

The Missing Entrepreneurs

Inclusive Entrepreneurship Policy Country Assessment Notes: Cyprus

2024-25

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FOREWORD

Entrepreneurship plays an important role in the economy as it is a driver of innovation and job creation. However, entrepreneurship policies can also help achieve other policy objectives such as strengthening social inclusion and labour market attachment. Inclusive entrepreneurship policies aim to ensure that all people, regardless of their personal characteristics and background, have an opportunity to start and run their own businesses. Governments can do more to unlock the entrepreneurial potential among groups such as women, immigrants, youth, seniors, the unemployed and people with disabilities by using differentiated policies and programmes that respond to specific barriers faced. This includes the use of dedicated measures, as well as reducing negative social attitudes and biases, removing regulatory and institutional obstacles, and improving access to general entrepreneurship measures.

This note is part of a series of notes on country-level inclusive entrepreneurship policies and programmes prepared by the Organisation for Economic Co-operation and Development (OECD) as part of a collaboration with the European Commission. These notes provide an overview of current and planned policy actions and identify some actions that could be implemented to strengthen the current support offering. These country-specific notes are part of a wider programme of work on inclusive entrepreneurship policy by the OECD and the European Commission that includes “The Missing Entrepreneurs” publications, the Youth Entrepreneurship Policy Academy (www.yepa-hub.org), the Better Entrepreneurship Policy Tool (www.betterentrepreneurship.eu), a series of Policy Briefs on specific target groups, policies and issues, and national policy reviews of youth entrepreneurship and women entrepreneurship. This work stream examines how public policies and programmes can support inclusion and diversity in entrepreneurship, including through refining regulatory and welfare institutions, facilitating access to finance, building entrepreneurship skills, strengthening entrepreneurial culture and networks for groups that are under-represented in entrepreneurship, and putting strategies and actions together for inclusive entrepreneurship in a co-ordinated and targeted way. Governments are increasingly recognising the challenge of inclusive entrepreneurship, but there is still much to do to spread good practice. For more information, please refer to: <https://www.oecd.org/cfe/smes/inclusive-entrepreneurship/>.

ACKNOWLEDGEMENTS

This note was prepared by the OECD Centre for Entrepreneurship, SMEs, Regions and Cities (CFE) led by Lamia Kamal-Chaoui, Director, as part of the programmes of work of the OECD Committee for SMEs and Entrepreneurship and the OECD Local Economic and Employment Development Programme. The work of these two committees is supported by the OECD Secretariat, notably the CFE SME and Entrepreneurship Division led by Lucia Cusmano, Acting Head of Division, and the CFE Local Employment, Skills and Social Innovation Division, led by Karen Maguire, Head of Division.

This note was prepared by Helen Shymanski of the OECD CFE based on inputs prepared by the national inclusive entrepreneurship experts Prof. Dr. Angelika Kokkinaki, Vasiliki Koukounidou, Chrysostomi Maria Kyriellou and Anna Maria Souri of the School of Business at the University of Nicosia, under the direction of David Halabisky, Project co-ordinator, and Dr. Jonathan Potter, Head of Entrepreneurship Policy and Analysis Unit, both of the OECD CFE. Much of the data contained in this note were prepared by Dr. Jonathan Levie of the Global Entrepreneurship Monitor.

This note benefited from feedback and suggestions provided by Julien De Beys, Anna-Marie Galazka, Baptiste Mandouze and Goncalo Pinto of the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission. A draft of the report was presented and discussed at an online workshop on 4 September 2024. Participants included representatives from the Ministry of Energy, Commerce and Industry, the Ministry of Finance, Authority for Co-operative Societies, Department of Labour, Department of Social Inclusion of Persons with Disabilities, University of Nicosia, University of Cyprus, GrantXpert Consulting, and the Cyprus Confederation of Organisation of the Disabled (CCOD).

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INCLUSIVE ENTREPRENEURSHIP TRENDS AND POLICIES IN CYPRUS

KEY MESSAGES

Inclusive entrepreneurship rates and trends

- Women, youth and seniors were more engaged in starting and managing new businesses than on average in the European Union (EU) in the period 2019-23.
- There is a noticeable gender gap in entrepreneurship rates as women were half as likely as men to be involved in early-stage entrepreneurship between 2019 and 2023 (6% vs. 12%).

