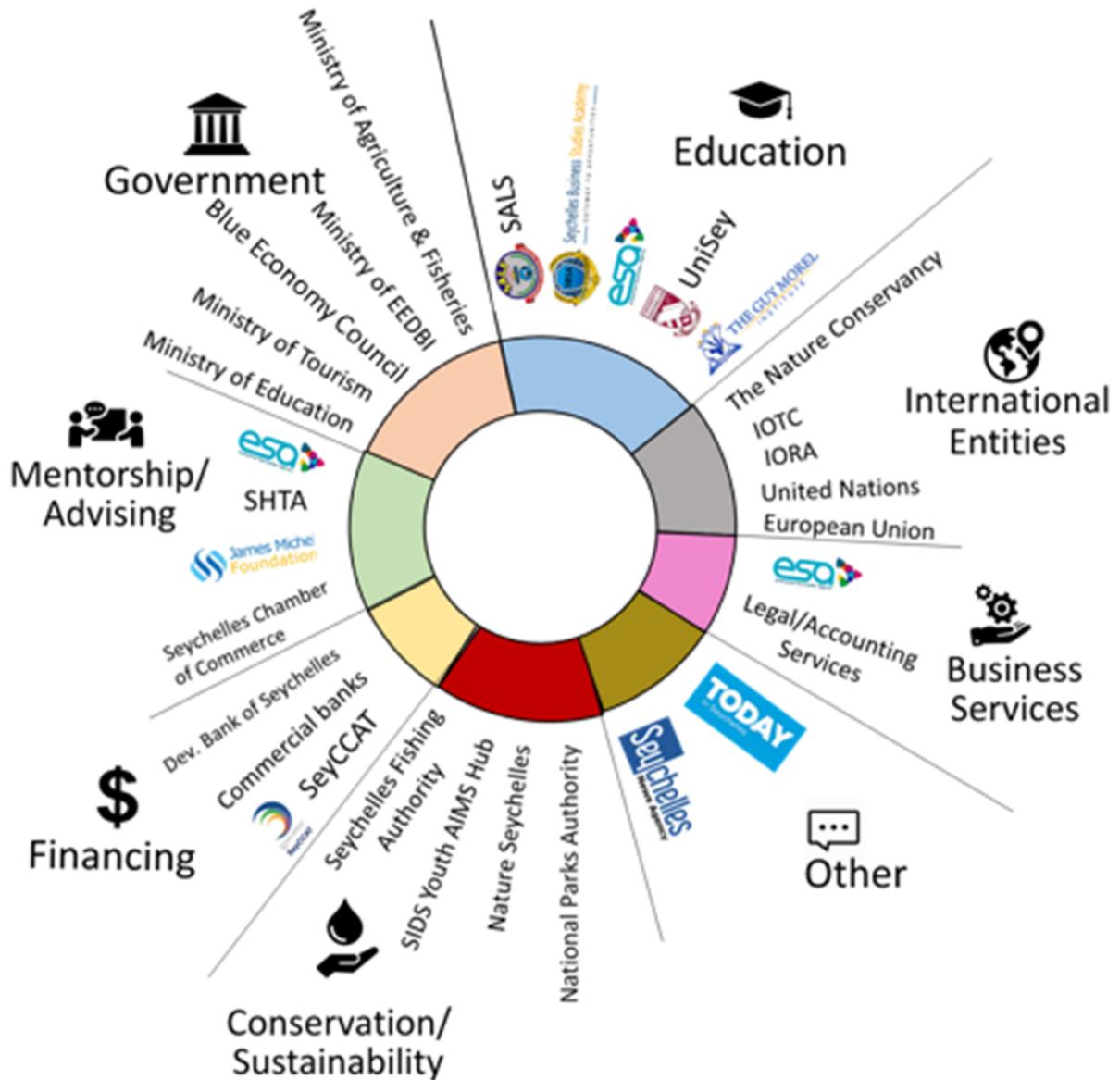
BLUE ECONOMY ENTREPRENEURS

Creating smart, sustainable and shared prosperity through entrepreneurship ecosystem assessment and training

Victoria, Seychelles

DISCLAIMER

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Acknowledgements

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Introduction: Executive Summary

This report contains a summary of all data collection efforts taken for SeyCCAT Grant BGF2/L/N7 entitled *Blue Economy Entrepreneurs: Creating smart, sustainable and shared prosperity through entrepreneurship ecosystem assessment and training.* It describes all actions completed to measure Blue Economy (BE) entrepreneurship activity, as well as the entrepreneurship ecosystem in the Seychelles.

First, we conducted a literature review of past work in Blue Economy entrepreneurship While this literature review covered Blue Economy activity worldwide, it focused especially on Blue Economy activity in the Indian Ocean Region. Results from this literature review were also published in the academic journal *Seychelles Research Journal,* in August of 2019. We also conducted a literature review of entrepreneurship ecosystems, and the comprehensive variables that contribute to supporting entrepreneurs.

Using results from the literature reviews, we created data collection instruments to evaluate the Seychellois entrepreneurship ecosystem and the current status of Blue Economy entrepreneurship. We used a mixed methods approach for this data collection. First, we created and distributed a quantitative survey, for which we received 198 responses. We also created questions for qualitative data collection sessions. We engaged 22 stakeholders in 15 distinct sessions to gain additional insights to complement survey data.

We analysed all collected data, identifying key themes in the Seychelles. Quantitative and qualitative data were compared concurrently, to identify specific themes and opportunities for Blue Economy entrepreneurship. We also segmented this data by various demographic characteristics to determine if findings were particularly prominent for any part of the entrepreneurship ecosystem. Finally, this report concludes with recommendations that build off these findings, and if implemented, will promote additional Blue Economy entrepreneurship in Seychelles. Following consultations with SeyCCAT in October 2019, this report was updated to include an updated ecosystem model and discussions around encouraging entrepreneurship with Blue Economy principles revolved around environmental and financial sustainability.

Chapter 1: Literature Review

To guide our data collection efforts, we conducted a literature review of past Blue Economy research. We also looked at literature investigating the multifaceted resources that contribute to entrepreneurship ecosystems. Findings from these reviews helped inform us of what information is important to collect and study, and helped guide design of data collection instruments (described in Chapter 2).

Blue Economy Literature Review

We looked at a comprehensive set of literature from academia, government organizations, and industry, to gain a better understanding of everything contained within the term "Blue Economy." This relatively new term, which first appeared around 2010, is an offshoot of the term "Green Economy," which entails economic activity that is environmentally and ecologically sustainable. Today, the term Blue Economy (BE) typically includes all economic activity that is based on or utilizes oceans. There is no single consensus for what industries are entailed within the Blue Economy. However, after looking at a wide variety of literature, we identified some common themes and industries, which are as follows:

- Leisure and Tourism (based on sustainable ecotourism)
- Fishing and Aquaculture
- Shipping and Transportation
- Seabed Mineral Extraction (for both energy and materials)
- Conservation/preservation of Ecology and biodiversity

For this study, we defined Blue Economy as any economic activity which involves the ocean in some way. Subsequently, all of the above industries were included in our definition, as well as data collection instruments created and utilized for this project. This allowed us to examine if any of these industries were more prominent/favoured in Seychelles. Further, it allowed us to analyse if perceptions of entrepreneurship change based on the industry in which the survey respondent worked.

Another key finding from reviewing BE literature was that contemporary BE development places a large emphasis on environmental sustainability, and ensuring that all economic activity prevents long-term negative environmental or economic consequences. This desire for sustainability takes many forms, including preventing over-exploitation of natural resources, minimizing pollution and environmental by-products, and protecting natural biodiversity. It also entails responding to climate change and other environmental factors to increase the robustness of current industries, environments, and populations that are affected by climate change.

Further, we placed particular emphasis on identifying and reviewing literature focused on BE activity in the Indian Ocean (IO) region. While BE is a topic of global interest, we felt it was important to give special consideration to the region in which the Seychelles resides in order to understand the country's specific BE challenges and opportunities. Subsequently, we examined many journals and organizations specifically focused on Indian Ocean economic activity, like the Indian Ocean Rim Association (IORA) and Journal of the Indian Ocean Region. One result of this focus was that we obtained a more comprehensive understanding of IO BE activity that others have documented previously. We wrote up our findings in a literature review paper, which was published in a peer-reviewed academic journal, *Seychelles Research Journal,* in August of 2019, and serves as an additional positive impact beyond the original scope of this project (Senaratne & Zimbroff, 2019).

Entrepreneurship Ecosystems Literature Review

We also wanted to ensure that our data collection instruments comprehensively collected information on all resources that comprise the entrepreneurship ecosystem in the Seychelles. Subsequently, we consulted previous research focused on identifying the multiple resources that are important to healthy entrepreneurship ecosystems. While this research focused on general entrepreneurship ecosystems, the findings could also be applied specifically to the Blue Economy entrepreneurship ecosystem in Seychelles. We consulted multiple sources in order to identify all elements of a robust entrepreneurship ecosystem.

Brad Feld's book[1] on entrepreneurship ecosystems identifies multiple stakeholders that support entrepreneurship in various ways. These stakeholders include government officials, investors and stewards of financial institutions, large businesses that provide advice, support, and business services to new businesses, educators that provide business training (Feld, 2012). We created survey questions based on this work that examine all of these stakeholders and their prevalence within the Seychelles. Further, our data collection efforts aimed to engage all of these groups, so as to gain a comprehensive view of the entrepreneurship ecosystem.

Further, the Kauffman Foundation is an American non-profit that is one of the world leaders of entrepreneurship research and education. As part of their mission, they sponsor research on resources important to a robust entrepreneurship ecosystem. Publications from this organization have identified Density of startups and resources; Fluidity (so that entrepreneurs can move between resources); Connectivity of entrepreneurs, large businesses, and support resources; and Diversity of new businesses and support available as crucial to a healthy entrepreneurship ecosystem. Subsequently, we aimed to examine all of these elements of the Seychellois Blue Economy ecosystem during data collection actions.

