

The Missing Entrepreneurs

Inclusive Entrepreneurship Policy Country Assessment Notes: Czechia

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/>.

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TABLE OF CONTENTS

Inclusive entrepreneurship trends and policies in Czechia	5
Key messages	5
Conditions for entrepreneurship and self-employment	5
Inclusive entrepreneurship trends	6
Inclusive entrepreneurship policy assessment	7
New policy developments	8
Risk factors for inclusive entrepreneurship	8
Policy recommendations	8
Annex A: Inclusive entrepreneurship policy framework	10
Annex B: Overview and assessment of inclusive entrepreneurship policies and programmes	11
Annex C: Methodology	17

INCLUSIVE ENTREPRENEURSHIP TRENDS AND POLICIES IN CZECHIA

KEY MESSAGES

Inclusive entrepreneurship rates and trends

- Women, young people, older people and immigrants were all more likely to be self-employed in 2023 than the European Union (EU) average for each group. However, the share with employees were less than half of the EU average for each group.

Approach to inclusive entrepreneurship policy

- The Operation Programme Employment+ and Labour Offices are the main public entrepreneurship support providers for women, immigrants, youth, seniors, the unemployed and people with disabilities.
- Current labour market policies favour labour market integration as an employee. Nonetheless, a small number of non-governmental organisations (NGOs) offer tailored entrepreneurship support initiatives. The bulk of these initiatives are aimed at women entrepreneurs.

Policy strengths

- There is a small but active NGO sector that offers entrepreneurship support to various target groups, including women, older entrepreneurs, job seekers, Roma, migrants and people with disabilities. This holds potential for developing a support system that is characterised by tailored supports that are relevant for each group and delivered by organisations that are already embedded into targeted communities.

Policy gaps and areas for improvement

- There are currently few well-defined policy objectives related to inclusive entrepreneurship. This potentially creates a fragile context for NGOs that are operating without clear policy frameworks to guide their initiatives.
- There are relatively few options for obtaining start-up financing as most entrepreneurs from under-represented groups face great difficulties securing loans from commercial banks.

Main policy recommendations

- Strengthen policy frameworks – notably for women's entrepreneurship – by developing a strategy or action plan that identifies policy priorities for the next EU Structural Fund programming period.
- Use existing financial resources from the European Social Fund (ESF) (OP Employment+) to develop more non-financial support to strengthen the competences of potential entrepreneurs for starting and developing a business. These could be linked with the range of financial products offered by the private and NGO sectors.

CONDITIONS FOR ENTREPRENEURSHIP AND SELF-EMPLOYMENT

The conditions for entrepreneurship are in-line with the EU average (Table 1). Business entry and exit rates are slightly below the European Union (EU) average, but entry rates are increasing and exit rates are declining. This signals growth in the business population. The share of workers who are self-employed was slightly above the EU average in 2023, but self-employed workers were only about half as likely as the EU average to have employees.

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
	2021	2021	2019-23	2019-23	2019-23	2023	2023
Czechia (%)	9% ▲	7% ▼	-	-	-	16% ▲	15% ▼
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). Czechia did not participate in the GEM survey during the period 2018-23. Self-employment rate measures the proportion of those in employment who are self-employed.

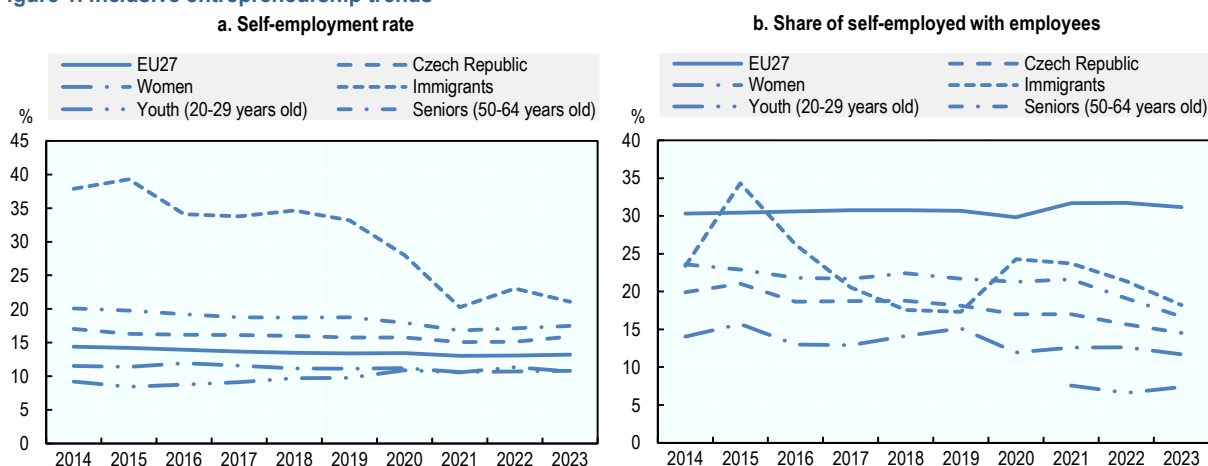
Source: Eurostat (2024), Business Demography Statistics; Global Entrepreneurship Monitor (GEM) (2024), Special tabulations for the OECD of the Global Entrepreneurship Monitor (GEM) adult population survey; Eurostat (2024), Employment and Unemployment (LFS) Database.