Approach to inclusive entrepreneurship policy

- Entrepreneurship support is broadly available and offered by many public and private actors.
- Some tailored support schemes have been implemented, notably for women and youth.

Policy strengths

- Tailored inclusive entrepreneurship support is available, notably for women and youth entrepreneurs.

Policy gaps and areas for improvement

- Despite a wide offering of entrepreneurship support schemes, awareness among inclusive entrepreneurship population groups remains low in part due to limited outreach efforts. Moreover, tailored support for immigrant entrepreneurs is limited.
- Many entrepreneurship policy measures limit participation of senior entrepreneurs due to age restrictions.
- Monitoring and evaluation of inclusive entrepreneurship policies and programmes are limited.

Main recommendations

- Expand entrepreneurship and self-employment support to senior entrepreneurs. This could be achieved by easing age restrictions in existing support schemes.
- Improve awareness of existing entrepreneurship support programmes by developing dedicated outreach campaigns to inclusive entrepreneurship target population groups as well as improving signposting across support providers.
- Strengthen monitoring and evaluation of inclusive entrepreneurship policies and programmes to ensure relevancy and effectiveness of supports for target population groups.

CONDITIONS FOR ENTREPRENEURSHIP AND SELF-EMPLOYMENT

Core entrepreneurship metrics paint a mixed picture. Business entry and exit rates are similar to the EU average, and business entry rates increased between 2020 and 2021 (Table 1). Similarly, people are almost twice as likely than the EU average to report that they expect to start a business in the next 3 years, and the total early-stage entrepreneurship rate was higher than the EU average in the period 2019-23. While the share of early-stage entrepreneurship that is growth-oriented is increasing, it remains below the EU average. Overall, self-employment rates remain below the EU average and the self-employed are less likely to have employees.

Mainstream entrepreneurship policies and programmes are well presented through governmental channels and media but may not be disseminated in an inclusive manner. Dissemination and awareness activities targeting inclusive entrepreneurship groups could facilitate greater outreach and take-up of generic support initiatives by entrepreneurs from under-represented and disadvantaged backgrounds. Certain restrictions for accessing support schemes, particularly funding schemes for start-ups, lead to the exclusion of target population groups, namely senior entrepreneurs. For example, the Ministry of Energy, Commerce and Industry offers an entrepreneurship support scheme but restricts access to the programme to men under the age of 50 years old and women under the age of 55 years old. However, the retirement age is 65 years old leading many potential senior entrepreneurs unable to access financing support for their start-ups. In addition to difficulties accessing mainstream entrepreneurship support, there is also no tailored and dedicated entrepreneurship support available for senior entrepreneurs.

Table 1. Conditions for entrepreneurship

	Business entry rate	Business exit rate	Expectation to start a business in next 3 years	Total Early-stage Activities (TEA) rate	Share of TEA that is growth-oriented (create >19 jobs over 5 years)	Self-employment	
						Rate	% with employees
Year	2021	2021	2019-23	2019-23	2019-23	2023	2023
Cyprus	10% ▲	6% ▼	22% ▲	10% ▲	12% ▲	9% ↔	18% ▲
EU average	11% ▲	8% ▲	12% ▲	7% ▲	14% ▲	13% ↔	31% ▼

Note: Up and down arrows indicate an increase or decrease relative to the previous period, i.e. previous year for annual indicators or previous period (2018-22) for indicators based on data from the Global Entrepreneurship Monitor. The left-right arrows indicate no change, i.e. a change of between -1% and 1%. The total early-stage entrepreneurial activity (TEA) rate measures the share of the population starting or managing a new business (less than 42 months old). Cyprus participated in the GEM survey every year during the period 2018-23. Self-employment rate measures the proportion of those in employment who are self-employed.