Finally, we consulted the Global Entrepreneurship Monitor (GEM), an organization which collects information about entrepreneurship all over the world. Their instrument, which they distribute to multiple countries on a recurring basis, provides longitudinal insight on entrepreneurship activity and development, as well as a means to compare entrepreneurship activity between various countries. We elected to employ questions from this instrument on entrepreneurship sentiment and intentionality due to their frequent use in other applications.

Chapter 2: Research Methods

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[1] *Startup Communities: Building an entrepreneurial ecosystem in your city*

Mixed Methods Data Collection

We elected to collect data from both a quantitative survey, as well as qualitative interviews with key Blue Economy stakeholders (a technique often referred to as "mixed methods"). While both of these instruments focus on the same content matter (described above), they cover different audiences and types of data. Use of an online survey allowed us to reach a broad audience, and collect input from many different stakeholders within the Seychellois Blue Economy. However, we supplemented this data with qualitative interviews and focus groups that allow us to explore topics in higher depth. These sessions also allowed us to focus on some topics we had not researched previously, or explore findings not initially encountered during the literature review. Mixed Methods approaches like the one we used for our data collection are frequently used in academic research, and we are confident our data produced accurate findings about the Blue Economy entrepreneurship ecosystem in the Seychelles.

Nebraska Academy for Methodology, Analytics, and Psychometrics (MAP Academy)

To ensure that our data collection instruments would collect robust, academically credible data, we consulted with the MAP Academy[2], a research support institution housed within the University of Nebraska-Lincoln. This institution works with researchers around the world, sharing their expertise in the areas of research design, applied statistics, and mixed methods and qualitative research. Personnel within MAP academy assisted with creation of the data collection instruments, as well as analysis of collected data, identifying noteworthy trends and findings within the Seychelles.

Survey Methodology

We created a survey comprised primarily of quantitative questions (questions where the survey respondent selects an answer from a set of provided choices, which corresponds to a numeric scale). A copy of this survey is reproduced in Annex 3.

The survey contained 4 blocks of questions. The first block contained 9 statements about the entrepreneurship ecosystem in Seychelles, and asked respondents to rate their agreement or disagreements with these statements on a 5-point scale (1 = Strongly disagree, 2 = Slightly disagree, 3 = Neither agree nor disagree, 4 = Slightly agree, 5 = Strongly Agree). For one of these statements ("There is a large concentration of new businesses in Seychelles."), if respondents answered "Slightly Agree" or "Strongly Agree," the survey added an additional question asking what industries contained a large number of new businesses, which participants answered with text of their choice.

The next block contained 5 questions about perceived entrepreneurship opportunities in Seychelles. Respondents were able to respond to these questions with "Yes," "No," "Don't Know," or "Prefer Not to Answer." For one of these statements ("In the next 6 months, will there be good opportunities to start a business in the Seychelles?"), if respondents answered "Yes," the survey added an additional question asking what types of businesses were there opportunities for, which participants answered with text of their choice.

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[2] http://mapacademy.unl.edu/

The third block contained 5 statements about the entrepreneurship ecosystem and culture in the Seychelles, and asked respondents to rate their agreement or disagreements with these statements on a 5-point scale (1 = Strongly disagree, 2 = Slightly disagree, 3 = Neither agree nor disagree, 4 = Slightly agree, 5 = Strongly Agree). The final block of questions asked demographic information for the respondent, including gender, age, education level, occupation, and industry in which they work.

This survey was intended reach a broad audience, and gain perspectives from a wide variety of stakeholders in Seychelles. To maximize the reach of this survey, we elected to post this survey online, using a web survey software tool called Qualtrics. Further, during the design and phase of this data collection, we optimized survey questions and layout for mobile devices and tablets. This was done so that we could collect responses from throughout the country in a wide range of settings. Finally, we had an intern travel throughout Mahe, helping identify and engage stakeholders within this entrepreneurship ecosystem.

Interview/Focus Group Methodology

To supplement data collected from our survey, we decided to also conduct qualitative data collection sessions. We did this to gain insights with more detail than can be collected from a quantitative survey. These sessions primarily took the form of in-person interviews and focus groups with key stakeholders in the Seychellois.

To prepare for these sessions, we created a set of qualitative interview questions (questions which are intentionally open-ended and able to have multiple answers or interpretations). These questions are reproduced in Annex 2. Because data collection sessions required more time than our quantitative survey (typically 30-50 minutes in length), we elected to conduct sessions with a select group of stakeholders and experts in Seychelles that could provide key insights into BE entrepreneurship.

One benefit of qualitative interviews is that they offer the potential to learn insights not anticipated while creating data collection instruments. Subsequently, the structure of these interviews was more open than that of the survey. While we created a set of questions which we referenced during all interviews, we would also go "off-script" during these sessions (i.e. ask questions not included in the original interview script). Sometimes, if an interesting concept emerged, we would ask follow up questions, or try to learn more about that topic area. This allowed us to collect comprehensive information about Blue Economy entrepreneurship activity beyond topics identified in the literature review.

Chapter 3: Research Findings

Demographic Information

The tables below show a demographic breakdown of survey respondents. In total, we received 198 survey responses (n=198).

Gender	Count
Male	128 (64.6%)
Female	70 (35.4%)

(a)

Occupation	Count
Entrepreneur/Business Owner	12 (6.1%)
Work for a new/small business	78 (39.8%)
Work with multiple entrepreneurs	69 (35.2%)
Government official	26 (13.3%)
Other	20 (10.2%)

(b)

Age Range	Count
18-24	12 (6.1%)
25-34	78 (39.8%)
35-44	69 (35.2%)
45-54	26 (13.3%)
55+	11 (5.6%)

(c)

Industry	Count
Fishing of aquaculture	50 (25.5%)
Transportation	51 (26.0%)
Local services for residents	95 (48.5%)
Tourism/hospitality	53 (27.0%)
Other	9 (4.6%)

(d)

Table 1: Demographic information for survey respondents for (a) Gender (n=198), (b) Occupation (n=196), (c) Age (n=196) and (d) Industry (n=196). Note that for Occupation and Industry, some respondents selected more than one choice, and total percentages can exceed 100%.

For our interviews and focus groups, we engaged a total of 23 stakeholders in 16 distinct sessions. 5 of these stakeholders were engaged individually in interviews, and 12 were engaged in focus groups of 2-3 members at a time. These focus groups were organized based on common interest or job function. We conducted a total of 6 focus groups. 1 stakeholder answered questions over email (due to scheduling constraints), and we conducted 4 distinct site visits, engaging 5 total stakeholders. These visits entailed these stakeholders showing us their current Blue Economy projects while simultaneously discussing current trends in this area based off our interview questions.

Survey Research Findings

Survey respondents were given 9 statements about the entrepreneurship ecosystem in Seychelles, and asked to rate their agreement or disagreements with these statements on a 5-point scale (1 = Strongly disagree, 2 = Slightly disagree, 3 = Neither agree nor disagree, 4 = Slightly agree, 5 = Strongly Agree). Results from these statements are shown in Figure 1 below.
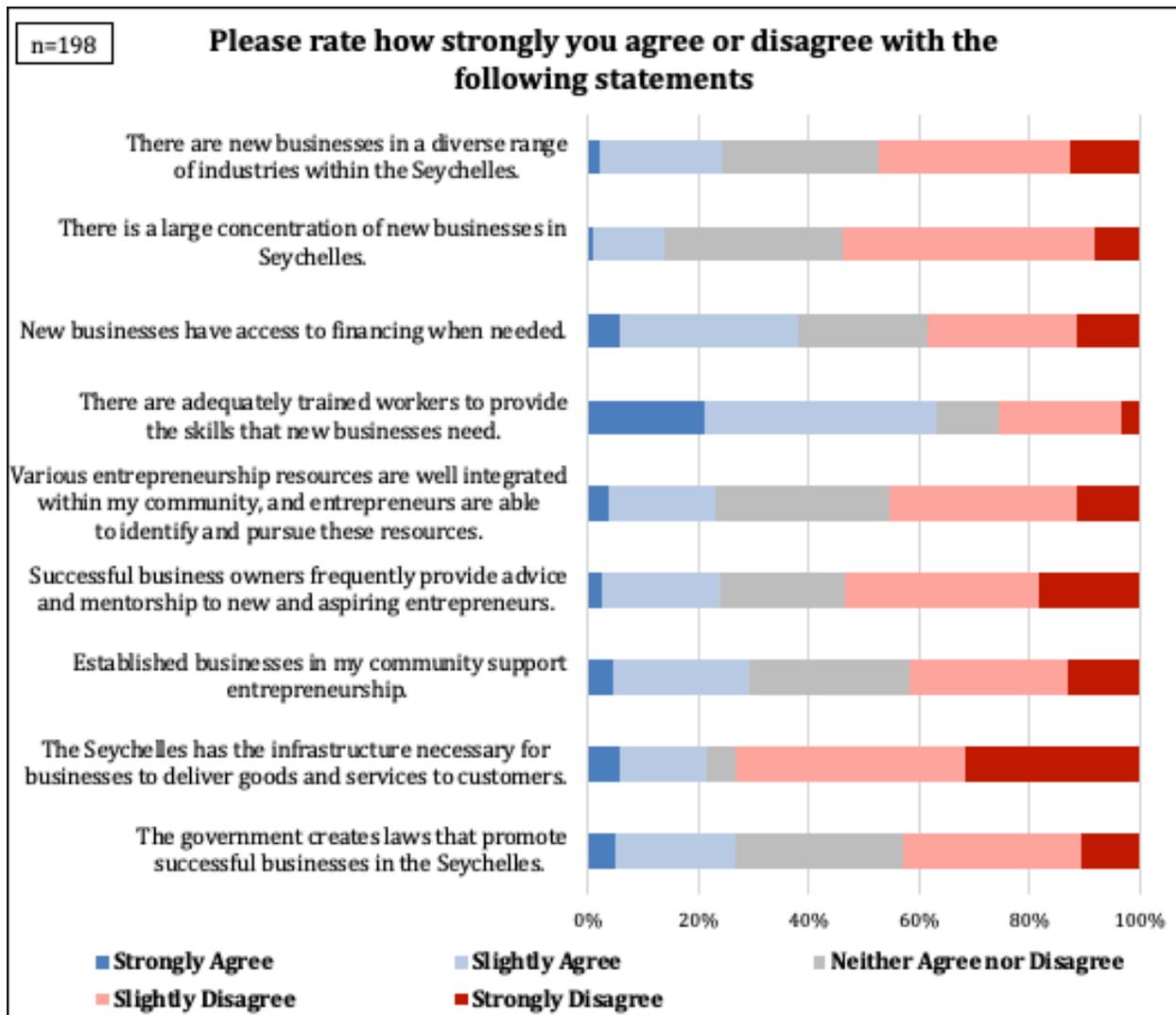
Figure 1: Survey responses about the entrepreneurship ecosystem in Seychelles

Further, for the statement, 'There is a large concentration of new businesses in Seychelles,' if respondents answered "Strongly Agree" or "Slightly Agree," they were then asked a follow-up question: "What industries have a lot of new businesses?" Participant responses to this question are included below.

