

PROMOTION OF WOMEN ENTREPRENEURSHIP IN SELECTED EUROPEAN COUNTRIES

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 SECTOR DEVELOPMENT
- THE ROLE OF GOVERNMENT
- BUSINESS MODEL CANVAS
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INTEGRATED APPROACH OF SME SECTOR DEVELOPMENT

(i) STRATEGIC level (policy making);
(ii) INSTITUTIONAL level (support institutions);
(iii) ENTERPRISE level (entrepreneurs and business entities)



THE ROLE OF GOVERNMENTS

 Creation of an enabling business friendly environment;
 Creation of an adequate legislation;
 Formulating & implementing national SME support programmes; and
 Building SME support infrastructure.



GOVERNMENT POLICY SHOULD BE *Legislation should be oriented on

It should be predictable, coherent, consistent and transparent.

The creation of a supporting infrastructure should be based on the establishment of an entrepreneurial fostering infrastructure.

PART OF THE GENERAL ECONOMIC POLICY

- The good examples of the new EU candidate countries shows, that their Governments have a concept for promotion of small businesses within the general economic policy of which the enterprise promotion in an integral part.
- There is no unique way of elaborating such policies; they clearly depend on a number of factors, such as national endowments of a country, the degree to which entrepreneurship already play a part of economic activity, the existence of entrepreneurial skills.



SME SUPPORT INFRASTRUCTURE

The key elements, which required for a successful national SME support programme in CITs and emerging market economies is the establishment and strengthening of infrastructure/institutions and networks promoting the creation and growing the SMEs.



ELEMENTS OF THE SME INFRASTUCTURE

- 1. Business service institutions (business advisory, consultation and information services);
- 2. Business incubation;
- 3. Promotion of FDI and linkages;
- 4. Creation of quality and environment management systems;
- 5. Training and education of entrepreneurship (development of entrepreneurial spirit and new business culture); and
- 6. Financial instruments for new and growing SMEs.



BUSINESS SERVICE INSTITUTIONS

- 1. Assist in set-up businesses;
- 2. Offer services in
- Preparing business planning;
- Assistance in management;
- Financing;
- Innovation;
- Find partners;
- Find technologies;
- Information on and access to markets; etc.



BUSINESS INCUBATION

- Incubators are "start-up ventures whose purpose is the development of other start-up companies" (Rice and Matthews).
- "Business incubation" an interactive development process aiming at encouraging people to start their own businesses and supporting start-up companies in the development of innovative products



BUSINESS MODEL CANVAS

Key Partners	Key Activities	Value Prop		Customer Relationship	Customer SEGMENTS
Who are our key partners? Who are our key suppliers? Which key resources are we acquiring from our partners? Which key activities do partners perform?	What key activities do our value propositions require? Our distribution channels? Customer relationships? Revenue streams?	What value de to the custom Which one of customers' pr we helping to What bundles products and we offering to segment? Which custom are we satisfy What is the m viable produc	ner? our oblems are solve? s of services are o each ner needs ing? inimum	How do we get, keep, and grow customers? Which customer relationships have we established? How are they integrated with the rest of our business model? How costly are they? Channels Though which channels do our customer segments want to be reached? How do other companies reach them now? Which ones work best? Which ones are most cost- efficient? How are we integrating them with customer routines?	For whom are we creating value? Who are our most important customers? What are the customer archetypes?
Cost structure			Revenue streams		
What are the most important costs inherent to our business model? Which key resources are most expensive? Which key activities are most expensive?			For what value are our customers really willing to pay? For what do they currently pay? What is the revenue model? What are the pricing tactics?		

Business Model Canvas

- The Business Model Canvas is a stratigic management and lean startup template for developing new or documenting existing business models. It is a visual chart with elements describing a firm's or product's value position, infrastructure, customers, and finances. It assists firms in aligning their activities by illustrating potential trade-offs.
- The Business Model Canvas was initially proposed by Alexander Osterwalder in 2008 based on his PhD Thesis at the University of Lausanne.



WES REPORT

WES REPORT provides information about the activities of the national and regional governments in the EU, EEA and cadidate countries to promote women's entrepreneurship.

Many activities include support of start-ups, training, counselling scheemes. Other growing areas are supporting growing businesses and business mentor support scheemes.



