

Table of Content: List of all the research publications (18 January 2013)

No.	Name of the publication	Overview of the publication	Year published	Name of the publication
1. EDUCATION				
a. Schooling				
0001	Entrepreneurship Education at School in Europe: National Strategies, Curricula and Learning Outcomes	Europe faces a number of challenges that can only be met if it has innovative, well-educated, and entrepreneurial citizens who, whatever their walk of life, have the spirit and inquisitiveness to think in new ways, and the courage to meet and adapt to the challenges facing them. Moreover, a dynamic economy, which is innovative and able to create the jobs that are needed, will require a greater number of young people who are willing and able to become entrepreneurs - young people who will launch and successfully develop their own commercial or social ventures, or who will become innovators in the wider organisations in which they work. Because education is a key to shaping young people's attitudes, skills and culture, it is vital that entrepreneurship education is addressed from an early age. Entrepreneurship education is essential not only to shape the mindsets of young people but also to provide the skills and knowledge that are central to developing an entrepreneurial culture.	2012	European Commission
0002	Entrepreneurship Education: Enabling Teachers as a Critical Success Factor	The aim was to bring together practitioners and policy makers from across Europe to determine how to develop effective teacher education systems for entrepreneurship. This report is based on the contents of the two Symposia, and includes a "Budapest Agenda on Enabling Teachers for Entrepreneurship Education". The report is a repository of information and good practice, for both policy makers and practitioners,	2011	European Commission

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		on how to enable teachers to take on a new role in the classroom (as "facilitators" of learning), use innovative and entrepreneurial methods of teaching, help young people to develop entrepreneurial mindsets and skills.		
0003	Assessing entrepreneurship education at secondary schools in the NMBM	The primary objective of this study is to improve entrepreneurship education at secondary school level by investigating how effective the current entrepreneurship education program is in providing school leavers with the entrepreneurial knowledge and skills required to start their own business. The study conducted a literature review to establish global trends of entrepreneurship education. Furthermore, a qualitative case study approach was used, where three schools from Nelson Mandela Bay Municipality was selected for collecting data on the progress of entrepreneurship education in secondary schools. The study found that prescribed content for entrepreneurship education is being taught at secondary schools. However, concerns were identified with the methods used to teach entrepreneurship education as it lacked practical exposure to real life situations. The study found that the way in which entrepreneurship education was taught did not motivate school leavers to start their own business. Therefore, the study recommends that entrepreneurship education should be offered as an independent subject and not as part of another subject. Furthermore, a practical approach should be followed in teaching entrepreneurship education. Finally, commitment and collaborative participation by all stakeholders are required to ensure the success of entrepreneurship education	2009	Nelson Mandela Metropolitan University
0004	Application of the attitude toward enterprise (ATE) test on secondary school learners	The main aim of this research paper was to discuss the application of the Attitude Toward Enterprise (ATE) Test1 developed by Kingston University, London, on secondary school learners in South Africa. A total of 1 748 usable questionnaires were gathered from grade 10 learners in the Sedibeng District and utilised for statistical analysis. Five factors with eigen-values greater than one describing the	2011	SAJEMS

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	in South Africa	entrepreneurial attitudes of young learners were extracted during exploratory factor analysis. Tests for reliability and construct correlation produced satisfactory results to recommend the Enterprise Attitude Questionnaire for further use on young learners in South Africa. A comparison of the mean differences between the constructs for demographic variables produced statistically significant differences in a number of instances, but no visible effects or practical significance to suggest that these differences have any effect in practice. Practical recommendations are offered for further employment of the Enterprise Attitude Questionnaire in entrepreneurship research on young learners.		
0005	An investigation into youth entrepreneurship in selected South African secondary schools: An exploratory study	This research paper examines the status of entrepreneurship education in selected South African secondary schools to determine the impact thereof on young learners' attitude towards entrepreneurship and their future plans. It highlights some challenges facing youth entrepreneurship development in Sedibeng secondary schools. The study is based on the attitude approach to entrepreneurship research and discusses the results of an empirical study involving 1 748 grade 10 learners. South African youth appear to have a positive attitude towards entrepreneurship and the existence of opportunities for new venture creation, but seem to have inflated expectations with respect to their future academic qualifications and less interest than would be expected in starting their own businesses. Statistical analysis of the data revealed that entrepreneurship education in the sample schools was largely infrequent and without depth or focus. The results indicated that catalytic factors, such as exposure to entrepreneurship at school and having self-employed parents, have not had any effect on learners in the sample, thus re-emphasising the urgent need for entrepreneurship training programmes of value. The paper concludes with recommendations for further research on entrepreneurship education in South African secondary schools.	2011	Southern African Business Review Volume 15 Number 3

b. Universities				
0001	Survey of Entrepreneurship in Higher Education in Europe	The first part of the report consists of the good practice cases from HEIs around Europe. They are listed in alphabetical order after the name of the institution in question. Then follows the three interviews with representatives of pan-European organisations, also listed alphabetically, and finally three interviews with representatives of European governments, who give insight into how they support entrepreneurship in higher education in Europe. A number of keywords have been attached to each good practice case. The consortium has put together this list of 50 keywords that can be used to search across the cases.	2008	European Commission
0002	The Teaching and Practice of Entrepreneurship within Canadian Higher Education Institutions	The survey was conducted online, and delivered to universities and colleges across Canada. Business school deans and directors of entrepreneurship centres were identified as the target participants. The overall response rate was 33 percent. A total of 36 universities and 32 colleges participated in the survey, representing more than 60 percent of the total undergraduate population in Canada between 2007 and 2008. The survey involved questions related to six areas of entrepreneurship education: strategy, institutional infrastructure, resources, teaching and learning, development and outreach.	2010	Industry Canada
0003	Enterprise Education and University Entrepreneurship	This is the third annual special issue of Industry and Higher Education drawn from papers presented in the 'Learning for Entrepreneurship and Enterprise Education' track of the annual Institute for Small Business and Entrepreneurship (ISBE) Conference. At the 2010 conference, this track was the largest and, as track chairs, we have selected seven papers from the overall 47 presented.	2011	Industry & Higher Education
0004	Enterprise and	This article reports the results of a complete survey of enterprise	2010	Lincoln

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	Entrepreneurship in English Higher Education: 2010 and Beyond	education in all Higher Education Institutions (HEIs) in England, undertaken in 2010 by the Institute for Small Business & Entrepreneurship (ISBE) on behalf of the National Council for Graduate Entrepreneurship (NCGE). The survey builds on prior work undertaken by the NCGE in England in 2006 and in 2007 (NCGE, 2007; Hannon, 2007). This article is based on the results of the third survey of enterprise and entrepreneurship education and support activity within Higher Education in England and its subsequent influence on policy. The 2010 survey, which covered the 2009-10 academic year, was undertaken by a research team from the Institute for Small Business & Entrepreneurship (ISBE) in partnership with the National Council for Graduate Entrepreneurship (NCGE) which subsequently became the National Centre for Entrepreneurship Education (NCEE).		Business School
0005	Entrepreneurship in American Higher Education	The report explains why entrepreneurship matters to American higher education and offers broad recommendations about the potential of entrepreneurship as a key element in undergraduate education, the major, graduate study, the evaluation of faculty, topics referred to as the “co-curriculum,” and the management of universities. In reaching its conclusions, the Panel examined an array of educational models and practices and also discussed the possibility of a disciplinary canon for entrepreneurship. It concluded—wisely, in our view—that the diversity of institutional types and educational missions of American colleges and universities make a single approach to entrepreneurship both unrealistic and inauthentic. Thus, the report aims to be suggestive rather than prescriptive and supplies illustrations from a variety of colleges and universities as concrete exemplars of its general points.	2006	KAUFFMAN
0006	Partnering for Success in Fostering Graduate:	Evidence is growing, across the OECD and beyond, that new and young firms are key job creators, especially those that demonstrate dynamism and innovation. More such firms are needed to recover from the current economic and jobs crisis and to sustain growth. Provides	2011	OECD LEED

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	Entrepreneurship	advice and guidance to policy makers and those involved in university and vocational education on how to improve graduate entrepreneurship support. This booklet is part of this work programme. It is addressed to practitioners and strategists in business support providers, who would like to increase collaboration with universities in supporting the birth, survival and growth of graduate entrepreneurship, and gives practical advice on entrepreneurship education, start-up support and partnership working.		
0007	Partnering for Success in Fostering Graduate: Entrepreneurship	This booklet is part of this work programme. It is addressed to practitioners and strategists in business support providers, who would like to increase collaboration with universities in supporting the birth, survival and growth of graduate entrepreneurship, and gives practical advice on entrepreneurship education, start-up support and partnership working. It was prepared with inputs from the participants of an international seminars at “Universities, Skills and Entrepreneurship”, held at the OECD LEED Trento Centre in October 2010 in the framework of the OECD LEED Forum on Partnerships and Local Governance. The Forum provides almost 2 600 members from over 53 countries with a unique platform to advance their work on promoting local economic and employment development.	2011	OECD LEED
0008	Survey of Entrepreneurship in Higher Education in Europe	The first part of the report consists of the good practice cases from HEIs around Europe. They are listed in alphabetical order after the name of the institution in question. Then follows the three interviews with representatives of pan-European organisations, also listed alphabetically, and finally three interviews with representatives of European governments, who give insight into how they support entrepreneurship in higher education in Europe. A number of keywords have been attached to each good practice case. The consortium has put together this list of 50 keywords that can be used to search across the cases.	2008	European Commission

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0009	A conceptual framework for entrepreneurship education policy: Meeting government and economic purposes	This article sets out an argument, extending from economic theory, to provide purpose for entrepreneurship education and proposes a policy framework supported by an analysis of the Australian government policy context. The author adopts, as a starting point, a definition of entrepreneurship that describes it as a social process involving the efforts of individuals in enterprise activity. The theoretical inquiry is driven by the primary research question: how can policy-makers direct specific forms of entrepreneurship education to deliver upon specific economic purposes? A major contribution arising from the analysis framed by this question is development of a policy framework that provides a focus for entrepreneurship education with respect to economic purpose. The paper outlines how distinctions in economic and social concepts can differentiate purposes for entrepreneurship education that fit within an economic and government policy frame of reference.	2012	Elsevier
0010	Examining the formation of human capital in entrepreneurship : A meta-analysis of entrepreneurship education outcomes	This paper presents the first quantitative review of the literature and finds that there is indeed support for the value of EET. Our paper is grounded primarily in human capital theory, which predicts that individuals or groups who possess greater levels of knowledge, skills, and other competencies will achieve greater performance outcomes. Entrepreneurship researchers have studied the relationship between human capital and entrepreneurial outcomes at various levels of analysis and results have been generally supportive of the theory. However, there are gaps in the literature. First, recent work in the field points to a need to investigate the links between entrepreneurship-specific education and both the human capital assets it creates and the entrepreneurial outcomes to which it purportedly leads. Second, most conceptualizations of the relationship between human capital and its outcomes have been static in nature, but recent research suggests there may be value in investigating the dynamics of human capital.	2012	Elsevier

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0011	Entrepreneurship Education in Ireland Towards Creating the Entrepreneurial Graduate	This study, therefore, calls for entrepreneurship education that is 'fit-for-purpose' today. That is, an entrepreneurship education (for and about entrepreneurship) for all students that will not only provide theoretical knowledge but ensure graduates develop an entrepreneurial mindset, through developing entrepreneurial skills, behaviours and attitudes and equipping them with the key competencies to enable them to enjoy an entrepreneurial/intrapreneurial career or engage in new venture creation. This can only be achieved through student-centred teaching and learning that employs innovative, experiential learning methodologies in conjunction with assessment mechanisms that award credit for extra-curricular and practical activities delivered by a coordinated, student-focused Institutional infrastructure. It is therefore essential that educators are recognised and encouraged to act as "entrepreneurial champions" and provided with the means to enhance their own teaching skills and to be entrepreneurial and innovative in developing new teaching methods and resources.	2009	National Council for Graduate Entrepreneurship
0012	A Study of Teaching Methods in Entrepreneurship Education for Graduate Students	This paper attempts to identify the appropriate teaching methods in this course conducting two qualitative studies by semi-structured interviews. Results of the first study on a sample of experts in teaching methods complete the list of teaching methods that could be used in entrepreneurship education. The results of second study on a sample of lecturers of "business planning" course show that appropriate teaching methods of this course are respectively group project, case study, individual project, development of a new venture creation project, and problem-solving. Furthermore, in this study, the appropriate teaching methods in each component of this course have been presented.	2012	Faculty of entrepreneurship, University of Tehran, Tehran, Iran
0013	A project-based learning	This paper discusses the development and execution of an entrepreneurship exhibition project held in South Africa, in which 1 500	2010	University of Pretoria

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	<p>approach as a method of teaching entrepreneurship to a large group of undergraduate students in South Africa</p>	<p>undergraduate first-year students took part. The current teaching practices in the course, resulting from project-based learning practices, have been developed out of an extensive review of entrepreneurship education literature and frameworks. The results of the assessment, conducted to measure student satisfaction with and opinions of the course, are included along with a summary of the experience gained while taking part in the project. In addition to the assessment, the results of the students' perceptions of entrepreneurial skills gained after the project are presented. Factor analysis took place and several statistical tests were performed to provide significant findings. This paper aims to share implementation – and assessment – of such a project as an opportunity for entrepreneurship educators to learn from others' experiences, and to contribute to the entrepreneurship education literature.</p>		
0014	<p>The Impact of Entrepreneurship Education: An Evaluation of the Berger Entrepreneurship Program at the University of Arizona, 1985-1999</p>	<p>The study reported here addresses these concerns. This report evaluates the effect of the 4 Berger Entrepreneurship Program at the University of Arizona on graduates by comparing them with a matched sample of non-entrepreneurship University of Arizona business graduates from 1985 through 1998. The study design allows for the control of the socio-economic characteristics of the individuals involved so that the marginal effect of entrepreneurship education can be observed, holding individual factors constant. The study also evaluates the effect of the Berger Entrepreneurship Program on technology transfer from the university to the private sector, the effect of the program on private giving to the business college, and the pedagogical effect of the entrepreneurship curriculum on other disciplines in the college</p>	2000	<p>The Kauffman Center for Entrepreneurial Leadership</p>
0015	<p>Some research perspectives on entrepreneurship</p>	<p>Entrepreneurship is seen as the engine driving the economy and this has resulted in a growing interest in the development of education programs that encourage entrepreneurship. A consideration of the</p>	1997	<p>International Small Business Journal</p>

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	education, enterprise education and education for small business management: a ten-year literature review.	Dainow entrepreneurship education literature survey, categorizes articles as empirical or descriptive, with further groupings of target market, and content. It reviews theoretical articles dealing with aspects of entrepreneurial propensity and concludes that there are several consistent themes, giving suggestions for future research.		
0016	The impact of entrepreneurship education: An exploratory study of MBA Graduates in Ireland	This is an investigation into the impact of entrepreneurship education in Ireland. It focuses on graduate entrepreneurship education (MBA) and endeavors to assess its impacts on graduates' entrepreneurial behaviour over the long-term. The work has evolved from significant research gaps and vulnerabilities identified within the literature and evolved around the influence that the entrepreneurship education have on MBA graduates propensity to venture. This encompasses a national study of MBA graduates in Ireland over the long-term and includes those who have taken entrepreneurship as part of their MBA programme and those who have not.	2011	University of Limerick
0017	The Emergence of Entrepreneurship Education: Development, Trends, and Challenges	Entrepreneurship has emerged over the last two decades as arguably the most potent economic force the world has ever experienced. With that expansion has come a similar increase in the field of entrepreneurship education. The recent growth and development in the curricula and programs devoted to entrepreneurship and new-venture creation have been remarkable. The number of colleges and universities that offer courses related to entrepreneurship has grown from a handful in the 1970s to over 1,600 in 2005. In the midst of this huge expansion remains the challenge of complete academic legitimacy for entrepreneurship. While it can be argued that some legitimacy has	2005	Baylor University

		been attained in the current state of entrepreneurship education, there are critical challenges that lie ahead. This article focuses on the trends and challenges in entrepreneurship education for the 21st century.		
0018	Higher education innovations in Sub-Saharan Africa: With specific reference to universities	This report is a part of this renewed interest in African higher education. The report is the outcome of a number of recent activities, among them the establishment of the Partnership for Higher Education in Africa. Since its establishment in 2000, the Partnership has sponsored a number of activities, most of which the author has been privileged to take part in. The overall intention of all the Partnership activities has been to focus attention on African higher education. In pursuit of this, most of the activities have revolved around the African university as the core of higher education. With this institutional focus, the activities have included organizing brain-storming symposia, for example around the question of “visioning”; sponsoring research in a number of cases; and committing substantial funding to specific university activities, including institutional development of the universities. The common theme in all these efforts has been: “what is the current state of university education in Africa and what is the likely future”? To some, the current state is one of stagnation if not irrelevance. Therefore, the solution is a visionary repositioning of the university.	2003	NjugunaNg’ethe And N’DriAssie` -Lumumba George Subotzky Esi- SuthelandAddy
0019	Entrepreneurship education and entrepreneurial intentions: a prospect for higher education?	The paper identifies and elucidates key issues of entrepreneurship education (EE) and entrepreneurial intentions (EI). It analyse and critically discuss within the broader context of entrepreneurial activity in South Africa, EE trends. It investigate entrepreneurship as a discipline and field of academic inquiry by examining definitional controversies and pedagogical methodologies, along with their theoretical underpinnings. The impact of EE is explored, in particular the link between intentions and entrepreneurial behaviour. Based on empirically tested models, the construct EI is operationalized and the construct	2012	University of Pretoria