- Tourism (3)
- Retail (3)
- Fisheries (3)
- Construction (2)
- Food stalls (2)
- Clearing agencies
- Boat charters
- Auto shops
- Tour guide

Figure 2 shows the breakdown of responses to questions about questions about entrepreneurship opportunities in Seychelles. Respondents were able to respond to these questions with "Yes," "No," "Don't Know," or "Prefer Not to Answer."
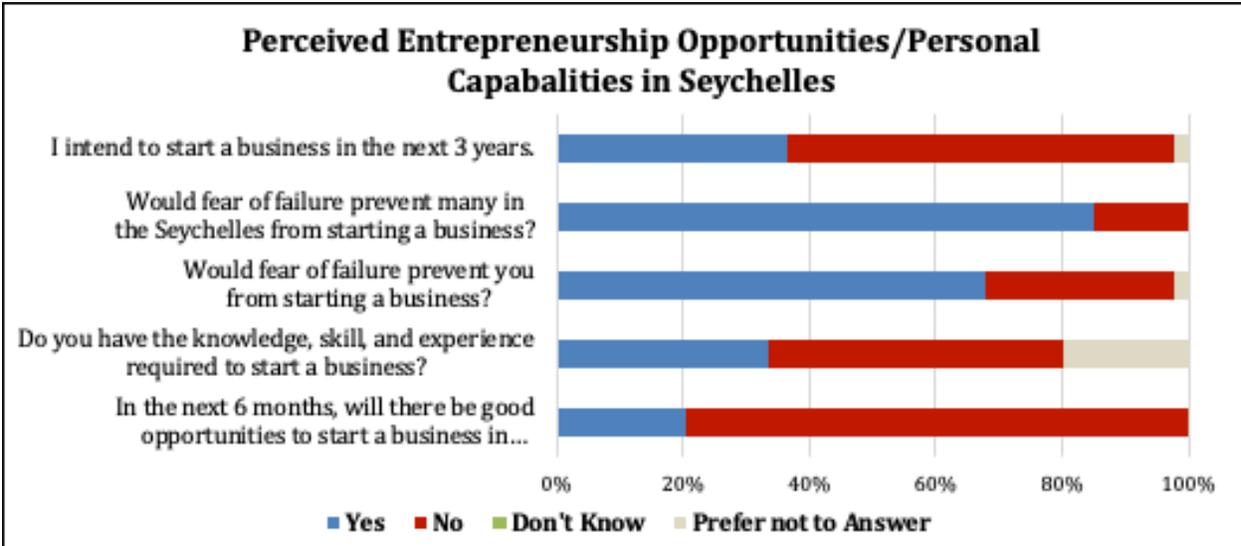
Figure 2: Responses to statements about entrepreneurship opportunities in Seychelles.

Further, for the question, "In the next 6 months, will there be good opportunities to start a business in Seychelles?" if respondents answered "Yes," they were then asked a follow-up question: "What types of businesses are there opportunities for?" Participant responses to this question are included below:

- Tourism (6)
- Fisheries (2)
- Information Technology (2)
- Food; Services; Consultancy (1 each)

Figure 3 shows participant responses to statements about sentiment and culture towards entrepreneurship in Seychelles. Once again, respondents were asked to indicate their agreement with statements on a 5-point scale (1 = Strongly disagree, 2 = Slightly disagree, 3 = Neither agree nor disagree, 4 = Slightly agree, 5 = Strongly Agree).
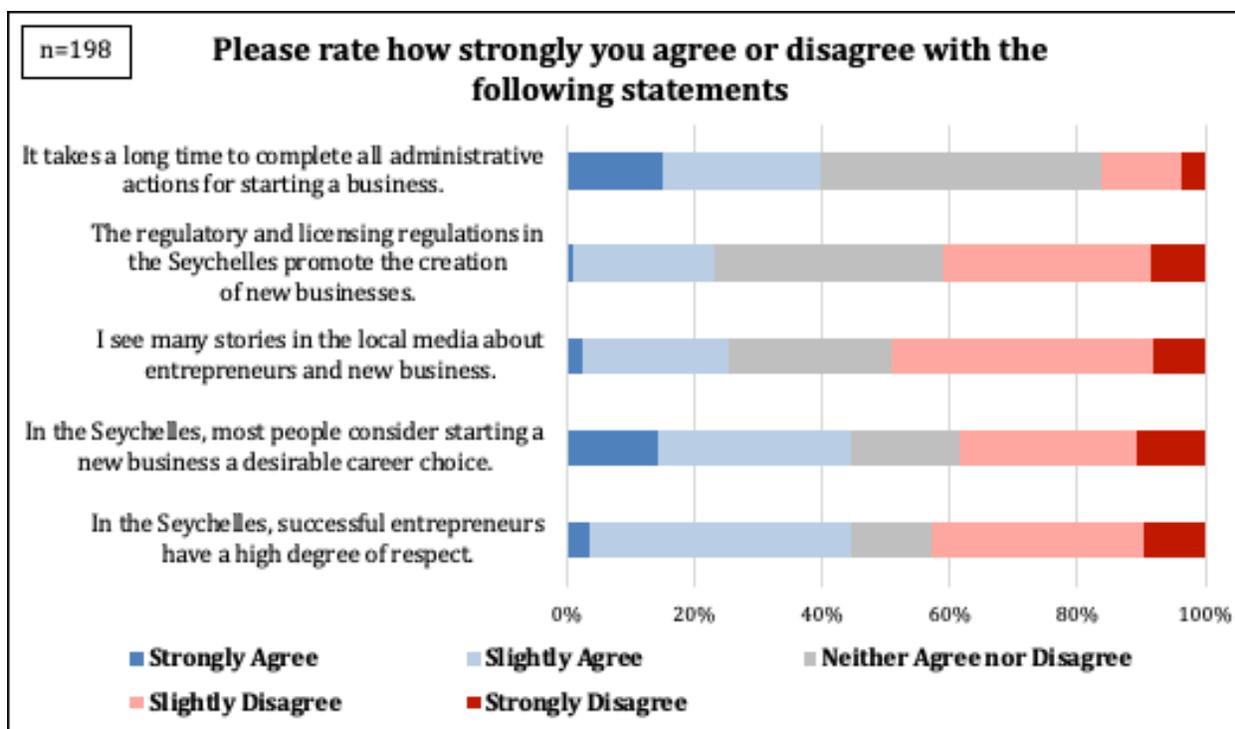
Figure 3: Responses to statements about entrepreneurship sentiment and culture in Seychelles

Interview and Focus Groups Data

One question in our qualitative instrument asked about what industries are part of the Blue Economy in Seychelles. The most common industries mentioned were Fisheries (mentioned is 6 distinct sessions), Tourism (5 sessions), and Aquaculture (4 sessions). Table 2 below shows additional industries mentioned during qualitative data collection.

Industry	# of Sessions Identified as Part of BE in SEZ
Fisheries	6 Sessions
Tourism	5 Sessions
Aquaculture	4 Sessions
Boat building/support/cruise ships	3 Sessions
Environment/conservation	3 Sessions
Leisure/entertainment	2 Sessions
Pharmaceuticals	2 Sessions
Transportation	1 Sessions

Table 2: Industries Identified as part of BE during qualitative data collection. Note that many sessions identified multiple industries as part of BE.

Further, sustainability was mentioned extensively during these sessions. In addition to the three sessions where is was mentioned specifically as its own industry, 4 more sessions mentioned it as important to BE economic activity.

Another question asked about BE successes in Seychelles. Many sessions mentioned that Seychelles was a regional leader, and doing more for the Blue Economy than other African nations. Further, multiple sessions mentioned recent successful projects with sustainable fisheries and aquaculture. Others cited past actions to promote Blue Economy entrepreneurship, including creative financing, increased awareness, and value-added businesses.

Two questions in our qualitative instrument asked about what challenges hindered BE entrepreneurship in Seychelles, and what is needed promote additional entrepreneurship in the country. Due to some similarity between these questions, they were often discussed simultaneously. Table 3 below shows the most frequently cited challenges/needs for BE entrepreneurship.

Need	# of Sessions Identified as needed in SEZ
Laws/Business regulation needs improvement	5 Sessions
Culture of entrepreneurship needs improvement	5 Sessions
Additional financing/investment needed	4 Sessions
Difficulty to find good workers for businesses	3 Sessions
Pollution/environmentally unsustainable practices	2 Sessions

Table 3: Most frequent responses for needs for additional BE entrepreneurship. Note that many sessions identified multiple needs.

Additional needs that were mentioned include land and facilities for entrepreneurs; technology and expertise for businesses; training and mentorship for new businesses.

