



# Inclusive Entrepreneurship Policies, Country Assessment Notes

Sweden, 2016



## Acknowledgements

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) for the European Commission. These notes provide an overview of current and planned policy actions and identify some actions that could be implemented to address gaps in the current support offering, or improve current offerings.

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## FOREWORD

Inclusive entrepreneurship policies aim to offer all people an equal opportunity to create a sustainable business, whatever their social group. This is an important requirement for achieving the goal of smart, sustainable and inclusive growth set out in the Europe 2020 strategy. It is also a means to respond to new economic challenges, to create jobs and to fight social and financial exclusion. Among the key targets of inclusive entrepreneurship policies and programmes are women, youth, older people, the unemployed, migrants and people with disabilities, who all continue to face challenges in the labour market and are under-represented or disadvantaged in entrepreneurship activities. ‘The Missing Entrepreneurs’ series of publications of the Organisation for Economic Co-operation and Development (OECD) and the European Union discuss how public policies and programmes can support inclusive entrepreneurship. This includes refining regulatory and welfare institutions, facilitating access to finance, building entrepreneurship skills through training, coaching and mentoring, strengthening entrepreneurial culture and networks for target groups, 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.

Overall, Swedish people were slightly less active in self-employment than the European Union average over the last decade. The greatest gap was among youth. However, new businesses started in Sweden by women, youth and seniors were less likely to be started out of necessity than in most other European Union Member States. Tailored entrepreneurship policies have demonstrated positive results in Sweden, notably the many supports for women entrepreneurs. However, there has been a recent trend towards the use of mainstream entrepreneurship interventions that are open to everyone. While the interventions are typically strong, there is scope to expand the use of inclusive entrepreneurship policies and programmes, notably in the area of integrating migrants into the labour market.

This note is part of a series of annual country assessments prepared by the OECD in collaboration with the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission on the state of inclusive entrepreneurship policies and programmes in each European Union Member State. Each note provides an overview and assessment of policies and programmes that support people from under-represented and disadvantaged groups in business creation and self-employment and suggests policy actions to address gaps in the support system and to improve the quality of available support offers. The notes cover national-level policies and programmes and, where relevant, sub-national initiatives and actions by the non-governmental sector.

The notes are part of a wider programme of work by the OECD and the European Commission that includes ‘The Missing Entrepreneurs’ publications, a series of Policy Briefs on specific target groups, policies and issues, country reviews of youth entrepreneurship and women entrepreneurship, and the production of online policy guidance. For more information please refer to: <http://www.oecd.org/employment/leed/inclusive-entrepreneurship.htm>.

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## KEY MESSAGES

- Entrepreneurship policies are designed and delivered with a mainstream approach, aiming at increasing entrepreneurship and firm growth in general. Thus there are currently very few tailored initiatives that promote or support inclusive entrepreneurship. This is a recent change as women's and youth entrepreneurship was heavily promoted and supported with tailored schemes since the 1990s. The policy objectives are instead focused on promoting high growth and innovation.
- Various measures of entrepreneurial activities, start-ups and self-employment all suggest that Swedish people are slightly less active than the European Union average in entrepreneurship. Of the different key target groups of inclusive entrepreneurship policies (e.g. women, youth, the unemployed, older people, people with disabilities), older people in Sweden are more active in entrepreneurship than those in other European Union countries, i.e. 5.5% of them are involved in starting a business or operating a business less than 42 months old, relative to 4.0% for the EU.
- Future inclusive entrepreneurship policy actions are likely to be done through the regional growth agreements since many responsibilities have been devolved to the regions through these agreements. Despite this, there is currently a policy priority for integrating migrants into the labour market and society and the Swedish Agency for Economic and Regional Growth (*Tillväxtverket*) is developing entrepreneurship measures for this group.
- There are, nonetheless, several actions that the government can undertake to further support business creation and self-employment for entrepreneurs from under-represented and disadvantaged groups, including: i) develop more tailored entrepreneurship training, especially for youth, older people and women; ii) apply the incubator concept to key target groups (women, the unemployed, older people and migrants) to deliver business development services and help them build entrepreneurship networks; iii) implement small-scale start-up financing initiatives, such as microcredits or loan guarantees for youth, women, older people and migrant entrepreneurs; iv) increase the use of monitoring, evaluation and report the results publically.

