

The Missing Entrepreneurs

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

2024-25

## Legal notice

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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](http://www.yepa-hub.org)), the Better Entrepreneurship Policy Tool ([www.betterentrepreneurship.eu](http://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 David Halabisky of the OECD CFE based on inputs prepared by the national inclusive entrepreneurship expert Associate Professor Ruta Braziene, Vilnius University, under the direction of 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.

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Labour; Ministry of Education, Science and Sport; Employment Agency (Under the Ministry of Social Security and Labour); Agency of Youth Affairs (Under the Ministry of Social Security and Labour); Innovation Agency (under the Ministry of Economy and Innovation); Lithuanian Bank Association; ILTE; Women Go Tech; Business Women Network Lithuania; Vilinius Business Women Club; Ukreate Hub; Refugee Council; Create Lithuania; Unicorns Lithuania; Katalista Ventures; WoW University; and Vilnius College.

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# INCLUSIVE ENTREPRENEURSHIP TRENDS AND POLICIES IN LITHUANIA

## KEY MESSAGES

### Inclusive entrepreneurship rates and trends

- The self-employment rate has been constant over the past decade, but men were nearly twice as likely than women to be self-employed (14% vs. 8%).
- While about one-in-three self-employed workers in the EU create jobs for others, only 12% in Lithuania had employees in 2023. Few self-employed women in Lithuania had employees (7%).
- About one-in-ten people self-reported that they were working on a start-up or managing a new business between 2019 and 2023. The share was above the EU average and the share was particularly high among young people (18-30 years old) as 15% reported working on a start-up or new business.

### Approach to inclusive entrepreneurship policy

- The promotion of entrepreneurship is mainstreamed across many national strategic documents with some targeting of different population groups. Many of the main entrepreneurship actors such as INVEGA and Enterprise Lithuania have made efforts to improve outreach to under-represented groups.
- There are many programmes to support young entrepreneurs. An ongoing priority remains the integration of entrepreneurship education within the formal school system.

### Policy strengths

- The government places significant emphasis on encouraging youth entrepreneurship. Various programmes target young people, providing them with the skills, resources, and networks needed to start their own businesses. There are attempts of fostering collaboration among policy makers, youth networks, and programme managers to support and develop youth entrepreneurship.
- There are a growing number of programmes and initiatives dedicated to supporting women entrepreneurs, including mentorship programmes, networking events, and financial incentives. Take-up of these opportunities is also growing and there are examples of collaboration with the private sector, e.g. Women in Tech.

### Policy gaps and areas for improvement

- Overall, dedicated initiatives and measures are used to a limited extent. Tailored approaches to supporting entrepreneurs could help build a more inclusive entrepreneurship ecosystem. Efforts to undertake more targeted outreach to attract people to support programmes are growing.
- There is a need for better data collection and impact measurement regarding entrepreneurship programmes. Improved data can help in assessing the effectiveness of policies and programs and in making data-driven decisions for future improvements.

### Main policy recommendations

- Design and implement more tailored entrepreneurship initiatives, notably programmes and measures to build entrepreneurship skills.
- Increase the accessibility of mainstream entrepreneurship programmes with targeted outreach to under-represented population groups.

## CONDITIONS FOR ENTREPRENEURSHIP AND SELF-EMPLOYMENT

There was significant churn in the business population in 2021 as both business entry and exit rates were more than double the European Union (EU) average (Table 1). While this indicates a high level of business dynamism, high exit rates over a long period could lead to economic instability and have negative consequences in the labour market. The share of the population reporting an expectation to create a business over the next three years is above the EU average, leading to an above-average share of people creating new businesses. The share of workers who are self-employed was similar to the EU average in 2023, but few self-employed workers in Lithuania employ others.