Chapter 4: Discussion of Results

To further analyse all collected data, we looked for themes and trends that were present in both the qualitative and quantitative data sets. Having similar findings from two different data collection methods increased the confidence these findings accurately represent current conditions in Seychelles. We identified some interesting trends when conducting this analysis, which are discussed in this chapter.

Findings on Government's Contribution to Entrepreneurship

One finding from our data collection was that many perceived that government in Seychelles can do more to support entrepreneurial activity in the Seychelles. This was widely prevalent from our quantitative survey data: less than 30% of respondents agreed that current laws promote business creation, and more than 75% or survey respondents believed infrastructure in the country was insufficient (Figure 1). Further, more than twice as many people agreed than disagreed with the statement that it takes a long time to complete all administrative actions for starting a business (Figure 3). The reverse was true (approximately twice as many disagree than agree) with the statement that current regulatory requirements in Seychelles promote business creation (Figure 3).

We received similar sentiment about government from our qualitative sessions as well. In 5 different sessions, it was mentioned that current business regulations were too difficult and time-consuming. Further, some stated that government has not kept up with the changing landscape of business opportunities. Some mentioned specific examples or entrepreneurs and business ideas that did now proceed as a result of this overly-burdensome regulatory process. Others elect to skip formal administrative channels, and instead operate in the informal economy.

Findings on Entrepreneurial Culture in Seychelles

Further, our data produced mixed findings in regards to entrepreneurial culture in the Seychelles. For our survey, more respondents agreed than disagreed with statements stating that entrepreneurship is a desirable career choice, and that entrepreneurs have a high degree of status and respect (Figure 3). Further, qualitative sessions identified some recent successes for Blue Economy entrepreneurship in the last few years – many noted the successes of the Blue Bonds initiative, and the award the Seychelles won at the Sustainable Blue Economy Conference in 2018 in Kenya.

However, lack of creativity and innovation was frequently cited during data collection efforts. Though this was not measured directly by our quantitative survey, this topic came up during multiple qualitative sessions. Many stated that entrepreneurs just copy existing businesses in the Seychelles, and don't aim to create new or innovative products. Further, many entrepreneurs only consider industries that are currently prominent in the country as well. This was reinforced by the frequent suggestions that most opportunities existed in tourism and fisheries industries, and many were not aware of or did not consider other potential Blue Economy industries.

Further, fear of failure is a major obstacle in Seychelles, and it prevents many from taking the risks needed to create a new business. In our survey, more than 2/3 or all respondents stated that fear of failure would deter them or others in Seychelles from starting a new business (Figure 2). By comparison, this same question (which was adapted from the Global Entrepreneurship Monitor survey instrument) was answered affirmatively by 32% of respondents in Africa, and 36% of respondents worldwide (GEM

Consortium, 2017). This indicates that this problem is especially prominent in Seychelles, and should be an area of focus for future actions aimed at increasing entrepreneurship.

Findings on the Entrepreneurship Ecosystem in Seychelles

Our data also identified multiple areas where the entrepreneurship ecosystem in the Seychelles can be improved, which in turn will encourage additional Blue Economy entrepreneurship. Mentorship is one area that stood out as currently deficient. A majority of survey respondents disagreed with a statement that successful businesses provide mentorship to entrepreneurs (Figure 1), a sentiment which also appeared in some qualitative sessions. Further, lack of training and educational resources was also identified by our data collection. Only ~30% of survey respondents believed they had the skills necessary to start a business (Figure 2). Multiple qualitative sessions also mentioned a lack of skills and training for entrepreneurs. However, others in Seychelles have identified this problem as well, and there is a concerted effort from some (like Enterprise Seychelles Agency) to improve entrepreneurship training in the country.

Further, our findings indicated that the entrepreneurship ecosystem is currently fragmented, and various resources are not as interconnected as they should be (as noted by research from the Kauffman foundation). More than double the number of respondents disagreed than agreed with a statement that entrepreneurship resources are well integrated within the country's ecosystem (Figure 1). Further, three qualitative sessions mentioned the need for more awareness about Blue Economy entrepreneurship and resources to help with this activity. Other stakeholders mentioned that they were frequently contacted by people that don't accurately understand what resources they provide, or where they could go for help with creating a business. This indicates that improved communication can be an important tool to helping the ecosystem become more cohesive in the future.

The figure depicts the preliminary assessment of what the Blue Economy Entrepreneurship Ecosystem for the Seychelles:

The Preliminary Blue Economy Entrepreneurship Ecosystem mapped in Seychelles

Government
- Ministry of Agriculture & Fisheries
- Ministry of EEDBI
- Blue Economy Council
- Ministry of Tourism
- Ministry of Education

Education
- SALS
- UniSey

International Entities
- The Nature Conservancy
- IOTC
- IORA
- United Nations
- European Union

Business Services
- Legal/Accounting Services

Mentorship/Advising
- SHTA
- Seychelles Chamber of Commerce

Financing
- Dev. Bank of Seychelles
- Commercial banks
- SeyCCAT

Conservation/Sustainability
- Seychelles Fishing Authority
- SIDS Youth AIMS Hub
- Nature Seychelles
- National Parks Authority

Other

The entrepreneurship ecosystem in Seychelles is made up of various components including financial institutions, government and public sector actors, mentorship and networking agencies as well as civil sector and NGOs. It is worth noting that the several actors are firmly present within the ecosystem, such as financial institutions, government and NGOs. Emerging actors in recent years have also bolstered the ecosystem further, such as SeyCCAT. Some organisations can be found in two or three domains at the same time, such as the Enterprise Seychelles Agency which is a government entity, a business service as well as a mentoring actor. This speaks to the challenges experienced in mapping an ecosystem that depicted resource sharing and dual roles. It is also in no way complete; new and upcoming actors and initiatives will mean this model is a working model of the ecosystem and subject to change.

When comparing the Seychelles ecosystem to other models around the world, several gaps or weaknesses become apparent. Isenberg (2019, pg 1) noted six domains are required for a robust ecosystem, being 'a conducive culture, enabling policies and leadership, availability of appropriate finance, quality human capital, venture-friendly markets for products, and a range of institutional and infrastructural supports.' Bearing in mind that blue economy entrepreneurship models were extremely challenging to find for comparison, the authors considered Pakistan's entrepreneurship ecosystem to identify further gaps:

Source: Invest2innovate.com

As shown above, the entrepreneurship ecosystem in Pakistan includes accelerators, forums, fellowships, private equity actors and angel investors, incubators and co-working ventures that aim to generate entrepreneurial activity. At the time of writing, it is believed NISTI is proposing an entrepreneurship incubator for the Seychelles. During interviews, ESA has acknowledged that angel investors are present but do not have viable ventures to fund. While the authors further acknowledge that the market size between Pakistan and the Seychelles is vastly different, we nonetheless argue that the initiatives currently lacking in the Seychelles model, if introduced within the small island context, would serve to strengthen the weak links in the local ecosystem. These findings are outlined in detail below.

Findings on Awareness of Blue Economy Opportunities in Seychelles

Our data collection noted a lack of awareness of many elements of the Blue Economy outside of the Tourism and Fisheries & Aquaculture industries. A likely explanation for this occurrence is that people are most aware of the two largest industries in the country. However, this also means that other BE industries identified during our literature review (Chapter 2) are not considered by Seychellois entrepreneurs, which could be one limiting factor in future entrepreneurship activity. For example, the Marine Spatial Plan identified opportunities for energy and resource extraction within the Seychelles EEZ. However, this industry was not mentioned during our qualitative sessions, and no survey respondents worked in this industry. Additional actions could focus on education of all industries entailed in the Blue Economy, including those not widely considered in Seychelles.

We further noticed this lack of awareness during the 3 Day Startup (3DS) educational program that we taught as part of this project. At the start of this program, we presented our definition of Blue Economy to participants, and all industries this entails. This aligned to the current United Nations definition of the Blue Economy, viewed as one of the most comprehensive in existence. However, the business concepts that participants proposed and selected to work on (as part of the experiential learning process) were focused solely on tourism and leisure within the Blue Economy. While there were still strong learning outcomes and human capital development resultant from this workshop, it further suggests a lack of awareness of many other BE industries entrepreneurs could venture into.

Finally, although sustainability was mentioned periodically during data collection efforts, there was a lack of awareness and discussion of pursuing resilience in response to climate change. Despite SIDS being especially vulnerable to climate change due to their small size, relative isolation from other countries, and susceptibility to natural disasters like hurricanes (Leatherman and Beller-Simms, 1997), we did not encounter discussion of actions like minimizing erosion, and taking rising sea levels into account. This resilience represents a key component of overall sustainability actions, and this shows a further lack of awareness of the comprehensive elements that comprise the Blue Economy.

Findings Unique to Praslin

We intentionally aimed to collect data on multiple islands, as we wanted to examine BE entrepreneurial activity in the entire country. During our qualitative sessions on Praslin, we identified some trends unique to that island that are noteworthy, elaborated below.

Two of the most innovative businesses (i.e. those creating new, innovative products rather than just copying existing products) encountered during our data collection (Black Pearl Seychelles and Seaweed Seychelles) were both based on Praslin. This contrasted with findings with other collected data, which

identified a frequent lack of innovation and willingness to try new products and services amongst Seychellois entrepreneurs.

Other stakeholders on Praslin mentioned the high connectivity of businesses stakeholders on the island that is helpful to business activity on the island. During one of our qualitative sessions, it was mentioned that everyone seemed to know each other on the island, which helped identify business needs and how to provide support. Further, they believe that advocates for Praslin business have become very effective at engaging government directly, and advocating for business needs on the island. While this was done somewhat out of necessity (many believe that Praslin was and is still overshadowed by Mahé), it seems to show a higher level of business-government cooperation that present in other places within the Seychelles. These findings indicate that some practices on Praslin could be emulated in other parts of the Seychelles to promote Blue Economy entrepreneurship. While some traits and resources can't be reproduced directly, they could serve as an example to be emulated by other parts of the country to foster Blue Economy entrepreneurial growth.