WES AIMS

- Raising the visibility of existing female entrepreneurs
- Create a climate that is favourable to female entrepreneurs
- Increase the number of new women entrepreneurs
- Increase the size (scale) of existing women run businesses





AUSTRIA

- In 2012, 99.6 percent, respectively more than 313,700 enterprises of the total business economy, were SMEs. Almost 1.9 million people were employed and approximately 68,000 apprentices were trained in Austrian SMEs. In 2012, SMEs generated sales revenues of more than 450 billion Euro (net) and gross value added at factor costs of almost 108 billion Euro. 40% of all Austrian enterprises are managed by women. The average age of female entrepreneurs is 45.4 years.
- According to a Survey by the Federal Ministry for Health and Women 16% of enterprises with employee more than 50 people led my femal managers. 83% of the Austrian enterprises have at least one women in leading position.





豢

Special Training Programmes are organized for female-led micro enterprises from 2006. Unique combination of training and coaching are offered for businesses which exited for 3 years. The main concent of the curriculum is:

- Business planning
- Marketing
- Sales
- Cooperation and networking and
- Work-life-balance.

So far around 180 women participate in the program. Further 20 are in process.

WOMEN in BUSINESS introduces the BETRIEBSHILFE (business continuation aid) throught Austria where as a relief for SMEs a qualified replacement for the entrepreneur is made available temporarily, if she becomes unifit fro work during materinity leace or in event of accident. Nearly 500 assignments a year are required.





AUSTRIA



The periodical UNTERNEHMERIN (female entrepreneur) is a strong economic and carrier one for women entrepreneur in Austria. Tirage is 111,000 units. It highlight business women, success stories and marketing.

See: www.unternehmerin.at

In 2010 the Women in Business Program introduced management program Female.Future6. The aim of program is to force more lady in management and supervisory boards. Alreday 109 women graduated from this scheme and more 20 are in preparation.



BULGARIA

- 220,000 SMEs in Bulgaria 99.1% of all companies in the Country;
- **37.7%** of SMEs are women entrepreneurs emplozing **60,000** lady entrepreneurs and managers in Bulgaria;
- 25% of newly established companies are owned by women.
- 82% women-led SMEs are microenterprises employing up to 9 staff;
- Bulgarian women constitute nearly 36.7% self-employed and 30% are employed;
- Average age of women entrepreneurs is 30-39 years, married with one or two children. 89% of women have graduated University, 7 % with two University diplomas.





Women business reflects the general business climate

- 69% of women had financial problems when starting a business (sometimes – up to 74%);
- 53% met problems with finding proper business partnerships;
- 31% had difficulties to combine work and family duties;
- 29% were not self-confident that they will succeed;
- 26% suffered from insufficient business information and know-how;
- 7% of female entrepreneurs reported no problems when starting their own business.



Good practices for Women Entrepreneurship Promotion in Bulgaria

First International Forum of Women Entrepreneurs 2008 THE BULGARIAN SME PROMOTION AGENCY (BSMEPA) together with The Association of Women Entrepreneurs in Bulgaria (SELENA) organized

