

The Missing Entrepreneurs

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

2022-23



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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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This note was prepared by Helen Shymanski of the OECD CFE based on inputs prepared by the national inclusive entrepreneurship expert Prof. Thomas Cooney of the Technical University Dublin (Ireland), 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 of the Directorate-General for Employment, Social Affairs and Inclusion of the European Commission.

An online seminar was organised to review a draft of the report on 16 June 2023. Suggestions and inputs were received from representatives of the Enterprise Ireland, Department of Social Protection, Local Enterprise Offices (LEOs), Chambers Ireland, Microfinance Ireland, Irish SME Association, Irish National Organisation of the Unemployed, and Technical University Dublin. Further written feedback was also provided by Pobal.

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INCLUSIVE ENTREPRENEURSHIP TRENDS AND POLICIES IN IRELAND

KEY MESSAGES

Inclusive entrepreneurship rates and trends

- The overall total early-stage entrepreneurial activity rate (TEA) was above the EU average between 2016 and 2020 (11% vs. 6%), notably for women (8% vs. 5%), youth (11% vs. 7%) and seniors (9% vs. 4%). However, youth were more likely than their EU counterparts to start a business out of necessity (20% vs. 16%).
- Eliminating these gaps in entrepreneurship activity rates would result in an additional 114 000 entrepreneurs. The vast majority of these “missing” entrepreneurs are female (93%), nearly 40% are over 50 years old, 20% are immigrants and 15% are youth (20-29 years old).

Approach to inclusive entrepreneurship

- Entrepreneurship policies overall are well-developed with a range of programmes for entrepreneurs from different population groups but there is not co-ordinated inclusive entrepreneurship policy.
- There are dedicated inclusive entrepreneurship policies and programmes, including significant support for women entrepreneurs (e.g. Starting Strong, Going for Growth) as well as some supports for other target groups (e.g. the unemployed and youth).

Policy strengths

- Over the past decade, there has been a significant commitment by government and its agencies to reducing the gender gap in entrepreneurial activity in Ireland.

Policy gaps and areas for improvement

- While tailored inclusive entrepreneurship policies are in place, there are some gaps such as a limited availability of support for senior entrepreneurs, the unemployed, and entrepreneurs with disabilities.
- The availability of tailored support initiatives is uneven across Ireland.

Main recommendations

- Design and implement a national strategy related to inclusive entrepreneurship.
- Develop dedicated calls / initiatives through the Local Enterprise Office network to target under-represented communities. Some of these can be delivered online to ensure national coverage, while others can be delivered in partnership with organisations who already delivering such programmes (e.g. Online course ‘Entrepreneurship for People with Disabilities’ being delivered by TU Dublin).
- Ensure information concerning inclusive entrepreneurship support is made widely available and accessible to the target communities, e.g. create a central hub for inclusive entrepreneurship which provides information on available supports and pathways to self-employment.
- Promote further the Back to Work Enterprise Allowance scheme and support these start-ups with appropriate supports (e.g. mentoring, microfinance loans from Microfinance Ireland).

CONDITIONS FOR ENTREPRENEURSHIP AND SELF-EMPLOYMENT

The overall entrepreneurship conditions are in line with other European Union (EU) Member States (Table 1). Ireland has seen a growing business community in recent years with the business entry rate exceeding the business exit rate. Moreover, the overall TEA rate in Ireland far exceeds the EU average. The TEA rate was almost double the EU average between 2016 and 2020 (11% vs. 6%), as was the rate of early-stage enterprises that are growth-oriented (19% vs. 10%).

