

## Annex I – Stakeholders map codebook

Dimension	Generic stakeholder groups	Typology	Examples
Socio-political	International bodies	Institutions	EU-FRA; UNESCO
	National governing bodies	City Halls	Lisbon CM
		National agencies & commission rights protection	AIMA; SEF; CIG; ACM Alto Comissariado para as Migrações –
		Policy-making	Program for Economic and Social Stability; Startup Act - Decree-Law ; Digital Nomads law
	Public funded bodies	Observatories	INE; Migration; Diversity
Socio-political & Market	Companies in the State Business Sector	Investment schemes	ADN Startup, Portugal 2020
		Agency	AICEP-Portuguese Agency for Investment and Trade
			National Innovation Agency - ANI
			IAPMEI -SME support agency
		Investor	Portugal Ventures VC
			Grupo Banco Português de Fomento - public financial group
		No-profit association	Startup Portugal
Market	Private corporations	Companies	
	Investors	Corporate funds	
		Private investors and funds	
		Venture Capital	
		Business Angels	
		Foundations	Gulbenkian, Aga Khan, AGEAS, EDP, FLAD
		Banks	Montepio, CGD, BNP Paribas
	Intermediaries	Legal officers, attorneys, consultant	
	ESO	Network	RNI - National 137 incubators network
		Incubator/Accelerator	Unicorn Factory
			Casa do Impacto
			Impact Hub
		Venture builder	Djassi Africa
			Build Up Labs
		Academy	IES - Social business school
			Academia de Líderes Ubuntu
Market & Community			
Market			

Market & Community		International hubs/ clubs/ delegation	CV Digital
			Lisbon Redbridge
			Impact Shakers
			Web Summit
Market		University, research center with entrepreneurship hubs	Catolica Univeristy - Yunus Center
			Nova - SBE & Madan Parque
			Iscte - Vodafone Lab
			Porto - UPTEC
			Aveiro
			IST
Community	Media & cultural outlets	Outlet	Bantumen
			Mensagem de Lisboa
			Forbes Africa
			Afrolis
			O tal podcast
			RTP Africa
			O lado negro da força
		Initiative	Black powerlist
	Artists, activists and opinion leaders	Individual	DS
			ABG
			CR
			FA
			CH
			JG
			KG
Community & Market	Platforms	Aggregator	No Bai
			IDE Social Hub
			Afrolink
Community	NGOs	No-profit association	Mundo Nobu
			Ass. Alta de Lisboa
			Moinho da Juventude
			SOS Racismo
			Women in Tech
			Casa da Guiné
			Casa de Angola
			Solidariedade Imigrante
			Clube de África
			África Insular
			Mundo Feliz

			Despertar Imigrantes em Portugal
			Djass – Associação de Afrodescendentes
			FEMAFRO – Associação de Mulheres Negras, Africanas e Afrodescendentes
			África Solidarietà
			Associação para a Cooperação Entre os Povos
	Informal networks	Leaders	Chá de Beleza Afro
			Projeto Áfricá
			Black Excellence Global Movement

## Annex II: Survey questionnaire with references to research framework based on EPSR, SDGs and NECI.

Section	Indicator	Variable	Type of answer	European Pillar of Social Rights (EPSR) Principles	SDGs	National Entrepreneurial Context Index (NECI) factors
1_ENTREPRENEUR PROFILE						
1.1	Personal information	Full name	Full name			
1.2		Social media or website	Full name			
1.3	Age cohort	less than 18 18-24 25-34 35-44 45-54 55 or more	Single			
1.4	Do you self-define as you African or of African descent person?	Yes/No	Single	3. Equal opportunities	SDG 10 SDG 8	Social and cultural norms
1.5	Self-define your gender	Female Male Non-binary Prefer not to say	Single	2. Gender equality	SDG 5 SDG 8	Social and cultural norms

1.6	In which country are you based?	List	Single	20. Access to essential services	SDG 8 SDG 9	Commercial and professional infrastructure
1.7	What is your citizenship(s)?	List	Multiple	3. Equal opportunities	SDG 10 SDG 8	Social and cultural norms
1.8	In which city are you based?	List	Single	20. Access to essential services	SDG 8 SDG 9	Commercial and professional infrastructure
1.9	What are your origins?	List of countries /Do not know/ Prefer not to say	Multiple			
1.10	What is your highest level of education?	List	Single option	1. Education, training, and life-long learning	SDG 4 SDG 8	Entrepreneurial education
1.11	What are the Founders' areas of education expertise?	List	Multiple option	1. Education, training and life-long learning	SDG 4 SDG 8	Entrepreneurial education
1.12	In which language(s) are you fluent?	List	Single option	1. Education, training and life-long learning	SDG 4 SDG 8	Entrepreneurial education
1.13	What are the main motivations to create your own business?	List	Multiple option			