**Table 1. Conditions for entrepreneurship**

	Business entry rate	Business exit rate	Expectation to start a business in next 3 years	Total Early-stage Activities (TEA) rate	Share of TEA that is growth-oriented (create >19 jobs over 5 years)	Self-employment	
						Rate	% with employees
	2021	2021	2019-23	2019-23	2019-23	2023	2023
Lithuania	20% ▲	23% ▲	16% ▲	10% ▼	13% ▼	11% ▼	12% ▼
EU average	11% ▲	8% ▲	12% ▲	7% ▲	14% ▲	13% ↔	31% ▼

Note: Up and down arrows indicate an increase or decrease relative to the previous period, i.e. previous year for annual indicators or previous period (2018-22) 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%. 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). Lithuania participated in the GEM survey during the period 2018-23 except for the following years: 2018. Self-employment rate measures the proportion of those in employment who are self-employed.

Source: Eurostat (2024), Business Demography Statistics; Global Entrepreneurship Monitor (GEM) (2024), Special tabulations for the OECD of the Global Entrepreneurship Monitor (GEM) adult population survey; Eurostat (2024), Employment and Unemployment (LFS) Database.

## INCLUSIVE ENTREPRENEURSHIP TRENDS

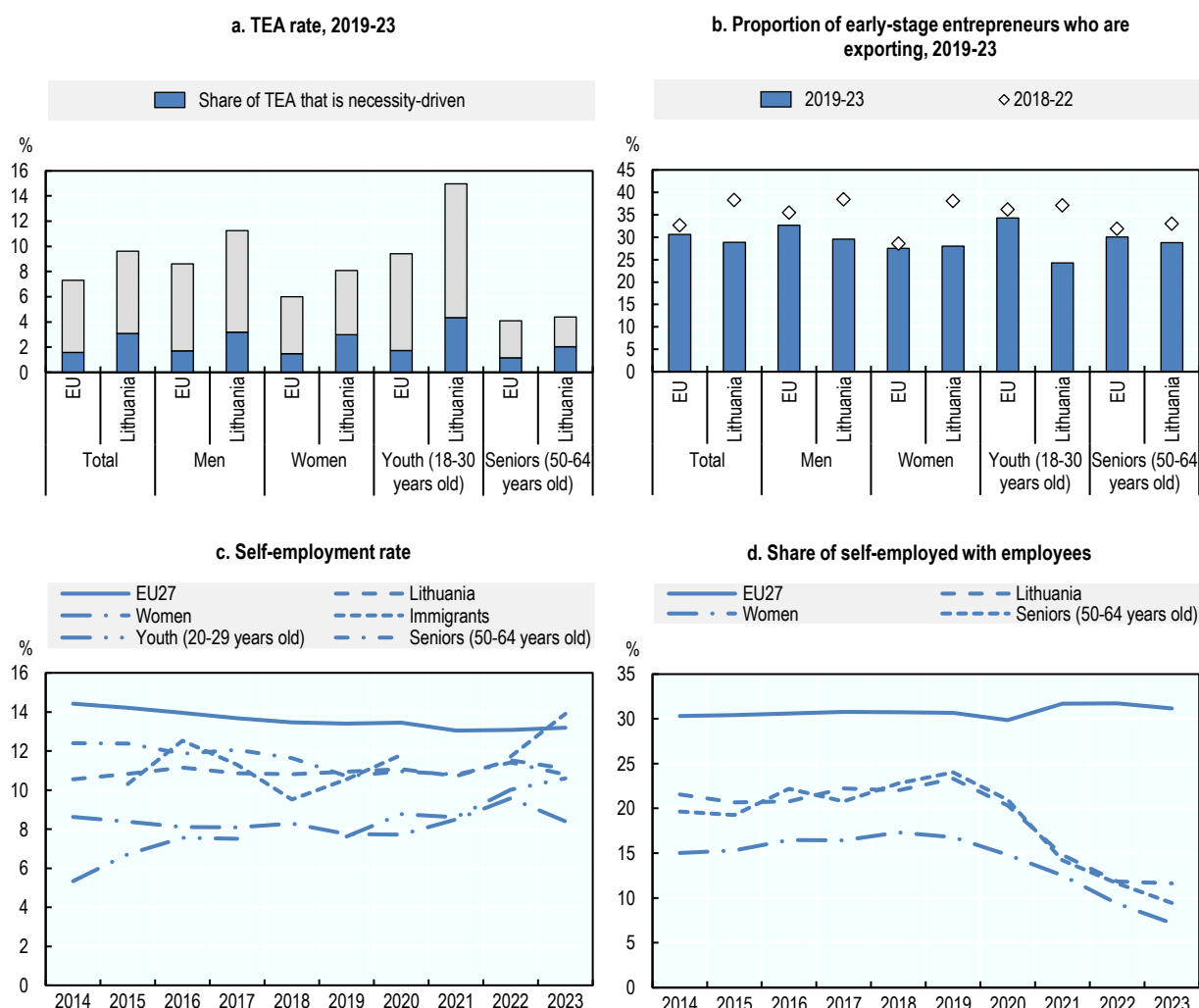
Nearly one-in-ten people were working on a new start-up or managing a new business (i.e. less than 42 months old) between 2019 and 2023, which was above the EU average (Figure 1). There was a slight gender gap in early-stage entrepreneurship as men were almost 1.4 times more likely than women to report that they were working on a start-up or new business. Young Lithuanians (18-30 years old) were active in early-stage entrepreneurship as about 15% reported working on a start-up or new business, about 50% higher than the EU average. One factor explaining these high shares of people working on start-ups and new businesses is the high share of people self-reporting that they were motivated to go into entrepreneurship due to a lack of job opportunities. One-third of people reported that they were working on a start-up or new business out of “necessity”.