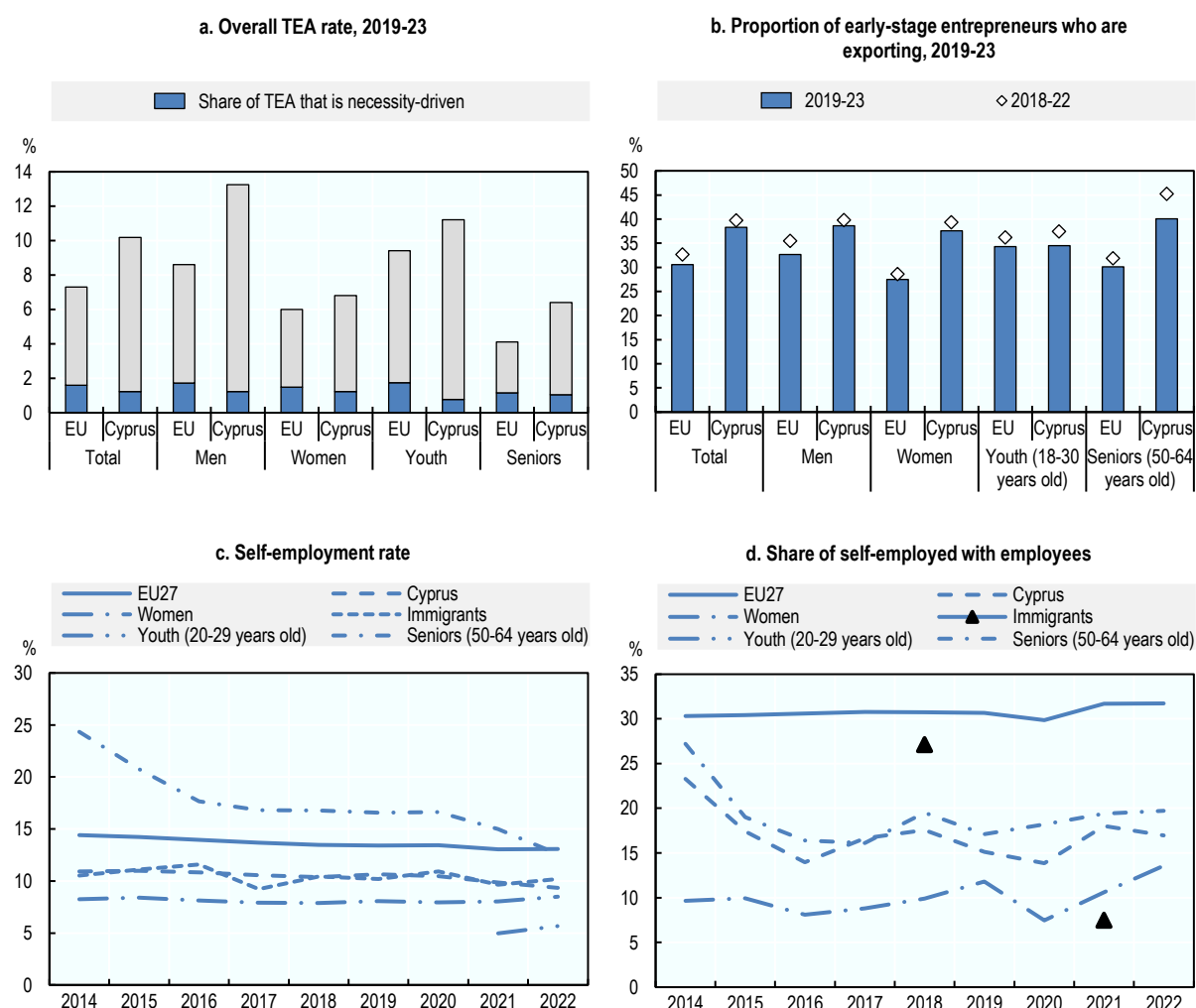
Source: Eurostat (2024), Business Demography Statistics; Global Entrepreneurship Monitor (GEM) (2024), Special tabulations for the OECD of the Global Entrepreneurship Monitor (GEM) adult population survey; Eurostat (2024), Employment and Unemployment (LFS) Database.

INCLUSIVE ENTREPRENEURSHIP TRENDS

The shares of women (6%), youth (9%) and seniors (6%) who are engaged in early-stage entrepreneurship were greater than the EU averages in the period 2019-23 (5% for women, 7% for youth and 4% for seniors) (Figure 1). However, a gender gap in entrepreneurship persists as women were half as likely as men to be involved in early-stage entrepreneurship (6% vs. 12%). These entrepreneurs were significantly less likely than the EU average to report starting a business out of necessity (i.e. new start-ups that have been launched because the person could not secure salaried employment) – 12% overall compared to 22% on average in the EU. This is true across all target population groups (women: 18% vs. 25%, youth: 7% vs. 18% and seniors: 16% vs. 28%).

