

The Missing Entrepreneurs

# **Inclusive Entrepreneurship Policy Country Assessment Notes: Ireland**

2024-25

## Legal notice

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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](http://www.yepa-hub.org)), the Better Entrepreneurship Policy Tool ([www.betterentrepreneurship.eu](http://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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# INCLUSIVE ENTREPRENEURSHIP TRENDS AND POLICIES IN IRELAND

## KEY MESSAGES

### Inclusive entrepreneurship rates and trends

- The share of adults aged 18-64 engaged in early-stage entrepreneurial activity (13%) was nearly double the European Union (EU) average (7%) during the period 2019-2023. However, the gender gap in early-stage entrepreneurship is slightly wider than the EU average.
- The trend of declining self-employment rates between 2012 and 2021 appears to have stabilised and the self-employment rate for seniors has risen from nearly 20% in 2021 to about 22% in 2023.

### Approach to inclusive entrepreneurship policy

- There are some tailored public initiatives for promoting entrepreneurship among women.
- Academic and non-profit institutions are important in delivering entrepreneurship programmes for under-represented or disadvantaged groups, including immigrants and people with disabilities.

### Policy strengths

- Ireland has strong entrepreneurship policy supports overall. These can be accessed by people of all backgrounds, although applications from disadvantaged groups are significantly lower than those from the mainstream population due to various structural barriers.
- The main area of strength with respect to inclusive entrepreneurship promotion relates to women entrepreneurship, although it is important to note that women can belong to multiple under-represented or disadvantaged groups that are less well served by dedicated programmes.

### Policy gaps and areas for improvement

- Entrepreneurship policy and support often do not take a tailored approach to supporting inclusive entrepreneurship target population groups on either the national or local level. Relatively few policies or government-led programmes are tailored towards entrepreneurs from under-represented groups with the exception of women.
- There are problems relating to the “welfare benefit trap” across disadvantaged communities through which the loss of income from social security benefits of supplemental disability programmes becomes a major barrier to entering self-employment.

### Main recommendations

- Develop an “Inclusive Entrepreneurship Policy” which gives recognition to the additional and distinctive challenges faced by disadvantaged and minority communities.
- Address the welfare benefit trap, for example by classifying self-employment as a secondary activity so that benefits, allowances and pensions are not affected by self-employment earnings.
- Offer tax incentives, exemptions, and regulatory relief measures for businesses owned by entrepreneurs from under-represented groups.
- Introduce peer-support networks and collaborative spaces for nascent entrepreneurs from under-represented or disadvantaged groups.

## CONDITIONS FOR ENTREPRENEURSHIP AND SELF-EMPLOYMENT

Overall, Ireland has a strong entrepreneurial ecosystem that is highly supportive of start-ups and business growth. Rates of business entry (10% in 2021), business exit (7% in 2021) and self-employment (12% in 2023) are relatively close to the EU average (Table 1). The share of the population who expect to start a business in the next three years was significantly higher than the EU average (19% vs. 12%). Moreover, nearly one in five people starting or managing a new business were growth oriented compared to 14% on average in the EU.

All enterprise supports and initiatives available through government agencies are open to any person who qualifies based on the application criteria relating to a specific initiative. Additionally, the state has strong laws against any form of discrimination based on gender, age, religion, ethnicity, although social class is not a protected characteristic. Despite these factors, programme applications from people from disadvantaged groups are significantly lower than those from the mainstream population due to structural barriers such as foreign qualifications not being recognised, poor English language skills, low levels of digital literacy, complex applications forms / processes, limited access to technology / internet, and regional disparities in the provision of services.

**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
Ireland	10% ▲	7% ▲	19% ▲	13% ▲	18% ▼	12% ▼	32% ▲
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). Self-employment rate measures the proportion of those in employment who are self-employed.

