

The Missing Entrepreneurs

**Inclusive Entrepreneurship Policy
Country Assessment Notes:
Lithuania**

2022-23



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FOREWORD

Entrepreneurship plays an important role in the economy as it is a driver of innovation and job creation. However, entrepreneurship policies can also help achieve other policy objectives such as strengthening social inclusion and labour market attachment. Inclusive entrepreneurship policies aim to ensure that all people, regardless of their personal characteristics and background, have an opportunity to start and run their own businesses. Governments can do more to unlock the entrepreneurial potential among groups such as women, immigrants, youth, seniors, the unemployed and people with disabilities by using differentiated policies and programmes that respond to specific barriers faced. This includes the use of dedicated measures, as well as reducing negative social attitudes and biases, removing regulatory and institutional obstacles, and improving access to general entrepreneurship measures.

This note is part of a series of notes on country-level inclusive entrepreneurship policies and programmes prepared by the Organisation for Economic Co-operation and Development (OECD) as part of a collaboration with the European Commission. These notes provide an overview of current and planned policy actions and identify some actions that could be implemented to strengthen the current support offering. These country-specific notes are part of a wider programme of work on inclusive entrepreneurship policy by the OECD and the European Commission that includes “The Missing Entrepreneurs” publications, the Youth Entrepreneurship Policy Academy (www.yepa-hub.org), the Better Entrepreneurship Policy Tool (www.betterentrepreneurship.eu), a series of Policy Briefs on specific target groups, policies and issues, and national policy reviews of youth entrepreneurship and women entrepreneurship. This work stream examines how public policies and programmes can support inclusion and diversity in entrepreneurship, including through refining regulatory and welfare institutions, facilitating access to finance, building entrepreneurship skills, strengthening entrepreneurial culture and networks for groups that are under-represented in entrepreneurship, and putting strategies and actions together for inclusive entrepreneurship in a co-ordinated and targeted way. Governments are increasingly recognising the challenge of inclusive entrepreneurship, but there is still much to do to spread good practice. For more information, please refer to: <https://www.oecd.org/cfe/smes/inclusive-entrepreneurship/>.

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This report was prepared by Pablo Shah of the OECD CFE based on inputs prepared by the national inclusive entrepreneurship expert Ruta Braziene, Associate Professor, Vilnius University, under the direction of David Halabisky, Project co-ordinator, and Dr Jonathan Potter, Head of Entrepreneurship Policy and Analysis Unit, both of the OECD CFE. Much of the data contained in this note were prepared by Dr. Jonathan Levie of the Global Entrepreneurship Monitor.

This note benefited from feedback and suggestions provided by Julien De Beys of the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission.

A draft of the report was circulated for written feedback to government ministries and stakeholders involved in supporting inclusive entrepreneurship. Suggestions and inputs were received by written feedback from representatives from the Ministry of Social Security and Labour of Lithuania.

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INCLUSIVE ENTREPRENEURSHIP TRENDS AND POLICIES IN LITHUANIA

KEY MESSAGES

Inclusive entrepreneurship rates and trends

- The self-employment rate declined in recent years, reaching a seven-year low in 2021 (11%). The share of self-employed with employees also declined from 20% in 2020 to 15% in 2021.
- There are an estimated 95 000 “missing” entrepreneurs of whom 66% are women, 33% are youth (aged 20-29) and 34% are seniors (aged 50 or above). The entrepreneurship gap increased across all target population groups between 2020 and 2021.

Approach to inclusive entrepreneurship

- The promotion of entrepreneurship is mainstreamed across many national strategic documents with some targeting of different population groups.

Policy strengths

- There are effective programmes to support business creation, including business consulting services and training courses on business creation and management.
- Financial supports (e.g. loans) are in place to promote and support entrepreneurship and self-employment.

Policy gaps and areas for improvement

- The share of self-employed people with employees is relatively low, suggesting barriers to business development.
- A relatively low proportion of young people report that they have the skills and knowledge needed to start a business.
- There is currently a lack of comprehensive information about the effectiveness and impact of inclusive entrepreneurship schemes.