Overall, the self-employment rate has been stable over the past decade, with the exception of seniors whose self-employment rate steadily declined from 24% in 2012 to 13% in 2023. In 2023, the total self-employment rate was below the EU average (9% vs. 13%), which was also the case across all target population groups. The self-employed are less likely to report having employees compared to the EU average, yet the overall share of self-employed with employees has increased since 2020 as well as among women, immigrants and seniors.

Figure 1. Inclusive entrepreneurship trends



Notes: Cyprus participated in the GEM survey every year during the period 2018-23. The total early-stage entrepreneurial activity (TEA) rate measures the share of the population starting or managing a new business (less than 42 months old). Self-employment rate measures the proportion of those in employment who are self-employed.

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

INCLUSIVE ENTREPRENEURSHIP POLICY ASSESSMENT

Some tailored support schemes have been implemented, notably for women, youth and people with disabilities. The Ministry of Energy, Commerce and Industry launched the New Business Support Scheme as part of the "[Th.A.I.E.I.A](#)" Programme 2021-2027. While the grant support scheme is open to all, the scheme aims to develop, support and promote entrepreneurship in specific population groups, such as young people and women who wish to engage in entrepreneurship in the manufacturing, services and tourism sectors by leveraging their knowledge, experience, training and talents. A variety of **women's** entrepreneurship (Table B.1) support programmes are offered by the private sector (e.g. coaching,

mentoring, business consultancy, incubation). There are also EU-funded initiatives for women, notably around role models and networking.

The "Cyprus Start-up Visa" scheme facilitates start-ups by talented immigrant entrepreneurs (Table B.2) from countries outside the European Union (EU) and the European Economic Area (EEA). The scheme aims to create new jobs, promote innovation and research and develop the entrepreneurial ecosystem.

Youth entrepreneurship support (Table B.3) is widely available. The [Research & Innovation Strategy Framework \(2019-2023\)](#) aims to equip young people with essential competencies, fostering societal appreciation for creativity, innovation and entrepreneurship as well as promote entrepreneurial culture within families and communities. Universities now offer a wider range of entrepreneurship related degrees, concentrations and certifications. Moreover, the Cyprus Pedagogical Institute also provides entrepreneurship training for educators. The Ministry of Energy, Commerce and Industry offers business counselling and mentorship to entrepreneurs who received grants under the current Youth Entrepreneurship Support Scheme and the Female Entrepreneurship Support Scheme to help young people develop their businesses. The Youth Board of Cyprus's youth entrepreneurship programme also supports the development of new SMEs through financial aid and educational training, focusing on innovative technologies and environmental entrepreneurship. Several initiatives, such as the Cyprus Entrepreneurship Competition ([CyEC](#)) and the Student Innovators ([SINN2024](#)) also support youth entrepreneurship. SINN2024 is the internal student entrepreneurship and innovation competition of the University of Cyprus, which is organised annually by the Centre for Entrepreneurship in collaboration with the Department of Business and Public Administration. This competition focuses on early-stage innovative business ideas, where students present creative ideas and innovative solutions in a five-minute pitch.

There is limited support available for **seniors** (Table B.4) and **the unemployed** (Table B.5). However, there are financial measures available for unemployed women and youth as well as training programmes.

Self-employment and entrepreneurship support is available for **people with disabilities** (Table B.6). The Department for Social Inclusion of Persons with Disabilities offers a programme that facilitates self-employment among people with disabilities by providing financial incentives, training and work experience related to the proposed entrepreneurial activity. The Department also offers vocational training through the Scheme for Vocational Training of Persons with Disabilities. The scheme provides individualised programmes that are delivered through public-private partnerships.

