

Annex I – Stakeholders map codebook

Dimension	Generic stakeholder groups	Typology	Examples
	International bodies	Institutions	EU-FRA; UNESCO
		City Halls	Lisbon CM
Socio-political	National governing bodies	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
	Public fullued bodies	Investment schemes	ADN Startup, Portugal 2020
			AICEP-Portuguese Agency for Investment and Trade
		Agency	National Innovation Agency - ANI
Socio-political &			IAPMEI -SME support agency
Market	Companies in the State Business Sector		Portugal Ventures VC
		Investor	Grupo Banco Português de Fomento - public financial group
		No-profit association	Startup Portugal
	Private corporations	Companies	
		Corporate funds	
		Private investors and funds	
		Venture Capital	
	Investors	Business Angels	
		Foundations	Gulbenkian, Aga Khan, AGEAS, EDP, FLAD
Market		Banks	Montepio, CGD, BNP Paribas
	Intermediaries	Legal officers, attorneys, consultant	
		Network	RNI - National 137 incubators network
			Unicorn Factory
		Incubator/Accelerator	Casa do Impacto
	ECO		Impact Hub
Market & Community	ESO	Venture builder	Djassi Africa
Market			Build Up Labs
iviai Ket		Academy	IES - Social business school
		Academy	Academia de Líderes Ubuntu

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Market Market	Market &		International hubs/ clubs/	Lisbon Redbridge
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Clube de África África Insular				Casa de Angola
África Insular				Solidariedade Imigrante
				Clube de África
Mundo Feliz				África Insular
				Mundo Feliz



		Despertar Imigrantes em Portugal
		Djass – Associação de
		Afrodescendentes
		FEMAFRO – Associação de Mulheres
		Negras, Africanas e
		Afrodescendentes
		África Solidariedade
		Associação para a Cooperação Entre
		os Povos
		Chá de Beleza Afro
Informal networks	Leaders	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)	SDGs	National Entrepreneurial
				Principles		Context Index
						(NECI) factors
		1_ENTREPRENEUR	R PROFILE			
1.1	Personal information	Full name	Full name			
1.2		Social media or website	Full name			
1.3	Age cohort Do you self-define as you African or of African descent person?	less than 18 18-24 25-34 35-44 45-54 55 or more	Single	3. Equal opportunities	SDG 10	Social and cultural norms
1.5	Self-define your gender	Female Male Non-binary Prefer not to say	Single	2. Gender equality	SDG 8 SDG 5 SDG 8	Social and cultural norms

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In which country are you based?	List	Single	20. Access to essential	SDG 8	Commercial and
			services	SDG 9	professional
				350 3	infrastructure
What is your citizenship(s)?	List	Multiple	3. Equal opportunities	SDG 10	Social and
				SDG 8	cultural norms
In which city are you based?	List	Single	20. Access to essential	SDG 8	Commercial and
			services	SDG 9	professional
					infrastructure
What are your origins?	List of countries /Do not know/ Prefer	Multiple			
	not to say				
What is your highest level of	List	Single	1. Education, training,	SDG 4	Entrepreneurial
education?		option	and life-long learning		education
				SDG 8	
What are the Founders' areas of	List	Multiple	1. Education, training	SDG 4	Entrepreneurial
education expertise?		option	and life-long learning	SDG 8	education
In which language(s) are you	List	Single	1. Education, training	SDG 4	Entrepreneurial
fluent?		option	and life-long learning	SDG 8	education
What are the main motivations to	List	Multiple			
create your own business?		option			
	What is your citizenship(s)? In which city are you based? What are your origins? What is your highest level of education? What are the Founders' areas of education expertise? In which language(s) are you fluent? What are the main motivations to	What is your citizenship(s)? List In which city are you based? List What are your origins? List of countries /Do not know/ Prefer not to say What is your highest level of education? What are the Founders' areas of education expertise? In which language(s) are you fluent? What are the main motivations to List	What is your citizenship(s)? List Multiple In which city are you based? List Single What are your origins? List of countries /Do not know/ Prefer not to say What is your highest level of education? What are the Founders' areas of education expertise? List Multiple Multiple option In which language(s) are you fluent? What are the main motivations to List Multiple Multiple Multiple Multiple	What is your citizenship(s)? List Multiple 3. Equal opportunities In which city are you based? List Single 20. Access to essential services What are your origins? List of countries /Do not know/ Prefer not to say What is your highest level of education? What are the Founders' areas of education expertise? List Multiple 1. Education, training and life-long learning In which language(s) are you fluent? What are the main motivations to List Multiple 1. Education, training and life-long learning Multiple Multiple Multiple Displacements Multiple A list Multiple Multiple	What is your citizenship(s)? List Multiple 3. Equal opportunities SDG 10 SDG 8 In which city are you based? List Single What are your origins? List of countries /Do not know/ Prefer not to say What is your highest level of education? What are the Founders' areas of education expertise? List Multiple And life-long learning SDG 4 And life-long learning SDG 4 SDG 8 What are the Founders' areas of education expertise? In which language(s) are you fluent? What are the main motivations to List Multiple And life-long learning SDG 4 SDG 8 SDG 4 SDG 8 Multiple And life-long learning SDG 4 SDG 8 SDG 4 SDG 8 Multiple And life-long learning SDG 4 SDG 8 Multiple And life-long learning SDG 4 SDG 8 Multiple Multiple Multiple Multiple SDG 4 SDG 8 Multiple Multiple SDG 4 SDG 8 Multiple Multiple Multiple Multiple SDG 4 SDG 8 Multiple Multiple Multiple SDG 4 SDG 8