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		validity tested. Data is collected from a sample of 150 learners and subjected to factor analysis delineating a suitable factor structure. Several recommendations are made, based on the literature review and survey findings.		
0020	Entrepreneurship Education Revisited : The Case of Higher Education	This paper uses a theory-driven framework to analyze the educational underpinnings of the 112 journal articles on entrepreneurship education at the university level (EE) listed by the CELCEE database for the period 1984-2001. Results indicate that as far as education theories are concerned, the architecture underpinning research on EE is at best incomplete, with a primary focus on the economic and business content to be taught, the role of Business Schools in fostering entrepreneurship, and the design and evaluation of EE programs. By contrast, preoccupations about the use of communication and information technologies, cognitive processes, collaborative learning, personal growth, business ethics, or the development of critical thinking are all more or less absent from scholarly investigations of EE at the university level.	2002	Working Paper
0021	Entrepreneurship education: a review of its objectives, teaching methods, and impact indicators	This paper aims to take stock of existing publications devoted to entrepreneurship education and assess the alignment existing between its generic objectives, target audience, teaching methods and impact indicators. A semi-systematic literature review is applied; using six thematically separated excel data collection spreadsheets. Datasheets were used in order to reduce the author's bias. A total of 108 articles are reviewed in stages and by categorizing in terms of educational objectives, target audiences, community outreach activities, applied teaching methods and impact indicators. The work has some limitations involved with literature reviews. The main noticeable limitation is the inclusion of both empirical and theoretical literature; it would be more appropriate to use a meta-analysis approach. Entrepreneurship education is reviewed in its totality.	2010	Emerald Group Publishing Limited

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0022	A decade of entrepreneurship education in South Africa	This article describes some initiatives taken by role-players in both the private sector and the educational sector to engage in entrepreneurship education in South Africa over the past 10 years. Special emphasis is placed on a research project in Gauteng schools on the implementation of a pilot core syllabus for entrepreneurship and economic education for pupils in the intermediate school phase. This programme entailed the training of teachers, and the modification of the pilot syllabus. The perceptions of pupils who have recently been exposed to entrepreneurship education in Curriculum 2005 are also offered.	2002	South African Journal of Education
0023	Entrepreneurship Education and Training: A prospective content model	The lack of theory and paradigm in entrepreneurship education is addressed by presenting the constructs, entrepreneurial performance (E/P); motivation (M); entrepreneurial skills (E/S); and business skills (B/S) in a dynamic multiplicative model $E/P=f[M(E/S*B/S)]$. It is proposed that this model, if accommodated in an entrepreneurship education programme, to lead to at least an increase in E/P of the entrepreneur. These constructs are placed in an education context which places the emphasis on the development of these abilities. This model relates to true entrepreneurship and not to small business management. A breakdown of the concepts that are part of the constructs is discussed. The paper is closed by showing out the tremendous dynamism the model hypothetically can result in. a mathematical stimulation supports the argument.	1998	University of Pretoria
0024	Entrepreneurial Training Curriculum Assessment: The case of New Venture Creation Learnerships	This paper joins the debate about how best to assess entrepreneurial training interventions, using a case-study. Contextual secondary literature about the structure and content of such interventions is briefly reviewed. Based on this review, a framework is developed and applied to the Provincial Skills Development Pilot Project's current New Venture Creation Learnership programme. This in-depth case study uses an evaluation instrument based on the entrepreneurial assessment model	2007	University of Pretoria

		proposed by Pretorius (2001: 264). Results show that the chosen programme exhibits certain limitations, which restricts its success in developing entrepreneurs in line with the National Skills Development Strategy. However, the programme possesses much strength and its limitations are easily remedied. The proposed assessment method successfully identifies the strengths and weaknesses of the programme.		
0025	The impact of entrepreneurship education	This study is an investigation into the impact of entrepreneurship education in Ireland. It focuses on graduate entrepreneurship education (MBA) and endeavors to assess its impact on graduates' entrepreneurial behavior over the long-term. The work has evolved from significant research gaps and vulnerabilities identified within the literature and revolved around the influence that entrepreneurship education have on MBA graduates propensity to venture.	2011	University of Limerick
c. Informal Schools, FETs & Vocational				
0001	Enterprise and Entrepreneurship in Higher Education: 2010 National Findings	The 2010 National Survey of Enterprise and Entrepreneurship were carried out between February and July 2010 with a 92% response rate from 126 Higher Education Institutions in England representing 1.8m students. The 2010 data is compared to similar data from 2007. The 2010 study data show substantial progress is being made on the journey to developing an entrepreneurial HE sector. Public funding has underpinned this progress and building on these foundations will require innovative partnerships to meet the challenges ahead.	2010	Institute for Small Business and Entrepreneurship (ISBE)
0002	Entrepreneurship Education, Innovation and Capacity-building in Developing	This note highlights the important role that education at all levels plays in developing entrepreneurial attitudes, skills and behaviours and in building innovation capabilities. It presents an overview of approaches to entrepreneurship education to enable policymakers to formulate, monitor and evaluate national policies to inspire and enable individuals	2010	United Nations

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	Countries	to start and to grow entrepreneurial ventures. It discusses main issues that need to be addressed to ensure efficient integration of entrepreneurship education into entrepreneurship strategies and policies, and outlines some guiding recommendations in this area. It also raises awareness about the role of education and research institutions in encouraging science, technology and innovation, and explores some of the challenges that education institutions face in developing countries with regard to their operation as players in the national system of innovation.		
0003	Promoting sustainable development: The role of entrepreneurship education	This article adapts the theory of planned behaviour to examine attitudes to an entrepreneurial form of sustainability education. The relationship between nascent entrepreneurs' intentions to exploit learning and the extent of a profit-first mentality is examined. The study utilises data from 257 nascent entrepreneurs participating in a business start-up programme. Structural equation modelling is used to test a series of hypotheses which examine links between sustainability education and nascent entrepreneurs' attitudes. The results indicate a strong relationship between perception of learning benefits and intentions of nascent entrepreneurs to exploit those benefits. Although a profit-first mentality is negatively related to perceptions of benefit, learning itself is not affected. The results have implications for research, policy and the practice of entrepreneurship education.	2012	International Small Business Journal
0004	Training Organisations	This is an excel worksheet comprises of following business category: High growth, Small business, Survivalist business.	2012	
0005	An Analysis of Entrepreneurial and Business Skills and Training Needs	The study at hand was undertaken to find out whether training in business and entrepreneurial skills could help SMEs to succeed. The study analysed the entrepreneurial and business skills and training needs in the Plastic Manufacturing Industry in the Eastern Cape Province, South Africa. A quantitative approach was used in which 74	2012	International Review of Social Sciences and Humanities

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	in SMEs in the Plastic Manufacturing Industry in the Eastern Cape Province, South Africa	questionnaires were distributed. The result showed that there is strong linked between training in entrepreneurial and business skills and success of such organisation. The results also showed that despite the linkage between success and training, most of the organisations still have a lot of unskilled workers in their pool. The research concluded with a strong argument for training as an essential tool for determining organisation success, effectiveness and efficiency.		
0006	Entrepreneurship training and entrepreneurial learning in Europe	This project touches upon entrepreneurship training targeted at current And/or future entrepreneurs. Particular emphasis is placed on the learning processes of entrepreneurs and the way they are assumed to learn. The project attempts to look deeper into the actual learning process of entrepreneurs and compare it to the entrepreneurship training offered in vocational training including all formal, non-formal and informal training. Vocational entrepreneurship examinations are used as an important and relevant example to portray one (formal) outcome of entrepreneurship training. Theoretically, the ENTLEARN project takes into account and deepens the existing knowledge on entrepreneurial learning. Various academic researchers suggest that entrepreneurs learn most effectively by doing, by trial and error, and by experience. Nevertheless, it is less clear how this understanding and aspect are taken into account in the existing training programmes offered for entrepreneurs and those aspiring to become entrepreneurs.	2007	ENTLEARN
0007	Strengthening Spaza Shops in Monwabisi Park, Cape Town: An Interactive Qualifying Project submitted to the	This project focuses on one type of retail business that commonly appears in the informal economy throughout South Africa: spaza shops. Spaza shops are small, home-based retail stores that typically sell basic goods such as groceries, cigarettes, and fuel to nearby residents (Manna, 2009). They also offer a method of survival for the people running them, as a spaza shop will often be the shop owner's primary source of income, and potentially will also allow the owner to support other family members. They are beneficial to informal settlements for	2010	WPI

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	faculty of Worcester Polytechnic Institute for the Degree of Bachelor of Science	several reasons, primarily because they offer convenient access to basic necessities and also keep the money inside of the community, rather than sending the money out of the community when people travel long distances to a supermarket (Ligthelm& van Zyl, 1998).		
0008	Entrepreneurship Education and Training. Study-case: the AntrES programme on Women Entrepreneurship in Western Romania	In this paper we are investigating some aspects concerning the importance and objectives of entrepreneurial education and training (in the first part) and we are presenting the main entrepreneurship models (in the second part). The third part is dedicating to a general presentation of AntrES programme. AntrES (Romanian acronym for: The Entrepreneurship and the Equality of Chances. An inter-regional model of Women Entrepreneurial School) is a project financed by European structural funds (around 3,000,000 euros), covering six counties in Western Romania. In its framework, 1,800 women (women entrepreneurs and women potential entrepreneurs) were/are trained in two learning modules, Business Start-Up and Business Development.	2010	WSEAS International Conference on Economy and Management Transformation
0009	Assessing the impact of entrepreneurship education programmes: a new methodology	The purpose of this article is to propose such a framework, based on the theory of planned behaviour (TPB). TPB is a relevant tool to model the development of entrepreneurial intention through pedagogical processes. The independent variables are the characteristics of the EEP and the dependent variables are the antecedents of entrepreneurial behaviour. To illustrate and test the relevance of the evaluation methodology, a pilot study is conducted. Data are consistent and reliable, considering the small scale of this experiment. The EEP assessed had a strong measurable impact on the entrepreneurial intention of the students, while it had a positive, but not very significant, impact on their perceived behavioural control. This is a first step of an ambitious research programme aiming at producing theory-grounded	2006	Emerald

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		knowledge. Reproduction of the experiment will allow researchers to test how specific characteristics of an EEP influence its impact and how the impact differs across several cohorts of students.		
0010	Integrating Innovation, Technology, Management, and Personal Success in a Capstone eBusiness Course	The academic literature related to goal-setting theory, valence-instrumentality-expectancy theory, and socio-cognitive theory is reviewed to develop the framework goals selected for the course. Three integrating mechanisms are used as pedagogical tools to ensure that all the framework goals are taught during the course: narrative, key themes, and the business plan. A series of case studies from Innovation Nation are used to assist in the narrative. The three key themes established throughout the course are Greatness, Review, and Focused Effort. A business plan for a hypothetical new startup eBusiness is used as an integrating mechanism and as a way for the student to develop deeper domain knowledge, and accounts for a large portion of the final grade.	2006	Information Systems Education Journal
0011	Entrepreneurship Education: Learning by Doing	The comparison that comes to mind is athletics. Entrepreneurship 3 programs are among the few academic activities that engage students in teamwork and allow students to clearly understand that success requires a focus on outcomes, not on putting in class time. Time and again, teachers of these courses comment that all kinds of students, chronic low achievers as well as strong students excel in these programs. The key seems to be peer pressure to meet or exceed what are seen as realistic standards, just as with a football or basketball team. Entrepreneurship education courses win praise from teachers and school administrators for helping students excel at academic subjects like English and mathematics. Studies have shown significant improvement on standardized tests among students involved in entrepreneurship programs. We invite you to read about six successful youth entrepreneurship programs and learn more about the national resources available to help your community cultivate entrepreneurs.	2004	The Appalachian Regional Commission & The Ewing Marion Kauffman Foundation

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0012	Benefits of firms from internship?: Current situations of entrepreneurship education and internship in Japan	The purpose of this paper is to answer the following question: What are the benefits of firms accepting students for internship? Entrepreneurship education is not so popular in Japan at the moment as a small business policy issue, but many universities already introduced some sort of entrepreneurship education and internship. In every entrepreneurship education program, learning something at outside classroom like internship in a company plays an important role, as well as normal lectures in classroom. In Japan, while universities think that internship is good for their students because it makes the participated students motivated, many of the companies have rather negative perceptions to educational interactions with schools including student internship because they do not see the needs of interactions. Finally, four possible answers of what are the benefits of firms accepting students for internship would be described. Companies are not just contributors in internship relationship.	2011	Oberlin University, Tokyo, Japan
0013	Entrepreneurship education and training at the Further Education and Training (FET) level in South Africa	The report assessed the levels of entrepreneurship education and training at the Further Education and Training (FET) level in a South African context. We are of the opinion that entrepreneurship education and training (of necessity) must fulfil a primary role in preparing our youth for their future. Evidence from elsewhere, in particular industrialised countries, indicates that entrepreneurship education and training at school level play important roles in the contribution to economic growth. Experts in the field of entrepreneurship believe that the contribution of small to medium-sized enterprises (SMEs) to the growth of our country can be much higher if entrepreneurship education is implemented at school levels. Entrepreneurship is now one of the outcomes of Grades R – 12. However, our research clearly showed that various problems in schools hinder the effective implementation of entrepreneurship education, some of which are poorly trained educators and lack of adequate resources.	2007	South African Journal of Education

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0014	The status of entrepreneurship education in colleges and universities in Sub-Saharan Africa	This study aims to assess the current status of entrepreneurship course offerings, specialization, and centers in business program curricula in Colleges and Universities in Sub-Saharan Africa. It examines the availability of courses offered in the area and the characteristics of institutions that develop them. The results of the study demonstrate that the majority of higher education institutions offer a course in entrepreneurship and/or small business management. Few institutions offer a specialization in the area of entrepreneurship. A considerable number of newly created institutions report a course in entrepreneurship. The promotion of entrepreneurial activities through the establishment of entrepreneurship centers is not supported in the majority of institutions. Overall, entrepreneurship education in the institutions analyzed is marginalized and does not constitute a force in business programs offered.	2007	Department of Business Administration, Millersville University
0015	Entrepreneurship education in sub-Saharan African universities	This paper aims to investigate entrepreneurship course offerings in business administration/management curricula in sub-Saharan higher education institutions. The authors conducted a survey of online course catalogs to analyze entrepreneurship course offerings. The results of the study demonstrate that most higher education institutions in the sample offer courses in entrepreneurship and/or small business management but few offer specialization in the area. Newly created institutions are more likely to offer entrepreneurship courses and specializations than traditional ones while a few operate university-based entrepreneurship centers. The study findings are consistent with the environmental school of entrepreneurial thought. The study depended exclusively on online data. Several institutions were excluded from the sample because their web sites were unavailable. Future research should use a larger sample. The paper will assist researchers, practitioners, policymakers, and other stakeholders in higher education in strengthening the discussion about enterprise and entrepreneurship	2010	Emerald

		education in sub-Saharan business programmes		
0016	The Effectiveness of Entrepreneurship Extension Education among the FOA Members in Malaysia	The purpose of this study is to assess the state and effectiveness of informal entrepreneurship extension education among Malaysian farmers especially the members of Farmers' Organization Authority (FOA). The development of an agri-entrepreneurship, both concept and activity, has been growing in importance in Malaysia. The government of Malaysia has established few agencies within the Ministry of Agriculture and Agro-based Industry (MOA) such as FOA to provide extension on technical and motivational training to individual farmers to become agri-entrepreneurs. This is in tandem with Ministry motto of "agriculture is business". Such training it is hoped to strengthen capacity building among the farmers and to have a sustainable growth in the agribusiness sector. Despite the recognition of the importance of entrepreneurship in the knowledge economy, the effectiveness of its informal entrepreneurial extension education remains debatable. Four hundred farmers who are members of FOA were interviewed with a structured questionnaire to gather information on their social attitude towards the effectiveness of the informal entrepreneurship education on their capacity building as agri-entrepreneur.	2011	Maxwell Scientific Organization
0017	Entrepreneurship education: Relationship between education and entrepreneurial activity	The primary purpose of this paper is to provide some insights about entrepreneurship education. The meaning of entrepreneurship education is explained, and the significant increase of these educational programmes is highlighted. Literature has been suggesting that the most suitable indicator to evaluate the results of entrepreneurship education is the rate of new business creation. However, some studies indicate that the results of such programmes are not immediate. Therefore, many researchers try to understand the precursors of venture creation, concluding that is necessary to carry out longitudinal studies. Based on an overview of the research published about the existing linkage of entrepreneurship education and entrepreneurial	2011	Psicothema