Main recommendations

- Design and implement more tailored and/or dedicated entrepreneurship policies and programmes to address the needs of different population groups (e.g. women, people with disabilities, seniors, unemployed, immigrants), notably programmes and measures to address entrepreneurship skills gaps.
- Increase the accessibility of mainstream entrepreneurship programmes to diverse population groups, including youth, women, immigrants, disabled people and people living in rural areas.
- Strengthen monitoring and evaluation practices in order to facilitate evidence-based decision making.
- Allocate appropriate financial resources towards the promotion of entrepreneurship among inclusive entrepreneurship target population groups.

CONDITIONS FOR ENTREPRENEURSHIP AND SELF-EMPLOYMENT

There is a high level of business dynamism in Lithuania as the business entry rate was double the European Union (EU) average in 2020 (18% vs. 9%) (Table 1). Moreover, the business exit rate was also three times the EU average (21% vs. 7%). Overall, self-employment remains below the EU average in 2021 (11% vs. 13%) as does the share of those with employees.

Table 1. Conditions for entrepreneurship

Year	Business entry rate	Business exit rate	TEA rate	Necessity-based TEA	Growth-oriented TEA	Self-employment	
						Rate	% employers
	2020	2020	2016-20	2016-20	2016-20	2021	2021
Lithuania (%)	18 ▼	21 ▲	-	-	-	11 ▼	15 ▼
EU average (%)	9 ▼	7 ▼	6 ▼	18 ▼	10 ▼	13 ▼	32 ▲

Note: The total early-stage entrepreneurial activity (TEA) rate measures the share of the population starting or managing a new business (less than 42 months old). Up and down arrows indicate an increase or decrease relative to the previous period, i.e. previous year for annual indicators or previous period (2015-19) for indicators based on data from the Global Entrepreneurship Monitor. The left-right arrows indicate no change, i.e. a change of between -1% and 1%. Lithuania did not participate in the GEM survey during the period 2015-20.

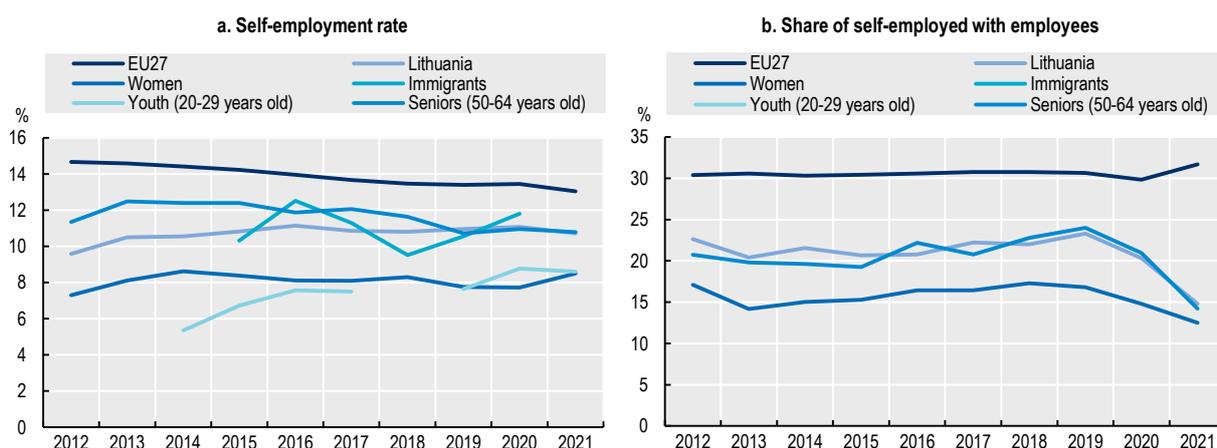
Source: Eurostat (2022), Employment and Unemployment (LFS) Database; GEM (2021), Special tabulations of GEM survey.

INCLUSIVE ENTREPRENEURSHIP TRENDS

Across the EU, self-employment rates have declined in recent years, which can also be seen in Lithuania. In 2021, self-employment was at a seven-year low of less than 11% (Figure 1). This trend was seen among youth and seniors, who also had decreasing levels of self-employment. However, women became more likely to be self-employed in 2021, increasing from nearly 8% in 2020 to about 9% in 2021, which is the highest levels of self-employment since 2014.

The share of self-employed workers who employ others also decreased from 2020 to 2021, declining from 20% to 15%. This was notable among self-employed women who employ others as the rate decreased from 15% to 13% in the same period.