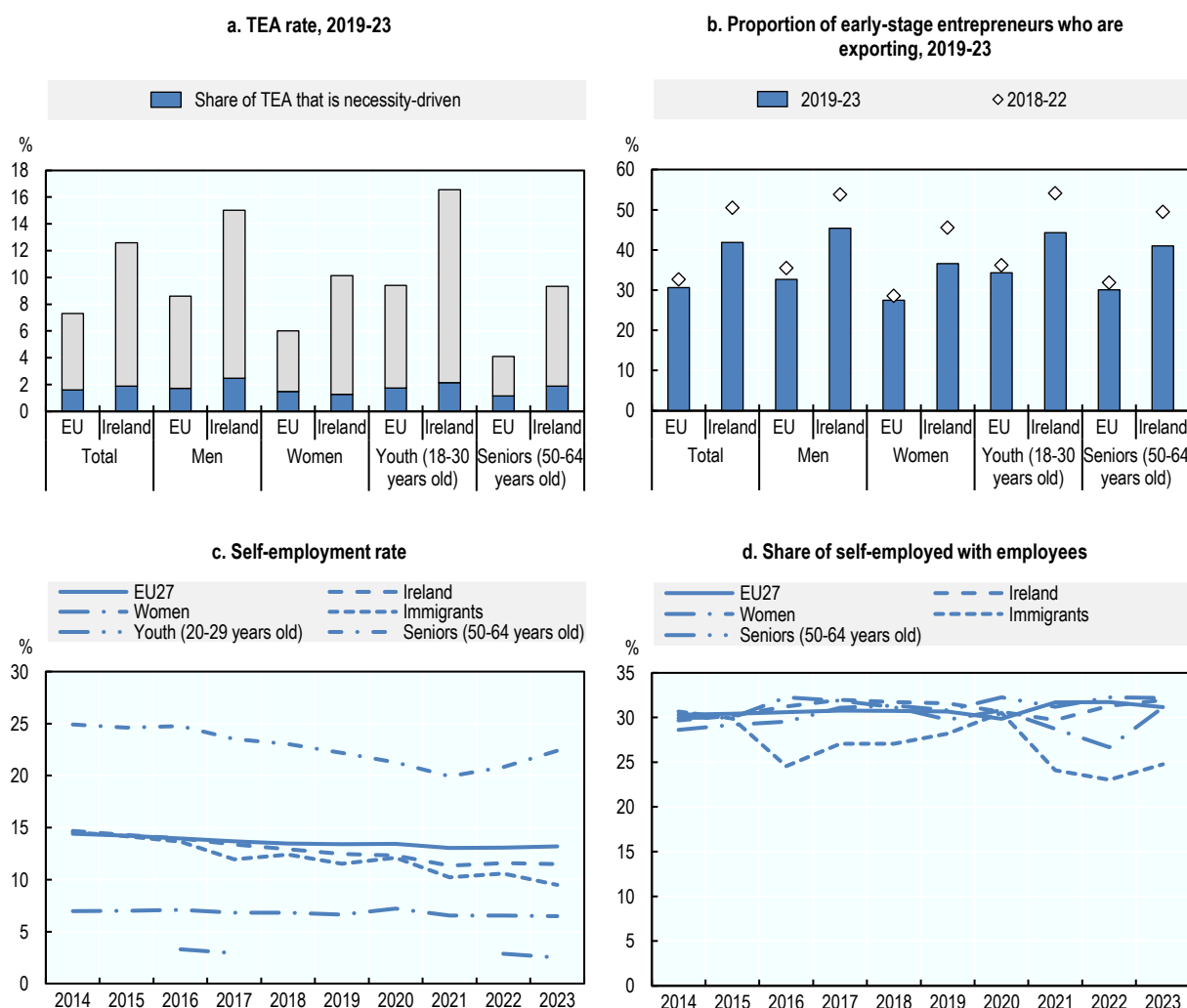
Source: Eurostat (2024), Business Demography Statistics; Global Entrepreneurship Monitor (GEM) (2024), Special tabulations for the OECD of the Global Entrepreneurship Monitor (GEM) adult population survey; Eurostat (2024), Employment and Unemployment (LFS) Database.

## INCLUSIVE ENTREPRENEURSHIP TRENDS

Irish people were nearly twice as likely to be involved in early-stage entrepreneurship activities than on average in the European Union (EU) between 2019 and 2023 – 13% vs. 7% (Figure 1). Women (10%), youth (17%) and seniors (9%) were significantly more likely than their EU counterparts to be engaged in starting or managing a new business in the same period (6%, 9% and 4% respectively). Across all target population groups, the share of those starting or managing a new business out of necessity is markedly lower than the average across the EU. However, men were 48% more likely to be engaged in early-stage entrepreneurship compared to women, which was a wider gender gap than on average in the EU. Women are also less likely to be exporting their products or services relative to men.

The self-employment rate has been relatively stable in recent years at nearly 12%. The trend of declining self-employment rates between 2012 and 2021 – which was also observed across the EU but to a slightly lesser extent – appears to have stabilised. Notably, the trend of declining self-employment among seniors (50-64 years old) has reversed with about a 3 percentage point increase in the self-employment rate for this age group from nearly 20% in 2021 to 22% in 2023.

