

Scotland's Economic Performance

(March 2025)

How Scotland's economy compares with other OECD nations and how our Missions may contribute towards improvements



SE Objectives and Priorities



As the national economic development agency for Scotland, Scottish Enterprise has a strategic ambition to drive up levels of innovation, internationalisation and investment in Scotland.

This is supported by our 3 missions and tracked via our 6 outcome measures.

This slide deck presents some context to our work, helping to set the scene on the wider Scottish economy and how it compares with other nations and regions.



Scotland's Economic Performance Overview



While our 6 supporting measures help us to track our progress in meeting our ambition as an organisation, it is also important to consider the Scottish economy as a whole.

To do this we have tracked a number of economic indicators and compared them against other OECD/EU or UK Nation/Region. These indicators have then been quartile ranked and are presented in the following slides.

SE's mission activity will help deliver performance improvements across many of these indicators- most notably business investment to drive productivity.

Overall Scotland's economic performance has remained relatively constant over the last 10 years, with little change in our performance when assessed against other comparator geographies.

Drive up levels of innovation, internationalisation and investment in Scotland, building fair, green and growing economy			
Top Quartile	Quartile 2	Quartile 3	Bottom Quartile
Adult Qualifications*	Employment Rate*	Income Inequality*	Population Growth*
Employees > Living Wage*	Productivity*	Fair Work Practices*	Number of Businesses*
Inward Investment (FDI)	Exports (Overseas* and UK)	Exporting Businesses	High Growth Businesses*
Risk Funding Deals*	Value of Risk Funding*	Net Zero Actions	Business Investment*
Higher Education R&D*	Bank Lending to SMEs		Innovative Businesses*
	Greenhouse Gas Emissions*		Management Practices
	Business R&D*		
	Youth Unemployment*		
	Total R&D*		
	Entrepreneurial Activity*		

Top Quartile Rankings



Top Quartile



Adult
Qualifications*



Employees > Living Wage*



Inward Investment (FDI)



Risk Funding
Deals*



Higher Education R&D*

Quartile Performance Vs OECD/EU Countries or UK
Nations/Regions

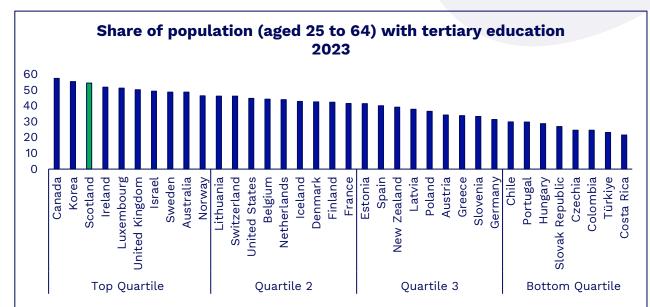
*Scottish Government National Performance Framework/NSET/Innovation Strategy Indicator



Adult Qualifications

- Scotland ranks in the top quartile of all OECD nations for qualification attainment, although evidence also shows that we have a higher rate of graduates in non graduate jobs compared with other UK regions.
- By occupational classification, almost 50% of Scotland's workforce are classified as Professional, Associated Professional or Directors or Managers (classes 1-3) broadly in line with the UK average but above many other regions.
- Scotland has a well recognised reputation for higher education provision. The University of Edinburgh ranks 29th in the world for 2025, with the University of Glasgow ranking 87th, and the Universities of St Andrews and Aberdeen ranking in the top 250.





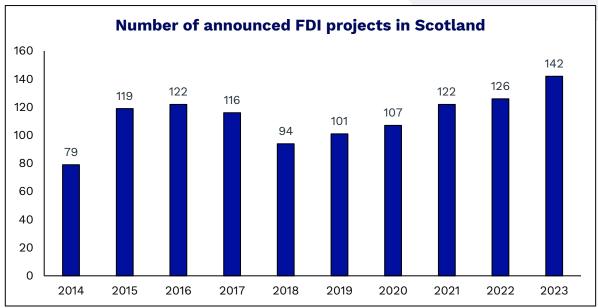
Inward Investment

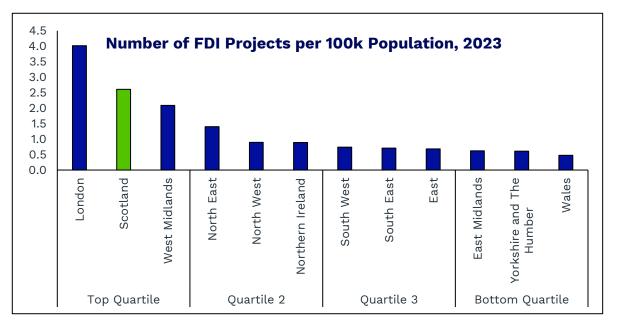
- Inward investors (from overseas or the rest of the UK) on average have higher productivity, pay higher wages and are more likely to invest in R&D. Overall, <u>inward investors employ</u> around 685,000 workers directly across Scotland.
- Ernst & Young's Attractiveness Survey reports Scotland as the <u>second</u> <u>most attractive</u> nation and region in the UK (after London) for foreign direct investment (FDI). 142 FDI projects were attracted in 2023 (14% of all UK projects). Scotland's top FDI sectors in 2023 were utility supply followed by digital technology, business services and transport & logistics. Three Scottish cities were in the UK top 10 for FDI projects Edinburgh (2nd), Glasgow (4th), Aberdeen (8th).
- A highly qualified and cost-competitive workforce, the strength of local business networks, and support from government and Enterprise Agencies (including grants and investment/R&D incentives) are all key success factors in attracting projects – and areas of strength for Scotland.
- Attracting and retaining highly skilled international talent, entrepreneurs and early-stage businesses can help create more scaling businesses in Scotland.