Figure 1. Inclusive entrepreneurship trends



Note: Self-employment rate measures the proportion of those in employment who are self-employed.

Source: Eurostat (2022), Employment and Unemployment (LFS) Database.

THE MISSING ENTREPRENEURS

The gaps in entrepreneurship rates across population groups suggests that there are many “missing” entrepreneurs. Eliminating all of these gaps in entrepreneurship activity rates across population groups would result in more than 95 000 additional entrepreneurs (i.e. if all inclusive entrepreneurship population groups participated in early-stage entrepreneurship at the same rate as “core age” men, i.e. 30-49 years old). Just under two-thirds (66%) of these “missing” entrepreneurs are women, while 33% are youth (aged 20-29) and 34% are seniors (aged 50 or above). The entrepreneurship gaps increased across all population groups between 2020 and 2021 (Figure 2).

Figure 2. Changes in entrepreneurship gaps, 2020 to 2021

Overall	Women	Youth	Seniors	Immigrants	Unemployed
					

Note: A down arrow indicates an improvement in the entrepreneurship gap (i.e. the gap has diminished) between 2020 and 2021, whereas an up arrow indicates that the entrepreneurship gap has grown (i.e. the gap has increased). A left/right arrow symbolises no change in the entrepreneurship gap.

INCLUSIVE ENTREPRENEURSHIP POLICY ASSESSMENT

The promotion of entrepreneurship is mainstreamed across many national strategic documents, with targeting of different population groups. There are effective training programmes to create the conditions for entrepreneurs to start their own business, including consulting and training courses on the basics of creating and running a business (see Table A.1 for more information). Entrepreneurship and self-employment are further promoted through the provision of financial support in the form of loans. There are also business and personal income tax incentives to encourage entrepreneurship, such as reduced business tax rates and additional tax credits.¹ Also of relevance to inclusive entrepreneurship is the Social Cohesion Development Program 2021-30. The programme seeks to implement the principles of equal opportunities and gender equality, recognising the issue of social exclusion due to possible discrimination on the basis of a range of factors such as gender, age, disability, nationality, sexual orientation and ethnicity. There are some support measures that consider the unique needs of **women** entrepreneurs (see Table B.1 for more information) as well as **immigrant** entrepreneurs (see Table B.2 for more information). However, there is limited tailored or dedicated support available to **people with disabilities** (Table B.6).

Youth entrepreneurship is a priority policy area in Lithuania with many support measures in place (Table B.3). For example, the Youth Guarantee Initiative in partnership with the Lithuanian Centre for Non-Formal Education of Students implemented a project focussing on the provision of quality career services to young people in Lithuania in 2021. This includes the opening of 14 regional career centres, which provide schoolchildren with career counselling, entrepreneurship skills development and opportunities to discuss potential business ideas. In 2022, these regional career centres provided professional guidance services to 26 565 school pupils, of which 8 775 were introduced to different professions in a real business setting. The centres also organised 613 events, which included opportunities for students to shadow professionals within a business for a period of one or three days. The Association of Lithuanian Chambers of Commerce, Industry and Crafts (co-financed by European Structural and Investment Funds) offers a support programme to young people, which focusses on changing established attitudes towards business,

¹ OECD Economic Surveys: Lithuania 2022 https://www.oecd-ilibrary.org/economics/oecd-economic-surveys-lithuania_9a79736b-en

encouraging young people to implement their business ideas, and improving the possibilities of small business development. There are some programmes that aim to address these entrepreneurship skill shortages. For example, "Accelerator_x" is a practical entrepreneurial skills development programme, supporting at least 1 500 students to create and manage businesses. Training is provided on topics throughout the entire cycle of business management, including obtaining investment, establishing a company, analysing consumer needs, and developing products and services.²

The Inclusive Labour Market Development Programme (2021-30)³, which is co-ordinated by the Ministry of Social Security and Labour, also aims to boost the entrepreneurship skills of the **unemployed** by improving the services provided by the Public Employment Service (PES) (see Table B.5 for more information). Moreover, an amendment to the 2016 Law on Employment that came into force in July 2022 strengthened incentives for individuals (both employed or unemployed) to create a business by providing a subsidy for the creation of a job in a micro-enterprise either for themselves or for themselves and an unemployed person sent by the Employment Service. The subsidy per job established amounts to a lump sum payment of up to 31 times the minimum monthly salary and can be used to cover the costs of establishing the workplace. A 2022 amendment also added business creation consultancy to the list of consultation services offered to job seekers by the Employment Service in Lithuania. These consultation services are designed to provide support in a variety of areas such as business plan preparation, business administration and business development. More than 7 100 clients of the Employment Service completed a professional training course, with more than 1 200 becoming self-employed within 6 months of completing the training in 2022.

