

Executive Summary

Effects of institutional framework conditions and resource availability on the gender gap in self-employment – a systematic literature analysis

Teita Bijedić-Krumm

Siegrun Brink

Impressum

Publisher

Institut für Mittelstandsforschung Bonn
Maximilianstr. 20, 53111 Bonn

Phone +49/(0)228 / 72997 - 0

Fax +49/(0)228 / 72997 - 34

www.ifm-bonn.org

Contact

Teita Bijedić-Krumm
Siegrun Brink

IfM Materialie No. 304

ISSN 2193-1852 (Internet)

ISSN 2193-1844 (print)

Bonn, Juni 2024

IfM Bonn is a foundation under private law.

Supported by:



Federal Ministry
for Economic Affairs
and Energy

on the basis of a decision
by the German Bundestag

Ministry of Economic Affairs,
Industry, Climate Action and Energy
of the State of North Rhine-Westphalia



Abstract

Institutional frameworks and the availability of resources influence women's entrepreneurship in multifaceted and complex ways. This is demonstrated by our systematic literature review, in which we identified international scholarly findings dating back to 2013 and systematized and analyzed them based on the elements of entrepreneurial startup ecosystems.

Rarely the Focus of Academic Research: Policy Measures to Promote Women's Entrepreneurship

Although the promotion of women's entrepreneurship has long been a political priority, corresponding policy measures aimed at shaping the institutional framework and resource availability in a gender-sensitive manner are rarely examined empirically. As a result, the design of support measures has hardly changes over time, which contributes to the perpetuation of the gender gap.

Framework conditions for entrepreneurship are not gender-neutral

In many countries, the same formal requirements apply to both men and women who wish to become entrepreneurs. They face the same institutional framework conditions. Furthermore, in principle, resources are equally available to both genders. Nevertheless, both men and women perceive and utilize these resources differently.

Women Underestimate Their Entrepreneurial Skills

Although it has been scientifically proven that female entrepreneurs are in no way inferior to their male counterparts, women perceive themselves as less competent in the role of entrepreneur than men do. As a result, they are less likely than men to seize entrepreneurial opportunities and are more reluctant to utilize available resources.

A negative image of female entrepreneurs remains dominant

Social gender role stereotypes appear to be a major factor in the differing perceptions of female and male entrepreneurs. Thus, the still predominantly male image of entrepreneurs contributes to a negative image of female entrepreneurship, which negatively influences both society's and the women entrepreneurs' own perceptions.

Taking Social and Economic Context into Account

Changing socially entrenched patterns of behavior and thinking toward greater gender equality requires, above all, time. It is important to bear in mind that measures that prove effective in a specific social or economic context may not necessarily be easily transferable to another. Gender-sensitive measures to strengthen female entrepreneurship should therefore be more closely tailored to the respective environment.