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		activity, the main topics studied by different academics are addressed. For the authors, the positive impact of entrepreneurship education puts a double challenge on governments in the future: the increased need of financial funds to support entrepreneurship education and the choice of the correct educational programme.		
0018	Entrepreneurship Small Business Development	This Unit Standard is aimed at learners who would like to identify and develop within themselves, the personal characteristics of an entrepreneur that ensure the successful operation of a new venture. The Unit Standard also introduces the learnt or the economic, administrative and behavioural (psycho-social) barriers that contribute to failure in starting and sustaining an enterprise. The learner will develop strategies to work effectively in a group and set personal goals in an entrepreneurial context. In order to contribute to the development to f society at large the Unit Standard will make the learner aware of the importance of the entrepreneurs in creating new ventures and employment opportunities.	2004	SAQA
0019	New Venture Creation	This Unit Standard is aimed at learners who would like to identify and develop within themselves, the personal characteristics of an entrepreneur that ensure the successful operation of a new venture. The Unit Standard also introduces the learnt or the economic, administrative and behavioural (psycho-social) barriers that contribute to failure in starting and sustaining an enterprise. The learner will develop strategies to work effectively in a group and set personal goals in an entrepreneurial context. In order to contribute to the development to f society at large the Unit Standard will make the learner aware of the importance of the entrepreneurs in creating new ventures and employment opportunities	2009	SAQA
0020	The practical	The paper practically applies the constructs of the entrepreneurial	2007	University of

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	application of an entrepreneurial performance training model in South Africa	performance training model to three different training interventions, known as the Business start-up, Basic Entrepreneurship and Advanced Entrepreneurship programmes. Furthermore the paper measures the business performance indicators and skills transfer that took place after the training interventions. Quantitative research was conducted, using three validated research questionnaires. The research design consists of a pre-test, post-test and post-post test (10 weeks after the training interventions took place). Factor analysis was done, descriptive statistics arising from opinions and expressions are presented and statistical tests such as the Chi-square test and ANOVA provide inferential statistics.		Pretoria
0021	New venture scholarship versus practice: when entrepreneurship academics try the real thing as applied research	Whether entrepreneurship as an academic subject is a liberal art or a professional field can be argued. Either case can be constructed logically, but only the professional case can be tested empirically. This investigation attempts empiricism. After many years of study in the field of entrepreneurship each of the authors undertook a venture. One was a very small venture, book publishing; the other, a fairly large venture, chemical manufacturing. Neither venture, at this point, is a clear success or failure. But in the history of both can be seen better and poorer decisions. To evaluate the utility of scholastic entrepreneurship knowledge on these decisions, a conceptual scheme is imposed which allows exploration of how either the possession or the lack of knowledge, both academic and industrial, helped or hindered venturing performance. Inferences are drawn about further inquiry that would contribute useful academic knowledge to would-be entrepreneurs.	1997	Elsevier Science Ltd
0022	Educating the Next Wave of Entrepreneurs Unlocking entrepreneurial	Entrepreneurship education is critical for developing entrepreneurial skills, attitudes and behaviours that are the basis for economic growth. Access and exposure to entrepreneurship within educational systems at all levels are important as they are the outreach to target audiences outside of traditional educational systems. In both respects, the role that	2009	World Economic Forum

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	<p>capabilities to meet the global challenges of the 21st Century A Report of the Global Education Initiative</p>	<p>technology can play in delivering entrepreneurship education is essential. With this new workstream, the Global Education Initiative aims to :</p> <ol style="list-style-type: none"> 1) Highlight and raise awareness of the importance of entrepreneurship education in spurring economic growth and achieving the Millennium Development Goals 2) Consolidate existing knowledge and good practices in entrepreneurship education around the world to enable the development of innovative new tools, approaches and delivery methods 3) Provide recommendations to governments, academia, the private sector and other actors on the development and delivery of effective education programmes for entrepreneurship 4) Launch a process in which the recommendations can be discussed on the global, regional, national and local levels and implemented with the involvement of key stakeholders 		
0023	<p>Practical matters: what young people think about vocational education in South Africa</p>	<p>The aim of this research project is to investigate students' attitudes towards vocational education. To understand students' attitude formation and more particularly their views on vocational education, it would be instructive to examine the context of vocational education in South Africa. Technical colleges were separated along racial lines in the apartheid era and were seen as an alternative form of education for those students who were not academically inclined. Prior to 1994, South Africa had some 200 Technical colleges whose primary focus was technical and vocational education provision. According to Badroodien (in McGrath, 2004), this provision was shaped by the prevailing system of apprenticeship in South Africa at the time, as well as by the kinds of jobs available to various learners in a racially constituted labour market (ibid., p. 22). This apartheid architecture was maintained until the late 1980s. This study has taken place at a time in South Africa when the education and training sector is expected to address the competing demands of industry for more skilled workers,</p>	2011	City & Guilds Centre for Skills Development

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		and organised labour for access to training opportunities for its members. Public (FET) colleges operate within these tensions.		
0024	Learnership Application	New venture creation learnership application form.	2008 – 2009	Tourism Hospitality & Sports Education and Training Authority (THETA)
0025	The Informal Sector: An African Perspective	This document provides a presentation prepared for the 2011 DTI Small Business Summit (10-12 October 2011, Bloemfontein).	2011	University of Johannesburg
0026	An Analysis of Entrepreneurial and Business Skills and Training Needs in SMEs in the Plastic Manufacturing Industry in the Eastern Cape Province, South Africa	The study at hand was undertaken to find out whether training in business and entrepreneurial skills could help SMEs to succeed. The study analysed the entrepreneurial and business skills and training needs in the Plastic Manufacturing Industry in the Eastern Cape Province, South Africa. A quantitative approach was used in which 74 questionnaires were distributed. The result showed that there is strong linked between training in entrepreneurial and business skills and success of such organisation. The results also showed that despite the linkage between success and training, most of the organisations still have a lot of unskilled workers in their pool. The research concluded with a strong argument for training as an essential tool for determining organisation success, effectiveness and efficiency.	2012	International Review of Social Sciences and Humanities
0027	Measuring the effectiveness of the Women	The Women Entrepreneurship Programme (WEP) was developed after a need had been identified for such a training intervention. The WEP provides entrepreneurial and business management training to women	2007	University of Pretoria

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	Entrepreneurship Programme on potential, start-up and established women entrepreneurs in South Africa	entrepreneurs. This empirical paper measures the effectiveness of the WEP after the respondents had been through the training intervention. The sample consists of 180 women entrepreneurs, where 116 respondents form the experimental group and 64 respondents the control group. Factor analysis is presented and several statistical tests executed to present the statistically significant differences between the two groups in the sample. The findings highlight the WEP delegates' acquisition of new entrepreneurial skills and knowledge. Furthermore, the respondents reported an increase in the number of employees, turnover, productivity and profit. It was statistically proven that the WEP is effective in training potential, start-up and established women entrepreneurs in South Africa.		
0028	Enterprise Training	This report considers the status and distribution of enterprise training in South Africa against the backdrop of training provision in the apartheid era, and the promulgation of a new skills development regime post-1994. Using recent enterprise training surveys as the basis of the analysis, the report finds that reasonable progress is being made with training in large and medium-sized firms, and a significant turnaround in training is occurring at the intermediate level, through the new learnership system.	2003	HRD
0029	Training entrepreneurship and small business enterprises in South Africa: a situational analysis.	The report gives an overview of the contents of entrepreneurship and small enterprise training in general as well as the specific objectives of these interventions in the South African situation. Briefly covers the problems found and highlighted by researchers in the 1990s and assesses whether the problems or deficiencies of the past are being addressed. Concludes that the training emphasis of small, medium and micro-enterprise service providers in South Africa still seem to be more on conventional training than entrepreneurial training. Also concludes that entrepreneurship and business training interventions should be monitored to determine those that are the most successful and		

		appropriate for the South African situation.		
0030	The practical application of an entrepreneurial performance training model in South Africa	The paper practically applies the constructs of the entrepreneurial performance training model to three different training interventions, known as the Business start-up, Basic Entrepreneurship and Advanced Entrepreneurship programmes. Furthermore the paper measures the business performance indicators and skills transfer that took place after the training interventions. Quantitative research was conducted, using three validated research questionnaires. The research design consists of a pre-test, post-test and post-post test (10 weeks after the training interventions took place). Factor analysis was done, descriptive statistics arising from opinions and expressions are presented and statistical tests such as the Chi-square test and ANOVA provide inferential statistics.	2004	University of Pretoria,
0031	Entrepreneurship training and entrepreneurial learning in Europe	This project touches upon entrepreneurship training targeted at current And/or future entrepreneurs. Particular emphasis is placed on the learning processes of entrepreneurs and the way they are assumed to learn. The project attempts to look deeper into the actual learning process of entrepreneurs and compare it to the entrepreneurship training offered in vocational training including all formal, non-formal and informal training. Vocational entrepreneurship examinations are used as an important and relevant example to portray one (formal) outcome of entrepreneurship training. Theoretically, the ENTLEARN project takes into account and deepens the existing knowledge on entrepreneurial learning.	2007	ENTLEARN
d. Critical success factors for persons outside formal schooling				
0001	The Questions we care about:	The literature on entrepreneurship education is replete with statistics and reviews of entrepreneurship courses and programmes. In this	2011	Industry & Higher

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	Paradigms and Progression in Entrepreneurship Education	paper, the authors take a different approach and propose a model that transcends the current understanding of entrepreneurship. Instead of asking what entrepreneurship education is and what it does, they ask what ideally it should be and should do. The authors suggest that there is a logical progression between existing approaches – paradigms – to teaching entrepreneurship, and that a fourth ‘new’ paradigm, ‘everyday practice’, constitutes the foundation for all other entrepreneurship education because it establishes the core entrepreneurial competence. They further identify four dimensions as the constituent elements of entrepreneurship as everyday practice.		Education
0002	Entrepreneurship Education in Ireland — Research Mapping and Analysis	In today’s ordeal of global economic challenge, particularly acute in Ireland, the subject of entrepreneurship education (EE) brings into sharp focus the debate on the proper role of education. Educators traditionally take a measured perspective on the perennial clash between the vocational and liberal missions; for them, the wise approach has always been to favour the provision of broad underlying generalist skills over specialist competences. But, for embattled enterprise policy-makers on the front line, faced with the twin scourges of unemployment and emigration, the education system would ideally deliver into the world of work students ready to hit the ground running as fully formed employees or, better still, employers.	2011	Youth Entrepreneurship Strategies (YES)” Project
0003	Enabling Entrepreneurship through Education and Collaboration: some initiatives An input from the Human Resource	This paper has been prepared by the Human Resource Development Council (HRDC) Technical Task Team on Enabling Entrepreneurship as an input into the Carnegie III conference on strategies to reduce poverty and inequality, taking place in Cape Town from 03 – 07 September 2012. The paper seeks to stimulate discussion on how entrepreneurship in South Africa can be appropriately leveraged to contribute in a significant way to creating an entrepreneurial culture in South Africa where small businesses are able to grow and thrive. The paper is divided into three sections and explores how small businesses	2012	HRDC

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	<p>Development Council Technical Task Team on Enabling Entrepreneurship to the Carnegie III Conference at the University of Cape Town</p>	<p>can be supported, encouraged and strengthened through the following:</p> <ul style="list-style-type: none"> - The creation of a national virtual incubator where all information required and relevant to entrepreneurs is contained. - Bolstering entrepreneurial activity within the university system - By promoting creative and innovative teaching methodologies in the basic schooling system <p>The paper sets forth some ideas as to how SMME's can be much better supported through the creation of a national virtual incubator in the form of web portal where all relevant information to SMME's is contained. The paper outlines the information that should be contained on this national portal which includes information about: a) how to launch, operate and expand a business; b) licenses, registration and taxation; c) funding and grants; d) industry guides; e) training and mentorship; f) resources available; and g) ways of connecting and being part of an entrepreneurial community.</p>		
0004	<p>Sustainable Development</p>	<p>The sustainability and resilience of ADvTECH is driven fundamentally by the long term nature of the business, the enduring worth to society of the Group's operations and the annuity nature of much of its revenue. This is supported by the strength of the Group's financial structure, which provides the capacity to deal with challenges and opportunities as they arise. It is therefore vital that we continue to implement carefully considered and responsible decisions that will have a positive impact well into the future. We remain committed to ensuring the long-term success of our business by making a constructive contribution economically, socially and environmentally to the communities which we serve and in which we operate. The nature and quality of our services provide intrinsic social and economic benefits. The important role that the Group's Education and Resourcing divisions play in helping address the current education and skills capacity constraints facing South Africa, has led to the recognition of ADvTECH as a responsible</p>	2010	ADvTECH

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		corporate citizen actively involved in developing the country's human capital and economic growth prospects. Our high standard of corporate responsibility was recognised once again by our inclusion, for the fifth consecutive year, in the JSE Socially Responsible Investment (SRI) Index for 2010.		
0005	Micro Franchising: Application and Success Factors	In this paper, we present a framework that organizations thinking about starting micro-franchising can use to: Assess micro-franchising opportunities in developing countries, Determine what infrastructure and services need to be provided, and What the key success factors in operating a micro-franchising business are. We will start by comparing and contrasting micro-franchising to other poverty alleviation concepts like micro-credit and micro-consignment. We will then give an overview of the framework, followed by a more detailed discussion of each element of the framework. The author of this paper worked ten weeks at Drishtee, an Indian social enterprise that specialized on micro-franchising. This paper summarizes our experiences while working for Drishtee in a consulting-like role, our learnings from interviews with Drishtee's management, franchisees and other entrepreneurs as well as our findings from secondary research. It is in no way meant to be a complete or definitive guide to micro-franchising. For example, we will focus our discussions on micro-franchising of the customer-facing part of the value chain in rural areas.	2011	Kellogg School of Management
0006	Impact of entrepreneurship education on entrepreneurial intentions	The report looks at the impact of an entrepreneurship education programme (EEP) provided to "real-life" would-be entrepreneurs. The Shapero (1982) model was adapted to conduct an evaluation of the "Enterprise & You" project, an EEP which was run by the University of Northampton in the UK and funded by the European Social Fund (ESF). Questionnaires were administered to 52 participants before and after the programme to measure entrepreneurial intentions. The results show	2009	AGSE

		that perceived feasibility increased in programme participants by 36.44% and perceived desirability increased by 3.31%. The report then discusses the findings and offer conclusions and ideas for future research.		
0007	Evaluating enterprise education: why do it?	The purpose of this paper is to argue that evaluations of enterprise education need to develop beyond the economist viewpoint of business start-up and business growth and promote the notion that evaluations of enterprise education should encompass prime pedagogical objectives of enterprise education, enabling students to grow and develop and to shape their own identities in the light of their learning experiences. This paper is a conceptual development, following research into graduate entrepreneurs and their experience of enterprise education in university. The case studies are limited to graduates of one university in Wales. One of the key findings of the research was that none of the graduate entrepreneurs labelled themselves as entrepreneurs and furthermore questioned the meaning of the word and its relevance to them. This leads to the discussion in this paper whereby the locus of the self-identity of students experiencing forms of enterprise education; the labelling of such people by the teachers and institutions where enterprise education takes place and the implications of differences to the evaluation of enterprise education are examined.	2012	Emerald
0008	Training personal initiative to business owners in developing countries: a theoretically derived intervention and	This dissertation includes two studies. The first study (Chapter 2) reviews evaluation studies of entrepreneurship training programs that have been implemented in developing countries. This review enables us to compare our personal initiative training with established training programs. The second study (Chapter 3) describes and evaluates the personal initiative training. Chapter 2 summarizes the findings of 27 studies evaluating 10 different training programs in developing countries (including the personal initiative training and the evaluations study presented in Chapter 3). This makes this work the most extensive	2009	Matthias E. Glaub