The criteria that investors rank as most important are:

- · Access to regional grants and incentives for investment R&D
 - Availability and skills of the local workforce
 - Availability of business partners and suppliers
 - Strength of business network locally



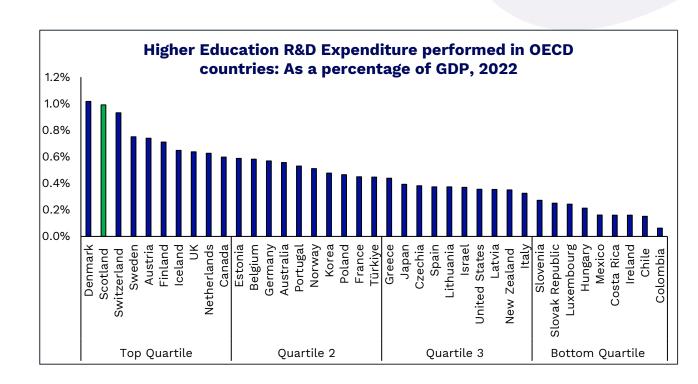




Higher Education Research and Development



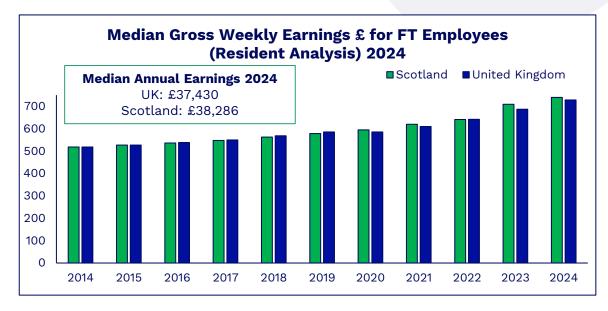
- Overall expenditure, and business expenditure on R&D is relatively high in Scotland – ranking in the second quartile for OECD nations but our Higher Education R&D expenditure ranks in the top quartile.
- <u>86% of Scottish university research</u> is deemed to have 'outstanding' or 'very considerable' impact.
- Around a third of Scotland's businesses that have innovation co-operation partnerships are working with universities, government or public research institutes – a higher rate than for the UK as a whole.
- For Business Enterprise R&D (BERD), Scotland also ranks in the second quartile of OECD countries.



Earnings and Living Wage

- Median Gross Weekly earnings have been consistently rising and are above the UK average.
- Scotland performs well on <u>living wage metrics</u> with only 11% of employees earning less than the living wage across the country in 2024 (and 89% earn above). Scotland has the highest proportion of employees earning above the RLW level of all UK regions.
- The figure varies by geography within Scotland, with 23% of employees in East Dunbartonshire earning less than the living wage while just 7% of Edinburgh employees earned less.
- <u>Median pay growth</u> in Scotland has been gradually falling since 2023 but has generally remained above the inflation rate.



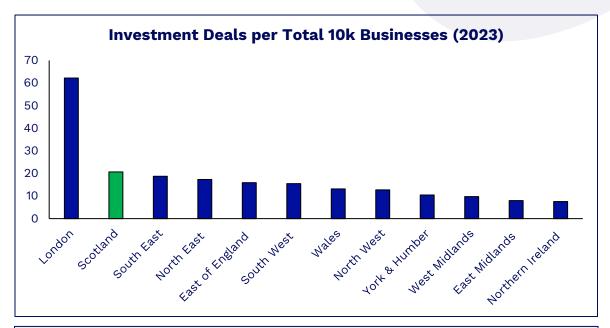


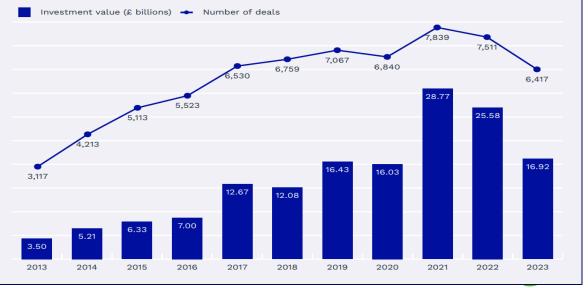


Number of Risk Funding Deals



- In 2023, Scotland had 354 <u>risk capital deals in 2023</u>. Per 10k businesses this is the best performing region outside London.
- The number of deals fell from 428 in 2023 (-17%) but this is in a context of falling investment across the UK overall (down 15%).
- By region, deal numbers by region were:
 - East of Scotland (156 deals and down 23% on 2022)
 - West of Scotland (104 deals and down 6% on 2022)
 - Tayside (49 deals and up 14% on 2022)
 - Aberdeen (25 deals and down 40% on 2022)
 - ➤ Highlands and Islands (13 deals and down 46% on 2022)
 - South of Scotland (7 deals and up 40%).
- By sector:
- Technology and Engineering (171 deals and down 5% on 2022)
- Digital and IT (154 deals and down 23% on 2022)
- Business Services (151 deals and down 6% on 2022).





Quartile 2 Rankings



Quartile 2



Employment Rate*



Value of Risk Funding*



Business R&D*



Total R&D*



Productivity*



Bank Lending to SMEs



Youth Unemployment*



Entrepreneurial Activity*



Exports (Overseas* and UK)



Greenhouse Gas Emissions*

Quartile Performance Vs OECD/EU Countries or UK
Nations/Regions

*Scottish Government National Performance Framework/NSET/Innovation Strategy Indicator

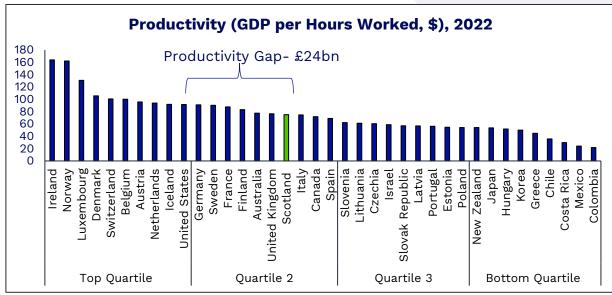


Productivity

- Scotland's productivity lags many other advanced economies, ranking in the second quartile of OECD countries. This ranking has been fairly consistent for a number of years. There are however parts of the country and sectors that are more productive than others.
- Higher business productivity can increase international competitiveness and resilience, and allow businesses to pay higher wages and create better jobs.
- Both the <u>NIESR</u> and The <u>Productivity Institute</u> have identified some factors which may have contributed towards Scotland's lower productivity levels:
 - · Lower levels of capital accumulation
 - A digital technology skills gap
 - Lower rate of business start-ups
 - Lower rate of adoption of technologies
 - Lower proportion of businesses that export
 - Less innovation stemming from new products and services
 - Business investment in capital such as machinery and equipment, buildings, ICT, research and development has been chronically low