Seniors are also supported by several entrepreneurship support programmes, including the "Start from 50+" by the Innovation Agency (see Table B.4 for more information). The programme targets individuals over the age 50 years old and provides intensive entrepreneurship skills training. It also provides opportunities for senior entrepreneurs to acquire business contacts through networking initiatives. The "Start from 50+" programme is offered in seven cities in Lithuania.

NEW POLICY DEVELOPMENTS

In 2022, the National Progress Plan for 2022-2030 was approved and includes measures to promote entrepreneurship as part of a broader strategic goal to foster sustainable economic development based on scientific knowledge, advanced technologies and innovations. The Ministry of Economy and Innovation is responsible for implementing these measures. One of the targeted groups is the **unemployed** where the objective is to increase entrepreneurship among the unemployed through measures to boost necessary skills.⁴

The National Youth Policy Implementation Plan of 2022⁵ seeks to increase youth employment opportunities and social and economic youth entrepreneurship, including by creating favourable conditions for youth labour market participation.

² [Verslumo ugdymas mokyklose: kuria ir išmanius dviračio skambučius, ir bionines rankas - Verslo žinios \(vz.lt\)](#)

³ Inclusive Labour Market Programme. Available at: [929 Dėl 2021–2030 metų plėtros programos valdytojos Lietuvos Respublikos socialinės apsaugos ir darbo... \(lrs.lt\)](#)

⁴ The National Progress Plan 2022-2030. Available at: [998 Dėl 2021–2030 metų Nacionalinio pažangos plano patvirtinimo \(lrs.lt\)](#)

⁵ National Youth Policy Implementation Plan (2022). Available at: [A1-65 Dėl Nacionalinės jaunimo politikos 2022–2024 metų veiksmų plano patvirtinimo \(e-tar.lt\)](#)

RISK FACTORS FOR INCLUSIVE ENTREPRENEURSHIP

Entrepreneurship skills gaps and a shortage of private financing opportunities create barriers to entrepreneurship in Lithuania. There is currently insufficient and unequal access to lifelong learning opportunities with very low participation rates in non-formal education among adults, which can impact entrepreneurship rates. Moreover, the Inclusive Labour Market Development Programme (2021-30) highlights that young children and youth lack entrepreneurship skills and do not acquire entrepreneurship skills in secondary-level educational programmes, which can create obstacles for entrepreneurship in the long-term.

Another issue is that monitoring and evaluation of inclusive entrepreneurship policies and programmes is not well established, resulting in a lack of comprehensive information about the effectiveness and impact of inclusive entrepreneurship schemes. This makes it more difficult to identify and channel public resources towards the measures that are most effective in increasing access to entrepreneurship among under-represented or disadvantaged groups.

POLICY RECOMMENDATIONS

The following actions could strengthen support for entrepreneurs from under-represented groups:

- Design and implement more tailored and/or dedicated entrepreneurship policies and programmes to address the needs of different population groups (e.g. women, people with disabilities, seniors, unemployed, immigrants), notably programmes and measures to address entrepreneurship skills gaps.
- Increase the accessibility of mainstream entrepreneurship programmes to diverse population groups, including youth, women, immigrants, disabled people and people living in rural areas.
- Strengthen monitoring and evaluation practices in order to facilitate evidence-based decision making.
- Allocate appropriate financial resources towards the promotion of entrepreneurship among inclusive entrepreneurship target population groups.