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	its evaluation	review of entrepreneurship training programs in the empirical literature (to our knowledge). The review indicated that all included entrepreneurship training programs positively affected entrepreneurial success. We evaluated our theoretically derived personal initiative training (Chapter 3) by means of a long-term field experimental study using a pretest/posttest design (4 measurement waves) with a randomized waiting control group. The sample consisted of 100 small business owners in Kampala, Uganda.		
0009	Entrepreneurship education and training can entrepreneurship be taught Part I	This report debate in the entrepreneurship academy about whether we can actually teach individuals to be entrepreneurs. With this in minds, this paper aims to address the question of whether or not entrepreneurship can be taught. The first part of the report outlines the importance of entrepreneurship in a modern, constantly changing environment and the various difficulties associated with the design of programmes, as well as their objectives, content and delivery methods. The second part of the paper focuses on the difficulties associated with programme evaluation and the various approaches adopted to determining and measuring effectiveness. The leads to a discussion on whether or not entrepreneurship can successfully taught.	2005	Emerald
0010	State-of enterprise education in: Results from the Entredu project	This report provides research results of the study – differences in national legislation related to curricula and national policies within the field of enterprise education. The report also presents a conceptual discussion related to enterprise education based on a literature review. In addition, the report provides examples and an analysis of the enterprise education programmes run in the various partner countries. At the end of the report we identify the key success factors of developing and running enterprise education programmes that may be of interest to promoters of enterprise education. In terms of documenting the policies, literature references and programmes, the project co-ordinator prepared an inquiry reference form to ensure that	2004	Small Business Institute, Business Research and Development Centre, Turku School of Economics and Business Administration and ENTREDU project partners

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		<p>there was standardisation of data collected for each programme across the different national contexts. In collecting the data for each programme, multiple sources of information were used, for example research or evaluation studies of the related programmes, internal evaluation reports and where there was insufficient written documentation, the promoters of the programmes were interviewed. The research work was co-ordinated by the Small Business Institute, Turku School of Economics and the data collection was carried out in conjunction with four other partner countries (Austria, Ireland, Norway and the UK).</p>		
0011	<p>Entrepreneurship education in South Africa: a nationwide survey</p>	<p>This paper aims to assess the state of development of entrepreneurship education, determine the importance of entrepreneurship in the South African higher education institutions (HEIs), and offer recommendations for improving preparations for the developing field. An e-mail survey has been conducted on South African HEIs. The respondents were academic staff members who are involved in teaching and researching entrepreneurship. Results indicate that the entrepreneurship education in South Africa is in its developmental stage, although it is perceived as important in elevating the profile of any institution and there is increasing commitment from the institutions in academic, research and outreach offerings in entrepreneurship. The teaching and assessment methods follow traditional classroom delivery while research in entrepreneurship in South Africa is perceived as less rigorous than other management disciplines.</p>	2006	Emerald
0012	<p>Teaching Entrepreneurship : Impact of Business Training on</p>	<p>A growing number of microfinance organizations are attempting to build the human capital of micro-entrepreneurs in order to improve the livelihood of their clients and help further their mission of poverty alleviation. Using a randomized control trial, we measure the marginal impact of adding business training to a Peruvian group lending program</p>	2007	The Financial Access Initiative (FAI) & Innovations for Poverty Action

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	Microfinance Clients and Institutions	for female micro-entrepreneurs. Treatment groups received thirty to sixty minute entrepreneurship training sessions during their normal weekly or monthly banking meeting over a period of one to two years. Control groups remained as they were before, meeting at the same frequency but solely for making loan and savings payments. We find evidence that the treatment led to limited improvements in business knowledge, practices and revenues. For the microfinance institution, the program increased client retention rates. There is also suggestive evidence that effects were larger for those that expressed less interest in training before the program began. This could have important implications for implementing similar market-based interventions with a goal of recovering costs.		(IPA)
0013	Entrepreneurship Training for Emerging SMEs in South Africa	This study analyzes the course content, training methods, and profiles of trainers and trainees of SME service providers in the Northern Province, South Africa. The findings include the need for training as well as the existence of certain deficiencies in the present entrepreneurship training. The conclusion emphasized the importance of a comprehensive entrepreneurship-training program for successful small business enterprises. Recommendations that could help sustain emerging small business enterprises are presented to SME stakeholders.	2002	Journal of Small Business Management
0014	Entrepreneurship education in nineties	As part of the new strategy for job creation, entrepreneurship education holds promise as an integral component in a community's venture support system along with incubators, innovation centers, technology transfer of &es, science parks, and venture capital operations. Since new venture success is foremost a function of entrepreneurial knowledge and know-how, entrepreneurship education may be the most promising of these economic development mechanisms.	1987	Elsevier Science Publishing

		Unfortunately, it may be the most difficult to implement. Generally the extent and nature of education required by modern aspiring entrepreneurs is not well understood. Many would see entrepreneurship education as strictly an add-on to current education in management or engineering. Such is the option of minimal use. The real promise or entrepreneurship education will be realized when it is strategically organized for economic development and job creation. This article traces the recent history of entrepreneurship education before proceeding to deal with a number of questions facing those who would use entrepreneurship education as part of a modern economic development strategy.		
0015	Preparing Youth and Adults to Succeed in an Entrepreneurial Economy: Accelerating Entrepreneurship Everywhere	This Toolkit for the National Content Standards for Entrepreneurship Education is designed to give you the standards and Performance Indicators framework necessary for developing curriculum for entrepreneurship programs as a lifelong learning process. Along with the standards, the Toolkit contains background information on Entrepreneurship Education and the Lifelong Learning Model for Entrepreneurship Education, sample applications of the standards, and information about the research used to develop the standards.	2004	National Content Standards for Entrepreneurship Education-
0016	Small business development in South Africa	South Africa is in the grip of a recession. Businesses are closing down. There are job losses on a frightening scale – 475 000 in the first two quarters of 2009, according to Statistics SA. These are enormous challenges for the new Administration. Within government, we have seen a significant restructuring of Ministries in the economic cluster, and the advent of the National Planning Commission. New strategy documents have been adopted – on a national youth policy, and the second economy – with a strong bearing on possibilities for integrating marginalised segments of the population into the productive economy. On the economic policy agenda, priorities cover the spectrum from poverty alleviation, unemployment, job creation, the challenge of	2009	SBP

		stimulating economic growth, generating public revenue, and improving public sector efficiency.		
0017	Entrepreneurship Education in the United States	The United States has an almost overwhelming variety of educational programs and activities that are designed to promote entrepreneurship. This inventory is based on a survey of the World Wide Web and academic literature. Where available, information on economic impact of particular programs is provided. The author does not offer commentary on which programs are exportable to specific countries, feeling that the reader is in the best position to import ideas that fit their realities.	2004	SHSU.Edu
0018	Returns for Entrepreneurs versus Employees: The Effect of Education and Personal Control on the Relative Performance of Entrepreneurs vis-à-vis Wage Employees	This is the case even when estimating individual fixed effects of the differential returns to education for spells in entrepreneurship versus wage employment, thereby accounting for selectivity into entrepreneurial positions based on fixed individual characteristics. We find these results irrespective of whether we control for general ability and/or whether we use instrumental variables to cope with the endogenous nature of education in income equations. Finally, we find (indirect) support for the argument that the higher returns to education for entrepreneurs is due to fewer (organizational) constraints faced by entrepreneurs when optimizing the profitable employment of their education. Entrepreneurs have more personal control over the profitable employment of their human capital than wage employees.	2009	Tinbergen Institute Discussion Paper
0019	Training personal initiative to business owners in developing countries: a	This dissertation introduces a promising alternative to these established training interventions: a training program that aims at increasing personal initiative. Personal initiative is a behaviour that is suggested to be central for successful entrepreneurship. Empirically, personal initiative has been shown to be highly related to entrepreneurial success. Yet, the proposed causal relationship that PI leads to	2009	Matthias E. Glaub

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	theoretically derived intervention and its evaluation.	entrepreneurial success has not been systematically examined through an experimental design. This dissertation tests this causal relationship in a field experiment by means of the personal initiative training. If personal initiative is a central entrepreneurial variable, then our theoretically derived training intervention should increase personal initiative in entrepreneurs which in turn should lead to higher entrepreneurial success. This dissertation includes two studies. The first study (Chapter 2) reviews evaluation studies of entrepreneurship training programs that have been implemented in developing countries. This review enables us to compare our personal initiative training with established training programs. The second study (Chapter 3) describes and evaluates the personal initiative training.		
0020	Critical evaluation of two models for entrepreneurial education An improved model through integration	This paper focuses on the comparison of two models for entrepreneurial education with the aim of potential integration. At this juncture when entrepreneurial development is seen as the core contributor to enhance start-ups of new ventures and hence facilitate economic growth and development, the best possible education model is required. The creation of more entrepreneurs is at least partially dependent on the creation and advancement of efficient educational models. First, this paper briefly describes the two independently developed models for entrepreneurial education. Second, an in-depth qualitative analysis of the individual model constructs is presented to evaluate the contributions and limitations of each. Third, this paper proposes an integrated model that identifies certain weaknesses of each of its building-blocks, which are eliminated by the integration. The paper concludes that the integrated model for entrepreneurial education enhances the body of knowledge and highlights the key role of facilitators of entrepreneurial education programmes.	2004	openUP
0021	A Model of Entrepreneurial	This article seeks to move forward the debate on what entrepreneurship educators should be, and are, trying to achieve. The key assumption is	2011	Industry & Higher

	Capability based on a Holistic Review of the Literature from Three Academic Domains	that we need to understand what makes an individual more suitable or adapted for a career path in entrepreneurship. Once we have gained insights into how this entrepreneurial capability is acquired we will be able to educate for it more effectively. This article adopts a holistic approach; on the basis that a useful model can be proposed only by acknowledging all that is accepted of entrepreneurs; a model that is beneficial to those seeking to learn to become more entrepreneurial and a model that can help shape a dynamic and connected entrepreneurship education system from primary through to the highest level. The article proposes a model of entrepreneurial capability based on an analysis of the literature from the economic, political and sociological domains.		Education
2. ECONOMY				
a. Reports on SMMEs in South Africa				
0001	Growing Small Firms, Growing Employment	Empirical research on the drivers of small firm growth is scarce. This is not a uniquely South African challenge: researchers worldwide find that coherent information regarding the defining characteristics of successful small businesses is difficult to divine. SBP is committed to producing high-quality research and analysis that bridges the gap between theory, observation and practice. Our ground-breaking new SME Growth Index will, for the first time, provide South African policy makers and business owners with an understanding of what separates gazelles from the rest of the herd. The SME Growth Index will monitor the characteristics, performance, and resilience of a representative sample of 500 growth-oriented small firms, over a period of years, in order to identify the internal characteristics and external factors associated with successful businesses growth. It takes as its starting point that business gazelles – like their counterparts in the wild – change over time. Moment in time data is of limited utility. Longitudinal monitoring - revisiting the same firms over a period of time will provide us with a dynamic picture that	2011	SBP

		captures the subtle impacts of changing market conditions, regulatory frameworks and innovation, and allow us to understand how business decisions have played out.		
0002	Accelerating Small Business Growth in South Africa	<p>Taking stock of these disturbing realities, we contended that effective small business development on the scale needed will require a new, sustained engagement between the private sector and government at all three levels – national, provincial and local. The publication struck a responsive chord among a wide range of people concerned with small business development issues. Clearly, the time is ripe for a more concentrated engagement in this area. As the next step to help take the process forward, SBP hosted a small high-level roundtable discussion at the end of September to tackle topics central to a creative debate.</p> <p>Participants in the roundtable were drawn from government – including the Presidency – business chambers, parastatals, research organisations, and major private sector players engaged in small business development. This is an edited version of the day's discussion, summarising key points that emerged.</p>	2009	SBP
0003	Annual Review of Small Business in South Africa 2005- 2007	<p>The current Annual Review of SMMEs covers the years 2005-2007, in some cases expressed in terms of two financial year-periods, namely 1 April 2005 to 31 March 2006 and 1 April 2006 to 31 March 2007. Where applicable, data as far back as from 2001 have been included to enable a trend comparison. Small businesses can be classified as micro, very small, small or medium enterprises (SMMEs), following a complex set of thresholds per industry, as scheduled in the National Small Business Act. SMMEs are not restricted to formally registered enterprises (such as close corporations, private companies and co-operative enterprises) but include informal and non-VAT registered enterprises, such as survivalist street trading enterprises, backyard manufacturing and services, and occasional home-based evening jobs.</p> <p>Seven primary data sources were used to compile this Annual Review:</p>	2008	DTI

		<p>Stats SA Labour Force Survey (LFS)</p> <ul style="list-style-type: none"> • Stats SA Survey of Employers and the Self-Employed (SESE) • the Adult Population Survey (APS) of the Global Entrepreneurship Monitor (GEM) • Stats SA Integrated Business Register • CIPRO New Enterprise Register • Stats SA statistics on liquidations of close corporations and companies • CIPRO Register of Co-operatives. 		
0004	Review of Ten Years of Small Business Support in South Africa 1994 – 2004	<p>This report reviews public sector support for South Africa's small enterprise sector over the 10 years since the political change of 1994 and the 1995 White Paper, The National Strategy for the Development and Promotion of Small Business in South Africa. The goal of this report is to put the challenges and developments into perspective by relating them to a decade of institutional, policy-shaping and implementation evolution, which brought South Africa to its present 'integrated approach' for small enterprise support. At the outset of any review of public sector support for small enterprise development, it is important to acknowledge that SA's first democratically elected government did not start with an uncluttered policy 'slate'.</p>	2004	DTI
0005	Rethinking Small Business Support in South Africa: Report on the Review of Government Support for Small Business.	<p>Small business promotion in South Africa has come a long way since the government's first small business promotion strategy, the White Paper on National Strategy for the Development and Promotion of Small Business in South Africa was published in 1995, followed by the promulgation of the National Small Business Enabling Act in 1996. The main national institutions emanating from this strategy and legislation, and several others under different departments and arms of government, have introduced a number of small business support programmes to give effect to the country's small business strategy and</p>	2011	DTI

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		legislation. In 2005 the government's strategy was revised and the Integrated Strategy on the Promotion of Entrepreneurship and Small Enterprises was published, giving renewed impetus to the government's efforts to foster a vibrant small business sector.		
0006	Small Business Development in South Africa	South Africa is in the grip of a recession. Businesses are closing down. There are job losses on a frightening scale – 475 000 in the first two quarters of 2009, according to Statistics SA. These are enormous challenges for the new Administration. Within government, we have seen a significant restructuring of Ministries in the economic cluster, and the advent of the National Planning Commission. New strategy documents have been adopted – on a national youth policy, and the second economy – with a strong bearing on possibilities for integrating marginalised segments of the population into the productive economy. On the economic policy agenda, priorities cover the spectrum from poverty alleviation, unemployment, and job creation, the challenge of stimulating economic growth, generating public revenue, and improving public sector efficiency.	2009	SBP
0007	Grant Thornton Survey reveals over-regulation is SA's biggest Constraint to Business Expansion	Grant Thornton survey reveals over-regulation is SA's biggest constraint to business expansion. Q4 Grant Thornton International Business Report data highlights impact of crime, service delivery, political climate and Companies Act on SA business owners. Grant Thornton's latest quarterly survey on privately held business owner's perceptions highlights that 37% of South African executives rate over-regulation and red tape as the biggest constraint to business expansion. Deepak Nagar, managing partner at Grant Thornton Durban and the new national chairman for Grant Thornton South Africa effective 1 March 2012, this morning released the fourth quarter data for the 2011 Grant Thornton International Business Report. The Grant	2012	SMME Business Index