If Scotland's productivity reached the OECD top quartile (matching the U.S.), Scotland's economy/GDP would be £24bn bigger (+22%)



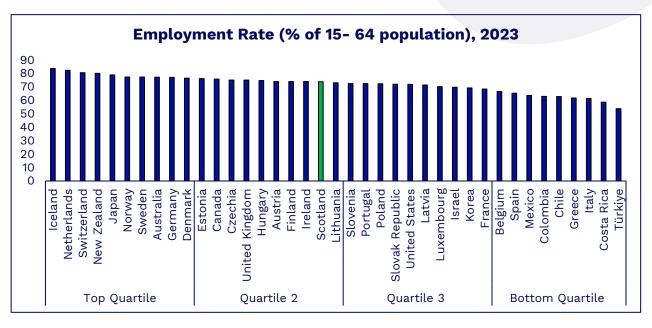




Employment



• Scotland has a highly skilled labour force, with <u>high rates of employment</u> (74.2%) over a significant number of years.

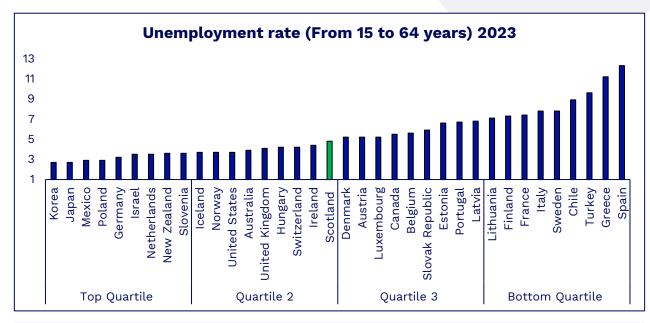


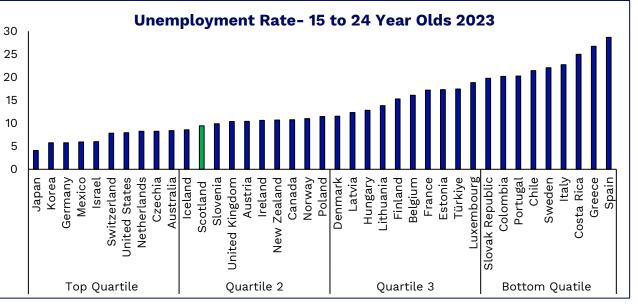
In 2023 Scotland ranked 19th out of 39 in terms of Employment rate placing it in Quartile 2. To close the gap with Q1 Scotland would need to have almost 95k more in employment. The gap has widened compared with the previous year and from 5 years previous.

Unemployment

- Scotland's <u>total unemployment rate</u> is low at 3.8% and ranks in the second quartile of OECD regions.
- The rate of unemployment differs however across the country with Shetland, Orkney and East Renfrewshire having the lowest unemployment rates while Glasgow and N Ayrshire have the highest rates (and above the UK average).
- Youth unemployment (15 to 24 years) also ranks in quartile 2.





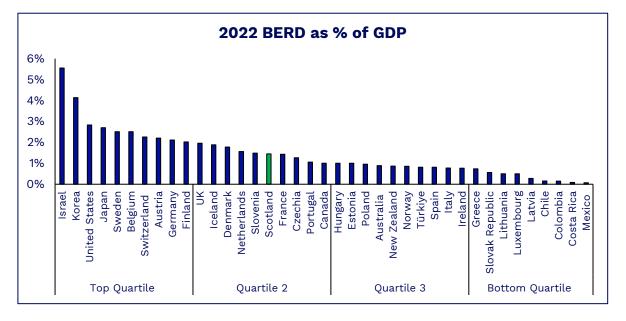


Total and Business R&D Investment



- Total (General) investment in Research and Development (GERD) ranks in the second quartile of OECD nations.
- The estimate of GERD as a share of Gross Domestic Product (GDP) in 2022 was 2.58% for Scotland, compared to 2.77% for the UK as a whole.
- Scotland ranked 5th out of the 12 UK countries/regions for GERD as a share of GDP. East of England had the highest GERD as a percentage of GDP (5.96%) and Wales the lowest (1.87%).
- Business enterprise R&D (BERD) expenditure as a share of GDP was estimated to be 1.45% for Scotland in 2022, placing Scotland in the second quartile of OECD nations and below the UK average (1.96% for the UK as a whole.)
- BERD spend in Scotland accounted for 5.5% of total UK BERD spend in 2022. Scotland ranked 9th out of the 12 UK countries/regions in terms of BERD spend as a percentage of GDP. East of England was highest, at 5.00%, and the North East was lowest, at 1.02%.



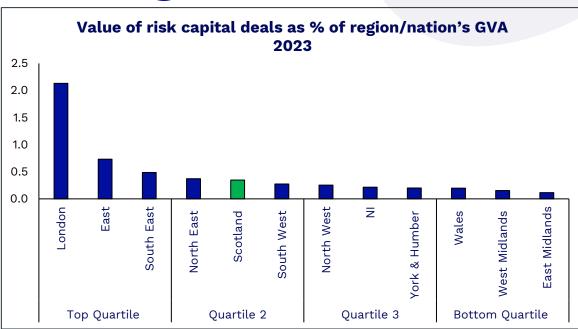


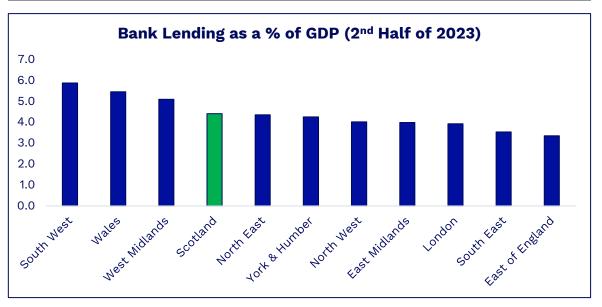
Risk Capital Funding and Lending



- In 2023 there was a <u>record £575m equity raised</u> across 354 deals in Scotland down 41% from a peak in 2022 and similar to 2019 levels.
- This is in the context of a UK market where deteriorating investor sentiment also contributed to a fall in investment in 2023 of 38%.
- The Scottish risk funding market was in the second quartile of UK nations/regions for the value of deals, making it the next best performing market after the 'Golden Triangle' (London, South-East & East of England) which dominates the UK market.
- Scotland ranks in the second quartile of UK regions and nations for bank lending as a % of GDP.