INCLUSIVE ENTREPRENEURSHIP TRENDS

About 16% of those in employment in 2023 were self-employed (Figure 1). This was above the EU average (13%) and both rates have been similarly declining over the past decade. The likelihood of working in self-employment varies across different population groups. Immigrants and older workers (50-64 years old) were the most likely to be self-employed (21% and 18%). The number of foreign-born workers with a valid trade license has been [growing](#) since 2015 and the number grew from 84 000 (in 2015) to about 122 000 in 2022. Of these, 8 514 were [Ukrainians](#) and this number had nearly tripled relative to 2021. In the first two months of 2023, there were 1 415 self-employed. Young people (20-29 years old) and women were less likely to be self-employed (i.e. 11% of working young people and women were self-employed).

Of the self-employed workers in 2023, about 15% employed at least one other person. This was slightly less than half of the rate for the EU overall (31%). About one-in-five self-employed immigrants were employers and 16% of self-employed seniors were employers. However, these shares have declined by about 30% over the past decade. Few self-employed youth and self-employed women employed others (7% and 12% in 2021).

Figure 1. Inclusive entrepreneurship trends



Note: The self-employment rate measures the proportion of those in employment who are self-employed. The Czechia did not participate in the GEM survey during the period 2018-23.

Source: Eurostat (2024), Employment and Unemployment (LFS) Database.

INCLUSIVE ENTREPRENEURSHIP POLICY ASSESSMENT

The Ministry of Industry and Trade is responsible for economic policy, including entrepreneurship. Current policy directions are guided by the “Strategy to Support Small and Medium-sized Enterprises in the Czech Republic 2021-27”, which is implemented by the Operational Programme Technology and Applications for Competitiveness 2021-27. Entrepreneurship policy generally does not consider the differentiated needs of potential entrepreneurs from under-represented groups (e.g. women, immigrants, youth, seniors, the unemployed, people with disabilities) (Table A.1.). Nonetheless, there are several government strategies that cover elements of inclusive entrepreneurship policy (e.g. Gender Equality Strategy 2021-30, labour market integration policy implemented by the Labour Office) and there are a variety of NGOs that deliver support offers to specific target groups. Many entrepreneurship initiatives are targeted at women, immigrants, people with disabilities and the Roma minority. These support schemes typically offer training, coaching and business consultancy.

The bulk of public support for **women entrepreneurs** is outlined in the Gender Equality Strategy 2021-30 and a number of schemes implemented with support from the European Social Fund through the [Operational Programme Employment Plus](#) (Table B.1.). In 2024, several ESF-financed projects were launched to support the development of businesses of women over 50 years old to reduce the risk that older women fall into poverty. In addition, there is ongoing support to boost childcare support (e.g. kindergartens, nurseries) to encourage female participation in the labour market, including through entrepreneurship. There are a number of NGOs that implement entrepreneurship projects for women entrepreneurs, including the [Association of Small and Medium-Size Enterprises and Self-employed Persons of the Czech Republic](#) that operates [Enterprising Women](#). This project includes a range of activities such as networking events, panel discussions, business competitions and podcasts. In addition, the [Czech-Moravian Association of Businesswomen and Managers](#) helps women entrepreneurs and offers coaching and workshops. Its initiatives include the Laser Coaching Project, The “Choose Women” campaign, Further Professional Education Project, and Mentoring with Personalities Project. Private sector actors are also engaged in supporting women entrepreneurs, such as the MONETA Bank (i.e. a commercial bank) which offers [preferential loans](#) to women entrepreneurs through an EaSI guarantee programme and with support from the European Investment Fund.

Dedicated support offers for **immigrant entrepreneurs** is currently limited (Table B.2.). If a foreigner (non-EU country) wants to do business in the Czechia, they must have [permission](#) to stay in the territory. This could be, for example, a long-term residence [permit](#) for the purpose of starting a business. Applicants for [international protection](#) cannot operate a business, but they can typically work after six months including as self-employed. The [State Integration Programme](#) provides some self-employment support as part of available labour market integration measures, including reimbursement of material and non-material expenses associated with establishing and starting self-employment under certain conditions. Some NGO-operated training and consultancy initiatives are supported through the European Social Fund (ESF) through the Operational Programme Employment+. One example is the ROSE Project “[Road to self-employment for Ukrainians and other marginalized groups on the Czech labour market](#),” managed by the Association of Small and Medium Enterprises of the Czech Republic. It supports migrants in obtaining a trade license and launching a business through workshops and consultations.