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		Thornton International Business Report (IBR) provides quarterly insight into the views and expectations of over 11,000 businesses surveyed in total per year across 39 economies.		
0008	South African SMME Business Confidence Index Report: 1st Quarter 2012	Measures the opinions of SMME managers and owners across South Africa regarding their current performances and future business prospects.	2012	SMME Business Index
0009	Inequality and economic marginalisation: How the structure of the economy impacts on opportunities on the margins	The concept of South Africa's "two economies" became widely used, particularly in government, but was regarded with some scepticism in left-wing academic and policy circles. It soon became clear that the concerns were not immaterial. Too literal an interpretation of the notion of "two economies" leads down deeply flawed paths in policy terms – too easily underpinning an approach that sees the first economy as representing the benchmark for how things should be – with the goal of policies targeting the second economy being to assist it to "catch up". So, the "first economy" is the solution, the "second economy" is the problem. Manifest in the way conspicuous consumption at the elite end of the "first economy" informs wider expectations and aspirations while at the same time fuelling discontent not only amongst the very poor, but also amongst people whose lives may in fact be improving but only in modest ways. Focus on strategies for the second economy that aim to make it become more like the first economy are easily aligned with policy approaches that see no real connection between the current patterns and structures of ownership and accumulation in the economy and the incidence of poverty, and therefore no necessary connection between anti-poverty strategies and a need for change in these patterns and structures.	2010	Law Democracy & Development
0010	Global	This report confirms that South Africa's trend of below-average	2010	GEM

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	Entrepreneurship Monitor	entrepreneurial activity, demonstrated in previous GEM surveys. According to the GEM data, a country at South Africa's stage of economic development would be expected to have a TEA rate in the order of 15%, over 60% more than South Africa's actual rate of 8.9%.The 2010 Global GEM Report shows that both factor driven and efficiency-driven economies are strongly weighted toward the consumer-oriented sector. Sub-Saharan Africa is the most prevalent geographic region in the consumer-oriented sector, with South Africa being no exception. The majority of early-stage entrepreneurial activity in this country continues to be in the consumer services sector and its prevalence in this sector has remained relatively constant over the past three years (64.8% in 2010, 67.2% in 2009 and 65% in 2008).		
0011	Boosting Youth Employment Through Entrepreneurship : A Response to the National Youth Development Agency	SBP's extensive experience in the field of enterprise development suggests to us that a strong focus on entrepreneurship should be among the Agency's top priorities. We believe that the NYDA has the potential to play a critical role as a facilitator and catalyst, enabling social partners – from community groups to corporations – to develop and implement practical and effective programmes to build the culture, skills, operating environment and networks necessary to support entrepreneurial growth. This SBP Alert makes a suggestion about how this might be achieved, through creation of a dedicated grant mechanism, managed by the NYDA, on the basis of competitive tendering and clear, outcome-focused selection criteria.	2009	SBP
0012	Investigation into Collateral Options for Lending to Micro and Small Enterprises	The primary purpose of this investigation, initiated by FinMark Trust, is to determine whether collateral constraints are one of the causes for the perceived financing gap for micro and small enterprises (MSEs) in South Africa. The study further intends to identify risk management strategies utilised in other countries, which could become attractive to lenders in South Africa, and identify policy options which could lift constraints in order to stimulate greater investment in the MSE sector.	2009	FinMark

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		The study focuses on collateral options for loans ranging from R10 000 (\$1 133) to R250 000 (\$33 333), defined as the primary financing gap.		
0013	Final Report: An Investigation into the Quantification and Extent of Supply Chain Finance to Small, Medium and Micro Enterprises	This report details the findings of the research on the fairly new concept in the South African SMME finance regarded as supply chain finance ⁴ . This is broadly defined as a type of finance where a large business directly or indirectly facilitates finance to a small business that operates within the supply or value chain of the big businesses. The big business provides finance ⁵ to a small business that is a supplier, client or associate of the big businesses. As explained in detail in the report, this finance model is an alternative source of finance for an SMME and excludes trade credit. The table below illustrates where supply chain finance fits into the finance supply continuum.	2010	FinMark
0014	Tracking Entrepreneurship in South Africa: A GEM Perspective	This book will stimulate debate about the importance of entrepreneurship in South Africa, as well as to focus policy-makers' attention on key areas that require attention if entrepreneurship is to be allowed to flourish in South Africa. The book will look briefly at why entrepreneurship is important and will then focus on the Global Entrepreneurship Monitor project itself. Chapters 3 to 5 will provide an understanding of South Africa's global position will profile our entrepreneurs and will discuss key inhibitors of entrepreneurial activity in this country. Chapter 6 looks at entrepreneurship through different lenses - for example social, youth and township entrepreneurs. Finance, or the lack thereof, is often seen by entrepreneurs as a key stumbling block. Chapter 7 provides a brief discussion on some current finance options in South Africa. The book ends with a number of recommendations which could guide policy-makers in formulating interventions that stimulate entrepreneurship.	2010	GEM
0015	Global Entrepreneurship	With this report, the Global Entrepreneurship Monitor (GEM) has completed 12 annual surveys of the entrepreneurial attitudes, activities	2010	GEM

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	Monitor 2010: Global Report	and aspirations of individuals around the world. Starting with just 10 developed countries in 1999, GEM has grown to include over 80 economies during the course of these 12 years. In 2010, over 175,000 people were surveyed in 59 economies. These 59 economies represent not only the largest sample yet, but also the most geographically and economically diverse group surveyed. Together, this group covers over 52% of the world's population and 84% of the world's GDPi. The 2010 survey shows that, in the economies analyzed, some 110 million people between 18 and 64 years old were actively engaged in starting a business. Another 140 million were running new businesses they started less than 3½ years earlier. Taken together, some 250 million were involved in what GEM defines as early stage entrepreneurial activity.		
0016	FinScope South Africa Small Business Survey 2010	The FinScope Small Business Survey methodology was first piloted in South Africa in 2006. It has since been implemented as a nationally representative survey in Zambia (2008), Tanzania (2010) and South Africa (2010). The survey will also be conducted in Malawi, Zimbabwe and Mozambique in 2011. In implementing the FinScope Small Business Survey, FinMark Trust collaborates with a wide range of stakeholders from both the public and private sectors to ensure that the survey is relevant, and that the survey instrument addresses relevant issues. FinMark Trust further regards stakeholder buy-in and support for the survey as essential in ensuring that the information it provides is used to guide intervention strategies. For the purpose of the implementation of the FinScope South Africa Small Business Survey 2010 a syndicated funding model was used. Syndicate members contributed to the costs of survey implementation, provided input into the survey instrument design, as well as into the contextual interpretation of the findings.	2010	FinMark
0017	South African	The SMME Business Confidence Index (BCI) report is based on a	2011	Africagrowth

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	SMME Business Confidence Index Report: 3rd Quarter 2011	quarterly survey of the responses of SMME owners or managers in relation to factors that impact on their businesses. The survey is conducted by the Africagrowth Institute. It, specifically, measures the opinions of SMME managers and owners across South Africa about their current performances and future business prospects. This report provides useful information that can serves to guide managers and decision makers in planning strategically and designing effective policies to mitigate constraining factors and improve on performance. The index is constructed on the basis of responses to questions on policy factors ranging from employment levels, financial situation, new orders or contracts, volume of demand to selling price. The respondent firm (represented by the owner or a senior manager) then indicates whether these factors have gone up, down or remained the same in the last three months prior to the survey and also their perception for the next six months after the survey. The index is then a weighted average of responses based on the Diffusion Index method with firm size (number of employees) being the weight.		Institute
0018	Beyond the World Cup: A Diamond for Growth	Spain's victory yesterday in the World Cup in Johannesburg marks the conclusion to an exciting competition. However, with the media pointing to some of the dashed economic expectations among South Africans these past few weeks, the report inquires a little more into the entrepreneurial part of South Africa's economic development equation which led the author to uncover some important trends and opportunities suggesting that the country might be well on its way to achieving the goal set forth by the country's new president, Jacob Zuma, to create 4 million new jobs by 2014. According the Gallup World Poll, 29% of South Africans are planning to start a business in the next 12 months.	2010	Policy Dialogue on Entrepreneurship
0019	South African	This report provides useful information that can serves to guide	2011	Africagrowth

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	SMME Business Confidence Index Report: 3rd Quarter 2011	managers and decision makers in planning strategically and designing effective policies to mitigate constraining factors and improve on performance. The index is constructed on the basis of responses to questions on policy factors ranging from employment levels, financial situation, new orders or contracts, volume of demand to selling price. The respondent firm (represented by the owner or a senior manager) then indicates whether these factors have gone up, down or remained the same in the last three months prior to the survey and also their perception for the next six months after the survey. The index is then a weighted average of responses based on the Diffusion Index method with firm size (number of employees) being the weight. The responses to this questionnaire are scored on a scale of 0 to 100, where 0 represents the lowest Business confidence rating and 100, the highest business confidence rating. The indices are divided into three strata.		Institute
0020	Priming the Soil: Small Business in South Africa	The Index investigates the growth experiences and aspirations of firms at different points along the age continuum. In several areas, including access to finance, established firms have an advantage over younger firms. The Index tracks and compares the experiences of young firms (those operating between two and five years), established firms (six to twenty years), and mature firms (over twenty years). It looks at their different characteristics and experiences, how they started, how they access markets, how they approach innovation and competition, their access to resources such as skills, capital, finance, the extent and scale of employee growth, and their aspirations for future growth. This comparison by age of business highlights how factors influencing employee growth vary at different stages along the continuum. It also uncovers the extent to which businesses tend to employ more people as they grow older – highlighting the importance of policies to encourage business longevity, rather than focusing exclusively on support for business start-ups.	2011	SBP

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0021	National Development Plan-2030: Chapter 3: Key Drivers of Change	This plan provides a detailed and holistic approach to the task; covering education, infrastructure, rural development, health care and social protection, among other issues. But most critically, to eliminate poverty, South Africa has to raise employment. This can happen only if the economy grows faster and in ways that draw in the historically disadvantaged. This chapter principally deals with proposals to raise employment and economic growth. The key measures of economic success identified in the plan are that South Africa achieves average Gross Domestic Product (GDP) growth of over 5 percent, and that by 2030 GDP per capita is more than twice the present level, export growth has accelerated, income levels have risen above the poverty line for all, inequality has been substantially reduced, and unemployment has been reduced from 25 percent to 6 percent.	2011	NDP
0022	Survey Summary Entrepreneur Online Training Research	This is an online Entrepreneur Media SA - Market Research Survey.	2012	SurveyMonkey
0023	Survey Summary Entrepreneur Research Challenges	This is a research survey that investigates the significant challenges that are currently facing businesses in SA.	2012	SurveyMonkey
0024	SEDA Annual Report 2010-2011	The reported performance information is based on the Seda Business Plan for 2010/2011. Overall the organisation has achieved and exceeded targets on 77% of its 52 total planned indicators. The target was achieved on 40 of the 52 indicators, with 28 exceeded by more than 5%. The remaining 6 key performance areas were not implemented. These are the activities of the Provincial Support Teams where a decision was taken during the course of the year to focus on implementing a new system for managing client information and	2011	The DTI

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		services rendered to them, as opposed to doing branch operations assessments.		
0025	SME Survey 2010	Presents headlines and findings for the SMMEs	2010	NYDA
0026	VITA Publications- Revised 10.07	The paper presents the list of all publications available to VITA.	2010	VITA
0027	The KwaZulu Natal Tourism Sector: Selected perspective on the enabling environment of women entrepreneurs	This report consists of a compilation of these four research reports with the aim of further contributing to the body of knowledge in South Africa about women entrepreneurs. The reports have a specific focus on KwaZulu Natal and tourism sector; however, the findings and lessons of the research are relevant to other provinces and sectors. This research should be utilized by provincial policy makers and business development service providers to better understand the operational and legislative and environmental for women entrepreneurs in the Kwazulu Natal. The responsibility for opinions expressed in these pieced of research rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.	2011	The KwaZulu-Natal Tourism Sector
0028	The Anglo Zimele Model: A Corporate Risk Facility Experience	The focus of this document is to articulate in detail the process, key components, and success factors associated with the Anglo Zimele model, the enterprise development fund established by Anglo American to empower black entrepreneurs through the creation and transformation of small and medium enterprises (SMEs) in South Africa. The rest of the document will focus on the Supply Chain Fund and the accompanying processes.	2008	Anglo American & IFC

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0029	Owners 'perceptions on factors that constrain the survival and growth of small, medium and micro agribusiness in KwaZulu-Natal, South Africa	Public and private sector institutions in KwaZulu-Natal (KZN), South Africa (SA) can identify policies and strategies to increase the survival and growth rates of small, medium and micro-enterprise (SMME) agribusinesses if they have more information about the factors that constrain business performance. The sustained growth of these SMMEs could, in turn, help to reduce poverty, income inequality and unemployment problems in the province. The owners of 44 agribusiness SMMEs in a stratified random sample of Ithala Development Finance Corporation clients in KZN were, therefore, surveyed during October 2003 and January 2004 to identify what factors they perceive constrain business survival and growth. The respondents identified eight dimensions of constraints, namely: a lack of access to services; funding constraints at start-up; lack of management capacity in the enterprise; access to tender contracts; compliance costs associated with VAT and labour legislation; liquidity stress; lack of collateral; and lack of institutional support. The provision of appropriate infrastructure and training, development of innovative loan products, and policies to reduce the cost of compliance with legislation affecting agribusiness SMMEs are some possible solutions to help deal with these constraints.	2005	TA Clover & MAG Darroch
0030	Speech by Dr BS Ngubane, Minister of Arts, Culture, Science and Technology, at the 4 th annual entrepreneurship education forum, 18 July 1996	Mr Peter Morrison, Convenor of this 4th Annual National Entrepreneurship Education Forum.	1996	EOD

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0031	Impact Assessment and Programme Evaluation of the Business Consultancy Services Voucher Programme	This potential is often not realised due to non-existent or non-functional infrastructure, unskilled and non-productive human resources, non-functional, bureaucratic and unaccountable public and private institutions, lack of access to essential technology and inputs including information. These lead to unfavourable business climate and market failures. Over the years stakeholders have realised the need to capitalise on this potential through market development approaches targeted at addressing the market failures that create disadvantages to SMMEs, reconsidering public policies and regulations and investing in public goods that enhance markets and market access. Voucher programmes are entitlements with a given value which are redeemed in exchange for goods or services.	2007	Umsombovu Youth Fund (UYF)
0032	Seda SMMEs Publication	This booklet represents only a sample of the thousands of SMMEs Seda has worked with over the 2010/2011 financial to help them grow and be sustainable. What makes us particularly proud is that, during the year of job creation, on average, 27% of Seda assisted clients indicated an increase in number of people employed. When one considers that the South African economy has lost jobs during the four quarters of the 2010/2011 financial year and that Seda's target clients during this period were mostly survivalist and micro enterprises, who are not seen as employment creators, we are greatly encouraged. We have implemented many programmes to improve the capacity of our business advisors that our valued SMMEs interact with on a daily basis and we believe this has been of great benefit to these entrepreneurs.	2010	Small Enterprise Development Agency
0033	Integrated Strategy on the Promotion of	This document should be viewed as a strategic framework rather than a blueprint or a detailed implementation plan. This is important, given the close interaction between this field of policy and all the other spheres of	2005	The DTI

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	Entrepreneurship and Small Enterprises	public-sector support for economic development and growth, and the rapid changes in the global, national and local business environments, which often call for flexible policy and programme responses. Finally, the ongoing review of the impact of this strategy remains critical to enable us to make the necessary support and services improvements on a continual basis, in keeping with the dynamic nature of entrepreneurship and small business and the environment we operate in. Yearly reviews of the state of small business in South Africa will provide us timely feedback while the five-yearly impact reviews will reveal what progress we are making over time and what adjustments are necessary.		
0034	How the state and private sector can partner to boost support to SMEs: Lessons from Chile & Malaysia	For South Africa, the promotion of small businesses remains key to creating jobs and a more equitable economy. Evidence from Chile and Malaysia – both countries with similar emerging economies as South Africa – reveals that by partnering to provide finance and business support, the government and the private sector can boost support to small businesses. This report builds on key findings by this author in other emerging countries in a 2011 TIPS report, by the same author, titled “How South Africa can boost support to SMEs: Lessons from Brazil and India”. This report looks at how state and private sector can partner to: <ul style="list-style-type: none"> • Provide incubation services. • Improve access to finance – through credit guarantees, the promotion of angel investment networks and venture capital. • Promote innovation by attracting foreign entrepreneurs. The report also considers e-procurement as an alternative to set-asides, when it comes to boosting state procurement from small and medium enterprises (henceforth SMEs).	2012	The DTI and TIPS
0035	Innovation	The South African Government, through the Department of Trade and	2010	The DTI

