

The Missing Entrepreneurs

Inclusive Entrepreneurship Policy Country Assessment Notes: Denmark

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 report was prepared by Helen Shymanski of the OECD CFE based on inputs prepared by national inclusive entrepreneurship expert Annemarie Jepsen, 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, Baptiste Mandouze and Anna-Marie Galazka of the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission. In addition, feedback and inputs were received from the Danish Business Authority.

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INCLUSIVE ENTREPRENEURSHIP TRENDS AND POLICIES IN DENMARK

KEY MESSAGES

Inclusive entrepreneurship rates and trends

- The self-employment rate remained relatively stable over the past decade around 8% and self-employment among women has slightly increased.
- Self-employment across all target population groups remained below the European Union (EU) average — women: 6% vs. 10%, immigrants: 9% vs. 11%, youth: 3% vs. 7%, and seniors: 10% vs. 17%.

Approach to inclusive entrepreneurship policy

- Mainstream entrepreneurship support is also widely available throughout the country, including at the municipal level.
- There has been an increase in attention dedicated to women's entrepreneurship by both public and private organisations.

Policy strengths

- Entrepreneurship has been integrated into the school curriculum, and many universities also offer entrepreneurship support.

Policy gaps and areas for improvement

- Entrepreneurship policies do not generally aim to address social inclusion, and few specifically target people from under-represented and disadvantaged groups in business creation and self-employment.

Main recommendations

- Design and implement inclusive entrepreneurship policies and programmes to address the unique needs of entrepreneurs from under-represented and disadvantaged backgrounds to pursue business creation and self-employment.
- Foster entrepreneurial attitudes and intention among girls and young women through integrating entrepreneurship education into schools at younger ages as well as dedicated entrepreneurial awareness campaigns to encourage more participation in entrepreneurship programmes at technical schools and universities. This can be done by tailoring existing entrepreneurship support programmes to be more relevant to girls and young women as well as having dedicated outreach to girls and women to encourage their participation.

CONDITIONS FOR ENTREPRENEURSHIP AND SELF-EMPLOYMENT

The business entry rate is similar to the EU average and increased between 2020 and 2021 (Table 1), while business exit rates are higher than on average in the EU. About 8% of the working population is self-employed, which is below the EU average, yet they are more likely to have employees compared to their EU counterparts. About 35% of the self-employed have employees whereas the EU average is 31%.

Mainstream entrepreneurship programmes and support schemes are also widely available throughout the country, often at municipal level. There are six regional growth centres distributed across five regions.

Moreover, entrepreneurship has been integrated into the school curriculum, and many universities offer entrepreneurship support as well. However, most entrepreneurship policies and programmes do not specifically target inclusive entrepreneurship target population groups or have additional measures to facilitate their integration into mainstream programmes.

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
Denmark	11% ▲	12% ▼	-	-	-	8% ▼	35% ▼
EU average	11% ▲	8% ▲	12% ▲	7% ▲	14% ▲	13% ↔	31% ▼

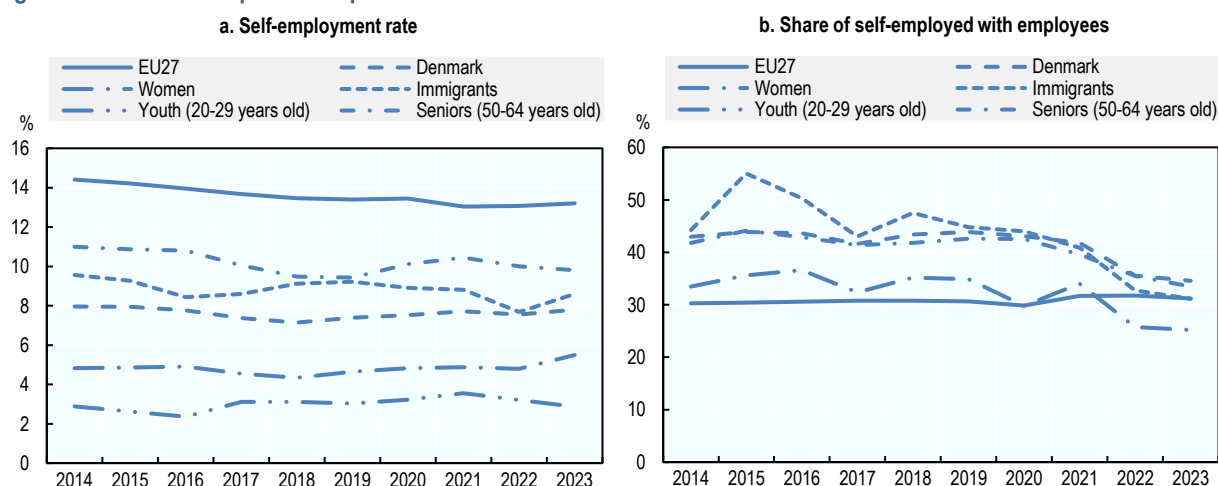
Note: Up and down arrows indicate an increase or decrease relative to the previous period, i.e. previous year for annual indicators. The left-right arrows indicate no change, i.e. a change of between -1% and 1%. Denmark did not participate in the GEM survey during the period 2018-23. Self-employment rate measures the proportion of those in employment who are self-employed.