About 30% entrepreneurs reported having customers in another country between 2019 and 2023. This was about equal to the EU average. There was little difference by gender, but older entrepreneurs (50-64 years old) were slightly more likely than younger entrepreneurs (18-30 years old) to report having foreign customers (29% vs. 24%). This is in contrast to the EU average where younger entrepreneurs were slightly more likely to have foreign customers.

The share of people working as self-employed workers was constant over the past decade at 11%. This share is marginally below the EU average (13% in 2023). There were some differences in self-employment rates across different population groups (i.e. men, women, young people, older people). While men were more likely than women to be self-employed (14% vs. 8%), there was essentially no difference between the rates for younger and older people (both approximately 11%). However, the self-employment rate for immigrants was relatively low at 14% relative to an EU average of 31% in 2023. Self-employed workers

were much less likely than the EU average to have employees, and the share has declined over the past decade. Self-employed men were twice as likely self-employed women to have employees in 2023 (14% vs 7%), but both shares were well below the EU average (34% of self-employment men and 25% of self-employed women).

Figure 1. Inclusive entrepreneurship trends



Note: TEA rate measures the share of the population starting or managing a new business (less than 42 months old). Lithuania participated in the GEM survey during the period 2018-23 except for the following years: 2018-21. Self-employment rate measures the proportion of those in employment who are self-employed.

Source: Eurostat (2024), Employment and Unemployment (LFS) Database; Global Entrepreneurship Monitor (GEM) (2024), Special tabulations for the OECD of the Global Entrepreneurship Monitor (GEM) adult population survey.

## INCLUSIVE ENTREPRENEURSHIP POLICY ASSESSMENT

There is a well-defined entrepreneurship policy framework that includes a range of policies and programmes. One of the main objectives of entrepreneurship policy is to support innovation and technology adoption. The government supports various innovation hubs and technology parks that offer a range of

resources (networks, workshops, access to specialised equipment) for new entrepreneurs. Lithuania is one of the leading EU Member States in the digital transformation, which benefits entrepreneurs by providing a modern infrastructure and encouraging digital business models. This includes support for e-commerce, digital marketing, and IT start-ups. While diversity and inclusion issues are recognised in many of the high-level strategies, tailored schemes and measures are not common (Table A.1.).

The main entrepreneurship support actors include INVEGA and Enterprise Lithuania. INVEGA provides financial products such as loans, guarantees, and venture capital to support SMEs. While generally accessible, efforts have been made to ensure these services reach under-represented groups by simplifying application processes and providing additional guidance. Other agencies including Enterprise Lithuania provide a range of services including business consultations, training, and export promotion. These services are generally accessible to all entrepreneurs with specific outreach efforts to ensure inclusion.