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	Annual Report	<p>Industry (the dti), has always placed a premium on the development of new technologies as part of an important thrust to strengthen South Africa's competitiveness globally. In 1989, the Innovation Support for Electronics (ISE) forum was established for the sole purpose of supporting the development of the electronics industry and its related industries in the Small and Medium Enterprise sector. The dti appointed the Industrial Development Corporation (IDC) as administrator of the ISE on its behalf. The IDC, as an implementing partner, is a renowned development funding institution ideal to manage a programme of this nature. In April 1993, the ISE was restructured to focus its development efforts across all sectors of the South African economy and, as a result, the programme was renamed the Support Programme for Industrial Innovation (SPII). Since then, the programme has undergone a number of improvements in order to streamline the processes and improve access to the schemes by South African entities, as well as citizens in general.</p>		
0036	Annual Report 2010-2011	<p>It is generally accepted that innovation strategies underpinned by enabling policies stimulate economic growth. For this reason, the South African government has placed a premium on technology innovation, committing to increase its budget allocation to 1.5% of GDP over the next 5 years. The Support Programme for Industrial Innovation (SPII) is one of the supply-side incentives established by the government to achieve these objectives, and managed by the Department of Trade and Industry (the dti). During the 2010/2011 year, 8 approvals were allocated to the electronics and software sectors. Electronics and software accounted for 40% (2009/2010: 52.6%) of total approvals; highlighting the importance of software technological support in modern economies. Other important categories were the plastics (15%) and both Medicals and Electro Machines (10%). The recent feedback from recipients indicates that SPII continues to make an important contribution to advances in technological expertise, technical success,</p>	2011	The DTI

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		job creation and the commercial success of the supported projects.		
0037	An empirical analysis of a private company's corporate social investment in SMME development in South Africa	The programme applies four interventions: General Enterprising Tendency test; two week live-in business management training; funding and mentoring; and a national competition for prize money. Taking into consideration the cost of funding and operating the programme, its effectiveness required investigation. The population for the study comprised all the participants of the SAB KickStart Programme, from 2001 to 2006. From an analysis of variance (ANOVA) applied to the turnover and percentage profit figures of respondents, it was deduced that funding and mentoring, after training, add value to the programme. The programme contributes to enterprise sustainability, as 80 per cent of the respondents were still operating their initial businesses, while a further six percent have started another business – hence, a 'failure' rate of only 14 per cent. In conclusion, it can be said that the SAB KickStart Programme adds value, advances entrepreneurship, and can be replicated by other large institutions in South Africa.	2010	Southern African Business Review
0038	Enterprise Development Report Making a difference through beer	This report contains certain forward looking statements including those that relate to enterprise development initiatives with smallholder farmers and other community members at an operational level. Such statements involve a number of uncertainties because they relate to events and depend on circumstances that will or may occur in the future. As a result, actual results may differ from those anticipated in this report depending on a wide range of factors, including, for example, crop yields, consumer demand, excise duties and taxation policies, worldwide as well as local economic conditions, changes in laws and regulations and the development of new technology. This report deals with activities of group companies around the world. References in this report to 'SABMiller', 'we', 'us' and 'our' refer collectively to the group of operating companies.	2010	SAB Miller

0039	Key success factors for business incubation in South Africa: the Godisa case study	The study reports the findings of such an investigation, conducted on the Godisa incubators in South Africa. Godisa, consisting of twelve incubators spread across the country, is an initiative of the departments of Trade and Industry, and of Science and Technology. This study found that eight factors determined the success of the incubators. An important conclusion is that these success factors were also strongly correlated with each other. Highly conducive environments for business incubation are seen as those characterized by the presence of all eight factors. Government policies should therefore be aimed at creating and sustaining such environments. The key success factors reported here can also serve as a set of industry guidelines to help incubator managers better serve their clients.	2007	South African Journal of Science
0040	Promoting Sustainable Entrepreneurship in Mining Communities	In early 2010, Anglo American joined the Business Call to Action with its commitment to tackle poverty, empower underprivileged individuals, and promote economic growth in South Africa's mining and labor sending communities. Anglo American's goals: Create 25,000 new jobs in up to 1,500 new businesses over 7 years Establish an additional 12 enterprise development hubs close to major mining operations or in labor-sending communities in South Africa Scale up enterprise development activities in Chile and Brazil.	2011	South Africa Department of Minerals and Energy
0041	Businesses You Can Start Coffee Shop	This guide explains how to start up a coffee shop in South Africa. It tells you about the personal abilities and training you will need to run this type of business, and looks at ways to find customers and identify competitors. It also points out the laws that will apply to your business, and gives you some estimates of what the enterprise will cost. Finally, it gives you contact details of organisations that can give you more information. A coffee shop is a food and beverage venue that offers a range of specialist coffees, such as cappuccinos, lattes, espressos, mochas, iced coffees and flavoured coffees.	2008	NYDA

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0042	Businesses You Can Start Courier Service	This guide explains the basics of starting up a courier service, looking at your potential customers and competition, market issues and the main regulations that will affect you. It also suggests ways of promoting your business, and lists some sources of further information. Courier services pick up and deliver goods for businesses and individuals, using transport ranging from bicycles to trucks, and operating locally or nationally. The business structure varies: in some cases couriers are franchises while others are independent. Some hire freelance drivers and cyclists, and simply co-ordinate them by telling them where to collect and deliver.	2008	NYDA
0043	Hope Factory 2011 -Final Report	The study has helped us to fine tune our approach. A key strategic focus has been on refining our mentorship for our entrepreneurs. We understand the impact that solid mentoring support has on growing our entrepreneurs' businesses and with our increasing number of entrepreneurs we have employed more experienced mentors to ensure long term sustainability and growth. The opening of our Hope Hub, The Hope Factory's advanced entrepreneur programme, in close proximity to The Hope Factory in Port Elizabeth has been a major highlight this year.	2011	Hope Factory
0044	Enterprise Development in the Alternative Building Technology Industry	Sasol ChemCity, a wholly owned subsidiary of Sasol Chemical Industries, acts as an incubator facilitating the establishment of independent downstream SMMEs in the chemical and related sectors as well as Sasol suppliers. By embarking on this socio-economic initiative, Sasol has aligned itself with two important national enterprise development strategies, namely BEE and BBEE. Consequently, we are incentivized to assist businesses that have a 26% or more BEE ownership stake. Sasol ChemCity concentrates on start-up businesses, growing existing businesses and assisting turnarounds (distressed businesses). There is a strong focus on growing the sector by becoming	2010	Human Settlements Review

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		involved with businesses that are innovative (or have innovative products), are export focused or have import replacement capabilities.		
0045	Multiple Use Water Service Implementation in Nepal India	Multiple-use water services (MUS) describe a participatory, integrated, and poverty-reduction focused approach that takes a community's diverse water needs as the starting point for providing services. Multiple-use water services move beyond the conventional sectoral barriers of the domestic and productive sectors and provide for all water needs in a community. The CGIAR Challenge Program-Multiple-Use Water Systems (CP-MUS) project was funded by a grant from the Challenge Program on Water and Food with the International Water Management Institute as the lead organization. ¹ The project was focused on developing guidelines for multiple-use water services delivery as an effective way to use water for poverty alleviation and gender equity. Implementation of the CP-MUS project in Nepal occurred largely through the Smallholder Irrigation and Market Initiative (SIMI), which is a USAID funded project being implemented by Winrock International as the lead organization with International Development Enterprises (IDE) and other local partners, including: the Center for Environmental and Agricultural Policy Research, Extension and Development (CEAPRED), Support Activities for the Rural Poor (SAPPROS) and the Agricultural Enterprise Center (AEC).	2008	International Development Enterprises (IDE), the Challenge Program on Water and Food (CPWF), and the International Water Management Institute (IWMI).
0046	List of services	Brief list of Product Sequencing and Packaging	2012	
0047	Writing a business report plan	This guide is part of the National Youth Development Agency (NYDA): Youth Information Kit publications. The series was developed to provide young people with information on career development, employment, entrepreneurship, citizenship and health and wellbeing.	2009	NYDA

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0048	Raising Businesses	South Africa is going through processes of development which are relevant in most other African countries, though it is somewhat ahead in the longer-run evolution. One such process is the creation of small business incubators, as part of the wider evolution of business clusters and enterprise development. Research undertaken at the University of Stellenbosch Business School (USB) has added a valuable contribution to the growing range of studies on small business clustering in developing and emerging countries. The USB study explores the performance of the business incubators of the Small Enterprise Development Agency (SEDA) in South Africa, and sheds light on factors that influence incubator success.	2011	University of Stellenbosch Business School (USB)
0049	Entrepreneurship and the impact of entrepreneurial orientation training on SMMEs in the South African context: A longitudinal approach	This mini-thesis forms part of a longitudinal study which aims to evaluate the impact of a entrepreneurial training programme on entrepreneurs/small business owners in education to add value. No evidence has been found of short entrepreneurship South Africa. Validation of training requires Previous research which was done, 6 months after the training intervention, in the overall longitudinal study, showed that the training differentiated between the training and control groups in four areas of growth namely turn-over, profit, customer base and employee months after the training intervention, a significant difference was found e training dimensions of planning, innovation, personal initiative and time management degenerated over time. However, time management behaviour improved for the training group against the control group. In this study, 18 months after the training intervention, a significant difference was found within the training group over the period of the study in two growth areas, namely turnover and employee numbers.	2004	University of the Western Cape
0050	An Empirical	The effectiveness of this program was evaluated to determine whether	2007	South African

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	Analysis of a Private Company's Philanthropic SME Development Program in South Africa	it does indeed attain its objectives and how to improve the structuring of such programs for future use by other corporations in South Africa. The population for the study comprised all the participants of the SAB KickStart Program, from 2001 to 2006. From an analysis of variance (ANOVA) applied to the turnover and percentage profit figures of respondents it was deduced that funding and mentoring, after training, adds value to the program. The program contributes to enterprise sustainability as 80 percent of the respondents were still operating their initial businesses, which they owned when they started on the program, while a further six percent have started another business – hence, a “total failure” rate of only 14 percent.		Breweries (SAB)
0051	Global Entrepreneurship Monitor	This report presents an opportunity for closer investigation and debate around the factors that impact on entrepreneurial activity in South Africa. South Africa's nascent entrepreneurship rate of 5.2% and new firm activity rate of 4.0% are constant with 2010's nascent entrepreneurship rate of 5.1% and new firm activity rate of 3.9%. Of greater concern and as was the case in 2010, the prevalence rates for established business owner managers remain extremely low with South Africa showing a rate of 2.3% in 2011 versus 2.1% in 2010.	2011	GEM
0052	Global Entrepreneurship Monitor Special Report	This report expands on the eight-page education and training section found on pages 41-48 of the GlobalEntrepreneurship Monitor 2008 Executive Report. After a brief literature review, we present expert opinions on the current state of entrepreneurship education and training in 30 countries. The report then details the level and sources of training received by the adult population (18-64) in the 38 countries surveyed by GEM. By examining data from the APS, GEM is able to develop profiles of individuals most and least likely to have received training. Additionally, we present new information on the effects of training on an individual's entrepreneurial awareness, attitudes, intentions and activity in each of the participating countries. Then, five GEM countries provide	2010	GEM

		insights about the types of advisors used by entrepreneurs. The report concludes with possible implications of these new findings and suggests areas for further research.		
0053	Growth of micro and small enterprises in southern Africa	As policy-makers and members of the donor community have recognized the importance of micro and small enterprises in developing countries, the paucity of information regarding the ways in which MSEs grow and change over time has become glaring. This study examines one issue of small-firm dynamics, namely growth, using new data collected in five southern African countries. The level of human capital embodied in the proprietor, firm location, sector, and proprietor gender are found to be important determinants of growth. The results also indicate an inverse relationship between firm growth and both firm age and firm size.	1996	Journal of Development Economics
0054	Understanding the size of the problem: the National Skills Development Strategy and enterprise training in South Africa	This chapter will explore the extent to which the ambitious goals of the National Skills Development Strategy (NSDS), as described in Chapter Five, are being realised. It does so by examining the findings and trends of six research studies or surveys, ¹ conducted between 1999 and 2002, which have tried to capture volumes of training (of different sorts) in the private sector. The chapter suggests key indicators that characterise enterprise training in the country, indicators that will ultimately determine the success of the NSDS. South Africa has certainly suffered from the lack of a coherent, consistent, national data collection point on skills training developments. The chapter has three main parts: the first tracks the progress of the success indicators for the NSDS; the second focuses on features of training with regard to type and variance, size, sector, mode and duration; whilst the third explores the potential of the micro and (very) small enterprises (MSE) ² sector, given the very different needs and characteristics of such firms when compared to larger enterprises.	2009	HSRC Press

0055	South African Institutions Providing Funding for Entrepreneurs	The following is a short list of institutions that offer funding for entrepreneurs. It is not comprehensive. Government is in the process of restructuring and streamlining its funding programmes and is moving them from the Departments in which they are lodged to the Department of Economic Development. It is hoped that the process will result in easier, simpler and speedier access to funds from Government.	2010	SACCA
b. International case studies and reports				
0001	Promoting Entrepreneurship on TV and in other Audio-visual Media	This report looks into the possibilities that TV and other audiovisual media offer for improving the image of entrepreneurship in Europe. These media have the advantage of reaching a broad audience. Their programmes can convey in a direct and vivid way what being an entrepreneur could be like. Apart from presenting entrepreneurship, TV can also provide factual information in an interesting and even entertaining way. To some extent the media could present the role models that are necessary to attract more Europeans, and especially the young, to become entrepreneurs	2007	European Commission
0002	Global Entrepreneurship Monitor 2000 UK Executive Report	GEM aims to shed light on this. It does so by bringing together the world's best scholars in entrepreneurship, working in teams in each of the 21 participating countries. Together, these national teams assemble three sets of data: (a) specially designed surveys of the adult population in each GEM country; (b) in-depth interviews with experts on entrepreneurship in each country; (c) a wide selection of national data from a variety of sources, such as the World Bank and the IMF. For GEM 2000 more than 42,000 individuals were surveyed and 800 experts interviewed around the world. In the UK, 2,000 individuals were surveyed and 36 national experts were interviewed. In addition, the two regional GEM teams for Scotland and Wales have undertaken two	2000	GEM

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		separate studies investigating the same relationship between entrepreneurship and growth on a regional level.		
0003	The UCT Centre for Innovation and Entrepreneurship	The GEM project is now widely recognized as the most comprehensive and authoritative study of entrepreneurship around the world. South Africa has been participating in this prestigious study since 2001, and has over the years gained much insight into the country's entrepreneurial context as compared to other similar economies. GEM's primary measure of total early-stage entrepreneurial activity (TEA) shows that South Africa's rate in 2011 (9.1%) has remained constant (8.9% in 2010). However, South Africa's TEA rate is, again, far below the average of comparable economies around the world. This therefore remains a matter of grave concern, and presents an opportunity for closer investigation and debate around the factors that impact on entrepreneurial activity in South Africa. South Africa's nascent entrepreneurship rate of 5.2% and new firm activity rate of 4.0% are constant with 2010's nascent entrepreneurship rate of 5.1% and new firm activity rate of 3.9%. Of greater concern and as was the case in 2010, the prevalence rates for established business owner managers remain extremely low with South Africa showing a rate of 2.3% in 2011 versus 2.1% in 2010.	2011	GEM
0004	Making a Dent in the Universe – Results from the NSF I-Corps	The Entrepreneurial Lead is a graduate student or post doc (average age ~ 28) who works within the Principal Investigator's lab. If a commercial venture comes out of the I-Corps, it's more than likely that the Entrepreneurial Lead will take an active role in the new company. Mentors are recommended by the Principal Investigator (who has worked with them in the past) or they may be a member of the NSF I-Corps Mentor network. Some mentors may become an active participant in a start-up that comes out of the class.	2012	WordPress.com
0005	Patterns and	This volume, present a profile of each participating economy, including	2001	Swedish