## 1. INCLUSIVE ENTREPRENEURSHIP OBJECTIVES AND TARGETS

Swedish national economic policies build heavily on the promotion and support of entrepreneurship and innovation. Increasing employment is currently one of the government's priorities, as underlined by its Europe 2020 goals which include achieving an employment rate of 80% (this has already been reached).

The Ministry for Enterprise and Innovation is the ministry that is primarily responsible for entrepreneurship and innovation policies and the broad objective is to “strengthen the Swedish competitive ability and create possibilities for more jobs in more and growing companies.” Entrepreneurship policy objectives are outlined in the current industrial policy (*Mål för näringspolitik*) and aim to support everyone in business creation and self-employment, including those groups who are under-represented and disadvantaged in the labour market (e.g. women, youth, older people, unemployed, immigrants and people with disabilities), through a support system that is unbiased and

open to all. The only groups specifically mentioned in the strategic document are youth (i.e. when discussing financing of generation shifts in existing companies) and people with non-Swedish background (i.e. when discussing the provision of information on start-up and business counselling).

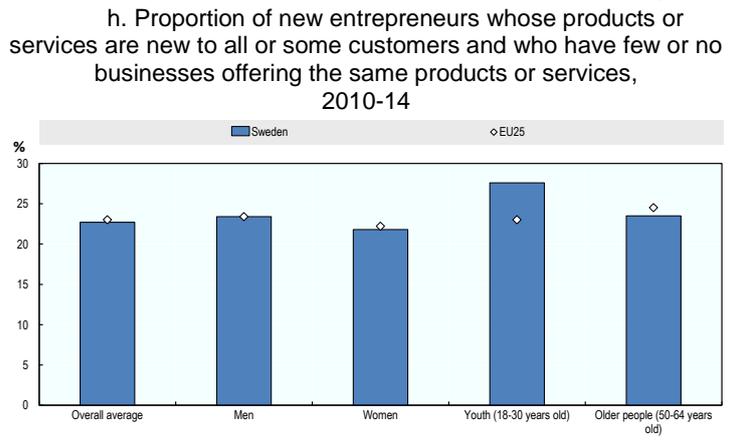
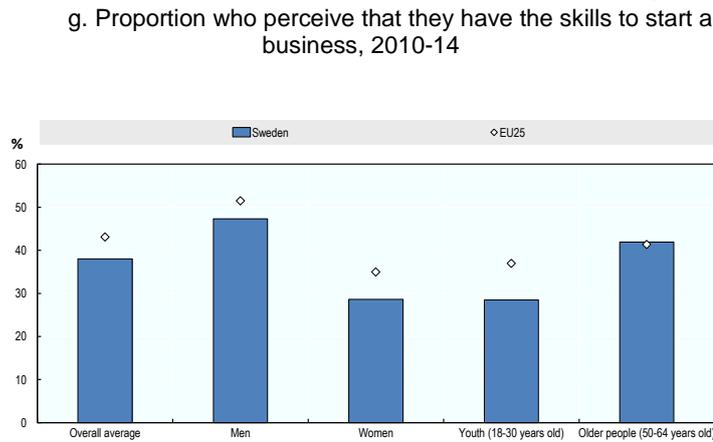
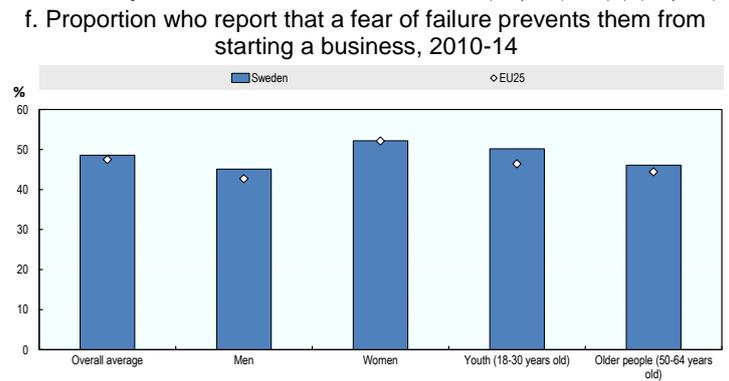
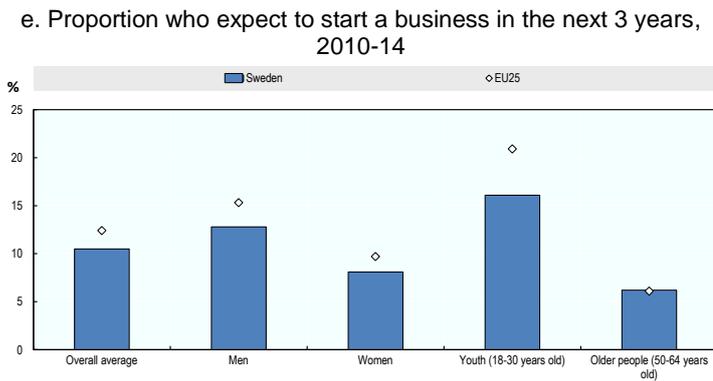
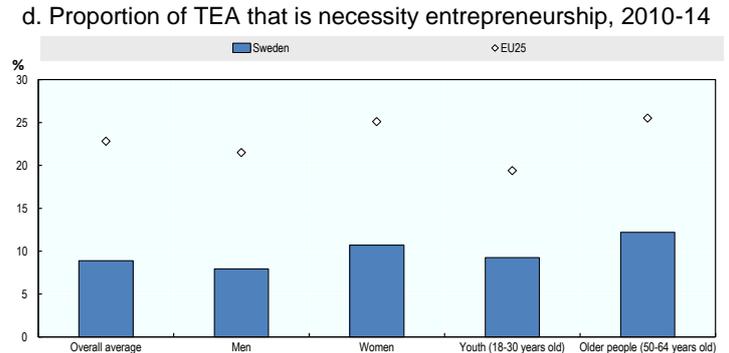
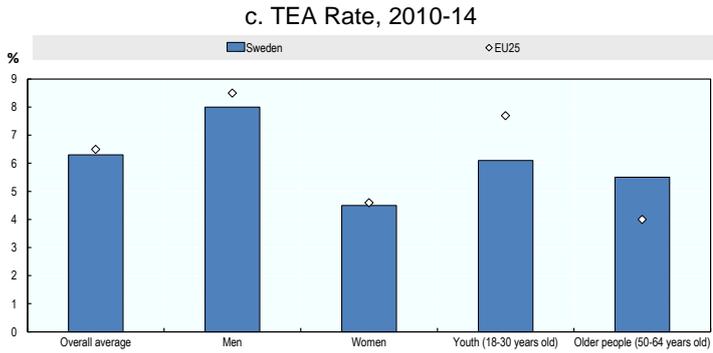
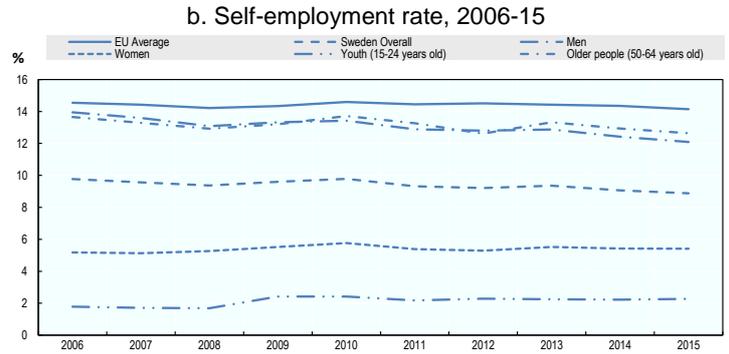
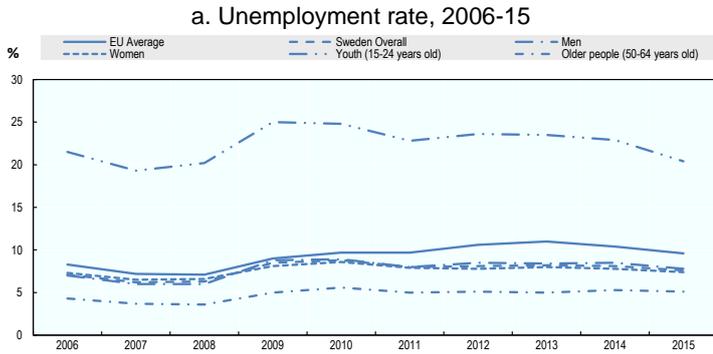
The Ministry for Enterprise and Innovation also contributes to entrepreneurship support, notably through the regional growth agreements (*Regionala Tillväxtavtal*), which seek to support regional development and aim to address the gender gap in the labour market. In July 2015, a national strategy for sustainable regional growth and attractiveness for 2015-20 was published. Its priorities are: i) innovation and entrepreneurship ii) attractive environments and access iii) skills availability and iv) international co-operation. However, more specific actions have not yet been identified.