Figure 1. Inclusive entrepreneurship trends



Note: 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

Ireland has a very strong entrepreneurship ecosystem and people of all backgrounds can access these general supports (Table A.1). Furthermore, the Local Enterprise Offices (LEOs) and agencies, such as the [Local Development Companies](#), may provide tailored support at a local level to individuals from disadvantaged communities, for example through the Social Inclusion and Community Activation programme and the LEADER programme. However, these supports have historically been ad hoc, promoted locally, and not available across the country. Government strategies do not include reference to inclusive entrepreneurship or specific target groups as is evidenced in the “SME and Entrepreneurship Taskforce 2023: Priority Actions Progress Report”.

The main area of strength with respect to inclusive entrepreneurship promotion relates to **women's entrepreneurship** (Table B.1). While the “White Paper on Enterprise 2022-2030” does not reference women or inclusive entrepreneurship, Enterprise Ireland did launch an “Action Plan for Women in Business” in 2022 and the organisation provides many different forms of support for women entrepreneurs. Furthermore, the country is divided into nine economic regions, which each required to produce a [Regional Enterprise Plan](#). Many of these plans reference the need to support women in business and to encourage greater levels of start-up activity by women. In addition, ACORNS is a longstanding initiative for early-stage female entrepreneurs in rural Ireland that is supported by the Department of Agriculture, Food and the Marine and was recently included in INTERREG's Policy and Learning platform as a good practice example.

While there is not a tailored policy for supporting entrepreneurship among **immigrants** (Table B.2), **youth** (Table B.3), **seniors** (Table B.4), the **unemployed** (Table B.5) or **people with disabilities** (Table B.6), there are some relevant governmental and non-governmental initiatives that target these groups. These include:

- Enterprise Ireland's partnership with the Open Doors initiative to support the Migrant Entrepreneur Mentorship programme, which enables refugees and asylum seekers to become early-stage entrepreneurs and set up a business in Ireland;
- Start-up Entrepreneur Programme (STEP) for Immigrants;
- Social Inclusion and Community Activation Programme (SICAP) 2018 – 2023;
- The Technological University Dublin courses for migrant entrepreneurs and people with disabilities;
- The Fingal Local Enterprise Office's course for Ukrainian entrepreneurs;
- The Foróige Youth Entrepreneurship Programme (National Foundation for Teaching Entrepreneurship);
- The ICE Young Entrepreneur Training programme; and
- The Government's Short-Term Enterprise Allowance schemes for the unemployed.

Another relevant initiative for entrepreneurs starting from unemployment is the Government's Back to Work Enterprise Allowance, which supports those receiving welfare payments to become self-employed. The allowance is currently available for two years, which can be an insufficient duration of support for some individuals, particularly those with additional needs or barriers to business creation, including those recently released from prison. A case-by-case extension option for these individuals could make the scheme more attractive and impactful.

## NEW POLICY DEVELOPMENTS

Since 2022, Ireland has introduced a number of new policy initiatives that aim to support women's entrepreneurship. The Going for Growth initiative – which is sponsored by Enterprise Ireland and KPMG – contains a suite of complementary programmes to support women entrepreneurs, including Starting Strong, Going for Growth, Continuing the Momentum, Lead Entrepreneurs Development, and Inspiring Women Entrepreneurs. The Technological University of Dublin's (TU Dublin) “WE Support” programme aims to increase female student participation in entrepreneurship and increase the number of women-led spin-outs from the university through providing access to relevant events, resources and funding opportunities. Meanwhile, Equal Ireland's “Enterprising Women” project provides women aged 23 and over with mentorship and workshops to equip them with the basic skills and confidence to participate in education, employment or self-employment. In addition, InterTradelreland, in partnership with Invest



Northern Ireland and Enterprise Ireland, introduced in 2024 eight new women entrepreneurship programmes, as part of the Shared Ireland Enterprise Scheme. A key delivery partner is Awaken Angels, which is an all-island women-led investment community empowering women to become angel investors into primarily women-led start-ups, funded by Intertradelreland and the British Business Bank.