Table 1. Conditions for entrepreneurship

Year	Business entry rate	Business exit rate	TEA rate	Necessity-based TEA	Growth-oriented TEA	Self-employment	
						Rate	% employers
	2020	2020	2016-20	2016-20	2016-20	2021	2021
Ireland (%)	7	2	11 ▲	19 ▼	19 ▲	11 ▼	30 ▼
EU average (%)	9 ▼	7 ▼	6 ▼	18 ▼	10 ▼	13 ▼	32 ▲

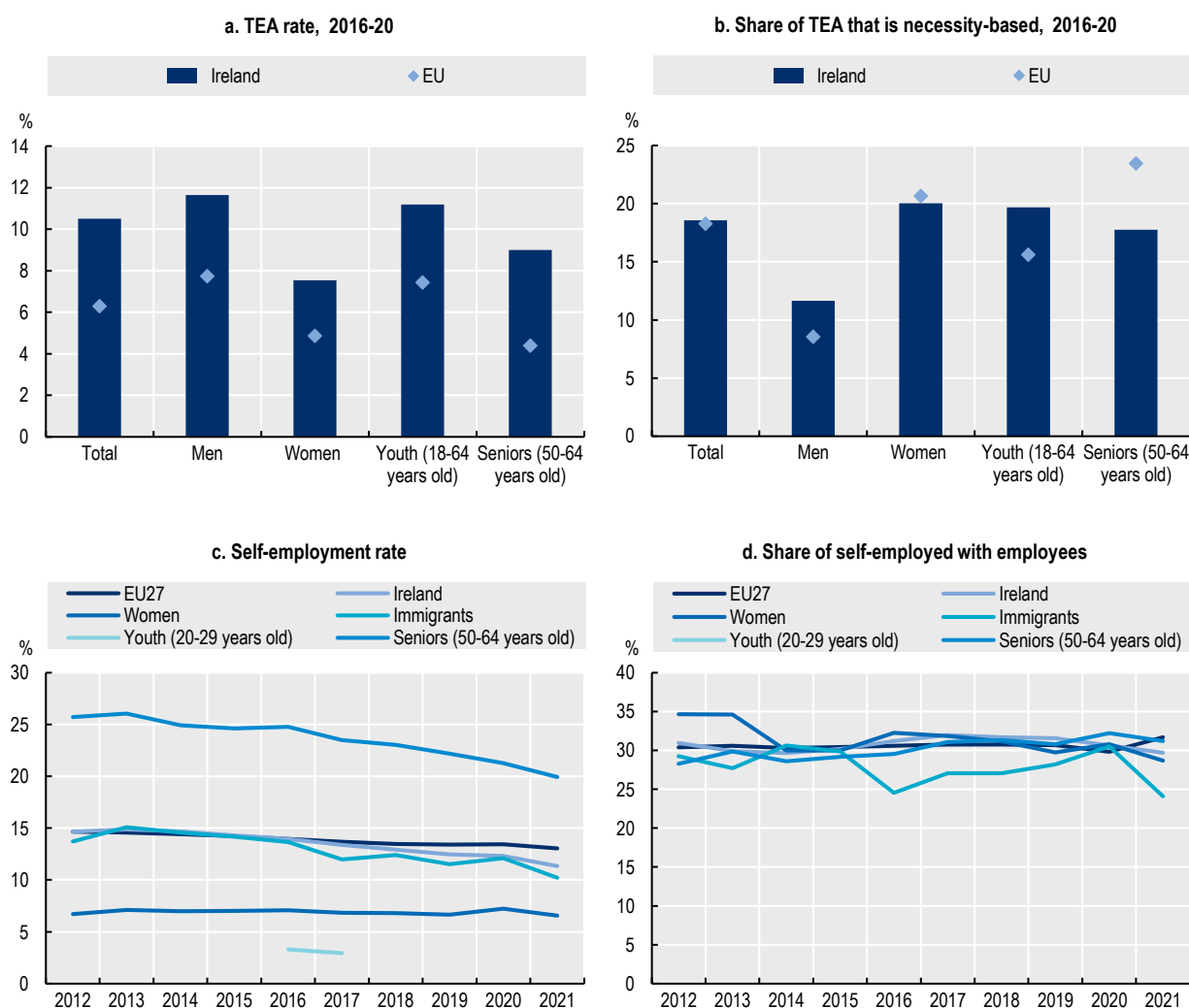
Note: The total early-stage entrepreneurial activity (TEA) rate measures the share of the population starting or managing a new business (less than 42 months old). Up and down arrows indicate an increase or decrease relative to the previous period, i.e. previous year for annual indicators or previous period (2015-19) 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%. Ireland participated in the GEM survey during the period 2016-20 except for the following years: 2020. Source: Eurostat (2022), Employment and Unemployment (LFS) Database; GEM (2021), Special tabulations of GEM survey.