## **2. KEY INCLUSIVE ENTREPRENEURSHIP INDICATORS**

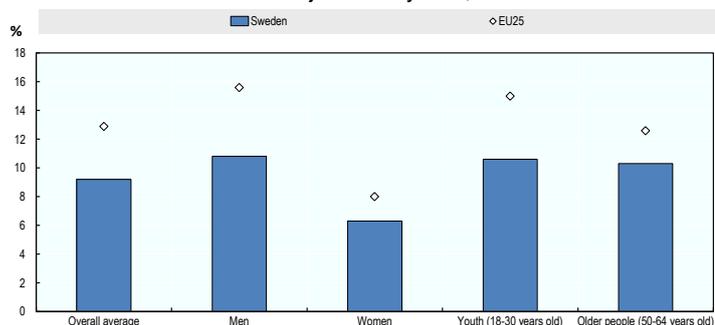
Sweden has the third highest employment rate in Europe with 75.6% within the population 15-64 years old in employment and as seen in Figure 1a, Sweden also has a relatively low unemployment rate (7.6% in 2015 vs. an average for the European Union of 9.6%). There are however, differences across social target groups. Migrants had an employment rate of 66.8% in 2015, far lower than those born in Sweden (83.4%). This difference between immigrants and native-born is the largest of all countries in European Union.

People in Sweden were slightly less active in self-employment relative to the European Union average over the last decade (Figure 1b). A different measure of entrepreneurial activities, the Total Entrepreneurial Activities (TEA) rate also confirms this (Figure 1c). Women now account for 34% of all start-ups, a rate that has been slowly increasing over the years, partly due to efforts to promote women's entrepreneurship between 1994 and 2014. Youth, as in all European Union countries, are not very active in self-employment. In 2015, only 2% of youth were self-employed. Many key target groups such as women, immigrants and young persons are more likely to operate in service and trade sectors than in manufacturing. One of the reasons that entrepreneurship activity levels may be low in Sweden is that there is a low level of "necessity" entrepreneurship (Figure 1d). Only 8.9% of Swedish entrepreneurs who were involved in setting-up a new business, or operating a business that is less than 42 months old, were motivated to start their business because they had no better options for work over the 2010-14 period. This was substantially lower than the European Union average (22.8%). Among the key target groups, youth, older people and women were all about half as likely as the EU average to be engaged in necessity entrepreneurship.

**Figure 1. Key inclusive entrepreneurship indicators**



i. Proportion of early-stage entrepreneurs who expect to create more than 19 jobs in 5 years, 2010-14



Note: The self-employment rate is defined as the proportion of those in employment who are self-employed. The TEA rate is the Total Entrepreneurial Activity rate, which is defined as the proportion of the population actively involved in pre start-up activities and those who have started a new business within the last 42 months. The proportion of TEA that is necessity entrepreneurship is the proportion of entrepreneurs involved in setting-up a new business or operating a business that is less than 42 months old, who were motivated to start their business because they had no better options for work. Data for panels c, d, e, f, g, h and i were pooled for the period 2010-14, producing an unweighted average. The EU25 average in panels c, d, e, f, g, h and i covers all EU28 countries, except Bulgaria, Cyprus and Malta.

Source: Panels a and b contain data from Eurostat (2016), Labour Force Survey; Panels c, d, e, f, g, h and i contain data from the 2010 to 2014 Global Entrepreneurship Monitor household surveys that were tabulated for the OECD (2016).

