



UNLOCKING THE POTENTIAL OF WOMEN ENTREPRENEURS

Missing Entrepreneurs – What Role for better paid Parental Leave?

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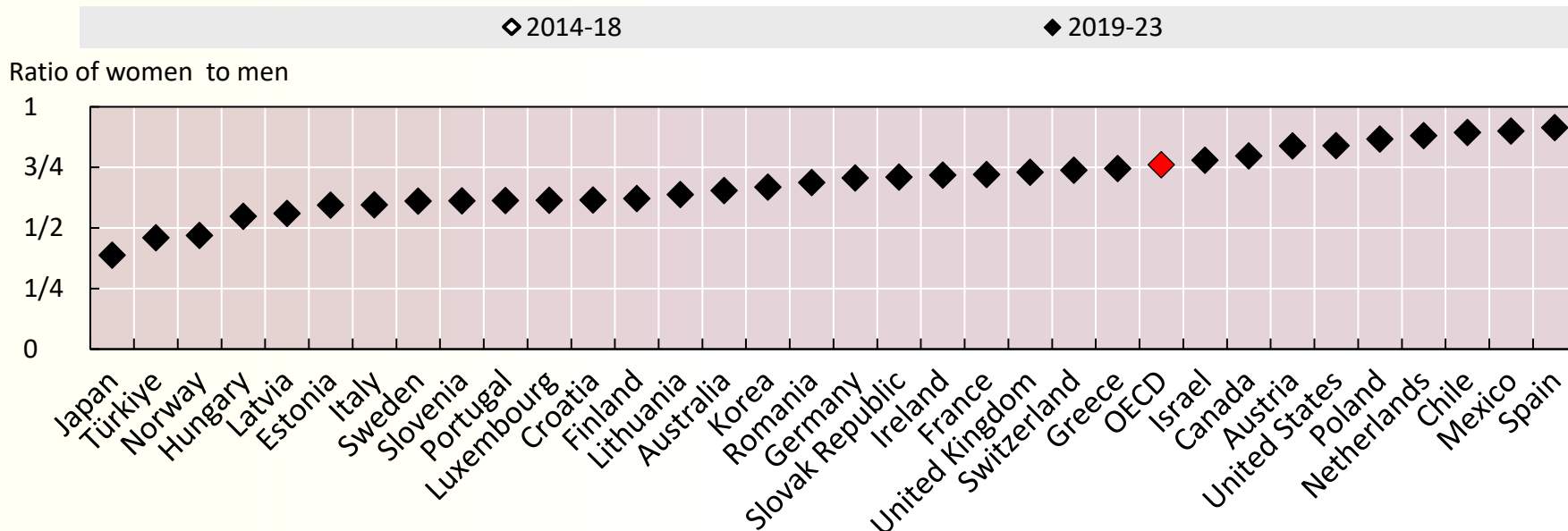
Releasing untapped entrepreneurship potential

- Gender equality is priority issue for OECD:
 - New OECD gender strategy - The **OECD's Contribution to Promoting Gender Equality** (2023).
 - OECD Council Recommendation on **gender equality in education, employment and entrepreneurship** (2013).
- Enhancing women's entrepreneurship can **stimulate innovation, growth and job creation.**



Gender gap in entrepreneurship closing slowly

Ratio of women to men involved early-stage entrepreneurship



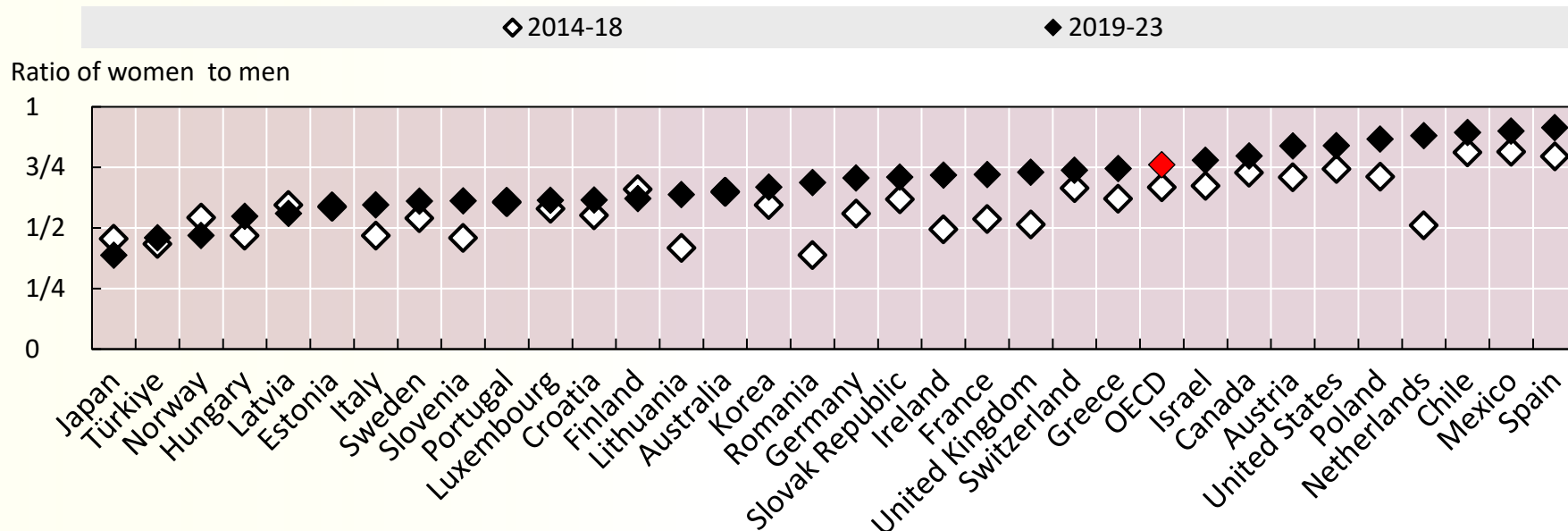
Note: The Total Early-stage Entrepreneurship Activity (TEA) rate presents the proportion of the adult population (18-64 years old) that is actively involved in starting a business or who is the owner-operator of a business that is less than 42 months old.