Demographic Segmentation
To further analyse collected data, we individually examined specific demographic segments within our survey data. This allowed us to analyse whether some of our findings applied to the entire country, or just to specific groups. When doing this demographic segmentation, we only considered findings significant if there was a 95% confidence interval between different segments (i.e. if there is a 95% probability that data from two different segments are different). The most significant findings from this segmentation are presented below.

We compared survey responses for those who had completed post-secondary education vs those who didn't (Figure 4). We found that those with post-secondary education generally had more optimistic views towards entrepreneurship. For all other survey questions, there was no statistical difference for responses.
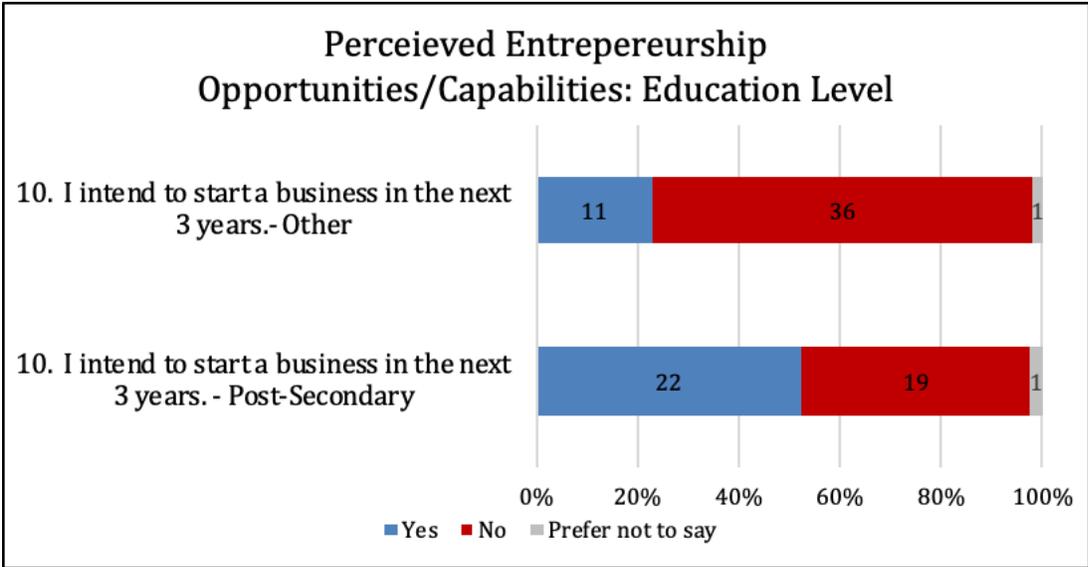

Figure 4: Perceived entrepreneurship opportunities segmented by education level.

Another interesting finding emerge when comparing responses from those that work in government with those from workers in other fields ("other"). For a majority of survey questions, there was a statistically significant (p<.05) different between responses from government and those from workers in other fields. For all of these statements, government officials believed the ecosystem was more supportive to entrepreneurship. Further, government responses were more positive about the ease of regulatory actions for new businesses. This pronounced disparity indicates that government might not have a fully accurate understanding of current entrepreneurial conditions in Seychelles. Further, it might indicate a there are opportunities for the government to improve its connectivity with other entrepreneurship stakeholders within the Seychellois entrepreneurship ecosystem.
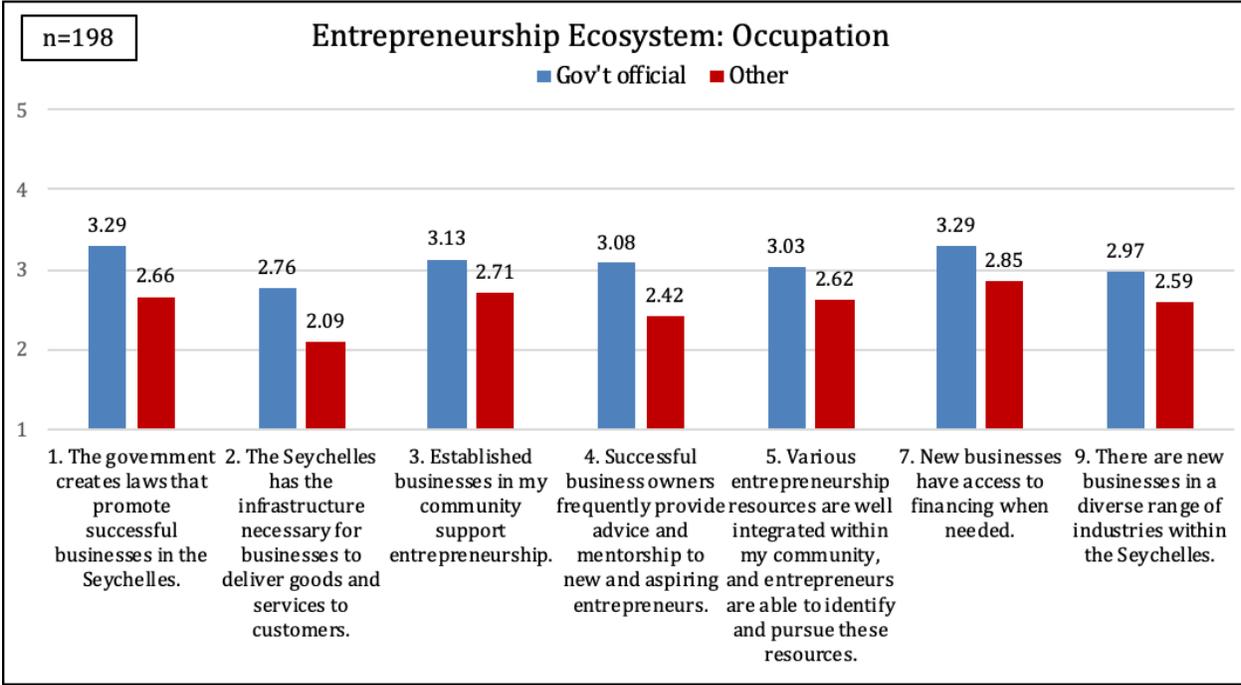
Figure 5: Comparison of survey responses for Government and non-Government workers. Figure shows average of all responses on a 5-point scale (5 = Strongly Agree, 1 = Strongly Disagree). For all statements in this figure, p<.05
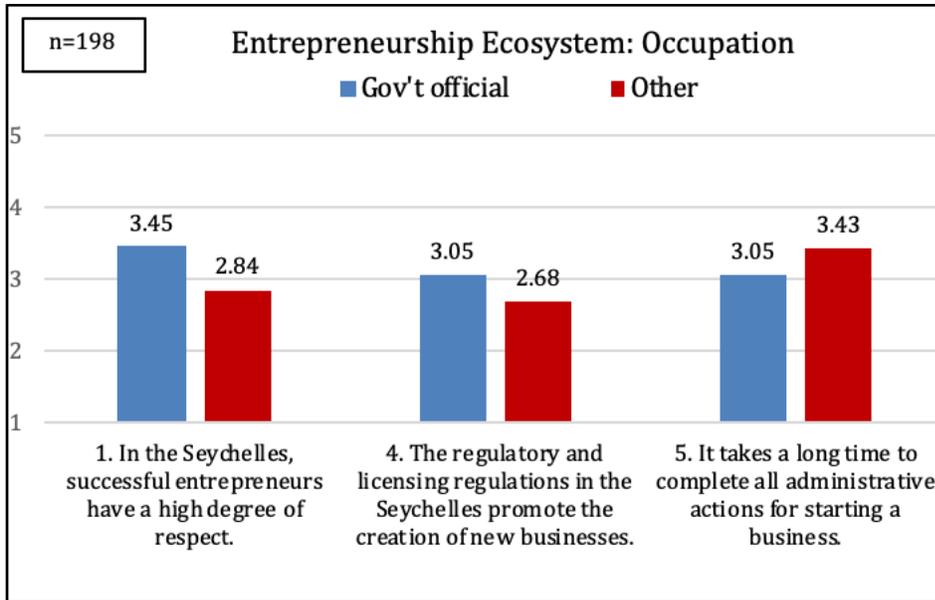
Figure 6: Comparison of survey responses for Government and non-Government workers. Figure shows average of all responses on a 5-point scale (5 = Strongly Agree, 1 = Strongly Disagree). For all statements in this figure, p<.05

Finally, we segmented survey data based on gender. Overall, we collected data from significantly more men than women, indicating that males are more prominent within the entrepreneurship ecosystem. This is indicative that males may be more present and have more access to resources within the ecosystem than women. This study did not delve into the gender-specifics of the Blue Economy in Seychelles and it is recommended that such studies be taken up in future. Any research into the Blue Economy and its related entrepreneurship initiatives should capture such demographic segmentation and which would be key in analyzing female vs male specific issues.