If Scotland's value of Risk Funding deals matched the UK's Top quartile there would be need to be an additional £234m in funding annually.





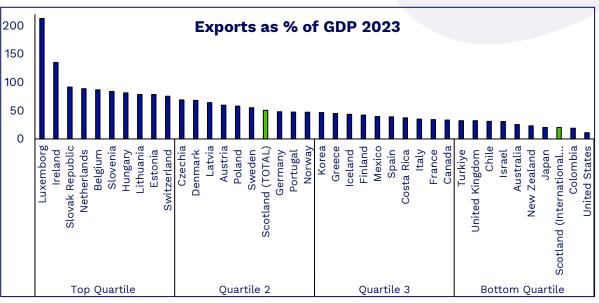
Exports

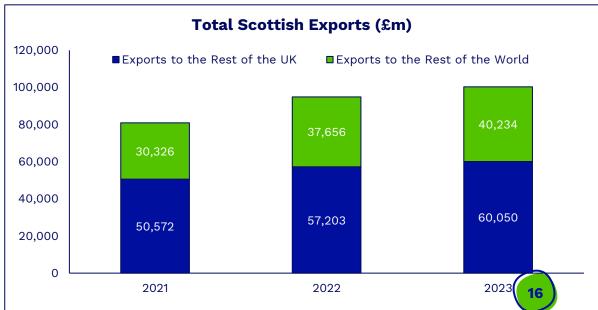
Scottish Enterprise

- From the latest data, Scotland ranks in the bottom quartile for international exports as a % of GDP. However, when exports to the rest of the UK are included, Scotland ranks in Quartile 2.
- <u>Scotland's exports</u> (to the rest of the UK and overseas) were valued at £100bn in 2023. This represents an +6% increase from 2022.
- Both international and Rest of the UK (rUK) exporting levels rose in 2023, with international sales rising by 7% and UK sales by 5%.
- In 2023, 60% of Scotland's exports were to the rUK and 40% to international markets.
- The EU remains our biggest export market (over 40% of international exports), followed by the US (17%).

*Data excludes oil and gas exports

In order for Scotland to achieve the Scottish Government's ambition of 25% of international exports contributing to GDP, we would need to increase our exports by £9bn annually



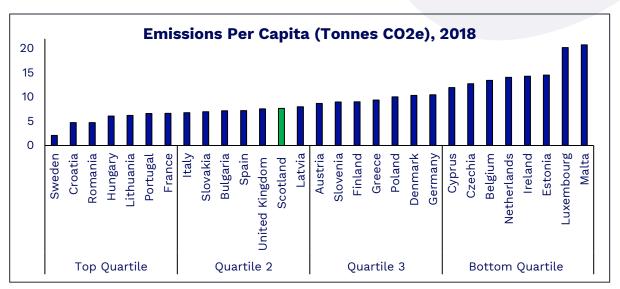


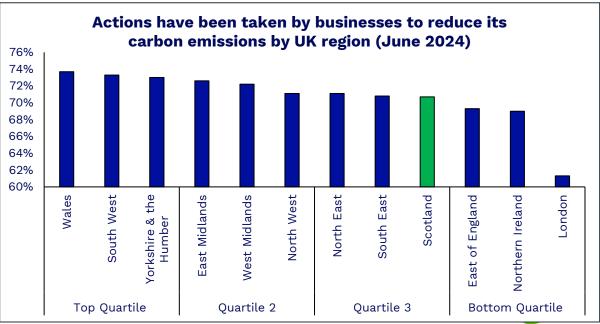
Greenhouse Gas Emissions and Net



Zero Actions

- Scotland's <u>Greenhouse Gas Emissions</u> fell by 31% between 2008 and 2018, the largest decrease of all OECD countries bar Sweden.
- However, Scotland still lags over OECD countries in terms of overall Emissions per Capita, ranking in the second quartile.
- Compared with other UK regions, <u>Scotland also lags other areas</u> in terms of the proportion of businesses that take actions to reduce carbon emissions. Of those actions, businesses are most likely to:
 - Switch to LED bulbs (46%)
 - Adjust heating and cooling systems (43%)
 - Installing charging points (30%).
- Businesses are less likely to take more labour intensive and costly changes such as Installing their own renewable electricity or heating system (13%) or insulating buildings (13%).