The Local Enterprise Office (LEO) Policy Statement was published in May 2024, outlining how LEOs will align their work with the priorities of the White Paper on Enterprise. It states that LEOs will continue to promote inclusion and accessibility in entrepreneurship, in particular among under-represented groups, including people with disabilities. This work will include outreach and engagement across all groups, better signposting of available supports, adapting content and delivery methods to suit the needs of different social groups in consultation with representative bodies, standardised training for trainers and mentors on diversity and working with under-represented groups, and a combined Equality, Diversity and Inclusion (EDI) statement for LEOs. There will also be a specific focus on under-represented groups in all national campaigns and award programmes.

Several new initiatives to support entrepreneurship among youth, immigrants and people with disabilities have been introduced, predominantly delivered by academic and not-for-profit organisations. These include:

- TU Dublin's online entrepreneurship course for refugees and asylum seekers.
- TU Dublin's course for people with disabilities who would like to start a business.
- Inner City Enterprise's "Seeking Economic Empowerment and Resilience" programme, which is a 2-week course for individuals aged 18-35 who are migrants, refugees or asylum seekers to provide them with the confidence, contacts and skills needed to create a business.
- Inner City Enterprise's Young Entrepreneur training programme for individuals aged 18-30, which aims to develop entrepreneurship skills through workshops, group exercises and peer learning.
- The African Professional Network of Ireland's "Lion's Den Business Pitch Competition".
- The Dublin City of Sanctuary's "Business Enterprise" programme.
- Dublin North East Inner City's 10-week Kickstart Entrepreneurship Programme, which provides individuals aged 18-30 with tools and templates to develop a robust business plan, with interactive workshops, mentoring and expert advice.

In November 2024, the Department of Justice published the Criminal Justice Reintegration Through Employment Strategy 2025-2027. This replaced the preceding Working to Change strategy. The strategy includes a number of actions to support entrepreneurial activity among people with previous criminal convictions as well as those in prisons or serving community-based sanctions. For example, the strategy commits to the launch of an online training course on entrepreneurship for people with criminal convictions, to be delivered by the Technological University Dublin under the EU-funded Prisoner Reintegration through Entrepreneurship and Psychology project.

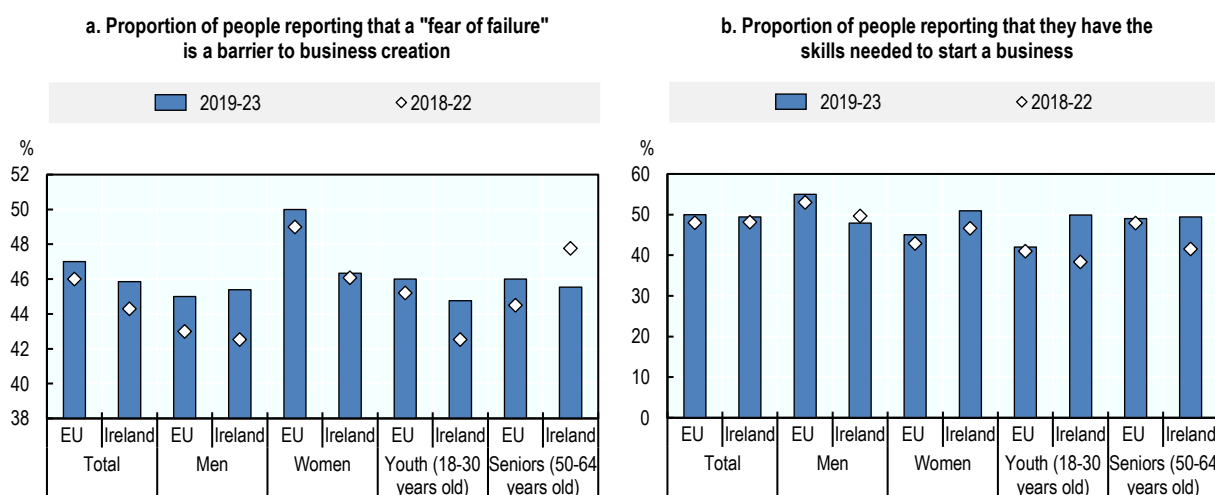
## RISK FACTORS FOR INCLUSIVE ENTREPRENEURSHIP

Two major barriers to business creation by people from under-represented and disadvantaged groups are the "fear of failure" and the lack of skills and knowledge needed to start a business. Overall, these barriers pose slightly less challenging for Irish people relative to their EU counterparts (46% vs. 47%) (Figure 2). Women (46%) and youth (46%) are less likely than the EU average (50% and 46% respectively) to report a fear of failure as a barrier to entrepreneurship, while seniors are on par with the EU average (46% each). Moreover, women (51%) and youth (50%) are also more likely to report having entrepreneurship skills than

the EU average (45% and 42% respectively), while seniors are as likely as the EU average to report having the needed skills and knowledge to start a business (49%). Other barriers to business creation for people from under-represented or disadvantaged groups include the availability of childcare, access to appropriate workspaces at home, and access to public transport.