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	Trend in Entrepreneurship /SME Policy and Practice in Ten Economies	a brief description of 1) its SME sector, 2) its industrial/SME/entrepreneurship policy agenda, 3) its major programs and services oriented to the development of entrepreneurs and new, young firms, and report observations about the extent to which it has adopted an entrepreneurship policy approach. It is not the purpose of Volume 3 to present all the findings and conclusions of the study. This is done in Volumes 1 and 2. Its purpose is to describe the situation in each of the ten cases and highlight some of the good practices and key issues in entrepreneurship policy development.		Foundation for Small Business Research
0006	What Happens At Y Combinator	Y Combinator runs two three-month funding cycles a year, one from January through March and one from June through August. We ask the founders of each start-up we fund to move to the Bay Area for the duration of their cycle, during which we work intensively with them to get the company into the best shape possible. Each cycle culminates in an event called Demo Day, at which the start-ups present to an audience that now includes most of the world's top start-up investors.	2012	ycombinator
0007	Building Linkages for Competitive and Responsible Entrepreneurship	The report looks at growing consensus of development and poverty reduction that has emerged around frameworks such as millennium. Development Goals (MDGs) and National Poverty reduction Strategies have highlighted five core components in development thinking and practice that underpin this emerging consensus.	2007	UNIDO
0008	Discovery consists of seeing what everybody has seen and thinking what nobody has thought	During November 17–23, 2008, millions of aspiring young entrepreneurs from more than seventy-five countries will connect through Global Entrepreneurship Week and begin to turn their dreams into reality. An array of activities and challenges— everywhere from remote villages to dense urban centers—will equip these budding innovators with the knowledge, skills, and networks needed to grow new and sustainable enterprises that will make a positive impact on their lives and the lives of those around them. “Unleash It!” will link	2008	Kauffman

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		entrepreneurial problem-solvers around the world with a common mission to tackle key challenges—everything from simple new conveniences to the biological state of our planet.		
0009	The Entrepreneurship Toolkit: Successful Approaches to Fostering Entrepreneurship	The Entrepreneurship Toolkit has been developed to help USAID Mission and U.S. Embassy officers in the field in the design, implementation, and monitoring of entrepreneurship development programs. The Business Growth Initiative (BGI) project, throughout the course of interviewing Global Entrepreneurship Program (GEP) partners and non-GEP organizations, and supplemented by external research, actively focused on identifying, categorizing and compiling real-life examples that can be accurately defined as best practices of entrepreneurship, defined as a method or technique that has consistently shown results superior to those achieved with other means. While it was certainly not BGI’s intention, nor within its scope, to develop a comprehensive guide to showcase all potential entrepreneurship best practices, significant efforts were made to find unique and compelling examples that can be effectively used by USG officials. With this in mind, BGI looked for a whole host of different approaches that have been successfully used, in order to provide its’ audience with a fair and representative sample of the types of activities implemented in the field of entrepreneurship.	2011	Business Growth Initiative (BGI)
0010	HRD for Societal Development: What Can We Learn From Social Entrepreneurship in the Developing World?	This article introduces the concept of “social entrepreneurship” into HRD and urges HRD practitioners to partner with social entrepreneurs in their mission of promoting community and national development. Specifically, I draw details from four well-known case examples in two emerging economics—India and China—to demonstrate how social entrepreneurs have used HRD and organization development strategies to address societal problems in these two countries. Findings of this research will not only benefit HRD professionals and social entrepreneurs but also other stakeholders including central and local	2012	HRD

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		government agencies, policy makers, local communities, local business organizations, and the individuals directly affected by societal change.		
0011	The World Bank Report: Jobs	Adopting a cross-sectoral and multidisciplinary approach, the Report looks at why some jobs do more for development than others. The Report finds that the jobs with the greatest development payoffs are those that make cities function better, connect the economy to global markets, protect the environment, foster trust and civic engagement, or reduce poverty. Critically, these jobs are not only found in the formal sector; depending on the country context, informal jobs can also be transformational. Building on this framework, the Report tackles some of the most pressing questions policy makers are asking right now: Should countries design their development strategies around growth or focus on jobs? Are there situations where the focus should be on protecting jobs as opposed to protecting workers? Which needs to come first in the development process— creating jobs or building skills?	2012	World Bank
0012	TechStars delivers the best results.	At TechStars believe in full transparency. Here is a complete list of all of the companies that TechStars ever funded. The report has included their current status, funding raised, employee counts, and more. This information is powered by Crunch base.	2012	TechStars
0013	Enterprise Development Annual Report	Recent studies show that inequality is worsening, despite levels of economic. Wealth creation policies are having little impact on the marginalised and the gap between rich and poor remains disturbingly wide, with an unemployment rate between 27 and 40%, depending on measurement mechanisms and definitions. Unemployment is one of the most pressing economic and social problems facing the country. It has been worsened by the fact that over the last two decades, the formal economy (especially mining) has been shedding jobs and many workers have been retrenched. By creating jobs and stimulating	2010	Enterprise Development

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		productivity, enterprise development can play a significant role in addressing these inequalities. Not only is it a core component of the government's Broad Based Black Economic Empowerment (BBBEE) strategy, it is also accepted on a global level as an effective way to tackle poverty.		
0014	See How They Grow: Business Development Services for Women's Business Grow	Supporting women microentrepreneurs is important to the well being of poor households. Moreover, women microentrepreneurs make important contributions to the local and national economies through their products and services. Supporting their economic activities has benefits for the economies at large. And there are benefits at the individual level, as women entrepreneurs gain confidence, decision-making experience, and a greater sense of control over their lives through their businesses. This study focuses on lessons learned in the provision of business development services (BDS) that assist business growth for women-owned enterprises. The study consists of two parts. The first chapter is a review of the existing literature on the international experience in BDS and the major findings of research on lessons learned in BDS as they apply to women clientele and growth in their enterprises.	2001	International Center for Research on Women
0015	Human capital determinants of the survival Of entrepreneurial service firms in Spain	The claim of this paper is that an entrepreneur's human capital constitutes a key determinant of the survival time of new service industry companies created in Spain. To confirm this claim, a series of survival models has been specified and estimated for a sample of 237 Spanish service industry companies founded by one or more entrepreneurs between the years 2000 and 2004. We found that (1) both general and specific human capital have a positive impact on the survival time of a new firm and (2) human capital is accumulative, in the sense that the larger the number of entrepreneurs founding the company, the longer its survival time. We find that the specific aspects of human capital that are determinants of a company's survival time are	2007	Springer Science + Business Media

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		gender, previous work experience in the same activity or as the owner of a firm, and the number of partners. However, educational and training characteristics do not play a relevant role as regards a firm's survival time. These facts suggest the presence of a gap between the objectives and results of current entrepreneurial-oriented training in Spain.		
0016	Small Business Development, Entrepreneurship And Expanding The Business Sector In A Developing Economy: The Case Of South Africa	A dynamic small business sector can make an important contribution, not only in employment creation, but also in lessening concentration in South Africa's generally oligopolistic industrial structure. However, for the small business sector to make a meaningful contribution to the economy it needs to be integrated into the mainstream. This is going to require a concerted effort both from government and the formal private sector. The paper investigates how the South African private sector views small business and whether it is making a concerted effort at integrating this sector into the framework of the economy as a whole.	2000	The Journal of Applied Business Research
0017	Lessons Learned from Developing and Teaching a Multi-Disciplinary New Product Development Course for Entrepreneurs	At both the undergraduate and graduate level, classes on new product development (NPD) have historically focused on best practices employed by large, established corporations. These practices range from marketing to stage-gates. However, new ventures are unique in their lack of abundant resources--both in the human and financial capital--required to commercialize new innovation. Additionally, new ventures span the technology spectrum, from agile development and customer feedback industries like software to long-lead science like biotechnology. Within these industries, the methods and tools used in NPD can be unique. As such, we have developed a transformational new product development course that addresses the similarities and differences of entrepreneurial NPD across the technology spectrum, combined with an experiential micro-funded semester-long project. The results of this course projects that are more advanced at the preliminary	2010	PEER-REVIEWED PAPER

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		design stage and are more customer oriented at the prototype stage. Additionally, these projects are closer to micro or initial angel investment than typical new product development course outcomes. The pedagogy is detailed, results are discussed, and recommendations for further research are given.		
0118	Proceedings of the 2005 San Francisco-Silicon Valley Global Entrepreneurship Research Conference	This paper provides an empirical study of the strategies of global venture capital (GVC) investing using the investment strategies of foreign VC firms in South East Asia. As this is a new field of study in the context of GVC investing in Asia, we use the exploratory methodology of case studies and Grounded Theory. The study shows that while VCs rarely use standard strategic models, their success is dependent on an industry selection strategy based on the core competencies and resource-base of the firms' senior managers.	2005	Silicon valley review of global entrepreneurship research
0019	Meeting entrepreneurs' support needs: are assistance programs effective?	This study sets out to examine the effectiveness of US start-up assistance programs in meeting support needs of nascent entrepreneurs. It also aims to address whether (in) effectiveness influences entrepreneurs' perceptions of the value of the support provided by assistance programs. Using data from the US Panel Study of Entrepreneurial Dynamics, the research answers three questions: What are the nascent entrepreneurs' support needs? What assistance do entrepreneurs receive from assistance programs? How do entrepreneurs value the assistance? These are used to determine: effectiveness of assistance programs, defined as the extent to which assistance provided addresses entrepreneurs' support needs; and the impact of effectiveness on perceived value of the assistance.	2010	Emerald
0020	Impact Assessment and Programme Evaluation of the	This potential is often not realised due to non-existent or non-functional infrastructure, unskilled and non-productive human resources, non-functional, bureaucratic and unaccountable public and private institutions, lack of access to essential technology and inputs including	2007	UYF

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	<p>Business Consultancy Services Voucher Programme</p>	<p>information. These lead to unfavourable business climate and market failures. Over the years stakeholders have realised the need to capitalise on this potential through market development approaches targeted at addressing the market failures that create disadvantages to SMMEs, reconsidering public policies and regulations and investing in public goods that enhance markets and market access. Voucher programmes are entitlements with a given value which are redeemed in exchange for goods or services. For effectiveness they require networks of capable and committed service providers, efficient and cost effective mechanisms for redemption, clear procedures, and potential for integration into existing systems and channels for sustainability and sound monitoring system. Voucher programmes are designed with the underlying principle to stimulate and develop vibrant private sector markets where these are weak.</p>		
<p>0021</p>	<p>Evaluation of the Franchise Fund Mentorship Programme</p>	<p>Umsobomvu Youth Fund has requested an independent evaluation of the Franchise Mentorship Programme, covering the period from inception through the end of March 2006. This evaluation intends to answer to a broad range of questions posed by stakeholders. Although there are numerous lines of inquiry, they can be summarized in the following key points: relevance, effectiveness, impact, efficiency and sustainability. The evaluation included two components: process evaluation and impact evaluation. Both combine a quantitative analysis with qualitative research based on Programme documents, reports and interviews with the various stakeholders. There were however, limitations in the interpretation of the results based on the questionnaire as most of the Mentees interviewed had been in the Programme from less than one year and therefore short interactions with their Mentors. This report presents the principal findings and conclusions of an independent evaluation of the Franchise Mentorship Programme focusing on the period from inception through March 2006 and offers recommendations on needed actions.</p>	<p>2006</p>	<p>Turnaround Partners</p>

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0022	Ice Cream-on-Wheels Project Evaluation Report Conducted	The project is in its infancy and undergoing teething problems. There is a need for all stakeholders to actively put in the required resources and actively partake in developing and nurturing the project. Overall, the respondents described project as one with a potential to become on the best models of creating young entrepreneurs in the country, while addressing the high youth unemployment problem. The programme beneficiaries were positive and indicated that their involvement in the project had changed their lives for the better. The FET Colleges who are involved as training service providers are also positive and would like to see the project progress and develop. All respondents however noted challenges which need to be addresses and systems put into place before the next stage of the training can commence. Up to the time of this evaluation, all the Colleges had not signed the SLA agreements and yet had conducted the training in Jun-July of 2006.	2007	UYF
0023	Developing Entrepreneurship and Small Business in Brazil: The Role of Sebrae-SP	The article outlines the treatment and dissemination of entrepreneurship and small business management knowledge.	2012	Sebrae-SP
0024	SME Competitiveness Rating for Enhancement	This diagnostic tool is intended to measure companies' capabilities as a basis to understand their areas of strength and weaknesses, and needs to assist companies to move up to higher level of performance.	2007	SMECORP Malaysia
0025	Information and Communication Technology (ICT) Model	The SME Competitiveness Rating for Enhancement (SCORE) was introduced as an assessment tool to measure the level of growths of enterprises. (SME Competitive Rating for Enhancement (SCORE) <ul style="list-style-type: none"> To evaluate and track SME's capabilities and performance in 	2009	SMECORP Malaysia

		<p>management, operation management, technology adoption, certification initiatives, financial capability and marketing capability</p> <ul style="list-style-type: none"> • To facilitate the linkage of SMEs to large companies and identify suitable intervention to enhance the development of SMEs; and • To develop baseline data on SMEs to rate their current state and to monitor their progress through periodic surveillance. 		
0026	Business Incubation in Brazil: Creating an Environment for Entrepreneurship	<p>Business incubators, by providing timely help and support to new ventures, hold the potential to create and develop entrepreneurial talent at the micro-level and foster an environment for entrepreneurship at the macro level. Today, with approximately 400 incubators and a well-developed incubation ecosystem, Brazil leads one of the most successful incubation movements in Latin America, through innovation and adaptation of incubator models to suit indigenous needs. Brazilian incubation is very much a bottom up process with the university acting as a key catalyst and facilitator. Even though incubation as a business creation tool has not gained widespread currency, multiple levels of government and a rainbow coalition of partners from various spheres appear to be involved in supporting incubators. The government has clearly made incubators a policy priority as witnessed by the various initiatives to support incubators and incubatees alike. The emphasis in Brazil appears to be more on the “softer” services such as networking relative to the provision of physical space and hard infrastructure. In this sense, incubators in Brazil are indeed transitioning to the newer approaches to incubation that relies less on the hardware of incubation and more on the software of value adding services.</p>	2007	Working Paper
0027	SME Development in Singapore	<p>The report outlines the slides presentations of key Challenges Faced by SMEs</p>	2010	CACCI
0028	The Need for a	<p>Small and medium enterprises (SMEs) which include microenterprises</p>	2012	SME

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	'Game Changer'	have been intrinsic to Malaysia's economic transformation process. In the past, SMEs played an important role in fostering growth, employment and income. Through the lens of long-term development, Malaysia has been a success story, enjoying significant economic and social progress for several decades, thus facilitating a transition from a low-income to a middle-income nation. Currently the country faces the predicament of a 'middle-income' trap as the historical growth engines have moderated. Lower productivity growth accompanied by decline in private investment has lowered the potential output of the country.		MASTERPLAN
0029	Structural Characteristics of Malaysian SMEs	As in other countries, small and medium enterprises (SMEs) in Malaysia are a very heterogeneous group. They are involved in activities ranging from petty traders, grocery store operators, medium-sized contract manufacturers supplying parts and components to multinational corporations and professional services such as software firms or medical researchers selling their services to overseas markets. SMEs also operate in different market environment such as urban, rural, online, physical, domestic, regional and international. These SMEs may be formal or in the informal sector and they possess different levels of skills depending on their activities. These elements form the characteristics of SMEs in Malaysia and the basis for policy response.	2012	SME MASTERPLAN
0030	Impact Assessment of SME Development Programmes	The motivation of the programmes was to assist SMEs given that they lag behind large firms in many dimensions of performance due to their size. Among the key constraints faced by SMEs are in terms of management ability and skilled workforce; access to finance and markets; inability to exploit economies of scale and lack of bargaining power; and access to technology and innovation. Procedures and regulations also disproportionately affect SMEs compared to large firms. Hence, Government programmes have been designed to address these constraints to promote growth, enhance competitiveness and	2012	SME MASTERPLAN

		create employment, in addition to fulfilling the socio-economic needs of SMEs given the prevalence of microenterprises which represent the bottom 40%. These programmes were in the form of financial assistance such as soft loans and grants, and provision of subsidised or free business support services including training on entrepreneurship, management and skills, technology upgrading, productivity improvement, market development and export promotion.		
0031	Forces that Drive SME Performance	The analysis found that innovation and technology adoption was the most important performance lever, having the highest impact on total factor productivity and employment growth. This was followed by human capital development, access to financing, market access and to a lesser extent regulations and infrastructure. All these performance levers should be enhanced simultaneously or else shortcomings in any of these levers will prevent SMEs from reaching their full potential. Currently, SMEs are not achieving high performance due to challenges faced in each of these areas. The aim of the Master plan is to address these challenges to unleash the growth potential of SMEs to achieve Vision 2020.	2012	SME MASTERPLAN
0032	New SME Development Framework	The analysis on the key characteristics of Malaysian SMEs, factors that drive their performance and the current challenges faced by SMEs have provided the basis for a new SME Development Framework. The Framework is aligned to the broader national aspirations of achieving a high income economy by 2020. The pathway for SMEs to attain this aspiration is through innovation-led and productivity-driven growth.	2012	SME MASTERPLAN
0033	Future Growth Opportunities for SMEs	The economic landscape is expected to change as Malaysia transforms itself into a high income economy. It will be characterised by a gradual shift in all sectors of the economy to higher value-added activities that are knowledge intensive, driven by innovation and productivity. Of significance, the services sector is expected to become a more	2012	SME MASTERPLAN