NEW POLICY DEVELOPMENTS

The National Youth Strategy 2017-2022 established by the Youth Board of Cyprus was the first youth policy document in Cyprus. It highlights the need to invest in young people and commits the government to identifying and addressing their needs. There is a dedicated pillar of the strategy for the development and promotion of entrepreneurship and self-employment, aiming to empower young people to start their own businesses. The design of the second National Youth Strategy 2030 is in process and is expected to be adopted by the end of 2024.

RISK FACTORS FOR INCLUSIVE ENTREPRENEURSHIP

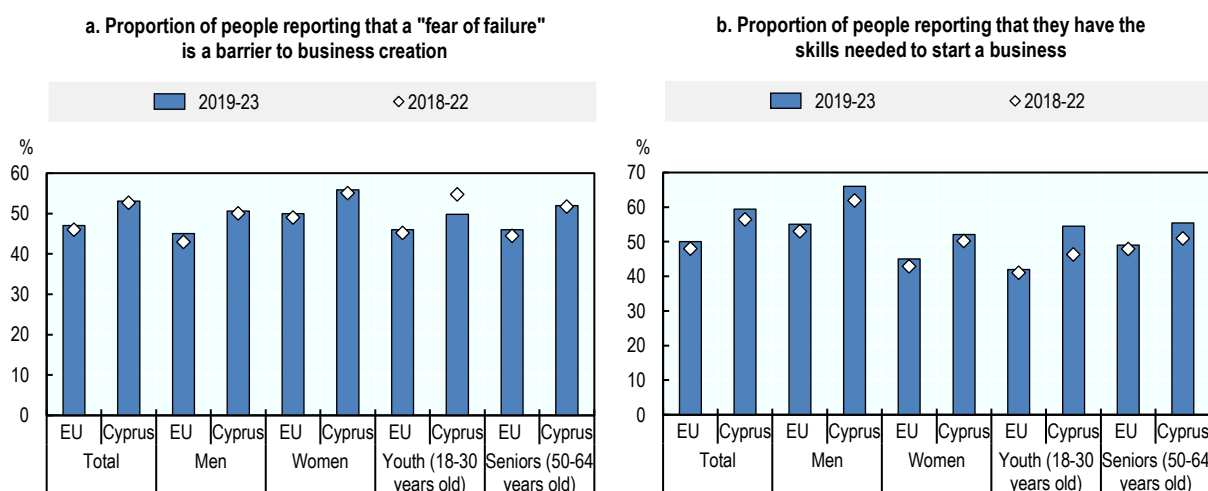
Many of the traditional barriers to entrepreneurship are burdensome. For example, people are more likely to cite "fear of failure" as a barrier to business creation (53%) than on average in the EU (47%). This was true across all population groups over the period 2019-23 (Figure 2). Conversely, people were also more likely than the EU average to self-report that they have the skills and knowledge needed to successfully start a business (59% vs. 50%). More than half of youth report having the necessary skills and knowledge, which was a significantly higher share compared to the EU average (42%) in the period 2019-23. There

was a noticeable gender gap in entrepreneurial skills in the period 2019-23 as women were 21% less likely than men to report having the necessary skills and knowledge for business creation.

While there are mainstream entrepreneurship support programmes available, they do not offer tailored support to entrepreneurs from under-represented and disadvantaged backgrounds. One area to strengthen support for these groups is to design and implement tailored support for skills development, mentoring, access to finance, and capacity-building activities that address the needs of entrepreneurs from under-represented and disadvantaged groups as many entrepreneurs from these target groups experience greater and heightened barriers. Another approach is to introduce specific measures in mainstream groups to make them more accessible and relevant to entrepreneurs from these groups (e.g. dedicated outreach campaigns, additional points in the application process, dedicated places, etc.). This would help to increase awareness of mainstream entrepreneurship support schemes among inclusive entrepreneurship population groups, addressing issues related to outreach, notably for (potential) immigrant entrepreneurs.

Another area to strengthen support for inclusive entrepreneurship is the collaboration between public, private and civil society sectors. Promoting cohesion and co-operation between entrepreneurship support actors could facilitate the exchange of best practices and the creation of supportive ecosystems for inclusive entrepreneurship. Additionally, facilitating network development could enable inclusive entrepreneurs to overcome barriers, gain visibility, access markets and funding as well as additional support services that may otherwise be out of reach. By promoting networking opportunities and creating inclusive spaces for engagement, policy makers could enhance the visibility, representation and success of entrepreneurs from under-represented and disadvantaged population groups, driving economic empowerment and fostering social inclusion.