Quartile 3 Rankings



Quartile 3







Exporting Businesses



Net Zero Actions

Quartile Performance Vs OECD/EU Countries or UK
Nations/Regions

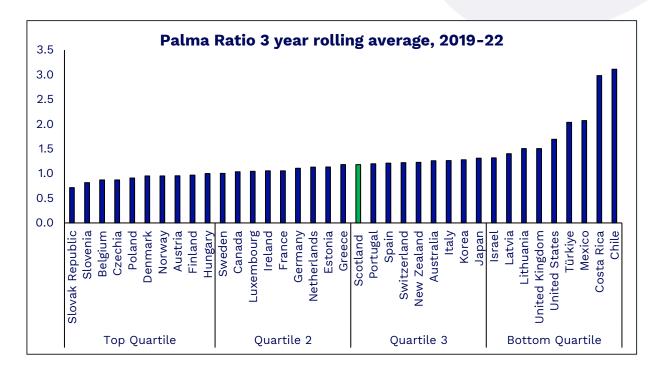
*Scottish Government National Performance Framework/NSET/Innovation Strategy Indicator



Income Inequality

Scottish Enterprise

- Scotland ranks 19th out of 37 OECD countries in terms of income inequality using the Palma ratio. This places it in the 3rd quartile.
- In <u>2020-23</u>, the top ten percent of the population had 34% more income (before housing costs) than the bottom forty percent combined. This compares to 33% more income of the top ten percent in 2007-10 and is now the period with the highest income inequality in this time series as measured by the Palma ratio.
- Income inequality has been fluctuating since the beginning of this data collection in the mid-nineties The Palma measure has increased in the last two years but it is yet unclear whether this is the beginning of a new trend, or another fluctuation.
- It is estimated that 21% of Scotland's population (1,110,000 people each year) were living in relative poverty after housing costs in 2020-23. The proportion of people in relative poverty after housing costs had been falling slightly between the late nineties and the lowest point in this time series in 2009-12. After that, it started to rise again up until 2015-18, with a further rise in 2019-22 to the current rate of 21%



The Palma Ratio: It is the ratio of the richest 10% of the population's share of gross national income (GNI) divided by the poorest 40%'s share.

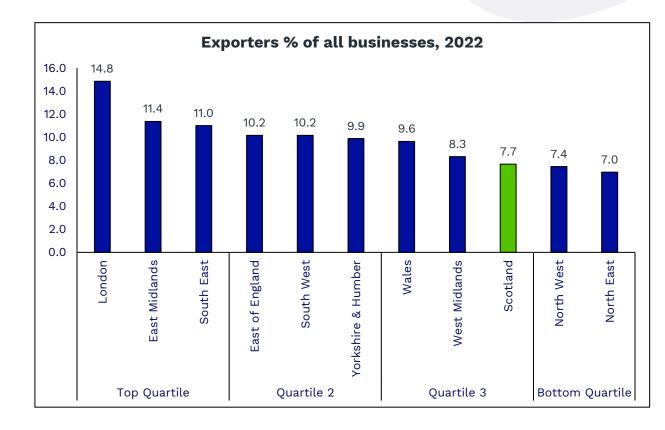
For Scotland to match the top quartile of OECD countries in terms of income inequality, the bottom 40% of earners would need to earn £6,500 more per annum.



Exporting Businesses



- The proportion of businesses in Scotland that <u>export</u> <u>internationally</u> has gradually risen since 2017 (with the exception of 2020), but lags many UK regions. Just 7.7% (13,300) sold internationally in 2022.
- <u>15% of non-exporters</u> have sold overseas in the past, or believe that they may have goods and/or services suitable for exporting. This suggests Scotland has around 24,000 potential exporters.
- Access to international networks, such as <u>GlobalScot</u> can be important for exporting, for example through learning from the experiences and knowledge of <u>business peers</u>.
- Barriers to exporting include:
 - · access to in-market contacts, customers and networks
 - costs of accessing markets
 - lack of knowledge
 - capacity (managerial time, staff skills).



If Scotland's level of exports matched the UK's Top quartile there would be need to be an additional 6,000 exporters annually.

Fair Work Practices

Scottish Enterprise

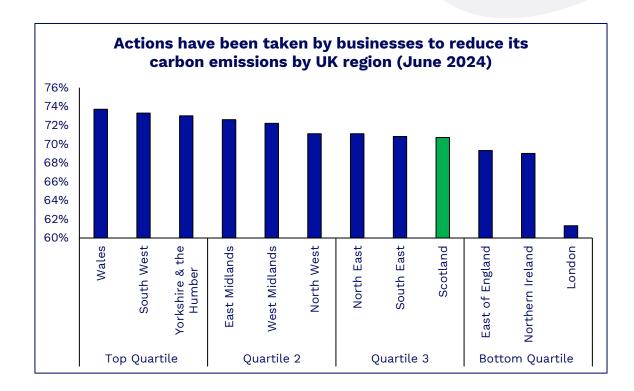
- **Effective Voice:** In 2024, 19% of <u>employees in Scotland</u> said they have no voice channel, vs 20% the previous year. 28% rated their managers as good/very good in allowing employees influence over final decisions (25% in 2023); 34% rated them poor or very poor (33% in 2023).
- Opportunity: 33% of employees in Scotland believe their job offers good prospects for career advancement, while 52% feel their job offers good opportunities to develop their skills. Despite this, there are issues surrounding opportunities for certain groups. The April 2023 March 2024 employment rate for minority ethnic groups was 59.4%, and for disabled people it was 53.9% both significantly lower than the average (74.2%).
- **Security:** In 2022, the UK had just 5.4% of the population in <u>temporary employment</u>, vs the OECD average of 11.2%. For Scotland, 3.0% of people (16+) in employment were on a <u>zero-hour contract</u> during April to June 2024 (vs UK's 3.1%), down from 4.5% the previous year.
- **Fulfilment:** The UK has a lower proportion of employees that are <u>'engaged'</u> in their work and workplace (10%), compared to globally (23%). 73% of Scottish employees reported overall good job satisfaction in 2024 Vs 63% in 2023.
- **Respect:** In 2024, 25% of <u>Scottish employees</u> believe their work impacts negatively or very negatively on their mental health with 25% reporting the same for their physical health. These numbers have similarly stayed consistent throughout the 4 'Working lives Scotland' surveys.