However, when looking as attitudes towards entrepreneurship, female respondents had statistically significant higher responses for perceived entrepreneurship opportunities, and status of entrepreneurs (Figures 7a and 7b).
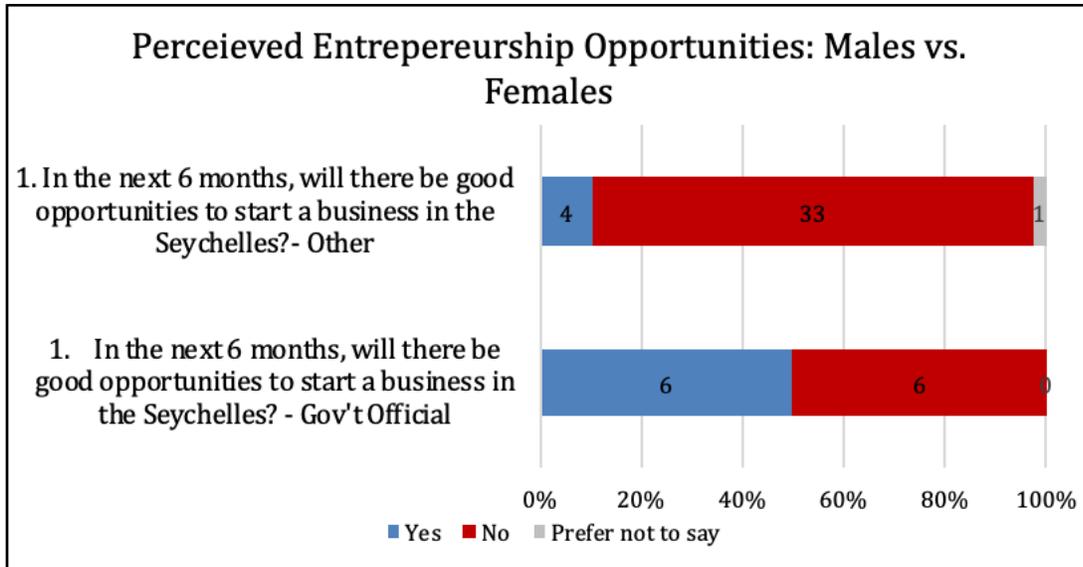
(a)
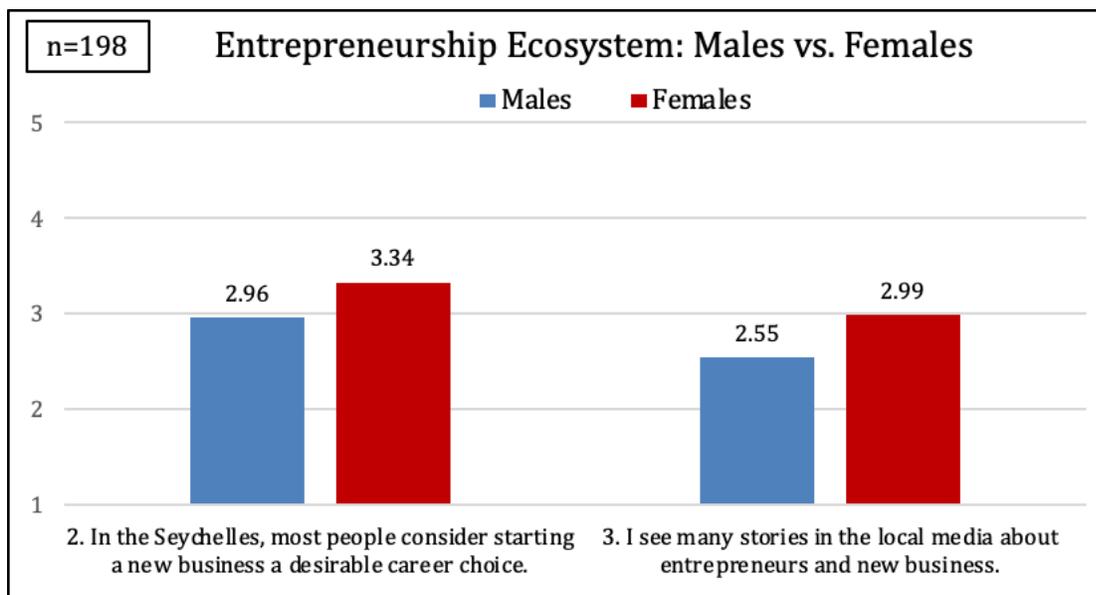
(b)

Figure 7: Comparison of survey responses for males and females for perceived opportunities (a) and status (b). Figure shows average of all responses on a 5-point scale (5 = Strongly Agree, 1 = Strongly Disagree). For all statements in this figure, p<.05

Further, when looking at perceptions of the entrepreneurship ecosystem in Seychelles, in many cases, female responses were significantly higher than those of male responses (Figure 8). Even for statements where there was not statistical significance, female responses were often approximately equal or slightly higher than those of their male counterparts. This suggests that there is not a mindset or cultural trend

that limits female entrepreneurship within the Seychelles. It also indicates that interventions aimed at promoting female entrepreneurial activity would help promote equity within the Blue Economy.
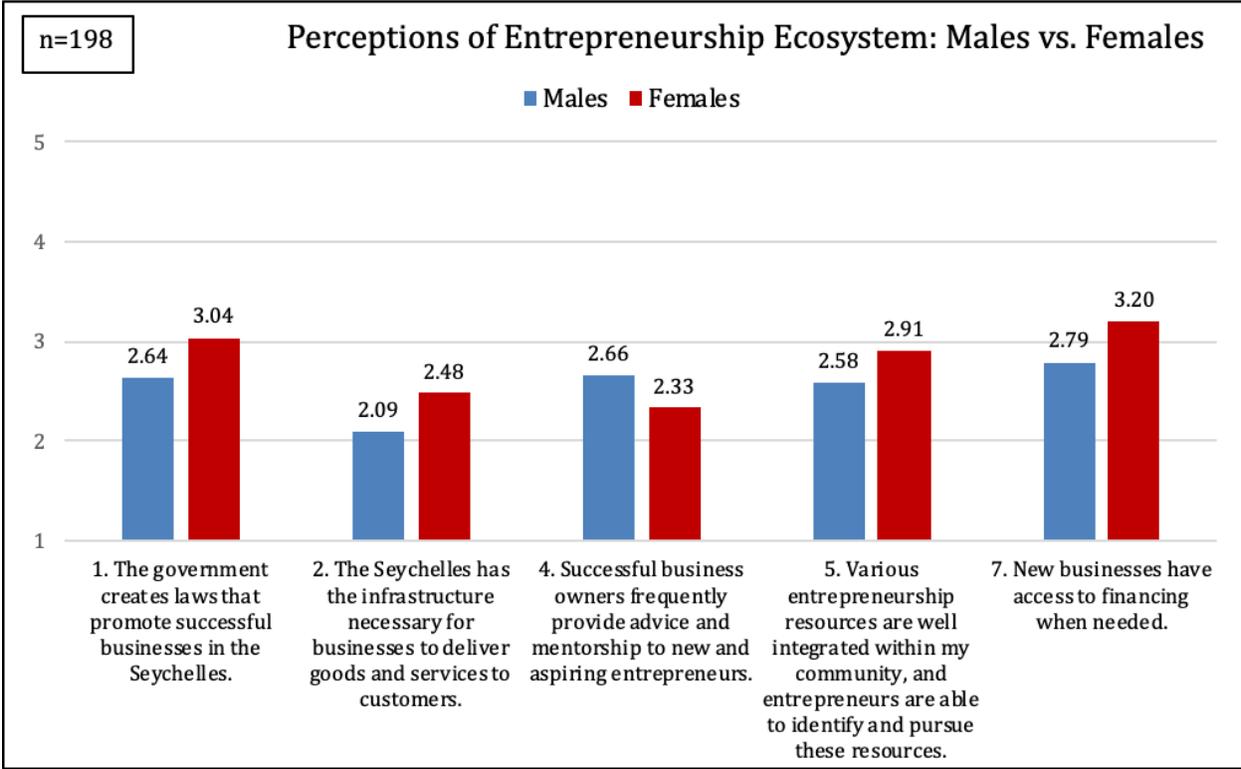

Figure 8: Comparison of survey responses for males and females for perceptions of the entrepreneurship ecosystem. Figure shows average of all responses on a 5-point scale (5 = Strongly Agree, 1 = Strongly Disagree). For all statements in this figure, p<.05

Other Findings from Data

One interesting trend emerged when examining availability of trained workers for businesses in Seychelles. In our survey, a majority of respondents agreed with the statement "There are adequately trained workers to provide the skills that new businesses need" (Figure 1). Further, rates of agreement remained constant when this question was segmented by occupation, education level, and gender (all groups had roughly the same sentiment for this survey question). However, multiple qualitative sessions identified a shortage of good workers as a problem for many new businesses in Seychelles. This need took various forms: some identified a shortage of Seychellois workers, and that businesses instead would higher migrant workers. Others cited other problems, like drug addiction and worker consistency, as contributing to the difficulty of finding good employees. One possible explanation is that overall, training and education is sufficient in the country, but individual businesses still face challenges finding good employees for various reasons (which our study did not identify). One possible area of future investigation could focus on identifying specific challenges around finding workers for Blue Economy businesses.

Limitations and Data Quality

We aimed to engage all pertinent stakeholders in Seychelles for this study. However, some stakeholders did not perceive any interest to connect, either by not responding to our invitation or stating that currently their initiatives in the Blue Economy sector were minimal (the most notable stakeholder we were not able to connect with was the Development Bank of Seychelles, who went on to launch Blue Finance loan instruments in 2019). However, we are still confident that our data represents a comprehensive and representative sample of entrepreneurship stakeholders within Seychelles. When examining the demographic breakdown of survey respondents (Table 1), we have a significant number of responses for each demographic category. Further, our qualitative sessions represent a large sample of various stakeholders as well. We were able to find statistically significant trends from this data, and identify themes for specific segments within our overall data set. As a result, we are confident that additional data collection is not needed to gain an accurate perspective of the entrepreneurship ecosystem in Seychelles.

A further limitation of our data collection was that we didn't not collect qualitative survey responses on islands other than Mahe. This was done due to time and stakeholder engagement constraints. While we had planned to spend two days solely on survey data collection, the stakeholders on Praslin and La Digue made last minute changes to our meeting dates/times, which we accommodated. While our results from qualitative sessions conducted on Praslin show strong trends, it would be interesting to determine if survey data from the island would produce similar findings. One future action that could build on this data collection would be to use the same survey instrument on Praslin, to investigate if quantitative survey data would agree with and reinforce the findings from our qualitative data sessions.

Chapter 5: Recommendations Based on Findings

Elaborated below are recommendations that will help promote future Blue Economy Entrepreneurship in Seychelles. All recommendations are based on data collection and analysis described in previous chapters.