The key target groups of inclusive entrepreneurship policies in Sweden (i.e. women, youth and older people) were less likely to expect to create a business than the European Union average (Figure 1e) and youth were more likely to cite “fear of failure” as a barrier (Figure 1f). Women and older people were as likely as the European Union average to cite this barrier. However, all groups were less likely than the European Union average to feel that they had the skills to start a business (Figure 1g). Less than one-third of youth and women believed that they had appropriate skills.

Moreover, the Business Conditions Survey (*Företagens villkor och verklighet*) (Swedish Agency for Economic and Regional Growth, 2014)<sup>1</sup> highlighted some additional differences across these groups. For example, women, immigrants and young people are more likely to wish to grow their businesses and young entrepreneurs are likely to be more innovative. However, relative to the European Union average, Swedish entrepreneurs were no more likely to be innovative (Figure 1h) and were less likely to expect to create a substantial number of jobs with their new businesses (Figure 1i). When asked about barriers to growth, the key target groups in Sweden (i.e. women, immigrants and young) reported competition to be more of a problem than did men, non-immigrants and old entrepreneurs. Immigrants reported the greatest barriers, including difficulty navigating the regulatory and legal system and access to capital. Young entrepreneurs also reported that access to capital is a hindrance for business growth.

<sup>1</sup> <http://publikationer.tillvaxtverket.se/ProductView.aspx?ID=1972>

### 3. ASSESSMENT OF CURRENT AND PLANNED INCLUSIVE ENTREPRENEURSHIP POLICIES AND PROGRAMMES

#### 3.1. Policy framework

Sweden has adopted a mainstream approach to entrepreneurship policy, where policies and programmes are designed to be applied to all citizens. The goal is to have a system that is easy to understand for actual and potential entrepreneurs. Occasionally, some specific groups or sectors receive special treatment. For example, migrants entrepreneurs can currently access special support. The organisation of Sweden's national policy for entrepreneurship (and innovation) is characterised by a decentralised decision structure. The government sets the general goals for the policy and distributes grants to the organisations that implement the policies.

The main organisation for direct support for entrepreneurship is ALMI (*Almi Företagspartner AB*),<sup>2</sup> which works with 21 regional units across Sweden to provide access to loans, venture capital and advisory services. ALMI also co-operates with IFS (*Insamlingsstiftelsen IFS Rådgivningscentrum*)<sup>3</sup> to support immigrant entrepreneurs. Another large organisation delivering entrepreneurship support is the Swedish Agency for Economic and Regional Growth (*Tillväxtverket*),<sup>4</sup> an organisation with the overarching goal to strengthen the competitiveness of Swedish SMEs and entrepreneurs. It promotes entrepreneurship and regional growth by providing information on business start-up and self-employment through its website ([www.verksamt.se](http://www.verksamt.se)) and by strengthening networks and linkages with investors. Similar to ALMI, it is decentralised with nine locations across Sweden.

A small number of other organisations are responsible for supporting specific groups of entrepreneurs. This includes, for example, the Swedish Public Employment Service (*Arbetsförmedlingen*)<sup>5</sup> that works with the unemployed and VINNOVA, which supports innovative companies, mainly larger ones. In addition, *Tillväxtverket* works with immigrants, on top of more general measures and support for entrepreneurship and SMEs.

There are also private sector companies that help entrepreneurs manage their information and regulatory obligations. Non-government organisations also have a role in the support system, including *Nyföretagarcentrum* (provides advice and helps develop networks), IFS (works with immigrants) and *Ungt Entreprenörskap* (works with entrepreneurial projects in schools).

In addition to these mainstream policies and support organisations, there are a small number of entrepreneurship schemes that are tailored for youth. These supports are typically linked to the higher education system (e.g. business incubators) and are typically focused on supporting innovative growth-oriented businesses.

Sweden was well-known for its support for women entrepreneurs but this tailored support was ended in 2015. This included the programme “Business Advisors for Women”, which started in 1993 and was followed by a larger programme that included Business Development Programme available for women entrepreneurs and the Women's Entrepreneurship Ambassadors Programme. This

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<sup>2</sup> <http://www.almi.se/English/>

<sup>3</sup> <http://www.ifs.a.se>

<sup>4</sup> <http://www.tillvaxtverket.se/sidhuvud/englishpages.4.21099e4211fdb8c87b800017332.html>

<sup>5</sup> <http://www.arbetsformedlingen.se/>

approach ended in 2015 when new regional growth agreements were selected as main policy instrument for promotion of growth and entrepreneurship. A number of tailored schemes remain but these are driven by the NGOs and the private sector rather than public policy.