Figure 2. Barriers to entrepreneurship



Note: Cyprus participated in the GEM survey every year during the period 2018-23.

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

POLICY RECOMMENDATIONS

To increase diversity in entrepreneurship in Cyprus, the government could:

- Expand entrepreneurship and self-employment support to senior entrepreneurs. This could be achieved by easing age restrictions in existing support schemes.
- Improve awareness of existing entrepreneurship support programmes by developing dedicated outreach campaigns to inclusive entrepreneurship target population groups as well as improving signposting across support providers.
- Strengthen monitoring and evaluation of inclusive entrepreneurship policies and programmes to ensure relevancy and effectiveness of supports for target population groups.

ANNEX A: INCLUSIVE ENTREPRENEURSHIP POLICY FRAMEWORK

Table A.1. Characterisation of the inclusive entrepreneurship policy context

		Women	Immigrants	Youth	Seniors	Unemployed	People with disabilities
1. Entrepreneurship policies for each target group are under the responsibility of the following level(s) of government (multiple levels can be checked)	National	✓	✓	✓	✓	✓	✓
	Regional						
	Local						
2. A group-specific entrepreneurship strategy has been developed (either stand-alone or embedded in another strategy)		✓		✓			
3. Clear targets and objectives for entrepreneurship policy have been developed and reported for different target groups		✓		✓			
4. Monitoring and evaluation practices for entrepreneurship support are strong and wide-spread		✓		✓			

Note: A check-mark indicates the level policy responsibility for tailored entrepreneurship policy (multiple selections are possible) and characteristics of the entrepreneurship policy framework.

ANNEX B: OVERVIEW AND ASSESSMENT OF INCLUSIVE ENTREPRENEURSHIP POLICIES AND PROGRAMMES

The tables present the characteristics of entrepreneurship schemes that are directly offered by national, regional and local governments, as well as those that are financed by the public sector but delivered by other actors. It considers the “typical” entrepreneur in each of the different target groups, in the “typical” region in the country. A check-mark indicates when the characteristic is typically fulfilled.

Table B.1. Inclusive entrepreneurship schemes to support women entrepreneurs

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training		✓					✓		
	2. Entrepreneurship coaching and mentoring									
	3. Business consultancy, including incubators		✓					✓		
Finance	1. Grants for business creation	✓	✓			✓		✓		
	2. Loan guarantees									
	3. Microfinance and loans	✓	✓					✓		
	4. Other instruments (e.g. crowdfunding, risk capital)									
Culture and networks	1. Entrepreneurship campaigns, including role models									
	2. Networking initiatives	✓	✓					✓		
Regulatory supports	1. Support with understanding and complying with administrative procedures									
	2. Group-specific measures									
	Maternity leave and benefits for the self-employed									
	Access to childcare									

Table B.2. Inclusive entrepreneurship schemes to support immigrant entrepreneurs

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training									
	2. Entrepreneurship coaching and mentoring									
	3. Business consultancy, including incubators									
Finance	1. Grants for business creation									
	2. Loan guarantees									
	3. Microfinance and loans									
	4. Other instruments (e.g. crowdfunding, risk capital)									
Culture and networks	1. Entrepreneurship campaigns, including role models									
	2. Networking initiatives									
Regulatory supports	1. Support with understanding and complying with administrative procedures									
	2. Group-specific measures	Entrepreneurship visa	✓		✓	✓	✓			✓
		Administrative and tax obligations can be met in several languages								

Table B.3. Inclusive entrepreneurship schemes to support youth entrepreneurs

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training		✓					✓		
	2. Entrepreneurship coaching and mentoring									
	3. Business consultancy, including incubators		✓					✓		
Finance	1. Grants for business creation	✓	✓			✓		✓		
	2. Loan guarantees									
	3. Microfinance and loans	✓	✓					✓		
	4. Other instruments (e.g. crowdfunding, risk capital)									
Culture and networks	1. Entrepreneurship campaigns, including role models									
	2. Networking initiatives	✓	✓					✓		
Regulatory supports	1. Support with understanding and complying with administrative procedures									
	2. Group-specific measures	Student business legal form								
		Reduced tax and/or social security contributions for new graduates								