Fair Work Element	Performance 2024 Compared to other economies	Performance trend
Effective voice	Mixed	Improving
Opportunity	Mixed	Improving
Security	Mixed	Mixed
Fulfilment	Poor	Mixed
Respect	Mixed	Maintaining

Net Zero Actions



- <u>Scotland lags many other areas</u> of the UK in terms of the proportion of businesses that take actions to reduce carbon emissions (71% of businesses with over 10 employees have adopted net zero actions Vs 73% in the top quartile of UK regions).
- Of those actions taken, businesses are most likely to take relatively 'easy' changes –like- switching to LED bulbs (46%) rather than adopting more labour intensive and costly changes like Installing their own renewable electricity or heating system (13%).
- We also see differences among sectors- with Manufacturing, Construction and Transport and Wholesale having the highest levels of actions taken. And then by size- we see larger businesses adopting more changes.
- For more information on Net Zero actions taken by businesses please see the <u>Economic Research and Insight Teams Spotlight.</u>



Bottom Quartile Rankings



Bottom Quartile



Population Growth*



Number of Businesses*



High Growth Businesses*



Business
Investment*



Management Practices



Innovation Active
Businesses*

Quartile Performance Vs OECD/EU Countries or UK
Nations/Regions

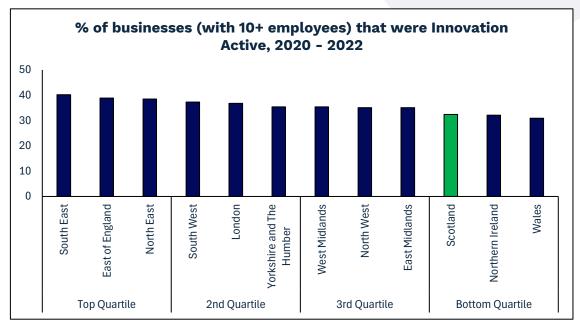
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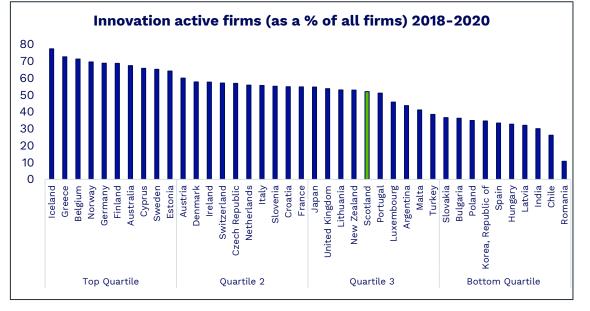


Innovation

- Innovation performance has been mixed. In the most recent data we lag in terms of business innovation as the number of innovation active businesses compared with other UK nations and regions, ranks in the bottom quartile. When we look at slightly older data that allows comparison with the OECD we rank in the bottom quartile.
- Over 2020-2022 just 32% of Scottish businesses (with 10+ employees) were 'innovation active', and just 26% were process innovators and 16% product innovators.
- The Innovation activity rate has been trending downwards since 2012-2014 (with a spike in 2018-2020 which could be in part attributed to businesses innovating and adapting to the Covid-19 pandemic) highlighting that innovation is a consistent challenge within Scotland.
- However, the average share of business **total turnover from innovation** in Scotland has improved since 2020, with 19% generated from introducing new products to market in 2022.
- And, compared to the UK as a whole, a higher proportion of Scotland's innovating <u>SMEs collaborate with innovation assets such as universities</u> (37%) and/or government and public research centres (35%). This suggests the challenge is not so much business engagement with universities/research centres, but encouraging businesses to be innovation active in the first place.
- For wider innovation, the EU's <u>Regional Innovation Scoreboard</u> highlights that Scotland is a 'Strong Innovator' and just outside the top 30% of regions for innovation performance. The Scoreboard highlights Scotland's innovation strengths and challenges: Strengths: skills, tertiary education and university research. Challenges: sales of innovative products, product innovation, design and trademark applications.



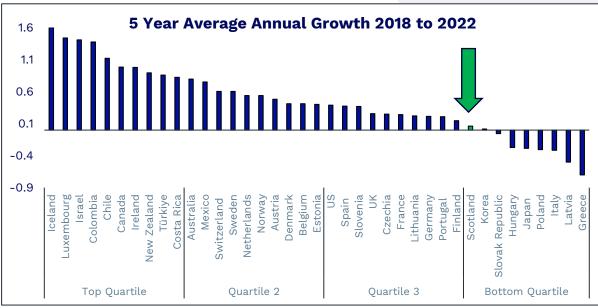


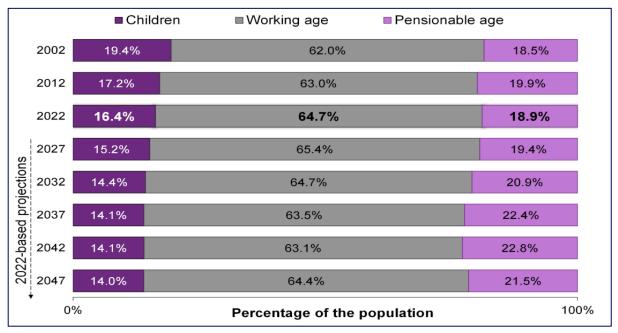


Population Growth

- Population growth is an important driver of the economy when it supplies a strong and skilled labour market.
- Scotland's population has grown by 0.1% between 2018 and 2022-lower than the rest of the UK and many other OECD countries.
- The population is <u>forecast to continue growing</u> across the forecast period, reaching 5.8 million (from 5.4 million in 2022). Much of this growth however is anticipated to come from inward immigration rather than natural growth.
- The Scottish population is also projected to age over the coming decades. The working age population accounted for 64.7% of all people living in Scotland in mid-2022, but this is projected to decline to 64.4% by mid-2047- despite increases in the state pension age. The pensionable age population is also expected to increase potentially putting pressure on public services.