This mainstream approach intends to give all entrepreneurs and potential entrepreneurs the same opportunities for assistance and support. It remains to be seen whether this shift in entrepreneurship policy objectives will be sufficient for addressing the specific barriers faced by each group. For instance, youth tend to have more challenges with accessing start-up financing, immigrants tend to face skills-related and institutional barriers (e.g. lack of language skills, knowledge of regulatory obligations), unemployed tend to have difficulties building networks, while older people, women and people with disabilities tend to have more problems with negative stereotypes. Since regional growth agreements are now the main policy instrument, there is a risk that different regions' agreements contain different objectives and actions, and will be implemented differently. Thus the availability and quality of support may not be adequate for all groups, especially women. This risk may be offset by the locally administered ALMI financing and advisory services.

### **3.2. Government regulations**

As with all European Union countries, Sweden has streamlined and reduced the regulatory burden on new start-ups and SMEs. While there are no specific support measures to help disadvantaged groups with business registration and the start-up process, this is not viewed as a significant obstacle to business creation and self-employment.

One of the underlying principles of the welfare system is that all individuals are treated the same, with extra benefits for those who have dependent children. Thus, all entrepreneurs (including those from under-represented and disadvantaged groups) are, in principle, eligible for support on the same conditions. Since employment is the norm for the welfare system, it treats entrepreneurs as employees of their own firms. On this basis, the same rules are applied to entrepreneurs for sick leave, unemployment benefits, child care support, etc. Since many entrepreneurs often have a lower salary than employees, they are typically eligible for a lower level of benefits.

The unemployed can benefit from special support measures when starting business. The Public Employment Service (*Arbetsförmedlingen*) can convert 6 months of unemployment benefits into a start-up grant for those who can demonstrate a quality business idea with business and financial plans. In addition, *Arbetsförmedlingen* can provide small grants to help unemployed people with disabilities to adjust their work space when they return to employment or self-employment.

The regulatory environment for start-ups and businesses is generally considered to be favourable and there are no clear gaps that need to be addressed with regulatory amendments or policy actions. However, there is currently some pressure to make some small changes to the way that the self-employed are treated by the social welfare system since it favours employees. This can be a hindrance to entrepreneurship, particularly for people considering moving from working as an employee to self-employment. Although the social welfare system treats everyone equally, benefits are determined by income and since self-employed people typically have lower incomes, moving into self-employment also implies a lower level of coverage by the social security system.

### **3.3. Financing entrepreneurship**

As with all entrepreneurship policies and programmes, those that facilitate access to start-up financing follow a mainstream approach. There are currently no tailored products or offers for any of the main target groups of inclusive entrepreneurship policies (e.g. women, youth, older people,

migrants). However as already noted, the unemployed can access up to 6 months of unemployment benefits for business start-up. Most SME financing programmes focus on supporting high-tech and high growth-potential enterprises with venture capital and facilitating business angel investments.

However, there are a small number of public lending schemes. ALMI offers microloans (up to EUR 25 000) to enterprises with fewer than 10 employees. These are open to all entrepreneurs but monitoring data indicate that these microloans are disproportionately used by women, youth and immigrants. These microloans were supported by the Progress MicroFinance Facility up until 2016 and will continue to be supported by EaSI. In addition, *Jordbruksverket* (the Department of Agriculture)<sup>6</sup> offers a start-up grant for young people in the green sector.

The Swedish government is planning on reforming the system for financing entrepreneurship, innovation and growth but there is no indication that tailored schemes will be re-introduced.

Currently, Sweden's public support for financing entrepreneurship emphasises large-scale financing for high-tech and high-growth entrepreneurship. This is clearly not accessible for most entrepreneurs who come from groups that are under-represented or disadvantaged in the labour market. While this fits with current policy priorities there is evidence that the lower end of the market is underserved, particularly for entrepreneurs who operate service and trade-based businesses. Traditional policy instruments such as microcredit and loan guarantees are not widely available.