Table B.4. Inclusive entrepreneurship schemes to support senior entrepreneurs

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training									
	2. Entrepreneurship coaching and mentoring									
	3. Business consultancy, including incubators									
Finance	1. Grants for business creation									
	2. Loan guarantees									
	3. Microfinance and loans									
	4. Other instruments (e.g. crowdfunding, risk capital)									
Culture and networks	1. Entrepreneurship campaigns, including role models									
	2. Networking initiatives									
Regulatory supports	1. Support with understanding and complying with administrative procedures									
	2. Group-specific measures	Pension for self-employed								
		Measures to facilitate business transfer/exit								

Table B.5. Inclusive entrepreneurship schemes to support entrepreneurs starting from unemployment

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training	✓								
	2. Entrepreneurship coaching and mentoring									
	3. Business consultancy, including incubators									
Finance	1. Grants for business creation	✓								
	2. Loan guarantees									
	3. Microfinance and loans									
	4. Other instruments (e.g. crowdfunding, risk capital)									
Culture and networks	1. Entrepreneurship campaigns, including role models									
	2. Networking initiatives									
Regulatory supports	1. Support with understanding and complying with administrative procedures									
	2. Group-specific measures	Welfare bridge to support those moving into self-employment								
		Mechanisms for regaining access to unemployment benefits if business is not successful								

Table B.6. Inclusive entrepreneurship schemes to support entrepreneurs with disabilities

		Tailored: Are public programmes tailored for the target group (i.e. dedicated)?	Consultation: Are the targeted entrepreneurs consulted during the design of programmes?	Outreach: Are appropriate outreach methods used for different target groups?	Delivery: Are specialist organisations used to deliver programmes?	Take-up: Does the support have high take-up among target group?	Scale: Is the scale of available support sufficient?	Impact: Does evaluation evidence show a positive impact?	Integrated: Is the programme delivered linked other related supports?	Follow-up: Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training									
	2. Entrepreneurship coaching and mentoring									
	3. Business consultancy, including incubators									
Finance	1. Grants for business creation	✓								
	2. Loan guarantees									
	3. Microfinance and loans									
	4. Other instruments (e.g. crowdfunding, risk capital)									
Culture and networks	1. Entrepreneurship campaigns, including role models									
	2. Networking initiatives	✓								
Regulatory supports	1. Support with understanding and complying with administrative procedures									
	2. Group-specific measures									
	Mechanisms to move back into disability benefit system if business is not successful									
	Mechanisms to move regain access to other social security supports (e.g. housing benefits) if business is not successful									
	Medical leave schemes for the self-employed									

ANNEX C: METHODOLOGY

Each country report was prepared by the OECD Secretariat with support from a national inclusive entrepreneurship policy expert. Information was collected through desk research and interviews (i.e. telephone, face-to-face, email) with policy officers, entrepreneurship support organisations and other stakeholders. The information was then verified at an online seminar on 4 September 2024 with government ministries, programme managers and other inclusive entrepreneurship stakeholders.

The notes are based on the framework used in the OECD-EU Better Entrepreneurship Policy Tool, which contains six pillars:

1. Building entrepreneurship skills and capacities for inclusive entrepreneurship;
2. Facilitating access to business finance for inclusive entrepreneurship;
3. Fostering an inclusive entrepreneurial culture;
4. Building a supportive regulatory environment for inclusive entrepreneurship;
5. Expanding networks for inclusive entrepreneurship;
6. Strengthening the design and delivery of inclusive entrepreneurship support.

The notes provide a brief overview of the current inclusive entrepreneurship policies and programmes. They also assess programmes against the following international good practice criteria, considering the “typical” entrepreneur in each of the different target groups (i.e. women, immigrants, seniors, youth, the unemployed, people who experience disability), in the “typical” region in the country. It covers schemes that are directly offered by national, regional and local governments, as well as those that are financed by the public sector but delivered by other actors. The international good practice criteria used in the assessment are:

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

A focus is placed on the most commonly targeted population groups, namely women, immigrants, youth, seniors, the unemployed and people with disabilities.