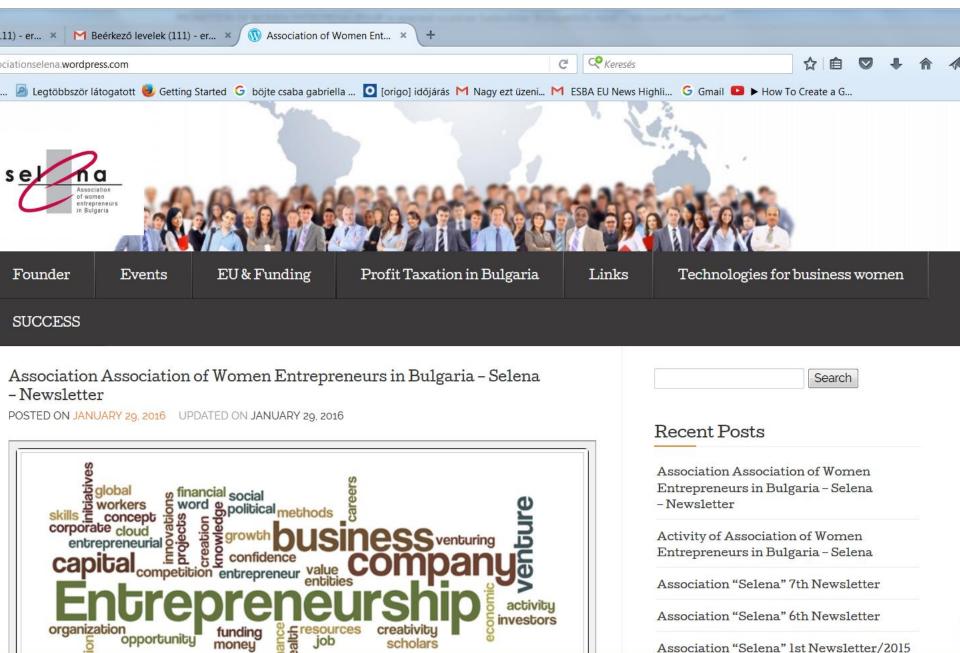
two days seminars in Sofia and Plovdiv 26 - 30 September 2008 on topics:

- Collaboration between women entrepreneurs from different countries for business enhancement, economic growth and professional development
- Women and Innovations
- Contribution of women entrepreneurship to the creation of effective and modern producing system;
- Professional Trainings as a culture and partnership network development;
- B2B meetings and tailor-made workshops;
- Lecturers from 9 countries; more than 350 participants and good media coverage

http://www.sme.government.bg/en/

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HOME ABOUT BSMEPA BUSIN	ESS INFORMATION SELECTED LINKS OUR SERVICES	CONTACTS	
ВРЪЗКА С НАС	PROMOTION OF THE INTERNATIONALIZATION OF THE BULGARIAN ENTERPRISES	PROGRAMS AND PROJECTS	
About BSMEPA			
Fairs and exhibitions			
Trade missions	Highlights		
National Innovation Fund	Bulgarian National Participation at Beautyworld Japan 2014 (19.05 –	🔊 Непозната хранилка	
Our Services			
News	The Bulgarian Small and Medium Enterprises		
Contacts	Promotion Agency, as a government institution to the Ministry of Economy and Energy of Republic of Bulgaria, is an Institutional Republiciany of Project		
Ask BSMEPA	Bulgaria, is an Institutional Beneficiary of Project "Promotion of the Internationalization of Bulgarian Enterprises", financed by the European fund for		
	regional development through an Operational		

https://associationselena.wordpress.com/



BSMEPA – Member of Balkan Regional Center for Trade Promotion

Bulgaria/ BSMEPA is a member of Balkan Regional Center for Trade Promotion (BCTP)

- BSMEPA holds the Chairmanship for 2009 of the Executive Committee Meeting
- BSMEPA participates in join initiatives of BCTP such as:

BCTP Matchmaking and Training Program for Women Entrepreneurs

 BSMEPA will organize Women Entrepreneurship Training Program together with matchmaking (special boutique trade delegation) program in Sofia. The BCTP counterparts will submit their proposals on potential sectors to BSMEPA. Successful businesswomen will be the speakers in the mentioned programs. Each member of BCTP will contact with the women entrepreneuerent their countries and will provide their participation.

Initiatives for Women Entrepreneurship Promotion in Bulgaria

Participation of BSMEPA in WES - European network to promote women's entrepreneurship"

The European Commission launched **The European Network to Promote Women's Entrepreneurship (WES).** It has members from 30 European countries (EU, Iceland, Norway and Turkey). The delegates in the network represent central national governments and institutions with the responsibility to promote female entrepreneurship.

WES members provide advice, support, information and contacts regarding existing support measures for female entrepreneurs. They also help in the identification of good practices.



Initiatives for Women Entrepreneurship Promotion in Bulgaria

Business Woman of the Year National Competition

Two categories

- Business woman of the year
- Woman manager of the year

The Bulgarian SME Promotion agency is partner of the first independent women's weekly journal, "Nie Zhenite" (We Women) in the organization of this business women competition under the patronage of the First Lady of Bulgaria, with special support of the Minister of Economy, Energy and Tourism, held annually since 1991. The initiative aimed to encourage women entrepreneurs, and to increase the awareness of the society, has established itself as a prestigious social event and enjoys wide media coverage.