Support for **women entrepreneurs** is typically delivered through dedicated programmes and initiatives (Table B.1.). These include mentorship programmes, networking events, and financial incentives designed to encourage more women to start their own businesses. Participation by women in entrepreneurship has been increasing, supported for example by targeted programmes such as Women in Tech, which offers mentorship and networking opportunities specifically for women in the technology sector.

There is a comprehensive system of support available for **young entrepreneurs**, which is considered to be an important policy priority (Table B.3.). There are many programmes to support young entrepreneurs and there have been recent efforts to foster collaboration among policy makers, youth networks, and programme managers to support and develop youth entrepreneurship. An ongoing priority remains the integration of entrepreneurship education within the formal school system. The General Economics and Entrepreneurship Program for 11<sup>th</sup> -12<sup>th</sup> graders started to be implemented during in the 2023–24 school year. In 2025, graduates can take the first state exam in Economics and Entrepreneurship. This is complemented by a course for schoolteachers is also offered to deepen their competencies in the “Market Orientation.” There are also schemes implemented under the Youth Guarantee, including programmes delivered by 14 regional career centres that provide career counselling, entrepreneurship workshops and training, and entrepreneurship coaching. The Association of Lithuanian Chambers of Commerce, Industry and Crafts also entrepreneurship programmes for young people with financial support from EU Structural Funds.

There are some limited supports for **older people** who are interested in starting a business (Table B.4.). These include the Innovation Agency’s “Start from 50+” programme that provides training. It also facilitates the acquisition of businesses by those over 50 years old.

**Job seekers** can access some entrepreneurship supports (Table B.5.), notably through the Public Employment Service. Amendments in 2022 strengthened the incentives for business creation by offering a subsidy of up to 31 times the minimum monthly salary and can be used to cover the costs of establishing the workplace. In addition, business consultancy possibilities were increased. In 2022, more than 1 200 unemployed people became self-employed within six months of completing entrepreneurship training.

There are some support measures that consider the unique needs of **immigrant entrepreneurs** (Table B.2.). These include NGO-driven initiatives. However, there is limited tailored or dedicated support available to **people with disabilities** (Table B.6.).



## NEW POLICY DEVELOPMENTS

There have been a number of new developments related to supporting young entrepreneurs. The Ministry of Economy and Innovation promotes youth entrepreneurship through the Kaunas and Klaipėda clusters, where the new business idea testing programme “Come+Test+Grow” was launched at the end of 2023. During this programme, participants tested their business ideas and their market potential. The budget for the programmes is EUR 330 000 and more than 100 individuals used the business development and idea laboratory services to date. Expert conclusions and recommendations for developing and expanding ideas were provided for 20 of their created ideas.

The National Progress Plan (2022-30) was approved in 2022, and it includes implementing the strategic goal of the Ministry of Economy and Innovation of the Republic of Lithuania: *“Transition to sustainable economic development based on scientific knowledge, advanced technologies, and innovations and increase the country’s international competitiveness.”* The promotion of entrepreneurship is included as part of this, notably as part of the measures to reskill unemployed workers.