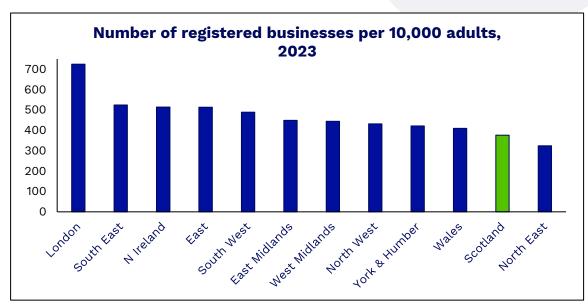


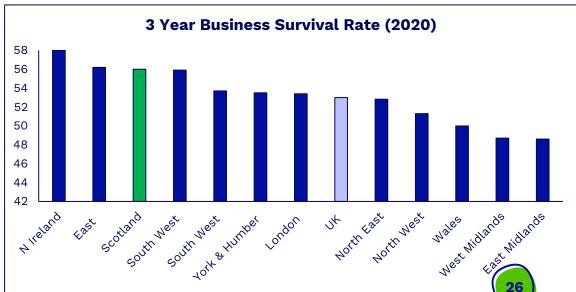


Number of businesses



- Overall, we have a smaller business base (relative to population) than most other nations/regions of the UK with 375 businesses per 10k population (compared with 489 across the UK), placing us in the bottom quartile of GB regions.
- The vast majority of <u>Scottish businesses</u> have less than 50 employees (98%) with 70% of businesses having no employees. This is largely comparable with the rest of the UK although Scotland has a slightly higher proportion of larger businesses.
- In 2020, 56% of newly created <u>Scottish businesses survived</u> for 3 years, this is a higher survival rate than the UK average of 53%.



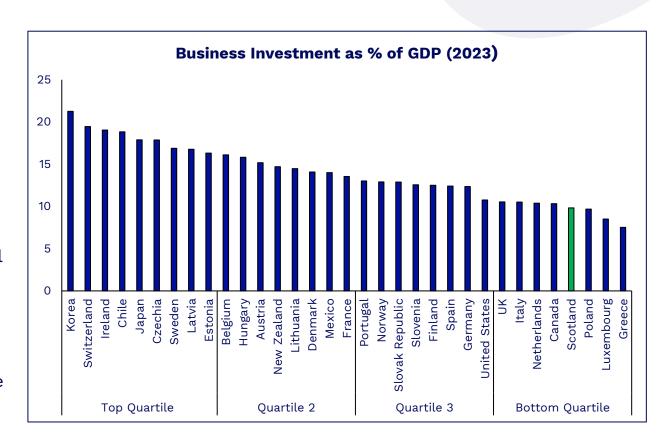


For Scotland to match the top quartile of GB regions for the number of businesses would need to increase by 63,000 per annum (37%).

Business Investment



- When we compare with OECD countries, Business Capital Investment as % of GDP ranks in the bottom quartile.
- Capital investment by businesses as a proportion of GDP has been consistently low for a number of years and Scotland currently ranks fourth bottom when compared with OECD countries; this is despite a clear link between capital investment and productivity.
- Different factors are currently weighing on capital investment, some of which are at the business level (e.g., shortage of internal finance) and others at the wider economy level for example, rising interest rates.
- Our Mission for Capital Investment is seeking to drive up productivity by encouraging capital investment. The target is for Scotland to reach the 3rd Quartile of OECD nations- matching the US. This would require an annual investment increase of £1.8bl.

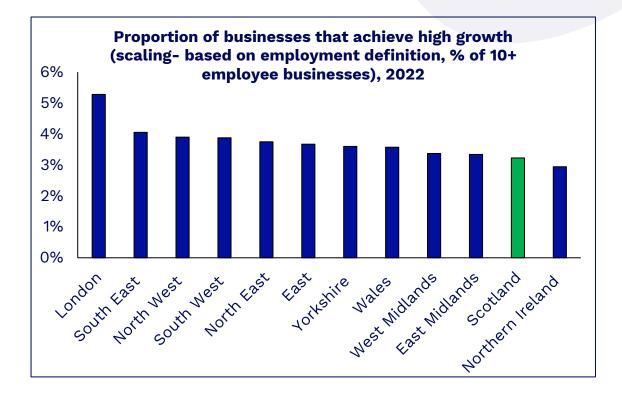


For Scotland to reach the top quartile of OECD countries in terms of Business Investment, we would need to increase investment by £13bn per annum.

High Growth Businesses

Scottish Enterprise

- High growth firms can be defined based on 3 different criteria:
 - growth in employees over 20% per annum over a 3 year period
 - growth in turnover over 20% per annum over a 3 year period
 - growth in employees or turnover over 20% per annum over a 3 year period
- For all three definitions, Scotland ranks in the bottom of UK regions. For the employment definition, just 3.2% of businesses with over 10 employees were high growth in 2022.



For Scotland to reach the top performing UK region in terms of high growth firms we would need an additional 139 companies per annum (21%).

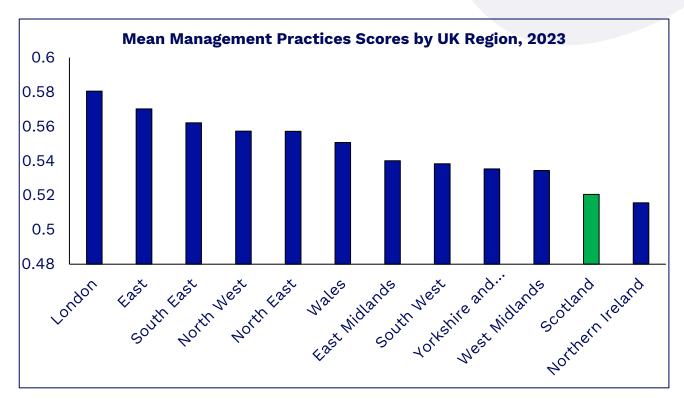


Management Practices



- Scotland has ranked in the bottom quartile for <u>management</u> <u>practices</u> for the last few years. Ranking 11th in 2023. The gap has worsened between 2020 and 2023.
- The management practices score captures four dimensions of management:
 - continuous improvement, or how businesses respond to problems
 - > the use of key performance indicators (KPIs)
 - > the use of targets
 - > employment practices relating to promotion, training and employee underperformance

For more information on management practices please see our <u>Management Practices Spotlight.</u>