Source: GEM (2024), Special tabulations of adult population survey.



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The gap leads to millions of “missing entrepreneurs”

There would be an additional **30 million** opportunity-driven early-stage entrepreneurs in the OECD if everyone was as active as 30-49 year old men.



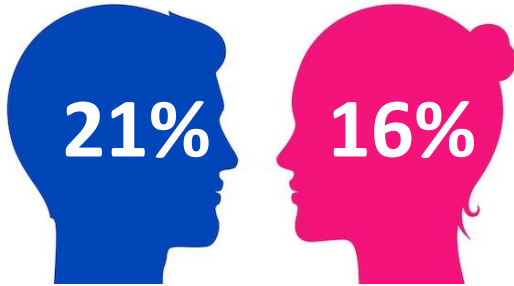
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Why is there a gender gap?

Motivations (+/-)

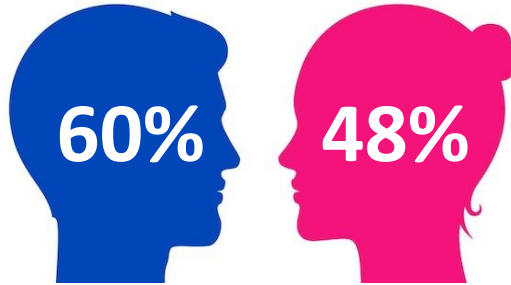
E.g. Expects to start business
OECD, 2019-23



Source: GEM (2024) Special tabulations for OECD.

Own resources

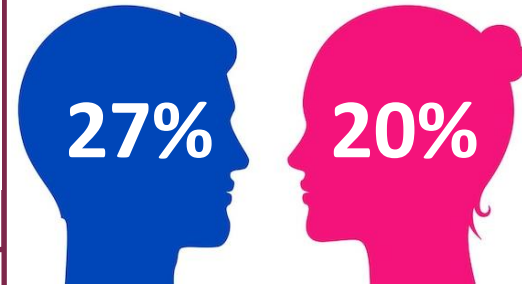
E.g. Skills and knowledge
OECD, 2019-23



Source: GEM (2024) Special tabulations for OECD.

External resources

E.g. Use bank loans
Europe, 2018



Source: Facebook/OECD/World Bank (2018), FOBS.



Access to maternity leave for self-employed

“Essentially same” as employees	Different conditions	Separate system	Voluntary	None
Australia, Bulgaria, Canada, Colombia, Costa Rica, Cyprus Estonia, Finland , France, Greece, Hungary, Israel, Latvia, Lithuania, Luxembourg , Malta, Norway, Poland , Portugal , Romania, Slovak Republic, Slovenia, Spain, Sweden , Switzerland	Chile, Czechia, Denmark	Belgium, Germany, Netherlands, UK	Austria, Italy	Japan, Korea, Mexico, New Zealand, USA

Note: Bold = some mandatory leave required.

Source: This table presents a summary of OECD [Statutory maternity leave entitlements](#).

➤ Main issues affecting take-up are: **awareness**, **eligibility** and **business continuity concerns**.

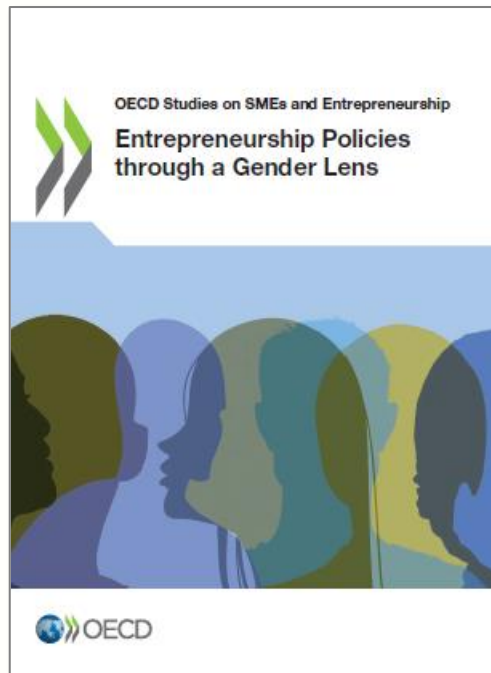


Other options to support women entrepreneurs during maternity

- Part-time or more flexible maternity leave.
- Paternity leave and benefits.
- Temporary allowances to hire extra help, e.g. *Mutterschaftsbetriebshilfe* (Austria)
- Improved childcare options.



For more info



[Inclusive entrepreneurship website](#)

Thank you!

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