Recommendation #1: Improve Government's Role in Promoting Blue Economy Entrepreneurship

One of the most prominent trends that emerged from our data is the identification of various ways government can currently be a hurdle to entrepreneurship. One step that government can take is to improve infrastructure necessary for business activity, like roads and telecommunications capabilities. Government should also aim to improve the speed and ease of bureaucratic actions needed to start a business. This can entail simplifying the administrative process that entrepreneurs must complete to register a new business. Further, there should be a pathway for creating businesses that do not fit into the currently defined categories. Many aspiring entrepreneurs felt hindered by this, and expressed that it limited innovative ideas. This is important, since the Blue Economy is continually evolving, and there will be new opportunities currently not identified. The Seychelles should be ready for this change, and have regulatory framework in place that will embrace it.

Finally, government can act to become more aware of current conditions that entrepreneurs encounter in Seychelles. The various government agencies that interact with entrepreneurs should regularly engage other elements of the entrepreneurship ecosystem. This can take the form of hosting events and programming, as well at attending those hosted by other stakeholders.

This recommendation should not be interpreted as an indictment or criticism of the Seychelles government in any way. Further, this finding is not unique to the Seychelles, and many countries face these same challenges. Instead, this should be seen as identification of an opportunity for improvement. This mindset shows a certain maturity and willingness to try and improve, even for programs that are currently effective. Fortunately, this mindset is not completely new or unknown in Seychelles. For example, in our interview with Angelique Pouponneau, she mentioned that SeyCCAT needs to do more to increase its awareness and collaborations within the country. Further, many of the workers within ESA showed a strong interest in improving their training and mentorship capabilities. A concerted government effort to improve the functions it does will only have a positive benefit on domestic entrepreneurship, and will not lead to additional future criticism.

Recommendation #2: Improve Entrepreneurship Culture in Seychelles

The current entrepreneurship culture in the Seychelles has a limiting effect on entrepreneurial activity. Addressing and trying to improve this culture would help encourage more people to pursue BE entrepreneurship.

One action to improve this culture should aim to increase awareness of entrepreneurship activity and opportunities in Seychelles. ~50% of survey respondents disagreed with the statement that local media has many stories about entrepreneurship (Figure 2). Blue Economy stakeholders should work more closely with local media to share stories about entrepreneurship actions or new businesses. This will help readers see local entrepreneurship is possible, and help them envision their own business creation activities. It will also help the Blue Economy ecosystem become more interconnected, and allow those within to know about and take advantage of all local resources.

Additional actions should aim to increase awareness of BE entrepreneurship opportunities. During our data collection, many seemed aware of opportunities related to Fishing and Aquaculture and Tourism (Table 2). However, this awareness declined sharply for other industries. Organizations like SeyCCAT should aim to explain the comprehensive industries that make up the BE. Further, it should share its expertise of current BE trends to help citizens learn of new entrepreneurship opportunities in Seychelles. This will help increase knowledge of opportunities and resources, and encourage diversification of Blue Economy business activity.

It is also important to address the fear of failure that is widely prevalent in Seychelles. Those considering entrepreneurship should feel that there is no social stigma for business failure. One way to do this is by having those within the Seychellois entrepreneurship ecosystem speak more openly about failures, and how they learned from them. The box below gives an external example of one way to aim to address fear of failure within an entrepreneurship ecosystem.

Case Study: "How I Screwed Up Night"

In Australia, fear of failure is a significant deterrent to entrepreneurship, and occurs in this country at a rate much higher than those with comparable economies. Australian entrepreneurship stakeholders are aware of this, and are constantly thinking of ways to reduce this fear. One successful endeavour they have created to address this is called *How I Screwed Up Night*.

At this event, entrepreneurs are invited to present on their business. However, the focus of these presentations is mistakes that were made, and various ways in which entrepreneurs "screwed up." Entrepreneurs also talk about how they fixed the mistake, what they learned, and how they moved beyond it. Once the planned part of the event ends, there is a general networking session, for presenters and the audience to speak further.

Many that attend benefit by learning that all startups have failures at some point, and that mistakes can lead to learning opportunities (when considered correctly). Further they can learn from the presentations, and apply this to business ventures of their own. Presenters find this event highly helpful too. Many express relief at being able to discuss their failures without judgement, and they sometimes even gain insights from sympathetic audiences. The continued presence of this recurring event is one idea the Seychelles should consider to address the high rate of fear of business failure in the country.

Consideration can also be given towards encouraging more female participation in the Blue Economy. Our data collection identified a disparity between male and female entrepreneurship activity in the Seychelles, a trend present in many countries worldwide. Below are some potential actions that can help address this disparity, and encourage additional female participation in Blue Economy entrepreneurship.

Addressing Stereotype Threat and Lack of Female Role Models

Past research has shown that showcasing successful female entrepreneurs can help encourage other female entrepreneurial activity. This action can help dispel stereotypes that entrepreneurship and business creation is primarily for men. Further, successful female entrepreneurs can serve as role models and inspiration for aspiring ones. Subsequently, future actions should focus on increasing awareness of current female entrepreneurship activity in the Seychelles.

There are many opportunities to help increase awareness of successful female entrepreneurs, including those already mentioned in other parts of the report. For example, Recommendation #2 includes increasing awareness of entrepreneurship activity using media and other communications channels. These efforts should pay particular attention to include female entrepreneurs and their businesses.

Case Study: "Germany's Network of Role Models"

The OECD outlined an initiative in Germany where a network of role models were proposed to promote entrepreneurship to women. '*FRAUEN unternehmen'* is a national initiative that has created a network of "role model" women entrepreneurs who travel to universities, schools and economic development events to promote entrepreneurship to women. The network is maintained by the national co-ordinating body in the RKW Competence Centre with the support of the Women's Start-up Agency (Gründerinnenagentur).

The network promotes entrepreneurship for women, but also offers opportunities for women entrepreneurs to build their own entrepreneurship networks, exchange experiences, mentoring, promote their business and participate in lectures and workshops.

Women role models apply to participate in the initiative and can benefit from participating through workshops and having opportunities to network among other role models.

Results achieved: In 2014, a jury selected 180 out of 260 applicants to be role models. Since the initiative was launched in 2014, these role models have participated in more than 320 events such as school visits, training sessions, events organised with chambers of commerce and trade fairs. Lessons for other initiatives: The jury selection process provides some prestige to being a role model since not everyone is selected. In addition, role models are only asked to participate in a small number of events and this low level of commitment helps to keep them involved.

Source extract: OECD Policy Brief on Women's Entrepreneurship. For more information, please see: www.frauenunternehmen.de/ (in German)

Measuring female vs. male responses to SeyCCAT programming

Finally, any data collection actions that SeyCCAT does can include a demographic capture, which can identify male and female responses. By collecting this information, the organization can segment collected data, and compare male and female responses. This will allow SeyCCAT to better understand how their programming affects female recipients specifically, and how they might be able to identify opportunities to encourage more inclusive entrepreneurship activity.

Recommendation #3: Bolstering the Overall Entrepreneurship Ecosystem in Seychelles
Our data collection discovered some areas within the Seychellois BE entrepreneurship ecosystem that should be bolstered to provide additional support to entrepreneurs.

Mentorship is one area which needs improvement within the Seychellois entrepreneurship ecosystem. Less than a quarter of survey respondents agreed with a statement saying that businesses provide mentorship to entrepreneurs (Figure 1). Increased mentorship would allow these successful business owners to share insights with others, transferring important skills to current and aspiring entrepreneurs. It would also help connect established businesses with the entrepreneurship ecosystem, allowing them to contribute to other entrepreneurship activity (including providing business services).

Further, a majority of respondents did not believe that they have the capabilities to start a business (Figure 2). While mentorship can help with this deficiency, additional entrepreneurship trainings will be a crucial tool to help bolster Blue Economy entrepreneurship (educators were identified by Feld as a key part of any entrepreneurship ecosystem). This education can take the form of educating entrepreneurs directly, or focus on Training of Trainers (ToT) – a process which develops capabilities of educators, and enables them to more effectively provide entrepreneurship training.

There are two areas where additional training will be particularly effective in the Seychelles. The first would focus on teaching skills needed for early stage entrepreneurship (i.e. customer research, creating business frameworks). During such training, participants propose and select business concepts of their choosing, and learn experientially by developing a business framework based on these concepts. Skills taught during this workshop are important to early-stage business creation, including customer research, business framework development, and presenting a business concept.

Additional education should aim to promote creativity and innovative thinking to increase business diversity. These types of programming may focus on a 'back to basics' concept of ideation and creation, where generated ideas translate into a business concept that would form a financially sustainable business.

Case Study: "The Potential for Online delivery in Europe and beyond"

As all economies become more digital, governments can leverage this connectivity for supporting women entrepreneurs. There are under-explored opportunities to deliver support online, including entrepreneurship training, building entrepreneurial networks, improving access to finance and opening-up procurement markets to women:

Online entrepreneurship training, including through **mobile applications**, is increasingly considered to be a viable approach to delivering entrepreneurship skills and advice to women business owners. The advantage is that it is cheaper to deliver and it can reach a wider audience than in-person delivery. Several examples of online training for entrepreneurs can be found in Europe, such as Austria (www.unternehmerin.at). Online networking portals for women entrepreneurs would also hold potential for expanding entrepreneurial networks but policy makers must ensure that platforms are animated so that users remain engaged. An example of a dedicated online networking portal is "InnoLady Cloud", which was developed by the Women's Enterprise Agency in Finland. This is a web service that is focused on early-stage business development and connects women entrepreneurs with peers, mentors and business angels.

The rise of "fintech" and crowdfunding as an industry sector is changing the nature of business funding, and small businesses are increasingly using a wider range of sources of capital. Many of the current online offerings match entrepreneurs with investors.

Source extract: The OECD Policy Brief on Women Entrepreneurs, Box 7, pp. 22. See more at: https://www.oecd.org/cfe/smes/Policy-Brief-on-Women-s-Entrepreneurship.pdf

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Further, the ecosystem will be additionally robust through increased mentorship and training programming which makes particular effort to include female entrepreneurs. Female participation in these initiatives will help showcase local success stories. These entrepreneurs can serve as role models to

other aspiring female entrepreneurs. These actions can help encourage more equal representation in future entrepreneurial activities.