INCLUSIVE ENTREPRENEURSHIP TRENDS

There are currently about 458 000 early-stage entrepreneurs in Ireland (i.e. those starting or managing a business that is less than 42 months old). Women (8%), youth (11%) and seniors (9%) had early-stage entrepreneurship rates well-above the EU averages (5%, 7% and 4% respectively) and a high proportion expected high levels of growth (Figure 1). Despite these positive findings, there are gaps in entrepreneurship activity rates across most population groups.

The overall self-employment rate declined over the last decade (15% in 2011 to 12% in 2020) and remained below the EU average in 2021 (11% vs. 13%). Women were less likely to be self-employed than on average in the EU (7% vs. 9%), while seniors were as likely to be self-employed than their EU counterparts (20% vs. 15%) in 2021. Moreover, the self-employed are less likely to have employees relative to the EU average (30% vs. 32%). Despite self-employed immigrants (29% vs. 32%) and seniors (31% vs. 35%) being less likely to have employees, women in Ireland are more likely to employ others than on average in the EU (29% vs. 26%).

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. Ireland participated in the GEM survey during the period 2016-20 except for the following years: 2020.

Source: Eurostat (2022), Employment and Unemployment (LFS) Database, GEM (2020), Special tabulations of the Global Entrepreneurship Monitor Survey, prepared for the OECD, and GEM (2021), Special tabulations for the OECD of the Global Entrepreneurship Monitor (GEM) adult population survey for the years 2016 to 2020.

THE MISSING ENTREPRENEURS

The gaps in entrepreneurship rates across population groups suggests that there are many “missing” entrepreneurs. Eliminating these gaps in entrepreneurship activity rates would result in an additional 114 000 entrepreneurs. The vast majority of these “missing” entrepreneurs are female (93%), nearly 40% are over 50 years old, 20% are immigrants and 15% are youth (20-29 years old). The entrepreneurship gap decreased overall, notably among women, youth and immigrants (Figure 2). However, the entrepreneurship gap increased among seniors.

Figure 2. Changes in entrepreneurship gaps, 2020 to 2021

Overall	Women	Youth	Seniors	Immigrants	Unemployed
					-

Note: A down arrow indicates an improvement in the entrepreneurship gap (i.e. the gap has diminished) between 2020 and 2021, whereas an up arrow indicates that the entrepreneurship gap has grown (i.e. the gap has increased). A left/right arrow symbolises no change in the entrepreneurship gap.

Source: OECD calculations

INCLUSIVE ENTREPRENEURSHIP POLICY ASSESSMENT

The National SME and Entrepreneurship Growth Plan was published in January 2021. It serves as the foundation for all SME and entrepreneurship policies in Ireland. However, there is one recommendation in the plan that relates to inclusive entrepreneurship - Recommendation 1.15: Maximise the entrepreneurial potential of all demographic groups – which highlights the need to spotlight those with untapped entrepreneurial potential (e.g. women, returned emigrants, immigrants, youth, those aged 50+ and those living in rural environments).

Women entrepreneurship has been a priority over the past decade and there has been a significant commitment by government and its agencies to reduce the gender gap in entrepreneurial activity in Ireland (Table B.1). There are various women entrepreneurship initiatives at the local, regional, and national level. For example, Enterprise Ireland developed a comprehensive six-year “Action Plan for Women in Business”, which was launched in January 2020. This action plan focusses on increasing the number of women engaged in entrepreneurial activity in Ireland. Other programmes include Going for Growth, ACORNS and Starting Strong.