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

INCLUSIVE ENTREPRENEURSHIP TRENDS

The self-employment rate remained relatively stable over the past decade around 8% (Figure 1) yet remains below the EU average (13%). Self-employment across all inclusive entrepreneurship population groups remained below the EU average — women: 6% vs. 10%, immigrants: 9% vs. 11%, youth: 3% vs. 7%, and seniors: 10% vs. 17%. However, self-employment among women has slightly increased, while the youth self-employment rate has remained the same over the last decade. Conversely, self-employment among seniors and immigrants have slightly declined in the same time period. Moreover, the self-employed have been consistently more likely to have employees compared to the EU average over the last decade, including in 2023 (35% vs. 31%). Yet, the total share of self-employed with employees has declined by almost 19% over the past ten years. This trend can be observed across all target groups.

Figure 1. Inclusive entrepreneurship trends



Note: Self-employment rate measures the proportion of those in employment who are self-employed.

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

INCLUSIVE ENTREPRENEURSHIP POLICY ASSESSMENT

Beyond the dedicated and tailored youth entrepreneurship schemes, relatively few entrepreneurship policies and programmes are tailored to people from under-represented and disadvantaged groups. However, organisations have begun to adopt more diverse policies, focusing particularly on increasing **women's** entrepreneurship (Table B.1). For example, the Nordic Female Founders (NFF) organisation was founded in 2020 to address gender gap in the Danish entrepreneurial ecosystem. The [NFF Boost](#) programme offers three courses that seek to provide support to entrepreneurs at different stages of business development: NFF Start-Up, NFF Growth and NFF Business. While these courses are open to all, there is a special emphasis on accepting entrepreneurs from under-represented groups, notably women, as well as entrepreneurs working on sustainable and green activities. The Entrepreneur Denmark initiative (*Iværksætterdanmark*) is run by the six Business Houses (*erhvervshuse*) in collaboration with local partners and financed by the Danish Board of Business Development. The programme provides entrepreneurship support through workshops and counselling services with a special focus on women entrepreneurs, which has successfully led to many women participating in the programme. Since 2021, about 50% of participants have been women.

Some tailored entrepreneurship programmes are available for **immigrant** entrepreneurs (Table B.2). For example, entrepreneurship support provided in English, yet these initiatives tend to be smaller and connected to specific social initiatives in defined areas.