		<p>dominant sector and the key driver of growth. The contribution of services sector is expected to increase from 58% of GDP in 2011 to 65% by 2020. Given SMEs' strong presence in the services sector, a major development affecting SMEs would be the on-going liberalisation of the sector that would in the long term enhance productivity, foster competition and create greater linkages with large firms. In the immediate term, SMEs may be confronted with challenges, but liberalisation also ushers new opportunities for SMEs. Essentially, liberalisation would irreversibly affect the operating environment and change the game plan. It may necessitate rationalisation of certain subsectors where SMEs are fragmented. It will also require capacity building to strengthen SMEs' position to benefit from economies of scale, greater efficiency and product differentiation.</p>		
0034	Action Plan to Accelerate Growth	<p>The New SME Development Framework has laid the strategic direction and identified the six focus areas which are the levers to accelerate SME growth. In order to overcome the constraints in each of these six focus areas and enable SMEs to achieve high performance, a comprehensive Action Plan comprising a list of 32 initiatives was developed. The Action Plan was co-created with stakeholders to ensure that the initiatives are relevant, pragmatic and implementable (see box article on page 86). The engagement provided greater insights on the underlying causes constraining growth and to obtain solutions from the ground. At the same time, a top-down approach was adopted comprising recommendations of international best practices but adapted to suit the specific needs of Malaysia. The co-creation of the Action Plan was important to ensure collective responsibility by all stakeholders to facilitate a smooth implementation of the Plan.</p>	2012	SME MASTERPLAN
0035	Implementation and Institutional Capacity	<p>The most challenging aspect of the SME Masterplan would be the execution. It requires extensive coordination with the various Ministries and Agencies and the private sector to make this happen. To undertake</p>	2012	SME MASTERPLAN

	Building	the task, it is important for a single agency to be the custodian of the Masterplan. The Agency will be accountable for ensuring implementation of the Plan as well as to track the progress to ensure that the objectives of the Plan are achieved. SME Corporation Malaysia (SME Corp. Malaysia) as the Central Coordinating Agency (CCA) and Secretariat to the National SME Development Council (NSDC) has been tasked with this responsibility.		
0036	A New Beginning	The SME Masterplan will set the stage for a new beginning in taking SME development to the next level. It will require altogether a differentiated approach in looking at SME development. There is a clear policy direction forward based on achieving specific goals which are linked to the overall vision of the Plan of creating a new breed of SMEs that are globally competitive. The SME Masterplan is anchored to the overarching national policy goals articulated in the Vision 2020, New Economic Model and the Economic Transformation Programme. In order to ensure rapid economic growth that is inclusive and sustainable, the country needs a strong base of thriving SMEs.	2012	SME MASTERPLAN
0037	Effective policies for small business	Micro and small or medium-sized enterprises (SMEs) make important contributions to development. The growth of a healthy, competitive SME sector will be maximised when there is a strong enterprise culture in the society at all levels; a continuous growth in the quality stock of independent business; maximum potential for growth of existing small businesses: and a highly supportive economic, social and stakeholder environment. These are the broad target areas for policy development. This guide for SME policy development is divided into two parts. Part I provides a framework for the review of existing policies and the state of the SME sector. This covers: <ul style="list-style-type: none"> • The state of the SME sector, its needs and its reactions to policies; • The process of formulating a policy for SME development; • The way in which policies are managed; 	2004	OECD

		<ul style="list-style-type: none"> • The development of a supportive stakeholder environment; • The work of support institutions; • The development of support programmes for the specific support services. <p>Part II covers the process of developing a strategic plan, with the following key areas:</p> <ul style="list-style-type: none"> • Overall economic and social objectives; • Mission statement and governing principles; • The present position of the SME sector; • Review of programmes and achievements to date; • Future SME development objectives; • Specific targets, and actions to be taken; • Barriers to meeting future objectives and how they will be overcome; • Management, monitoring, evaluation and control. 		
0038	Impact Report 2010-2011	<p>Endeavor began the year by launching a new country affiliate in Lebanon. Endeavor Jordan hosted its second International Selection Panel in October 2011. And in the midst of Egypt's revolution, Khaled Ismail — the very first Endeavor Entrepreneur selected in the Middle East — sold his company SySDSoft to Intel. Khaled then took over the role of board chairman of Endeavor Egypt, helping to foster the next generation of big dreamers and doers. Meanwhile, we've been fine-tuning what we call the "Endeavor Experience" for all of our high-impact entrepreneurs around the globe. With help from Bain & Company, we're standardizing best practices at every step, from the moment an entrepreneur enters the selection process through the time she or he receives services and then gives back to sustain Endeavor for future generations. Since 1997, Endeavor has screened 28,000 candidates, and selected just over 600 men and women from 385 companies. Our high-impact entrepreneurs have created over 150,000 jobs and generated \$4.5 billion in 2010; Endeavor offices around the world are working with governments, universities and media to create cultures</p>	2011	Endeavour

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		that encourage entrepreneurship.		
0039	Impact Report 2009-2010	When small and medium-sized companies scale, they drive societies forward by generating significant revenue growth and the greatest number of high-quality jobs. It is entrepreneurs—in particular High-Impact Entrepreneurs—who shape and strengthen economies. They not only create wealth, but also clear a path upward for emerging markets. Endeavor provides High-Impact Entrepreneurs with the tools and connections to achieve their greatest impact	2010	Endeavour
0040	Business Accelerator and Enrichment & Enhancement (E ²) Programmes	Presentation slides about SME corporation in Malaysia	2011	SMECorp
0041	SME Corp Presentation slides	Presentation slides about SME development and meanings in Malaysia	2012	SMECorp
0042	How IDE Installed 1.3 million treadle pumps in Bangladesh by	IDE's work in manual irrigation in Bangladesh began in 1984 not with the Treadle Pump, but with the Rower Pump, designed by George Klassen as a volunteer in Bangladesh for the Mennonite Central Committee. UNICEF had introduced some 90,000 cast iron #6 pumps for drinking water, and farmers started to use some of them for	2010	Tushaar Shah, Souci-economic Impact Study of the Treadle Pump

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	activating the private sector: The practical steps	irrigation. Because the Rower Pump used a rowing motion instead of the bent arm action of typical hand pumps, it was much more efficient biomechanically for long term pumping. Treadle Pumps, which were beginning to be introduced in Northern Bangladesh, were also more efficient, but IDE felt that Rower Pumps were easier to manufacture in volume with high quality. The Mennonite Central Committee (MCC) had installed some 2,000 Rower Pumps over several years, and IDE was impressed with the contribution that affordable small plot irrigation could make to improve the poverty and hunger of small farm families. We felt that if 2,000 Rower Pumps could produce a positive impact in opening opportunities for small farmers work their way out of poverty, 50,000 Rower Pumps could produce an exponentially greater positive impact. We decided to try to accomplish this by harnessing the potential in modern marketing methods by adapted to the rural context of Bangladesh.		
0043	Enterprise Development Report 2011	The report looks back and reflects on the dedication of our passionate and loyal staff who have walked this journey with us. Today more than ever, we need a solution to address the inequalities in our society. The Hope Factory's approach of guiding, supporting and equipping the grassroots entrepreneur through the survivalist phase of his or her business towards the small business of the future, remains a relevant solution. Considering the next ten years, in a forever changing environment, a few things are certain – job creation is high on the Government's growth agenda and our model is well aligned to take advantage of this. There was no better time than this year to undertake an extensive independent full impact assessment on our progress over the past five years.	2011	The Hope factory
0044	Comparative Laboratory Study of 12 Devices	This report overviews the conclusion from the study, preceded by several caveats regarding the use of electronic technologies for agriculture extension. Among the caveats:	2011	D-Rev and UC Berkeley

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	for Agriculture Extension	<p>1) Agriculture extension is best thought of as a process of deep education, which requires not only the thin dissemination of information and knowledge, but fundamental changes in behavior and habit which are not readily transmitted outside of a strong institutional framework.</p> <p>2) Technology is an ongoing cost, of which cost of hardware is a relatively small part. Costs of maintenance, repair, upgrade, training, and so forth rapidly add up.</p> <p>3) Automated processes are not necessarily cheaper or better in international development contexts, as the human touch can provide important elements of trust and hand-holding that technology alone cannot. Also, with low costs of labor, technology is not always cheaper.</p> <p>4) There is no single “perfect” technology even for the purposes of agriculture extension. Different scenarios call for markedly different features.</p>		
0045	Helping Small Scale Farmers out of Poverty	Briefly discusses how manually-operated pumps can be used by farmers and small scale businesses for their business while saving water and reducing costs.	2009	KickStart International
0046	Gyapa Summary	Since April 2002 EnterpriseWorks/VITA, an international non-profit organisation, has been working with Shell Foundation in Ghana’s two main cities – Accra and Kumasi. The goal is to improve health and productivity in the west African state by reducing Indoor Air Pollution (IAP), caused by smoke-emitting cooking stoves.	2003	EnterpriseWorks /VITA
0047	Enterprise Development: helping small businesses to stand on their	Creating lasting benefits for host communities, including beyond closure, is a key objective for Anglo American. Enterprise development is one of the most powerful ways of achieving this goal. Anglo has been pioneering new approaches to building small businesses since the late 1980s, and our initiatives are now widely recognised as international	2008	Anglo American

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	own feet	best practice.		
0048	Microfranchising at the Base of the Pyramid	This paper starts with an introduction to microfranchising and its potential. It then takes an in-depth look at how these organizations actually work and the challenges and successes they have encountered to date. The paper ends with a brief discussion on microfinance, another very successful approach to poverty alleviation, and some recommendations on how microfranchising and microfinance can build on each other. Details on the models that Drishtee, Vision Spring and HealthStore Foundation have implemented are included in the Appendix. Examples from other franchisors that support the lessons learned are also highlighted.	2008	Working Paper
0049	Power to the Poor in Laos brings electricity to (almost) all	This new concept is the Power to the Poor program (P2P). The P2P scheme was launched in September 2008, although it was identified a few years earlier, in 2005. At that time, a social impact survey was carried out and among all data analyzed, one indicator was outstanding: the pick-up rate in the villages recently electrified was on average only a 70%. What was happening with the remaining 30% of households that were not being connected? It was not a design problem as those households were just a few meters from the electric post. It was, as with many problems in life, a financial problem: the connection fee charged by the power utility, Electricité du Laos (EdL) [4], was too expensive to be paid upfront by the poorest households.	2011	World Bank
0050	New Business in America	The report provides results of a longitudinal study of young firms and their owners. Data represent the responses of a national sample of new business owners who were members of the National Federation of Independent Business in May 1985 and had in business for no more than 17 months with the average respondent owning the business for 11 months.	2004	NFIB

0051	The High Growth in New Metal Based Manufacturing and Business Service Firms in Finland	<p>This study examined the effects of the factors involved in the start-up situation and the first seven years' development on the subsequent high growth of firms. The criterion of success used in this study was high growth in business during the first seven years. The subjects were Finnish metal products manufacturing firms and business service firms established in 1990. The results indicated, firstly, that it is the internal networks of firms that bring about competitive advantage, innovations and efficiency. In these entrepreneurial team-driven firms a group of people participate in the strategic management of the firm. It was also found that co-operation between firms and changes in external personal networks contributed to a high rate of growth. The empirical results showed that new firms had equal chances for growth irrespective of their locality. On the other hand, growth was affected by changes in a new firm's competitive situation and by changes in strategic factors. The results also clearly indicated that high growth firms were characterised by rising productivity of labour at the same time as they were generating new jobs.</p>	2003	Small Business Economics
0052	Differentiating growing ventures from non-growth firms	<p>The longitudinal study concentrates on the 86 responses; half of these responses (43) were classified as growing and the other half as non-growth firms. Personality characteristics and environmental factors do not explain the growth but experience, training and motivation are important variables that differentiate growing ventures from non-growth firms. This article aims to contribute to our understanding of how new firms achieve a continuous growth by analysing the effects of the factors involved in the start-up situation. The studied firms were drawn from a group of new firms which were studied in a project focusing on their development during 1990–97. Since the study consisted of firms with different performance characteristics, it was possible to compare the development of growing firms with those performing less strongly.</p>	2006	Springer Science+Business Media

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0053	Differentiating factors of venture growth: from statics to dynamics	<p>The purpose of this study is to analyse which factors differentiate growing firms from the non-growth businesses. It seeks to analyse the start-up factors as well as the changes in the activities and the characteristics during the seven-year period from the start-up stage.</p> <p>The study is a part of a longitudinal research project that has followed the development of 200 SMEs in Finnish metal-based manufacturing and business services since their start-up in 1990. The paper uses a contingency approach and concentrates on 86 respondents who have survived after seven years' activity. The paper develops a model for testing the factors that differentiate growing ventures from the non-growth companies. Static characteristics of the entrepreneur and the firm other than group management style do not explain the growth of the firm.</p>	2009	Emerald
0054	Effects of Human Capital and Long-Term Human Resources Development and Utilization on Employment Growth of Small-Scale Businesses: A Causal Analysis	<p>The purpose of this study was to explore how three different human resource variables affect employment growth of small-scale enterprises: human capital of business owners, human capital of employees, and human resource development and utilization. The literature suggests different models of how these human resource variables affect business outcomes. Longitudinal data from 119 German business owners provided support for a main effect model indicating that owners' human capital as well as employee human resource development and utilization affect employment growth. Moreover, human resources development and utilization was most effective when the human capital of employees was high. We conclude that human resources are important factors predicting growth of small-scale enterprises.</p>	2005	Baylor University
0055	Strategic and operational Planning attitudinal	<p>The Centre of Small and Medium Businesses (SMEs) of De Vlerick School voor Management (University of Gent – Belgium) has an 11 years long experience in organising management training programmes for starting SME-businessmen or business-owners[1]. Celebrating this</p>	2008	Tom Schamp, De Vlerick School voor Management,

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	changes and the survival and growth of business start-ups revisited Management training matters	decade of educational and counselling activities the need was felt to conduct a follow-up study in order to gain specific information on the survival and growth rate of all alumni-participants, hereafter called "Vlerick"-starters. More important though, a profound comparative study needs to be done on the profile of these starters and a comparable group of "non-Vlerick"-starters (hereafter called "Others") being aware that the generally assumed impact of management programmes on entrepreneurial, managerial and self-employing attitudes of the first group would clearly disclose inter-group post-start-up profile differences. Hence the starting-point for this research was the reflection on what kind of influence or contribution the above listed management training programmes have on the life cycle of SME-start-ups. In this context abundant literature and study materials demonstrate the positive effect of participating on management training and individual counselling programmes on the entrepreneurial and managerial attitudes of SME-businessmen.		Belgium.
0056	Firm and industry effects on firm performance: A generalization and extension for new ventures	The study extends a long-running debate into the domain of entrepreneurship by examining firm and industry effects on the performance of new ventures. We examine to what extent firm and industry levels explain sales, sales growth, and survival among 7,256 young Swedish firms over a five-year period, and compare these findings to a sample of 12,692 established firms. We found that the industry level 'matters' little for the survival of either sample of firms, and industry membership matters less for the sales and sales growth of new ventures than for established firms. Post hoc analysis revealed that size affects new venture performance, and that new venture funding is related to both sales and survival. At a broad level, our findings shed new light on the roles of the liabilities of newness and smallness for the performance of new ventures.	2009	Strategic Management Society
0057	Survival of the	This paper uses data from the British Household Panel Survey to	1999	The Economic

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	<p>fittest? An analysis of self employment duration in Britain</p>	<p>investigate the duration of self-employment spells in Britain. The results suggest that 40% of self-employment ventures started since 1991 have not survived their first year in business. Evidence is produced showing that a substantial proportion of self-employment spells are not terminated through bankruptcy, but through moves to alternative employment. The fittest, in terms of self-employment survival, are those with no previous unemployment experience but with some work experience, who quit their previous job, and who entered self employment with some initial capital.</p>		<p>Journal</p>
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