ANNEX A: INCLUSIVE ENTREPRENEURSHIP POLICY FRAMEWORK

Table A.1. Characterisation of the inclusive entrepreneurship policy context

		Women	Immigrants	Youth	Seniors	Unemployed	People with disabilities
1. Entrepreneurship policies for each target group are under the responsibility of the following level(s) of government (multiple levels can be checked)	National	✓	✓	✓	✓	✓	✓
	Regional						
	Local		✓	✓	✓	✓	✓
2. A group-specific entrepreneurship strategy has been developed (either stand-alone or embedded in another strategy)		✓	✓	✓	✓	✓	
3. Clear targets and objectives for entrepreneurship policy have been developed and reported for different target groups				✓	✓	✓	
4. Monitoring and evaluation practices for entrepreneurship support are strong and wide-spread				✓		✓	

Note: A check-mark indicates the level policy responsibility for tailored entrepreneurship policy (multiple selections are possible) and characteristics of the entrepreneurship policy framework.

ANNEX B: OVERVIEW AND ASSESSMENT OF INCLUSIVE ENTREPRENEURSHIP POLICIES AND PROGRAMMES

The tables present the characteristics of entrepreneurship schemes that are directly offered by national, regional and local governments, as well as those that are financed by the public sector but delivered by other actors. It considers the “typical” entrepreneur in each of the different target groups, in the “typical” region in the country. A check-mark indicates when the characteristic is typically fulfilled.

Table B.1. Inclusive entrepreneurship schemes to support women entrepreneurs

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?	
Skills	1. Entrepreneurship training										
	2. Entrepreneurship coaching and mentoring		✓	✓	✓	✓	✓		✓		
	3. Business consultancy, including incubators		✓	✓	✓	✓	✓		✓		
Finance	1. Grants for business creation		✓	✓	✓	✓	✓		✓		
	2. Loan guarantees		✓	✓	✓	✓	✓		✓		
	3. Microfinance and loans		✓	✓	✓	✓	✓		✓		
	4. Other instruments (e.g. crowdfunding, risk capital)		✓	✓	✓	✓	✓		✓		
Culture and networks	1. Entrepreneurship campaigns, including role models	✓	✓	✓	✓						
	2. Networking initiatives	✓	✓	✓	✓						
Regulatory supports	1. Support with understanding and complying with administrative procedures	✓		✓	✓	✓	✓		✓		
	2. Group-specific measures	Maternity leave and benefits for the self-employed	✓	✓	✓	✓	✓	✓		✓	
		Access to childcare	✓	✓	✓	✓	✓	✓		✓	

Table B.2. Inclusive entrepreneurship schemes to support immigrant entrepreneurs

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training									
	2. Entrepreneurship coaching and mentoring									
	3. Business consultancy, including incubators	✓	✓	✓	✓					
Finance	1. Grants for business creation									
	2. Loan guarantees									
	3. Microfinance and loans									
	4. Other instruments (e.g. crowdfunding, risk capital)									
Culture and networks	1. Entrepreneurship campaigns, including role models	✓	✓	✓	✓				✓	
	2. Networking initiatives									
Regulatory supports	1. Support with understanding and complying with administrative procedures	✓	✓	✓	✓	✓			✓	
	2. Group-specific measures	Entrepreneurship visa	✓	✓	✓	✓	✓	✓	✓	
		Administrative and tax obligations can be met in several languages	✓	✓	✓	✓	✓			✓

Table B.3. Inclusive entrepreneurship schemes to support youth entrepreneurs

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?	
Skills	1. Entrepreneurship training	✓	✓	✓	✓	✓	✓	✓	✓		
	2. Entrepreneurship coaching and mentoring	✓	✓	✓	✓	✓	✓	✓	✓		
	3. Business consultancy, including incubators	✓	✓	✓	✓	✓	✓	✓	✓		
Finance	1. Grants for business creation	✓	✓	✓	✓			✓	✓		
	2. Loan guarantees		✓	✓	✓	✓	✓		✓		
	3. Microfinance and loans		✓	✓	✓	✓	✓		✓		
	4. Other instruments (e.g. crowdfunding, risk capital)		✓	✓	✓	✓	✓		✓		
Culture and networks	1. Entrepreneurship campaigns, including role models	✓	✓	✓	✓	✓	✓	✓		✓	
	2. Networking initiatives	✓	✓	✓	✓						
Regulatory supports	1. Support with understanding and complying with administrative procedures	✓	✓	✓	✓	✓		✓	✓		
	2. Group-specific measures	Student business legal form	✓								
		Reduced tax and/or social security contributions for new graduates	✓								