2_ BUSINESS PROFILE AND ENTREPRENEURIAL ACTIVITY						
2.1	What best describes your business?	I have a start-up I have a digital business I have a business idea that I would like to develop	Single option			
2.2	Are you a full-time entrepreneur?	Yes No, I have a formal job No, I am unemployed No, I am a currently studying	Single option	4. Active support to employment	SDG 8	Government policies and entrepreneurial programmes
2.3	Company name	Blank	Description			
2.4	Website and/ or Social media	Blank	Description			
2.5	Overview of your business/ product/service	Blank	Description			
2.6	In which country is you company based?	List	Single option			
2.7	In which city is you company based?	List	Single option			

2.8	Founding team's gender(s)	All female All male All non-binary Mixed	Single option	2. Gender equality 3. Equal opportunities	SDG 5, SDG 10, SDG 8	Social and cultural norms
2.9	What's the current team size (nr of people)?	List	Single option	4. Active support to employment	SGD 8	Entrepreneurial finance / Market access
2.10	What is the average salary paid by your business?	Yes/No	Single option	6. Wages	SDG 8	Entrepreneurial finance
2.11	Is the salary amount equal for all team members? If not, can you describe the current situation?	Yes/No + Blank	Single option	6. Wages 8. Social dialogue and involvement of workers	SDG 8	Entrepreneurial finance
2.12	In which year was your business founded?	List	Single option			
2.13	What's your business' primary industry?	List	Single option			
2.14	What's your business' development stage?	Idea Business Model development/ validation Prototype development/ Market validation	Single option			

		Launched with some traction and customers Focused on scaling company (entering new markets, significant team growth, etc.)				
2.15	Does your business currently generate revenue?	Yes/No	Single option			
2.16	Did your business paid salaries on the last three months?	Yes/No	Single option	4. Active support to employment 6. Wages	SDG 8	Entrepreneurial finance
2.17	What's the product strategy driving your business model?	Online Product Physical Product Service	Multiple option			
2.18	What's the sales strategy driving your business model?	Online Sales Physical Sales Hybrid	Multiple option			
2.19	What's the main type of customers does your start-up/ digital business target?	B2C - Business to Consumer D2C - Direct to Consumer B2B - Business to Business B2G - Business to Government Don't know	Single option	20. Access to essential services	SDG 8 SDG 9	Commercial and professional infrastructure / Market access



2.20	Since your business was founded, did it get any funding?	Yes/No	Single option	20. Access to essential services	SDG 8 SDG 9	Commercial and professional infrastructure
2.21	Has your start-up raised funding from any of the following sources?	Friends & Family Business Angels Bank Loan Crowdfunding Venture Capital Prizes & Grants Government Program/ Loan Corporate Funding Venture Capital Self-Financed/ Bootstrapping We have not raised capital	Multiple option	12. Social protection	SDG 8	Entrepreneurial finance/ Market access
2.20	Are you currently fundraising or planning to fundraise in the next 12 months?	Yes No Not applicable	Single option	8. Social dialogue and involvement of workers	SDG 8	Entrepreneurial finance
2.21	How confident do you feel about getting investment in the next 12 months?	Not confident at all Moderately confident Very confident Not applicable (I won't look for funding in this period)	Single option			

2.22	How is it for you to get funding?	<p>Very easy</p> <p>Easy</p> <p>Neither easy or hard</p> <p>Hard</p> <p>Very hard</p> <p>Not applicable (I haven't looked for funding yet)</p>	Single option			
2.23	What are the major challenges felt to raising investment?	<p>Finding the right investors</p> <p>Limited network (e.g. Contacts, events, partners, etc)</p> <p>Finding the right investment option (e.g. grant, or crowd sourcing, etc)</p> <p>Preparing documents for fund raising (e.g. Pitch Deck, Go-to-market plan, etc)</p> <p>Creating a scalable business model</p> <p>A lack of response from contacts</p> <p>Lack of feedback</p> <p>Not understanding what was expected of me</p> <p>Not applicable (Self-Funded)</p> <p>Not applicable (I never looked for funding)</p>	Multiple option			
3_SUPPORTS AND CHALLENGES						

3.1	What type of support did you have or currently have at the foundation and early days of your business?	<p>No supported</p> <p>Very limited support</p> <p>Incubator</p> <p>Events</p> <p>Accelerator Programmes</p> <p>Venture Building</p> <p>Training</p> <p>University Programmes</p> <p>Government Programmes</p> <p>Other Start-ups</p> <p>Start-ups Communities</p> <p>Support from a Corporate Programmes</p> <p>Coworking</p> <p>Mentorship</p> <p>Not applicable (I did not need/ request support)</p>	Multiple option	20. Access to essential services	SDG 8 SDG 9	Commercial and professional infrastructure
3.2	What support do you currently need for your startup?	<p>Incubator</p> <p>Events</p> <p>Accelerator Programmes</p> <p>Venture Building</p> <p>Training</p> <p>University Programmes</p> <p>Government Programmes</p> <p>Other Start-ups</p>	Multiple option	20. Access to essential services	SDG 8 SDG 9	Commercial and professional infrastructure