How Scottish Enterprise can contribute towards Scotland's economic performance

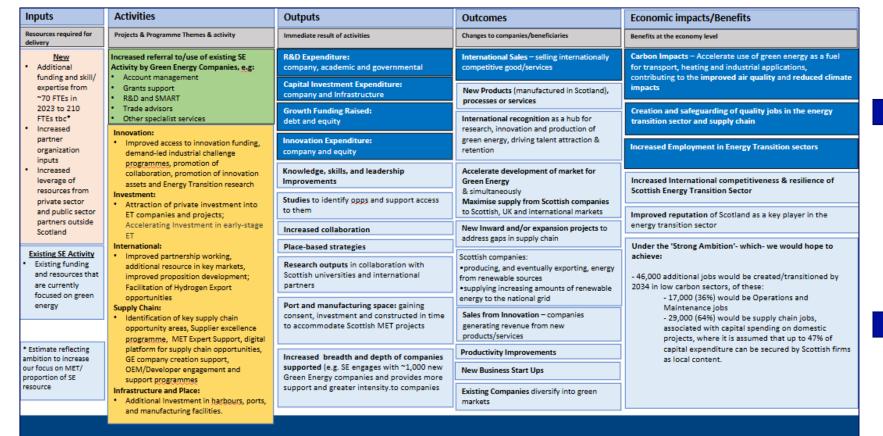


As an organisation our ambition is to drive up levels of innovation, internationalisation and investment in Scotland, building a fair, green and growing economy.

This slide pack provides a backdrop and context to inform progress and identify challenges. Our missions approach can seek to improve our relative ranking in a number of ways- set out in the following slides.

How the Missions Can Contribute Towards Economic Performance









- Improved air quality
- Reduced climate impacts



- Creation and safeguarding of green jobs
 - Increased international competitiveness
- Improved reputation
- Increased exports
- Increased investment

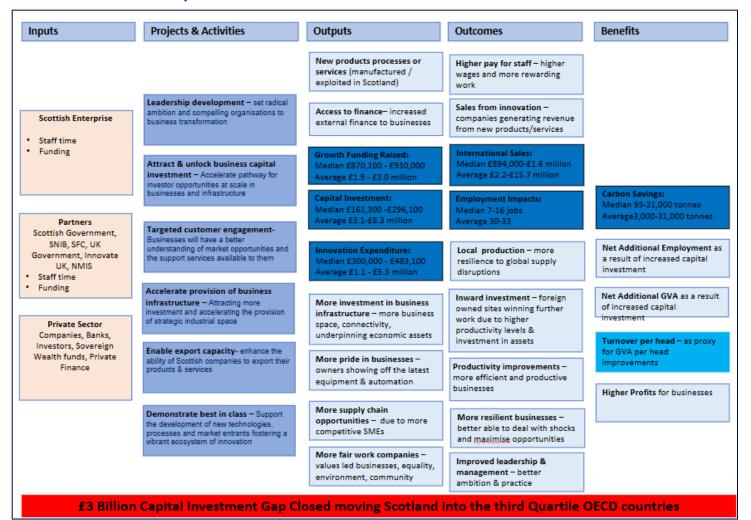




How the Missions Can Contribute Towards Economic Performance



Mission for Capital Investment





FCONOMIC IMPACTS Increased capital investment Leading to increased productivity Increased employment Higher profitability Increased innovation Higher inward investment More fair work companies Increased exports



How the Missions Can Contribute Towards Economic Performance



Mission for Scaling Innovation

Scaling Innovation Mission Logic Model

February 2025 update

SE Performance Measure

SIM SMART Objective

Inputs Projects & Activities

Innovation Infrastructure:
Growth Infrastructure
Programme

Scale-Up Company Support

3 core themes

Scale Up Programme
 Venture Builder
 Programme

Funding & Investment Club Fund

- Integrated Innovation
 Funding
- Strategic International Investors Programme

Private sector

Scottish

Enterprise

Funding

ecosystem

partners.

universities,

incubators/

accelerators

Staff time

Funding

partners, funding

innovation places/ districts.

innovation assets

· Staff time

 Investment (FDI, equity & VC funding, debt finance, property investment)

With a focus on five industries of the future, each at different stages of

- maturity:
 Industrial Biotechnology
- Fintech
 Life Sciences (Human
- Health)
 Photonics, Quantum,
- Radio & Semiconductors
- Space

Outputs

Immediate result of activities

Scaling Scotland's innovation strengths and entrepreneurial ecosystem into the high growth industries of the future.

lead to a transformational increase in companies scaling up, creating high-value jobs and competing globally.

New and improved business infrastructure including accommodation for future industries

By targeting clusters forming around future industries, we will convert and scale innovation into growth and attract talent and investment. This will

Growth Funding Raised by companies in target industries (debt and equity)

Companies raise equity for the first time

Capital Investment Expenditure: company and public/academic infrastructure

Innovation Expenditure:

company, academic and public sector

Partnerships and collaboration across academia, businesses & public sector

Research outputs & studies

New products, services & technology

developed, commercialised & manufactured in Scotland – including new IP/patents

More companies working towards net zero and environmental aims

More fair work companies

Outcomes Changes to beneficiaries

More scale-ups – including within

each industry of the future

Growth of the company base in the target industries: pipeline of start-ups, spin-outs

Employment Impacts – paying at least the real living wage

Export Sales – among existing and new exporters

Increased sales / turnover across the five industries, sustaining company growth

Higher skilled workforce that meets needs of expanding company base

More high value employment

Improved leadership & management – better practice to facilitate growth

Improved supply chain opportunities for businesses

Spillover benefits for other industries of new technology and innovation

More diversity in entrepreneurship - women / under-represented groups

A connected & agile innovation ecosystem to support company growth, with an effective network of innovation districts & clusters

Benefits at the economy level Scotland is seen as having

scotland is seen as having some of the most innovative and fastest growing future industries & clusters globally

Benefits

Scotland is in the top quartile for BERD among OECD countries

Carbon Savings – carbon reductions through innovation, adoption of green technology, reduction in waste, etc.

Net Additional Employment from company growth in the

from company growth in the five industries of the future

Net Additional GVA

More profitable businesses

Higher income tax take



ECONOMIC IMPACTS

Increased investment
Increased exports
Increased employment
Increased innovation and
entrepreneurship
More fair work
companies