The major weakness of entrepreneurship and enterprise policy is the lack of a tailored approach to inclusive entrepreneurship. This applies at both the national, regional and local level. There are no references to disadvantaged groups, and few policies or government-led programmes are tailored towards entrepreneurs from under-represented or disadvantaged groups, with the exception of women entrepreneurship support initiatives. There are also major problems relating to the “welfare benefit trap” across the disadvantaged communities, through which the loss of income from social security benefits of supplemental disability programmes becomes a major barrier to entering self-employment. A variety of “cliff edges” exist in the Irish tax-benefit system, for example within the PRSI and medical card systems. Additionally, while innovative pilot schemes such as the Universal Basic Income for the Arts could, in theory, support entrepreneurship, take-up by disabled individuals is limited by concerns surrounding the loss of social security support.

Figure 2. Barriers to entrepreneurship



Note: Ireland participated in the GEM survey during the period 2018-23 except for the following years: 2020, 2022-23.

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 Ireland, the government could:

- Develop an ‘Inclusive Entrepreneurship Policy’ which gives recognition to the additional and distinctive challenges faced by disadvantaged and minority communities, as well as the potential economic and social contributions they can bring. This should be in alignment with the new National Social Enterprise Policy.
- Inclusive target group categories should be extended, in general, to include people with criminal histories, new communities, and members of the Traveller and Roma communities.
  - Address the welfare benefit trap by:

- Considering the creation of a specific legal business status for target groups (e.g. *Travailleur Indépendant Handicapé* or Disabled Independent Worker in France).
- Reviewing the practices of other countries (e.g. Czech Republic) that classify self-employment as a secondary activity so that benefits, allowances and pensions are not affected by self-employment earnings.
- Establishing an implementation group (consisting of entrepreneurs from under-represented groups, representatives from advocacy organisations, and relevant experts) to oversee the introduction and development of policies and initiatives supporting self-employment by entrepreneurs from under-represented groups.
- Offer tax incentives, exemptions, and regulatory relief measures for businesses owned by entrepreneurs from under-represented groups to reduce the financial burden and administrative barriers associated with entrepreneurship.
- Developing a funding mechanism such as microfinance (e.g. Bulgaria's "Microcredit with shared risk" initiative) or a dedicated fund (e.g. the Opportunities Fund for Persons with Disabilities in Canada) that would provide greater access to start-up finance.
- Introduce a procurement scheme that supports businesses led by targeted groups (e.g. the United States' DVBE Participation programme).
- Launch public awareness campaigns to challenge stereotypes and raise awareness about the capabilities, contributions and public support options available to entrepreneurs from under-represented or disadvantaged groups, including those with criminal histories. Websites and promotional materials should be accessible to everyone and should include images of people from all communities.
- Collaborate with advocacy organisations, business associations, academia, and other stakeholders – including leaders in the social economy belonging to under-represented groups – to identify barriers, develop inclusive policies, and leverage resources to support entrepreneurship among entrepreneurs from under-represented groups.
- Introduce peer support networks and collaborative spaces for nascent entrepreneurs from under-represented or disadvantaged 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)		x	✓				
3. Clear targets and objectives for entrepreneurship policy have been developed and reported for different target groups		x	✓				
4. Monitoring and evaluation practices for entrepreneurship support are strong and wide-spread							

Note: A checkmark 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 checkmark indicates when the characteristic is typically fulfilled.

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

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

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

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

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

		<b>Tailored:</b> Are public programmes tailored for the target group (i.e. dedicated)?	<b>Consultation:</b> Are the targeted entrepreneurs consulted during the design of programmes?	<b>Outreach:</b> Are appropriate outreach methods used for different target groups?	<b>Delivery:</b> Are specialist organisations used to deliver programmes?	<b>Take-up:</b> Does the support have high take-up among target group?	<b>Scale:</b> Is the scale of available support sufficient?	<b>Impact:</b> Does evaluation evidence show a positive impact?	<b>Integrated:</b> Is the programme delivered linked other related supports?	<b>Follow-up:</b> Do tailored programmes link to mainstream support programmes?
Skills	1. Entrepreneurship training	✓	✓	✓	✓	X				
	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

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