Club of Women Entrepreneurs and Managers in Bulgaria

Good practices for Women Entrepreneurship Promotion in Bulgaria

Project "Encouragement of entrepreneurship of Unemployed women"

The project is financed under the State budget resources of the Republic of Bulgaria and implemented by the Bulgarian Employment Agency

The project consists of two components:

• Component 1 – " Encouragement of Entrepreneurship of Unemployed Women" –Implemented in all 264 municipalities in Bulgaria and unemployed women from different regions received grants, support and trainings in order to start their own business through the project.



Good practices for Women Entrepreneurship Promotion in Bulgaria

- Component 2 "Family Centres for Children" This component's activities were implemented in 13 municipalities in Bulgaria. 25 unemployed women were employed and 15 others for training participation. Within the project "family centres" were opened by 14 women and 18 other women were trained over the standards of small children care in family environment.
- Trainings, information and consulting services
- Grants from State Budget

National programme "Maternity Support"

The project's main objective: To encourage entrepreneurship by supporting women employment and their professional development by ensuring care for their small children by unemployed persons.

PROJECT 100

- Project 100 an initiative of the Ministry of Economy, Energy and Tourism for Creating Competitive Start-up Companies, launched in 2004 in cooperation with and assistance from United Nations Development Program (UNDP), and implemented through the network of business centers and business incubators of the Job Opportunities through Business Support Project (JOBS).
 - Grants
 - ✤ Trainings
- The project aims to foster a sustainable and competitive private sector by providing comprehensive and targeted assistance including access to finance for the start up and development of micro- and small enterprises in Bulgaria, in the sectors Production or Services.
- Women entrepreneurs' participation in the project 44%



FINLAND

There are about 85,000 female entrepreneurs in Finland, which is third of all entrepreneurs. About 30% of female entrepreneurs had employed. Female entrepreneurs are most active in th service sector, education and retail sector. In the social and health service sector 70% of all entrepreneurs are women.

The share of entrepreneur of the employed population is almost half amongst women (7.1%) than amongst men (13.7%9. The education level of women entrepreneurs is slightly higher than that of men. In 2011, about 15% of female entrepreneurs had a university degree while the same figure for male entrepreneurs was only 10%.







The mission of the Women's enterprise Agency is to promote female entrepreneurship and support women entrepreneurs in developing their businesses and creating networks. The Agency provides diverse services for female-led start-ups including information provision and referrals, training, mentoring and advisory services.

Established in 1996, the Agency currently operates an allfemale staff of 5 in two offices (Helsinki and Tampere) and is one of the 32 enterprise agencies that form the Finnish Enterprise Agencies network (the other agencies have a specific regional, rather than a demographic focus).





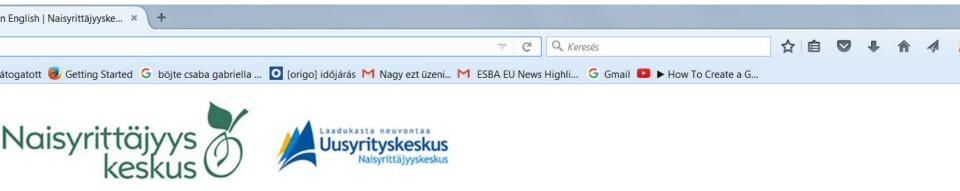
Women's Enterprise Agency Approach

Women's Enterprise Agency is a **public-private partnership** (**PPP**) which is funded by several private companies and by the foundation Yksityisyrittäjäin Säätiö.

- The guiding principle is to utilise the know-how of experienced entrepreneurs in all of the Agency's activities.
- It provides a range of services, including practical business counselling, introductory lectures and training on entrepreneurship (including an entrepreneur degree programme which is a set of training modules that provides basic skills for running a business), networking events and mentoring.



http://www.nyek.fi/in-english



Etusivu



About Women's Enterprise Agency

Women's Enterprise Agency was established in 1996. The offices are located in Helsinki and Tampere. Women's Enterprise Agency is one of the 32 Enterprise Agencies which form the Finnish Enterprise Agencies network.