Table B.4. Inclusive entrepreneurship schemes to support senior entrepreneurs

			Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training										
	2. Entrepreneurship coaching and mentoring			✓	✓	✓	✓	✓		✓	
	3. Business consultancy, including incubators			✓	✓	✓	✓	✓		✓	
Finance	1. Grants for business creation			✓	✓	✓	✓	✓		✓	
	2. Loan guarantees			✓	✓	✓	✓	✓		✓	
	3. Microfinance and loans			✓	✓	✓	✓	✓		✓	
	4. Other instruments (e.g. crowdfunding, risk capital)			✓	✓	✓	✓	✓		✓	
Culture and networks	1. Entrepreneurship campaigns, including role models										
	2. Networking initiatives										
Regulatory supports	1. Support with understanding and complying with administrative procedures										
	2. Group-specific measures	Pension for self-employed									
Measures to facilitate business transfer/exit											

Table B.5. Inclusive entrepreneurship schemes to support entrepreneurs starting from unemployment

			Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training										
	2. Entrepreneurship coaching and mentoring										
	3. Business consultancy, including incubators										
Finance	1. Grants for business creation										
	2. Loan guarantees										
	3. Microfinance and loans										
	4. Other instruments (e.g. crowdfunding, risk capital)										
Culture and networks	1. Entrepreneurship campaigns, including role models										
	2. Networking initiatives										
Regulatory supports	1. Support with understanding and complying with administrative procedures										
	2. Group-specific measures	Welfare bridge to support those moving into self-employment									
		Mechanisms for regaining access to unemployment benefits if business is not successful									

Table B.6. Inclusive entrepreneurship schemes to support entrepreneurs with disabilities

			Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training										
	2. Entrepreneurship coaching and mentoring										
	3. Business consultancy, including incubators										
Finance	1. Grants for business creation		✓								
	2. Loan guarantees										
	3. Microfinance and loans										
	4. Other instruments (e.g. crowdfunding, risk capital)										
Culture and networks	1. Entrepreneurship campaigns, including role models		✓								
	2. Networking initiatives		✓								
Regulatory supports	1. Support with understanding and complying with administrative procedures										
	2. Group-specific measures	Mechanisms to move back into disability benefit system if business is not successful	✓								
		Mechanisms to move regain access to other social security supports (e.g. housing benefits) if business is not successful	✓								
		Medical leave schemes for the self-employed									

ANNEX C: METHODOLOGY

Each country report was prepared by the OECD Secretariat with support from a national inclusive entrepreneurship policy experts. Information was collected through desk research and interviews (i.e. telephone, face-to-face, email) with policy officers, entrepreneurship support organisations and other stakeholders. The information was then verified by written procedure in July 2023 by government ministries, programme managers and other inclusive entrepreneurship stakeholders.

The notes are based on the framework used in the OECD-EU Better Entrepreneurship Policy Tool, which contains six pillars:

1. Building entrepreneurship skills and capacities for inclusive entrepreneurship;
2. Facilitating access to business finance for inclusive entrepreneurship;
3. Fostering an inclusive entrepreneurial culture;
4. Building a supportive regulatory environment for inclusive entrepreneurship;
5. Expanding networks for inclusive entrepreneurship;
6. Strengthening the design and delivery of inclusive entrepreneurship support.

The notes provide a brief overview of the current inclusive entrepreneurship policies and programmes. They also assess programmes against the following international good practice criteria, considering the “typical” entrepreneur in each of the different target groups (i.e. women, immigrants, seniors, youth, the unemployed, people who experience disability), in the “typical” region in the country. It covers schemes that are directly offered by national, regional and local governments, as well as those that are financed by the public sector but delivered by other actors. The international good practice criteria used in the assessment are:

- **Tailored:** Are public programmes tailored for the target group (i.e. dedicated)?
- **Consultation:** Are the targeted entrepreneurs consulted during the design of programmes?
- **Outreach:** Are appropriate outreach methods used for different target groups?
- **Delivery:** Are specialist organisations used to deliver programmes?
- **Take-up:** Does the support have high take-up among target group?
- **Scale:** Is the scale of available support sufficient?
- **Impact:** Does evaluation evidence show a positive impact?
- **Integrated:** Is the programme delivered linked other related supports?
- **Follow-up:** Do tailored programmes link to mainstream support programmes?

A focus is placed on the most commonly targeted population groups, namely women, immigrants, youth, seniors, the unemployed and people with disabilities.