Public policies and programmes to support for young people – including **young entrepreneurs** – are currently in a transitional phase. The previous National Youth Strategy ended in 2021 and was not immediately renewed. However, the Ministry of Education, Youth and Sports began developing the new strategic vision (“Concept for the Field of Youth 2025-31”) in 2023. Support for young entrepreneurs is largely delivered through the Operational Programme Employment+ (Table B.3.). CzechInvest, the state business support agency, implements the Entrepreneurship Support project aimed at high school and university students, young professionals and new entrepreneurs. It also has a project as part of the National

Recovery Plan (component 1.4. Digital economy and society, innovative start-ups and new technologies), funded by the EU Recovery and Resilience Instrument, to co-operate with universities, research institutions and private companies to increase the quality and relevance of supports offered. There are also some youth entrepreneurship programmes including grants, incubation and acceleration programmes. These include for example [Technological Incubation](#) Project managed by the Agency for Business and Investment Support and the [Entrepreneurial Head Competition](#) managed by Palacky University in Olomouc. These efforts are complemented by a suite of programmes offered by JA Czech Republic, which is actively working to extend entrepreneurial education to more disadvantaged regions and schools.

Older entrepreneurs can access tailored entrepreneurship support through two main channels (Table B.4.). The first is the Operational Programme Employment+, which has interventions that support the participation of people 55+ in the labour market. This includes interventions that support self-employment but those aged 64 and over are not eligible. In addition, the project [Silver Business](#) is intended to motivate and support seniors (aged 55+) in entrepreneurship. It is operated by the Association of Small and Medium-sized Enterprises and Crafts of the Czech Republic (AMSP ČR) and includes an educational website where entrepreneurs can find a lot of information about their activities and job portal where older workers can offer their services to companies here.

Tailored entrepreneurship support for the **unemployed** (Table B.5.) and **people with disabilities** (Table B.6.) is offered through the Operational Programme Employment+ as well as through the Labour Offices. For both groups, the Operational Programme Employment+ offers consulting and advisory services provided by the Labour Offices. [Job seekers](#) can access a bridging allowance to partially cover operating costs of a socially purposeful workplace established for the purpose of self-employment and financial support to cover the certain expenses such as the purchase of machines, tools, equipment and equipment of the establishment. [People with disabilities](#) access financial supports for creating socially purposeful workplaces and also for creating employment for a person with a disability (i.e. themselves). The generally valid regulations also apply to persons with disabilities for entry into business. For example, they are required to pay health and social insurance and income tax from self-employment. However, they can access tax reliefs with respect to disability and operate their business without losing the right to a [disability pension](#).

NEW POLICY DEVELOPMENTS

A number of employment and entrepreneurship strategies have been updated since 2020. These include, for example, [Gender Equality Strategy for the years 2021-30](#) (The Office of the Government of CR, 2020), [Strategy for Roma Equality, Inclusion and Participation \(Strategy for Roma Integration\) 2021-30](#) (The Office of the Government of CR, 2021), [Social inclusion strategy 2021-30](#) (Ministry of Labour and Social Affairs, 2020), [Strategic Framework of Employment Policy until 2030](#), and [National Plan to Support Equal Opportunities for Persons with Disabilities for the period 2021-25](#) (Office of the Government of CR, 2020). However, these strategies only indirectly call for entrepreneurship and self-employment support as part of strengthening labour market outcomes for the relevant population groups.

RISK FACTORS FOR INCLUSIVE ENTREPRENEURSHIP

One of the most significant challenges faced by entrepreneurs in Czechia is a lack of funding to start and maintain a business during its development. While there are some grants and loans offered through sub-programmes of the Operational Programme Enterprise and Innovation for Competitiveness or through the Employment Office, take-up rates are lower for inclusive entrepreneurship target groups. Difficulties accessing financing programmes is one of the greatest barriers to increasing diversity in entrepreneurship.

POLICY RECOMMENDATIONS

To increase diversity in entrepreneurship, the government could:

- Strengthen policy frameworks – notably for women’s entrepreneurship and youth entrepreneurship – by developing a strategy or action plan that identifies policy priorities for the next EU Structural Fund programming period. Such a strategy or action plan could be developed collaboratively with relevant ministries and stakeholders to ensure that NGOs are supporting policy objectives. This could help to address the fragmented support offers for women and young entrepreneurs.
- Use existing financial resources from the European Social Fund (ESF) (OP Employment+) to develop more non-financial support to strengthen the competences of potential entrepreneurs for starting and developing a business. These could be linked with the range of financial products offered by the private and NGO sectors.

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	✓		✓	✓					
	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 through the circulation of a draft report in January 2025 to 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.