### **3.4. Entrepreneurship skills**

Policies and programmes for entrepreneurship, to a large degree, focus on building skills and entrepreneurial culture (see also Section 3.5). Nearly all business start-up support schemes include measures that aim to build entrepreneurship skills and culture.

National policies and programmes are primarily executed through ALMI and *Tillväxtverket* and both organisations use their regional outlets to reach entrepreneurs across Sweden. ALMI has specialised advisors for immigrants and these advisers can speak various languages so that the support can be provided to the entrepreneurs in their native language. Their objective, however, is to help them move into the mainstream supports available for Swedish entrepreneurs.

Until recently, women and women entrepreneurs could access a range of workshops, training programmes, coaching and mentoring, and networking opportunities through the Women's Entrepreneurship Programme. However, this programme has ended and the responsibility has been transferred to the regions (where gender equality goals are used as steering instrument). It is unclear to what extent women will be able to access tailored entrepreneurship support.

Entrepreneurship training for youth is primarily delivered through the general educational system. Entrepreneurship is more developed in the higher education system and all major universities have business incubators. Most of these incubators are specifically oriented towards high-tech start-ups and many are located at technical faculties. However, the aim of these nationally funded incubators is not per se to encourage young people into entrepreneurship, rather it is to encourage high-tech and innovative entrepreneurship.

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<sup>6</sup> <http://www.jordbruksverket.se/>

Overall, policy schemes that support the development of entrepreneurship skills do not appear to be widely available in Sweden. Relative to other European Union countries, there appear to be few entrepreneurship training offers for youth, women and older people, despite the suite of support that was previously available for women and projects such as *Inkubator 55+* for older people. More can be done to help potential entrepreneurs develop both general entrepreneurship skills that can be applied in employment or personal life (e.g. leadership) and more specific business management skills (e.g. financial planning). For youth and immigrants there is need for both types of skills, and immigrants also need more support in learning either Swedish or English. Another challenge is that information on business start-up and available support is not easily accessible so potential entrepreneurs have difficulty knowing where to find support (the portal *verksam.se* has become widely used which shows the need of such information systems). This is especially a challenge for under-represented and disadvantaged group who already have the most difficulty navigating the institutional environment.

### **3.5. Entrepreneurial culture and social capital**

Overall, entrepreneurship is viewed positively in Swedish culture and it is valued as an important contribution to society and the economy. Over the past two decades when women's entrepreneurship was heavily promoted and supported, there were many media campaigns, events and networks to promote entrepreneurship as a viable and valuable career choice. This included the Women's Entrepreneurship Ambassadors Programme that sought to inspire women to become entrepreneurs.

However, now that entrepreneurship policies take a mainstream approach, there are fewer activities by the national government to promote entrepreneurship. The regional growth agreements have, to some extent, taken over the task. In addition, the education system and non-government actors also play a stronger role in promoting entrepreneurship. Still, the focus is on high-tech and high-growth, which implicitly promotes male, young and middle-aged, Swedish and able-bodied entrepreneurs.

Given the high visibility of women's entrepreneurship promotion in recent years, there does not appear to be a need to undertake more entrepreneurship promotion. However, care is needed in the delivery of entrepreneurship messages in the education system and higher education to ensure that the image of entrepreneurship is not limited to a small group of people.

There is also, however, a need to help strengthen the networks of entrepreneurs, especially those who face greater challenges to business creation such as youth, the unemployed and older people who have been out of the labour market for some time. This is currently very little public policy support in this area.

## **4. POLICY RECOMMENDATIONS**

Entrepreneurship policies in Sweden are designed and delivered as mainstream policies, i.e. they intend to support the whole population and everyone is treated in the same way. However, this does not mean that government ignores certain disadvantaged groups since other policies, such as the welfare system, are built to ensure equality between groups. Thus, there is some scope for developing

tailored initiatives to support groups that are under-represented and disadvantaged in the labour market. Therefore the following recommendations are offered:

1. *Develop more tailored entrepreneurship training, especially for youth, older people and women.* Data show that Swedish people do not view themselves as having the skills and key target groups such as youth, older people and women are even less likely to have entrepreneurship skills. The current approach of providing generic training is likely inadequate to address the additional and greater barriers that these groups face.
2. *Apply the incubator concept to key target groups (women, the unemployed, older people and migrants) to deliver business development services and help them build entrepreneurship networks.* The incubator approach is currently used mostly within the context of higher education and supporting young entrepreneurs and adapting this model to the needs of women, the unemployed, older people and migrants will improve the quality of support provided and will help them build entrepreneurship networks to improve their access to resources. This could build on the experience of *Inkubator 55+*, which supported senior entrepreneurs.
3. *Implement small-scale start-up financing initiatives, such as microcredits or loan guarantees for youth, women, older people and migrant entrepreneurs.* These entrepreneurs have few options for obtaining small loans for business start-up. Current start-up financing heavily favours innovative and high-growth potential businesses, which often does not match the profile of entrepreneurs from the following groups: youth, women, older people and migrants. Thus, the needs of a significant part of market are unmet.
4. *Increase the use of monitoring, evaluation and report the results publically.* It is difficult to identify and access evaluation reports on entrepreneurship policies and programmes, which is confirmed by the ongoing governmental investigation of the innovation system.

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## ANNEX: METHODOLOGY

Each note was prepared by a national expert in co-operation with the OECD Secretariat. Information was collected through desk research and interviews (i.e. telephone, face-to-face, email) with key stakeholders and government representatives. The information was then verified by government partners, programme managers and other inclusive entrepreneurship stakeholder groups through email exchanges and one-day seminars in selected countries.

The notes are based on an assessment framework that was developed by the OECD Secretariat. The assessment framework provided a common analytical framework and report structure for the 28 notes that are in this series.

The framework contains 5 pillars:

### 1. Policy framework

- Is there an entrepreneurship strategy or action plan that explicitly covers the promotion and support of entrepreneurship for people in under-represented and disadvantaged groups?
- Is there a mechanism for co-ordinating inclusive entrepreneurship policy actions across relevant national ministries, and with regional and local governments and civil society organisations?
- Is there a systematic monitoring and evaluation process for the policies, programmes and schemes that promote and support entrepreneurship for people in under-represented and disadvantaged groups?

### 2. Government regulations

- To what extent are entrepreneurs from under-represented and disadvantaged groups treated equally with employees by social security schemes?
- Do measures exist that temporarily cover the loss of state income supports (e.g. unemployment benefits, disability allowances) for entrepreneurs amongst under-represented and disadvantaged groups when they start a business?
- Do measures exist to support under-represented and disadvantaged entrepreneurs in dealing with administrative procedures for entrepreneurship amongst under-represented and disadvantaged groups (e.g. information provision, support with administrative requirements)?
- Are there any entrepreneurship policy initiatives or schemes to address group-specific institutional challenges related to dependents (e.g. childcare, eldercare)?

### 3. Financing entrepreneurship

- Are there grants for business creation offered to support entrepreneurs from under-represented and disadvantaged groups?
- Is microcredit for business creation available to support entrepreneurs from under-represented and disadvantaged groups?
- Are there loan guarantee schemes for business creation to support entrepreneurs from under-represented and disadvantaged groups?

- Are there self-financing groups for business creation to support entrepreneurs from under-represented and disadvantaged groups?
- Are there public policy schemes that encourage and support business angel networks to support entrepreneurs from under-represented and disadvantaged groups?
- Are there schemes that encourage and support crowdfunding and peer-to-peer lending to support entrepreneurs from under-represented and disadvantaged groups?
- Is financial literacy training offered to support entrepreneurs from under-represented and disadvantaged groups?

#### **4. Entrepreneurship skills**

- Are there entrepreneurship training initiatives for entrepreneurs from under-represented and disadvantaged groups?
- Do high potential entrepreneurs from under-represented and disadvantaged groups have access to one-to-one or group coaching and mentoring?
- Are there public initiatives that provide information on available support programmes or on business start-up procedures for entrepreneurs from under-represented and disadvantaged groups?
- Are there business consultancy and advisory services for entrepreneurs from under-represented and disadvantaged groups?
- Are there business incubators for entrepreneurs from under-represented and disadvantaged groups?

#### **5. Entrepreneurial culture and social capital**

- Is entrepreneurship actively promoted as an employment opportunity amongst under-represented and disadvantaged groups through the education system, media, role models, etc.?
- Are there public policy actions that attempt to build specific business networks for entrepreneurs amongst under-represented and disadvantaged groups?