Lastly, this research did not deep dive into the sustainability and environmentally friendly practices new and existing Blue Economy businesses may be pursuing and recommends further consideration be given to this matter. According to the OECD, unsustainable economic practices will lead to significant losses in the oceans' resources, eroding growth and livelihood sustenance. In view of this, several international organisations committed to promoting sustainable Blue Economy Principles. These principles are wholly intended to complement existing frameworks governing responsible investment in the Blue Economy and would be vital for the consideration of the ecosystem in Seychelles. Simply put, there is no sense in encouraging new entrepreneurship ventures within the ecosystem without also emphasising sustainable growth and environmentally friendly principles in parallel.

Among the 14 principles outlined in their charter, these organisations – the European Investment Bank, and the European Commission, among others - commit to supporting investments, projects and activities that go beyond the avoidance of harm to provide social, environmental and economic benefits from our ocean for both current and future generations (Principle #2), supporting investments, projects and activities that go beyond the avoidance of harm to provide social, environmental and economic benefits from our ocean for both current and future generations (Principle #9) and partnering with public, private and nongovernment sector entities to accelerate progress towards a sustainable Blue Economy, including in the establishment and implementation of coastal (Principle #13). The Blue Economy Finance Principles should be considered in depth for the evolution of the Blue Economy entrepreneurship ecosystem in Seychelles as well.

In their consideration of the application of the Blue Economy principles in the preservation of the Arctic Ocean's resources, the WWF Foundation – a signatory to the above Blue Economy Finance Principles – noted that lessons learned from applying Blue Economy Principles in the world demonstrated that sustainable and significant growth required building upon:

- Long-term social and economic benefits
- Valuing and protecting nature
- Circular and renewable technologies
- Ecosystem-based management
- Inclusive governance processes

Furthermore, the Seychelles Strategic Policy Framework and Roadmap: Charting the Future (2018 – 2030) report also outlined key visions for the Blue Economy that echoes elements of the Blue Economy Finance Principles, further strengthening the emphasis on sustainability and environmentally friendly practices to govern the ecosystem. The Seychelles' Blue Economy vision is guided by the below principles:

- Economic efficiency – strengthening the role of government as regulator and encouraging private sector engagement
- Sustainability – Ensuring sustainable use of marine and coastal resources; ecosystem service accounting and protection of high value marine and coastal assets and ecosystem services
- Social equity – Bridging the inequality gap through access to high quality education, jobs and local investment opportunities
- Good governance – Transparent inclusive and accountable decision making

- Resilience – Reducing vulnerability to economic and environmental shocks & resilience planning
- Research and innovation –towards a knowledge of the marine space for management and technology based economy, creative business solutions; and high value products
- Partnerships – Government, private sector & civil society; regional and international partnerships and advocacy.

When discussing our findings with the Blue Economy Department in October 2018, stakeholders acknowledged the need to balance the country's development goals and environmental protection aims. They further mentioned the need to begin integrating entrepreneurship in primary and secondary schools in the normal school curricula (in vocational or current subjects), where students could understand the principles of entrepreneurship early and address the fear of failure in the culture.

Entrepreneurship ecosystems are complex organizations made of multiple diverse resources. Generally, there is no "one size fits all" resource that can apply to all startups in an ecosystem. Therefore, a strong ecosystem will have many resources available, so as to respond to a wide array of highly variable entrepreneurs.

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Annex 1: Semi-Structured Interview Questions

Written below are the questions that were used during interviews and focus groups with Blue Economy stakeholders. This script is intended to be loose, and we are able to go "off-script" if anything interesting stands out. Further, we can ask follow-up or clarifying questions as needed during all interviews and focus groups.

1. To start, I would like everyone to make a brief introduction of their name, and their job title. Further, in a few sentences (~30 seconds/stakeholder), can you describe what the Blue Economy means to you?

2. What industries do you consider as part of the Blue Economy?
    a. (optional) Who are the relevant stakeholders within your definition of the Blue Economy

3. What successes have you seen for Blue Economy entrepreneurship in the Seychelles?
    a. What attempts have you seen that have failed?

4. What challenges do prospective Blue Economy entrepreneurs face?

5. What is needed to promote Blue Economy Entrepreneurship in Seychelles?

6. Where can entrepreneurs get support and advice for business opportunities within the Blue Economy?

7. Are there any external (i.e. outside of Seychelles) resources or examples that Seychelles entrepreneurs should look to?

8. What is your vision for the Blue Economy in the Seychelles within 10 years time?
    a. What is needed to achieve this vision?

9. Is there anything else we should know about of be aware of regarding the Blue Economy in the Seychelles?

Annex 2: Online Survey

Blue Economy Entrepreneurs

Blue Economy Entrepreneurship

The Indian Ocean plays a vital role in the economy, culture, and daily life of citizens within the Seychelles. As a result, the Blue Economy (defined as any economic activity based on the ocean, seabed, or its marine life ecosystems) is a large part of the country's economic activity, and represents a promising avenue for future growth. However, it is important for this growth to occur in a sustainable manner that does not overuse or damage the ocean's natural resources.

This survey is part of a project that aims to assess the Blue Economy entrepreneurship space in the Seychelles. It represents a collaboration between personnel at SeyCCAT, Eco-Sol Consulting in Seychelles, and the University of Nebraska-Lincoln in the United States. By learning more about the current status of Blue Economy entrepreneurship, we can identify and promote resources that will help current and aspiring entrepreneurs. Your responses to the following survey can help with this investigation.

Please answer the following questions to the best of your knowledge. This survey does not collect any personal information and your responses will remain anonymous/confidential. If you have any questions or concerns, or would like to learn more about this project, please email Andrew Zimbroff (azimbroff@gmail.com) or MalshiSenaratne (malshisen@gmail.com), and we will respond in a timely manner.

Q1 **Questions about Entrepreneurship Ecosystem**   Please rate how strongly you agree or disagree with the following statements (1-5 scale; 1 = Strongly Disagree, 2 = Slightly Disagree, 3 = Neither agree nor disagree, 4 = Slightly Agree, 5 = Strongly Agree)

	Strongly Disagree (1)	Slightly Disagree (2)	Neither agree nor disagree (3)	Slightly Agree (4)	Strongly Agree (5)
The government creates laws that promote successful businesses in the Seychelles. (1)	○	○	○	○	○
The Seychelles has the infrastructure (i.e. roads, electrical grid, internet and cellular connectivity, etc.) necessary for businesses to deliver goods and services to customers. (2)	○	○	○	○	○
Established businesses in my community support entrepreneurship. (3)	○	○	○	○	○
Successful business owners frequently provide advice and mentorship to new and aspiring entrepreneurs. (4)	○	○	○	○	○
Various entrepreneurship resources are well integrated within my community, and entrepreneurs are able to identify and pursue these resources. (5)	○	○	○	○	○
There are adequately trained workers to provide the skills that new businesses need. (6)	○	○	○	○	○
New businesses have access to financing (i.e. investment, loans, etc.) when needed. (7)	○	○	○	○	○
There is a large concentration of new businesses in Seychelles. (8)	○	○	○	○	○
There are new businesses in a diverse range of industries within the Seychelles. (9)	○	○	○	○	○

Q1a What industries have a lot of new businesses?

_____

_____

Q2 **Perceived entrepreneurship opportunities/personal capabilities in Seychelles**
Respond to the following questions with "Yes," "No," "Don't Know," or "Prefer not to answer"

	Yes (1)	No (2)	Don't Know (3)	Prefer not to answer (4)
In the next 6 months, will there be good opportunities to start a business in the Seychelles? (1)	○	○	○	○
Do you have the knowledge, skill, and experience required to start a business? (2)	○	○	○	○
Would fear of failure prevent you from starting a business? (3)	○	○	○	○
Would fear of failure prevent many in the Seychelles from starting a business? (4)	○	○	○	○
I intend to start a business in the next 3 years. (5)	○	○	○	○

Q2a What type of businesses are there opportunities for?

_____

_____

_____

Q3 **Questions about Entrepreneurship Ecosystem**

Please rate how strongly you agree or disagree with the following statements (**1-5 scale;** 1 = Strongly Disagree, 2 = Slightly Disagree, 3 = Neither agree nor disagree, 4 = Slightly Agree, 5 = Strongly Agree)

	Strongly Disagree (1)	Slightly Disagree (2)	Neither agree nor disagree (3)	Slightly Agree (4)	Strongly Agree (5)
In the Seychelles, successful entrepreneurs have a high degree of respect. (1)	○	○	○	○	○
In the Seychelles, most people consider starting a new business a desirable career choice. (2)	○	○	○	○	○
I see many stories in the local media about entrepreneurs and new business. (3)	○	○	○	○	○
The regulatory and licensing regulations in the Seychelles promote the creation of new businesses. (4)	○	○	○	○	○
It takes a long time to complete all administrative actions for starting a business. (5)	○	○	○	○	○

Q3 **Demographic Questions**

Age What is your age?

_____

What is your gender?

- ○ Male (1)
- ○ Female (2)
- ○ Other (3)
- ○ Prefer not to answer (4)

What is the highest level of education that you have received?

- ○ Primary School (1)
- ○ Secondary School (2)
- ○ Technical Education (3)
- ○ Post-Secondary education (4)
- ○ Other (5)

What is your occupation?

- ○ Entrepreneur/business owner (1)
- ○ Work for a new or small business (2)
- ○ Work with multiple entrepreneurs or small businesses (3)
- ○ Government official (4)
- ○ Other (Please describe) (5) _____

What is the industry you work in? *Please select all that apply.*

- ☐ Tourism/hospitality (1)
- ☐ Fishing or aquaculture (2)
- ☐ Local services for residents (3)
- ☐ Transportation (4)
- ☐ Mineral extraction (5)
- ☐ Other (Please specify) (6) _____