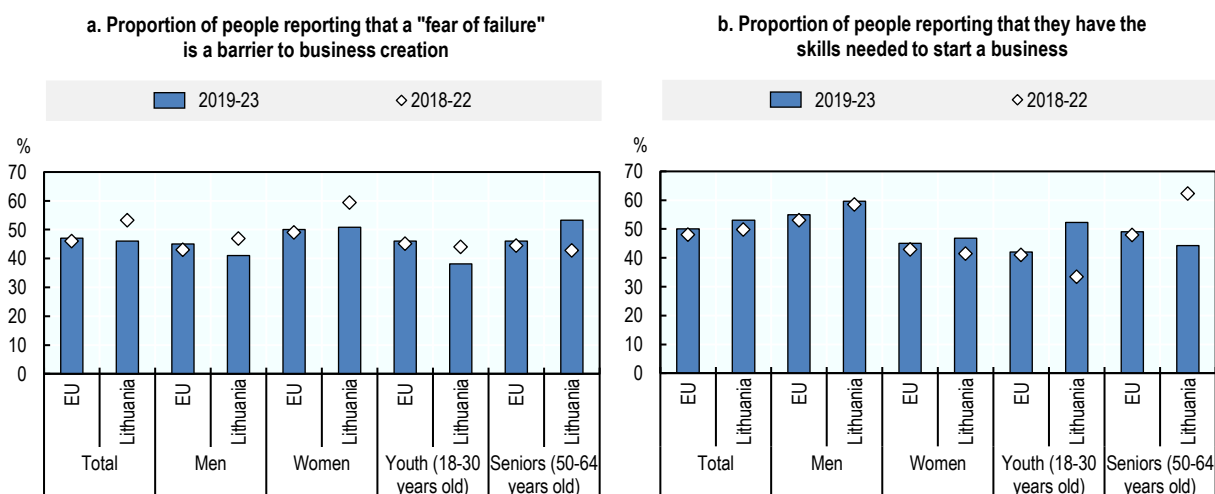
There are also efforts to support NGOs that deliver some of the inclusive entrepreneurship schemes. The Action Plan for Strengthening the Activities of Non-Governmental Organisations (2023-25) aims to create conditions for the long-term development of the NGO sector, to promote the unification of NGOs and co-operation with the public sector, the financial independence of NGOs, entrepreneurship, the development of voluntary activities, to ensure the dissemination of information about the NGO sector, and to strengthen community activities.

## RISK FACTORS FOR INCLUSIVE ENTREPRENEURSHIP

Reducing differences across the population in access to opportunities to pursue entrepreneurship can be hindered by several factors. One major factor is individual and social attitudes towards entrepreneurship and several international surveys ask questions about attitudes towards entrepreneurs to understand how entrepreneurship is viewed across countries. There was essentially no difference in the share of people in Lithuania who report that a “fear of failure” prevents them from starting a business between 2019 and 2023 relative to the EU average (approximately 47%) (Figure 2). However, the gender gap was slightly larger in Lithuania compared with the EU average, but young people (18-30 years old) were less likely to report a “fear of failure” relative to the EU average (38% vs. 46%). This suggests that, on average, younger people in Lithuania are more comfortable taking on risk related to business creation relative to the EU average.

Another factor is the ease of acquiring entrepreneurship skills. People in Lithuania are about as likely as the EU average to self-report that they have entrepreneurship skills (53% in Lithuania and 50% across EU). Men continue to be more likely than women to report that they have the skills needed to successfully start a business (60% vs. 47% between 2019 and 2023). More than half of young people (18-30 years old) reported that they had the skills to succeed in business creation between 2019 and 2023 (52%).

Figure 2. Barriers to entrepreneurship



Note: Lithuania participated in the GEM survey during the period 2018-23 except for the following years: 2018-21.

Source: Global Entrepreneurship Monitor (GEM) (2024), Special tabulations for the OECD of the Global Entrepreneurship Monitor (GEM) adult population survey.

## 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 build entrepreneurship skills.
- Increase the accessibility of mainstream entrepreneurship programmes with targeted outreach to under-represented population groups, including youth, women, immigrants, people with disabilities 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

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

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

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

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

		<b>Tailored:</b> Are public programmes tailored for the target group (i.e. dedicated)?	<b>Consultation:</b> Are the targeted entrepreneurs consulted during the design of programmes?	<b>Outreach:</b> Are appropriate outreach methods used for different target groups?	<b>Delivery:</b> Are specialist organisations used to deliver programmes?	<b>Take-up:</b> Does the support have high take-up among target group?	<b>Scale:</b> Is the scale of available support sufficient?	<b>Impact:</b> Does evaluation evidence show a positive impact?	<b>Integrated:</b> Is the programme delivered linked other related supports?	<b>Follow-up:</b> 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 presented and discussed at an online workshop on 14 February 2025.

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.