Entrepreneurship policy tends to focus on fostering and promoting innovation through general programmes that are not tailored or dedicated to entrepreneurs from under-represented and disadvantaged population groups. However, **youth** entrepreneurship (Table B.3) has been and continues to be a policy priority. There are many support initiatives available, especially for innovative and high-growth entrepreneurial activities. Universities have integrated entrepreneurship into their academic programmes. For example, Denmark Technical University (DTU) offers various entrepreneurship programmes to students, such as the [MSc Technology Entrepreneurship](#) – a two-year course where students receive not only academic support but also hands-on training to develop their business idea into a start-up. Other innovative and entrepreneurial programmes available through DTU include the [Green Challenge](#); the [DTU Science Park](#) which is focused on deep tech; PreSeed Ventures for early-stage venture capital; [DTU Skylab](#); and a range of resources and financing for their start-ups (e.g. DTU Discovery grants, Proof of Concept Grants, SkyLab Funding, InnoExplorer Grants), incubation, mentoring, networking opportunities, and scale-up programmes. While entrepreneurship education is available across the education system, there is scope to improve the offerings to ensure greater entrepreneurial intention, notably among young girls as the gender gap in entrepreneurship remains prevalent. There are additional support initiatives for youth entrepreneurs who are not currently students, most notably the InnoFounder programme. The 12-month programme provides support to recent graduates of higher education institutions to develop their innovative start-ups to be market and investor ready. The programme includes financial support through grants, ranging from EUR 3 700 – EUR 11 000 (DKK 27 500 to DKK 82 500) with additional funding possible.

Policy adjustments related to **senior** entrepreneurship (Table B.4) have been made in recent years. In 2023, policy actions were introduced to allow people with public pensions to continue earning wages without a deduction from their pensions and the age limits for receiving public pensions were amended. Both of these regulatory changes are advantageous to supporting senior entrepreneurship. Tailored entrepreneurship support for the **unemployed** (Table B.5) and **people with disabilities** (Table B.6) in business creation and self-employment remains limited.

NEW POLICY DEVELOPMENTS

There has been an increase in attention dedicated to women's entrepreneurship by both public and private organisations. For example, a revised strategy for entrepreneurship was launched in 2024. The Danish Government has allocated EUR 200 million (DKK 1.5 billion) to the entrepreneurship strategy. Several business organisations have provided input for the negotiations, including Danish Industry, Chamber of Commerce and the Fund for Entrepreneurship. The entrepreneurship strategy highlights the need to facilitate and encourage more women entrepreneurs. Moreover, Innovation Fund Denmark has introduced role model initiative called Innowomen, where women entrepreneurs are highlighted as an inspiration for other women. The Chamber of Commerce runs an annual award programme "25 female entrepreneurs", where the public can nominate candidates who are meant to inspire other women to start businesses.

The Export and Investment Fund of Denmark (EIFO) has also adopted a diversity policy to encourage a more inclusive business culture, both in terms of gender, culture and other aspects. The fund has initiated a public awareness campaign on these issues as well as invested in organisations promoting diverse business ownership. Following the implementation of strategy for entrepreneurship, EIFO will launch a systematic approach to develop an investment portfolio that aims to improve gender balances in the boards in their investment cases.

RISK FACTORS FOR INCLUSIVE ENTREPRENEURSHIP

Entrepreneurship policies do not generally aim to address social inclusion, and few specifically target people from under-represented and disadvantaged groups (e.g. youth, seniors, the unemployed, immigrants, and people with disabilities) in business creation and self-employment. There has been increased attention towards diversity in entrepreneurship, notably among women in entrepreneurship, yet there are few new initiatives that are dedicated and/or tailored to inclusive entrepreneurship target population groups. An area for improvement in inclusive entrepreneurship policy would be to design and implement inclusive entrepreneurship policies and programmes to facilitate and support entrepreneurship by people from under-represented and disadvantaged groups. Additionally, entrepreneurship education can be strengthened across all academic levels to promote entrepreneurship as a career choice and combat gender stereotypes and attitudes around entrepreneurship at younger ages to promote more girls and women to pursue business creation. Moreover, it is important to establish a set of measurable indicators that can be used in monitoring and evaluation of entrepreneurship policies and programmes to ensure greater inclusion and diversity as well as to assess the outcomes and impact of the policies and programmes.

POLICY RECOMMENDATIONS

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

- Design and implement inclusive entrepreneurship policies and programmes to address the unique needs of entrepreneurs from under-represented and disadvantaged backgrounds to pursue business creation and self-employment.
- Foster entrepreneurial attitudes and intention among girls and young women through integrating entrepreneurship education into schools at younger ages as well as dedicated entrepreneurial awareness campaigns to encourage more participation in entrepreneurship programmes at technical schools and universities. This can be done by tailoring existing entrepreneurship support programmes to be more relevant to girls and young women as well as having dedicated outreach to girls and women to encourage their participation.

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							

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 by written procedure in October 2024 by 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.