		Start-ups Communities Support from a Corporate Programmes Coworking Mentorship Not applicable (I don't need support)				
3.3	Did you participate in an incubator or accelerator program?	Yes - incubator Yes - accelerator program Yes - both No Don't know	Single option	1. Education, training and life-long learning	SDG 4 SDG 8	Entrepreneurial education
3.4	Are you currently in an incubator or accelerator program?	Yes - incubator Yes - accelerator program Yes - both No Don't know	Single option	1. Education, training and life-long learning	SDG 4 SDG 8	Entrepreneurial education
3.5	If you answered yes to previous question, in which Incubation or Acceleration program are you in at the moment?	Blank		1. Education, training and life-long learning	SDG 4 SDG 8	Entrepreneurial education

3.6	What are the top 5 main challenges for your business growth?	Securing funding Finding the right customers Customer acquisition & sales Time Management Lack of mentorship Personal Reasons (e.g. Health, Educational & Family Background) Failure to plan Ineffective marketing Leadership Issues Dealing with Competitors Cash-flow and Liquidity Management Internationalisation Product Development & Innovation Attracting and retaining talent Managing growth Improving processes and internal operations Regulation Balancing social impact with profit making Optimize profit margins Developing a good Product pitch None (I don't have any challenges)	Up to 5 options			
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3.7	In your opinion, what are the top 3 challenges to build a start-up/ digital business in Portugal?	<p>Competition</p> <p>Bureaucracy of Public and Private Services</p> <p>Lack of access to finance</p> <p>Rapid changes in market conditions</p> <p>Domestic Regulation and Bureaucracy</p> <p>Lack of talent</p> <p>Regulation and Bureaucracy in the EU</p> <p>Knowledge theft and/ or Intellectual property</p> <p>Digitalisation</p> <p>Small market size</p> <p>IT Security</p> <p>None</p>	Up to 3 options	20. Access to essential services	SDG 8 SDG 9	Commercial and professional infrastructure
3.8	How is your experience with Portugal as a place to create a start-up/ digital business?	<p>Very Good</p> <p>Good</p> <p>Acceptable</p> <p>Needs considerable improvement</p> <p>Bad experience</p> <p>Very Bad</p> <p>Prefer not to say</p>	Single option	<p>3. Equal opportunities</p> <p>20. Access to essential services</p>	SDG 10 SDG 8 SDG 9	<p>Social and cultural norms</p> <p>Commercial and professional infrastructure</p>

3.9	How confident are you in Portugal's ability to build a diverse and equitable innovation ecosystem?	<p>Very confident</p> <p>Confident</p> <p>Neutral</p> <p>Little confident</p> <p>Not confident</p> <p>Prefer not to say</p> <p>Don't know</p>	Single option	3. Equal opportunities	SDG 10 SDG 8	Social and cultural norms
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Source: own elaboration

## Annex III

### Research framework EPSR with definitions

EPSR Principles	Definition	NECI Contextual Factors
1. Education, training and life-long learning	“Everyone has the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society and manage successful transitions in the labour market.”	D1-2. Entrepreneurial Education at School; Post-School.
3. Equal opportunities	“Regardless of gender, racial or ethnic origin, religion or belief, ..., everyone has the right to equal treatment and opportunities regarding employment, social protection, education, and access to goods and services available to the public. Equal opportunities of under-represented groups shall be fostered.”	I. Social and Cultural Norms.  G1-2. Ease of Entry: Market Dynamics; Burdens and Regulations.
4. Active support to employment	“.. right to timely and tailor-made assistance to improve employment or self-employment prospects... Young people have the right to continued education, apprenticeship, traineeship or a job offer of good standing...”	C. Government Entrepreneurial Programmes.
5. Secure and adaptable employment	“Regardless of the type and duration of the employment relationship, workers have the right to fair and equal treatment regarding working conditions, access to social protection and training... flexibility for employers to adapt swiftly...”	G1-2. Ease of Entry: Market Dynamics; Burdens and Regulations
6. Wages	“Workers have the right to fair wages that provide for a decent standard of living.”	A2. Ease of Access to Entrepreneurial Finance (reflects cost structures impacting wages and hiring).



8. Social dialogue and involvement of workers	“Workers and employers, or their respective organisations, have the right to be consulted or to negotiate working conditions and terms of employment.”	B1. Government Policy – Support and Relevance.
12. Social Protection	“Regardless of the type and duration of their employment relationship, workers, and under comparable conditions the self-employed, have the right to adequate social protection.”	B2. Government Policy – Taxes and Bureaucracy (social protection / tax systems).
20. Access to essential services	“Everyone has the right to access essential services of good quality, including (...) financial services and digital communications...”	H. Physical Infrastructure.  F. Commercial and Professional infrastructure.