The Agency aims to help new businesses along their start-up period. Our mission is to promote entrepreneurship and support existing entrepreneurs in developing their businesses and creating networks. The Agency provides services for start-ups e.g. practical business counselling, "Introduction to Entrepreneurship" -lectures, entrepreneurial training courses, entrepreneur degrees, InnoLady Camp, business mentoring, and networking events.

The first mentoring project was put into practice in 1998. The mentoring process is always based on the needs of the customers and we take pride in that the mentors are themselves all highly experienced



6 packages of main services

1. Start-Up counselling

Our business counselling services are based on confidential dialogue with our business advisors who are experienced entrepreneurs. They will provide practical business advice free of charge, give advice in business start-up grant applications and prepare financing reports for Finnvera.

2. Info sessions

Info sessions such as our Introduction to Entrepreneurship and our evening sessions on financing and insurance provide basic information on business operations and entrepreneurship. These events are free of charge and they are directed towards women who are planning to set up their own businesses.

3. Short notes and sessions

Our short notes and theme sessions offer practical information on business-related matters, such as accounting, marketing or sales.





6 packages of main services

4. Courses on entrepreneurship

Our entrepreneurial training courses have been designed to help women entrepreneurs acquire useful business knowhow and create networking opportunities. These courses cover all areas of a business plan.

5. Networking events

Our networking events are directed at entrepreneurs and mentors. These events provide a good enviroment for meeting others and creating contacts. Our traditional "Ruusun Päivä" networking seminar takes place each May.

6. Business mentoring

Business mentoring is based on the idea of transferring information between an experienced entrepreneur or mentor and a new entrepreneur or mentee. Mentoring pair serve to develop the mentee's business operations in the long term. Group mentoring helps improve entrepreneurial knowhow and create collaboration among participants.

Info Session in English see at http://www.newcohelsinki.fi/en





Women's Enterprise Agency Approach

In 2002, the European Commission recognized the service concept of the Agency as "Model of best practice" in promoting women's entrepreneurship in the European Union. In 2009, Women's Enterprise Agency won the European Enterprise Award within the category of Investing in skills.





InnoLadyCamp Concept

It was introduced in 2011 for academically educated women in expert or managerial positions who are planning to start their own business. The format is based on action learning and peer mentoring which takes place during four weekend "camps" set in the Finnish countryside.

The InnoLady Cloud is a web-based platform that allows the participants to develop their business idea together with the other users including peer participants, mentors and business angels. The Agency also helps aspiring female entrepreneurs to apply for start-up funding and microloans from Finnvera, which is an organisation that offers financing solutions for business start-up, growth and internationalisation, by providing statements of support. The annual budget of the agency is around EUR 400,000, half of which is contributed by European Social Fund.





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The training activities at InnoLady Camp do not take place in a traditional classroom, but in the inspiring and creative atmosphere of the Finnish countryside. It takes place at weekends, when working women are available. The learning methods it uses are based on action learning and peer mentoring. In addition, the InnoLady Camp entrepreneurial training model is complemented and broadened by an innovative web service called InnoLady Cloud. This service enables anyone to develop their business idea at a very early stage by dialoguing with peer participants, mentors, business angels and other users of the Cloud.

Out of 40 participants in the first two InnoLady Camps, 31 (77.5%) had set up their own businesses by October 2013.





GERMANY

- The proporsion of self-employed women has been rising for several years. According to the statistics 4.4 million people were self-employed in 2011, of whome around 1.395 million (31.7%) were women!
- The self-employment rate is still low: in 2011
 7.5% only, women were still only half as the men.
- The KfW-Gründungsmontor KfW start-ups monitor – suggests a steady trend: of 835,000 people who started their own business or a freelance activity in addition to their main job, 41.5% were women.



bundesweite gründerinnenagentur National Agency for Women Start-ups and Entrepreneurs:

http://www.existenzgruenderinnen.de/DE/Home/home_node. html

The National Agency for Women Start-ups Activities and Services (bga), which is sponsored by the German Federal Ministry for Education and Research, the Federal Ministry for Family, Senior Citizens, Women and Youth and the Federal Ministry of Economy and Technology, represents a first step towards increasing the number of businesses started by women. The bga offers the political, business, academic and public sectors a platform for information and services related to women entrepreneurship in all areas and phases of company foundation, consolidation and succession.



http://www.existenzgruenderinnen.de/

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Offers information and services on the "entrepreneurial self-employment of women" for all areas and phases of company foundation, consolidation and succession for the political, business, academic and public sectors in erenet Germany.