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



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



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



2.20	Since your business was founded,	Yes/No	Single	20. Access to essential	SDG 8	Commercial and
	did it get any funding?		option	services	SDG 9	professional
						infrastructure
2.21	Has your start-up raised funding	Friends & Family	Multiple	12. Social protection	SDG 8	Entrepreneurial
	from any of the following sources?	Business Angels	option			finance/ Market
		Bank Loan				access
		Crowdfunding				
		Venture Capital				
		Prizes & Grants				
		Government Program/ Loan				
		Corporate Funding				
		Venture Capital				
		Self-Financed/ Bootstrapping				
		We have not raised capital				
2.20	Are you currently fundraising or	Yes	Single	8. Social dialogue and	SDG 8	Entrepreneurial
	planning to fundraise in the next	No	option	involvement of		finance
	12 months?	Not applicable		workers		
2.24			6: 1			
2.21	How confident do you feel about	Not confident at all	Single			
	getting investment in the next 12	Moderately confident	option			
	months?	Very confident				
		Not applicable (I won't look for funding				
		in this period)				



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



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



		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	Yes - incubator	Single	1. Education, training	SDG 4	Entrepreneurial
	or accelerator program?	Yes - accelerator program	option	and life-long learning	SDG 8	education
		Yes - both				
		No				
		Don't know				
3.4	Are you currently in an incubator	Yes - incubator	Single	1. Education, training	SDG 4	Entrepreneurial
	or accelerator program?	Yes - accelerator program	option	and life-long learning	SDG 8	education
		Yes - both				
		No				
		Don't know				
3.5	If you answered yes to previous	Blank		1. Education, training	SDG 4	Entrepreneurial
	question, in which Incubation or			and life-long learning	SDG 8	education
	Acceleration program are you in at					
	the moment?					



3.6	What are the top 5 main	Securing funding	Up to 5		
	challenges for your business	Finding the right customers	options		
	growth?	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)			



3.7	In your opinion, what are the top	Competition	Up to 3	20. Access to essential	SDG 8	Commercial and
	3 challenges to build a start-up/	Bureaucracy of Public and Private	options	services		professional
	digital business in Portugal?	Services			SDG 9	infrastructure
		Lack of access to finance				
		Rapid changes in market conditions				
		Domestic Regulation and Bureaucracy				
		Lack of talent				
		Regulation and Bureaucracy in the EU				
		Knowledge theft and/ or Intellectual				
		property				
		Digitalisation				
		Small market size				
		IT Security				
		None				
3.8	How is your experience with	Very Good	Single	3. Equal opportunities	SDG 10	Social and
	Portugal as a place to create a	Good	option	20. Access to essential	CDC0	cultural norms
	start-up/ digital business?	Acceptable		services	SDG8	Commercial and
		Needs considerable improvement			SDG 9	professional
		Bad experience				infrastructure
		Very Bad				
		Prefer not to say				



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

Source: own elaboration



Annex III

Research framework EPSR with definitions

EPSR Principles	EPSR Principles Definition	
Education, training and life-long learning		
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).

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