Overall, there is no tailored policy for **immigrant** entrepreneurship (Table B.2), **youth** entrepreneurs (Table B.3) and **the unemployed** (Table B.5). However, there is limited public support available for these population groups. For example, there is a recent Fingal LEO course on business creation and entrepreneurship designed for refugees from Ukraine. Another programme which was launched in 2012 and is still in operation is the Start-Up Entrepreneur Programme (STEP) for immigrants. There are several existing programmes dedicated to **youth** entrepreneurship. This includes the Foróige Youth Entrepreneurship Programme (National Foundation for Teaching Entrepreneurship), ICE Young Entrepreneur Training programme and the Student Enterprise Programme (12-18 year olds). Furthermore, most universities in Ireland have entrepreneurship modules in their curriculum and there is a national entrepreneurship competition, which aims to inspire innovative business ideas by young (student) entrepreneurs. There are also several schemes available for those beginning from unemployment, notably the Back to Work Enterprise Allowance (BTWEA) scheme for the unemployed as well as the Short-Term Enterprise Allowance. The scheme provides certain social welfare payments to encourage people to pursue self-employment. These payments currently last up to two years. The Irish Local Development Network also offers entrepreneurship support to the unemployed.

There are currently very limited support measures available for **entrepreneurs with disabilities** (Table B.6) and **senior** entrepreneurs (Table B.4). For example, a new programme dedicated to entrepreneurship for people with disabilities was launched in 2021 in collaboration with TU Dublin. The entrepreneurship course offers entrepreneurship training and mentorship.

NEW POLICY DEVELOPMENTS

Several new initiatives have been introduced by state enterprise agencies and non-governmental organisations to support some of the inclusive entrepreneurship target communities. For example, Technological University Dublin in partnership with the Open Doors Initiative offers online entrepreneurship courses for people with disabilities and for migrants, refugees, and asylum seekers. Fingal Local Enterprise Office recently launched a new entrepreneurship support programme – Start Your Own Business – which is a dedicated programme for Ukrainian refugees (around 80 participants) and is delivered bilingually. There has also been recent development on the local level through the Local Development Companies. However, these entrepreneurship initiatives are difficult to catalogue as they happen on an *ad hoc* basis.

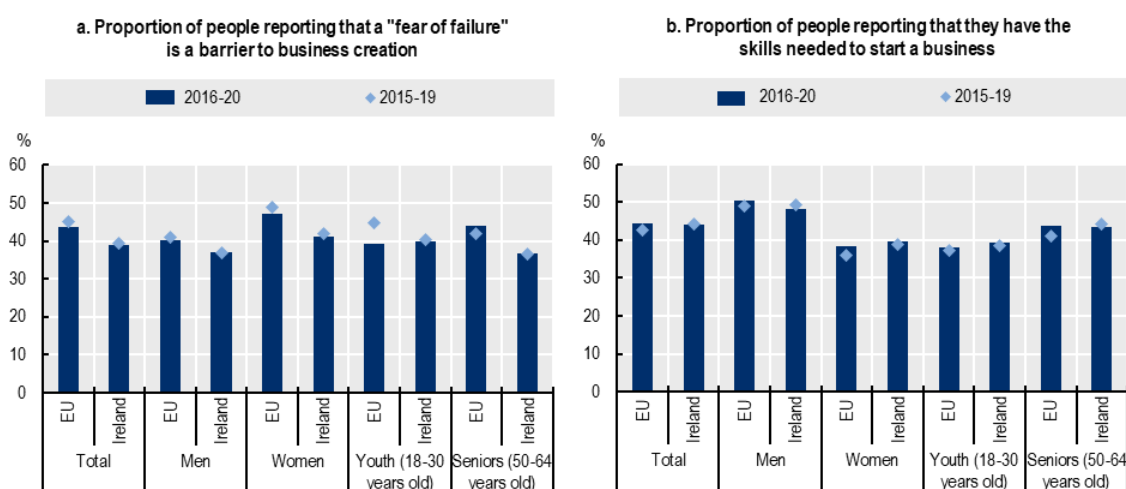
Efforts have also been made to expand inclusive entrepreneurship policy and mechanisms to incorporate additional population groups that are underrepresented and disadvantaged in the labour market, notably people with a criminal history. However, many administrative barriers remain to business creation.