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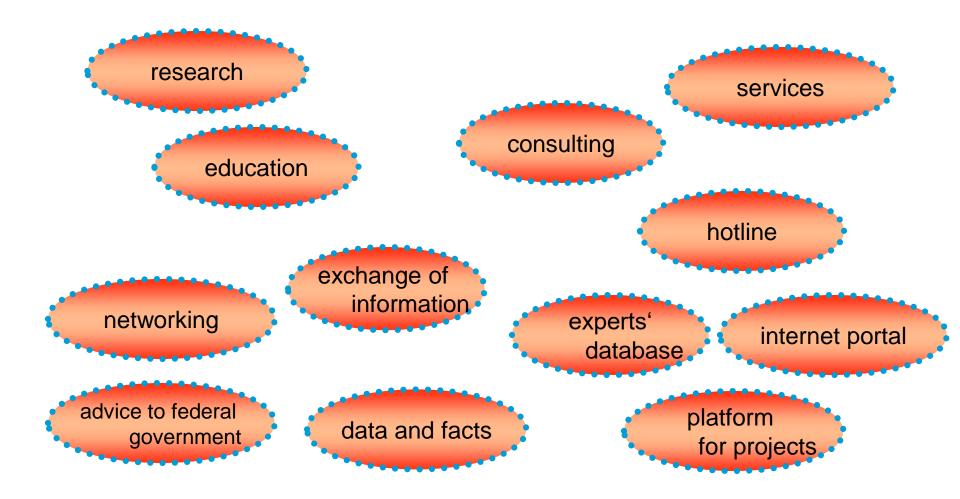
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gründerinnenagentur

tasks and services of the bga







Internet Information platform with

- news, statistics, fact sheets, research results
- 200 current regional and national events like seminars, trade fairs, trainings, workshops, coaching & mentoring all over Germany
- start-up support, e-trainings, professional literature,
 25 publications
- contact to suitable advisory agencies, experts and networks of female start-ups and women entrepreneurs





regional bga-partners

currently bga cooperates with:

910 experts430 advisory agencies300 networks

providing support to women who want to start up a business:

- contact information and specific information about the offered services
- profiles about the profound knowledge, personal background, qualifications, references, gender-sensibility





Decentralized Approach

Regional offices in all 16 federal states of Germany & more than 1.600 regional network partners

- Coordinating the state-activities on female start-ups
- Acting as contact nodes for the regional actors
- Representing bga on regional level
- Organizing regional networks
- Regular exchange of good practice between the 16 nodes





Thematic current focus

Connecting Research with Practice, Leading to Transfer into Practice

Business Transfer by women, Technology oriented & Innovative startups through women

Selfemployment of women in the growing markets like the Creative Industries

Service sector approach, female Freelancer & Business Cooperations





UNITED KINGDOM

Lorey Burt MP, Business Secretary Vince Cable's women in enterprise champion presented the Report on INCLUSIVE SUPPORT FOR WOMEN ENTERPRISE on 16 February 2015 (see at https://www.gov.uk/government/publications/inclusivesupport-for-women-in-enterprise-the-burt-report) making a number of recommendations aimed at boosting the number of female entrepreneurs.

The government has already taken a number of steps to inspire and support women to set up and grow their own businesses, including the £1 million Women and Broadband Challenge Fund, a series of mentoring events and the Aspire Fund.





UNITED KINGDOM

- Small Business Survey was caried out in 2012;
- 18% of SMEs are women-led. This equates to 860,000 SMEs aour of 4.7 million businesses
- 87% of women-led SME employer are micobusinesses (employing upto 9 staff)
- Women led SMEs contribute £75 billion to the UK economy;
- Two-thirds of women-led SMEs are aiming to grow thir businesses in the next few years;
- Women now account for 17.4% of FTSE 100 up from 10.5% and 13.8% of FTSE 250 boards up 6.7% since 2010.

(FTSE stands for Financial Times Stock Exchange.)





UNITED KINGDOM

One of the recommendations in the report is that the government should collect data on the diversity of businesses bidding for public sector contracts. The Small Business Survey of 2012 shows that women-led firms doing business with the public sector is equal to that of male-led firms (22.6% compared to 22.4%).

Major reforms of public sector procurement coming into force soon will make it easier for all small firms to get their fair share of £230 billion annual public sector spending.

Vince Cable, Secretary of Stae for Business, Innovation and Skills established an entrepreneur's forum to advise him on how we can support business growth & entrepreneurship. 13 out of 20 members are businesswomen.

UNITED KINGDOM

The Business is GREAT website is the single place to go for help and the Business Support Tool is continually being expanded and developed with users. On the website there is a specific section for women entrepreneurs.

In 2014, the UK Trade and Investment (UKTI) published a **Guide** for first time exporters aimed at **helping women expand into overseas markets**. The Department for Business, Innovation and Skills and Government Equalities Office have also launched a new research project to find new ways of reaching out to female entrepreneurs.

The government wrote to the 39 Local Enterprise Partnerships to remind them of the importance of representing the communities they operate in, with more diverse boards and supporting all businesses in their area.



http://www.greatbusiness.gov.uk/ businessisgreatapp//

Develop your business skills

Fewer women believe that they have the skills to start a business compared with men. Find the resources to help you develop the skills you need to start or grow your own business

Mentors

Mentors are an important source of information and guidance, who can help and support you at different stages of your business Women's Business Council (WBC)

The WBC was established in 2012 to advise government on how women's contribution to economic growth can be optimised. Read its report and recommendations

Finance

Financing your business properly is crucial to its success. There is a wide range of finance to help women to start and grow their own businesses. This section contains advice and information to help you to access affordable and appropriate finance



http://www.greatbusiness.gov.uk/ businessisgreatapp//

Aspire Fund

Targets support for women-led businesses across the UK <u>£1m Challenge Fund for superfast broadband</u>

Fund to helo women grow their business online

Women's Business Networks

There are a wide number of business networks specifically for women. These networks offer events, support, advice and more

Childcare

Learn about free early education and childcare

Childcare Business Grants Scheme

Offers grants of up to £1000 to people in England who want to start their own childcare business

Skills Toolkit

The Skills Toolkit is an online self-assessment tool designed to help you identify gaps in your knowledge, experience and confidence, and help to find the training and support to fill them when starting or growing a business.

Flexible working

Learn more about the rules, implementation and the benefits

From local to global - How to expand your business overseas

This guide to exporting gives you tips, advice and examples of how to get your business selling in new overseas markets.





Small Business Act: a boost for firms

Measures designed to make the UK the best place in the world to start and grow a business have become law following Royal Assent for the Small Business, Enterprise and Employment Act.

Measures under the Act will help small businesses by:

- improving access to finance through increasing the availability and sources of investment for small businesses, so that they can secure the funding they need to grow
 - opening up access to small business credit data, levelling the playing field between providers and make it easier for a small business to seek a loan from a lender other than their bank
 - requiring banks to pass on details of small and mid-sized businesses they decline for a loan, with the firm's permission, to online platforms which can help match them with alternative finance providers
 - introducing 'cheque imaging' to speed up cheque clearing times and increase customer choice in ways to pay





Small Business, Enterprise, **Employment (SBEE) Act: a boost for** firms

The Queen accounced the Bill on 4 June 2014

- increasing transparency on payment practices and policies through a tough new reporting requirement on the UK's largest companies. Increased transparency will help address the current economic imbalance in power between small and large companies – it will provide small companies with the information they need to negotiate fairer deals, and it will shine a light on poor practice
- cutting down on red-tape by ensuring that regulations affecting business are reviewed frequently and remain effective. Unnecessary regulation gets in the way of doing business, so we are introducing a target for the removal of regulatory burdens to be published in each parliamentary term, holding future Governments to account and enabling small firms to grow and get on with doing business
- assisting small business expansion overseas, increasing the support available from UK Export Finance and widening its powers to help UK exports and exporters, making it easier for all businesses, regardless of size, to expand in the international marketplace ERENET