RISK FACTORS FOR INCLUSIVE ENTREPRENEURSHIP

There are a number of barriers to business creation that hinder progress to making entrepreneurship more diverse, including the fear of failure and the level of entrepreneurship skills. Overall, fewer people report a fear of failure as a barrier to entrepreneurship than in the EU (39% vs. 44%) (Figure 3). However, women remain more likely to report a fear of failure as a barrier relative to men (41% vs. 37%) between 2016 and 2020. The share of potential entrepreneurs in Ireland who reported having the entrepreneurship skills and knowledge needed to create a business were on par with the EU average across all target population groups - women (40% vs. 38%), youth (39% vs. 38%) and seniors (44% vs. 44%).

The main policy weakness in Ireland is the lack of a national strategy relating to inclusive entrepreneurship. While there is no unified strategy for inclusive entrepreneurship, there are a many inclusive entrepreneurship schemes and programmes in place to provide dedicated support to women, immigrants, youth, seniors, the unemployed and people with disabilities. The Local Enterprise Offices (LEOs) provide entrepreneurship and self-employment services for inclusive entrepreneurship population groups. However, many of these initiatives occur at the local level, which creates gaps in the national coverage of inclusive entrepreneurship programmes. Moreover, few of these initiatives have been sustained over any prolonged period, leading to gaps in dedicated entrepreneurship supports. Finally, there is very limited entrepreneurship support available for senior entrepreneurs.

Figure 3. Barriers to entrepreneurship



Note: Ireland participated in the GEM survey during the period 2015-20 except for the following years: 2020.

Source: GEM (2021), Special tabulations of GEM survey.

POLICY RECOMMENDATIONS

While entrepreneurship support remains relatively high on the political agenda. There is a need to renew strategies dedicated to support women, youth, seniors, immigrants, the unemployed and people with disabilities in the labour market, including through entrepreneurship and self-employment. There is a scope for strengthening available support by improving cohesion and quality of schemes, and better addressing the needs of population groups by:

- Creating a central hub for any person from the inclusive entrepreneurship target communities who is requiring support. This could be a website that offers detailed information on existing enterprise supports as well as identifies pathways to self-employment.
- Developing dedicated calls or initiatives through the Local Enterprise Office network to target under-represented and disadvantaged communities either through expanding national coverage or through partnership with organisations who already delivering such programmes (e.g. Online course “Entrepreneurship for People with Disabilities” being delivered by TU Dublin).
- Integrating entrepreneurship education and training into apprenticeship courses as many people who train as an apprentice will eventually become self-employed and they are often from inclusive entrepreneurship target population groups.
- Co-ordinating with the Department of Social Protection to promote the Back to Work Enterprise Allowance scheme and support these start-ups with appropriate supports (e.g. mentoring, microfinance loans from Microfinance Ireland). The Back to Work Enterprise Allowance scheme should also be extended beyond the two years to provide more comprehensive and inclusive support for those pursuing self-employment from a disadvantaged background.
- Enhancing engagement with people with lived experience in the design and development of future inclusive entrepreneurship policy. New policy measures should also consider the intersectionality of the inclusive entrepreneurship population groups as barriers and challenges are often compounded.
- Extending inclusive target population group categories to included people with criminal histories, new communities, members of the Traveller and Roma communities, among others.

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 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

		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	✓	✓	✓	✓	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

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

ANNEX C: METHODOLOGY

Each country report was prepared by the OECD Secretariat with support from a national inclusive entrepreneurship policy expert. Information was collected through desk research and interviews (i.e. telephone, face-to-face, email) with policy officers, entrepreneurship support organisations and other stakeholders. The information was then verified at an online seminar in on 16 June 2023 with government ministries, programme managers and other inclusive entrepreneurship stakeholders.

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

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

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

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

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