

Grey literature on entrepreneurship

What is grey literature? It is literature produced by non-commercial publishers, such as public institutions, universities, research institutes and civil society. It contains a lot of useful content, but is often hard to find as it is scattered across different loca-

tions. EIGE has collected grey literature on gender equality and you can access our collection through a simple search interface. EIGE's collection of grey literature is available in several EU languages and documents come from all EU Member States.

The relevance of gender in entrepreneurship

Entrepreneurship is crucial in creating jobs, innovation and growth. Interest in women's entrepreneurship has grown among scholars and policymakers. Women's entrepreneurship is about gender equality, empowerment and social inclusion, but also relates to economic growth and poverty reduction.



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Grey literature in EIGE's library

EIGE's library hosts one of the largest collections on gender-related literature related to entrepreneurship. The collection presents **good practices** of current policies throughout Europe as well as **gender indicators** aimed at assessing gender equality in entrepreneurship.

Several resources focus on the ways in which the EU has mainstreamed gender into **policy processes** for entrepreneurship. You will also find **research reports** and **statistical documents** providing data on key gender issues related to entrepreneurship.

Women entrepreneurs

Many of the resources in the library include data that shows the extent of women's presence in the sector. Despite the increasing numbers of women entrepreneurs, gender gaps are still wide in terms of self-employment numbers, as well as in terms of the gender pay gap and business scale. When women do start businesses, they do it on a smaller scale than men and in a limited range of sectors.

A number of resources examine the principal determinants and motivations behind women entrepreneurship.

Reading list

*Library Briefing — Women's entrepreneurship in the EU;
Women in Enterprise: A Different Perspective.*

Barriers to women's access to entrepreneurship

Many of the resources in the library show that women still face a great number of **obstacles when establishing a business**. These include access to finance, unfavourable business regulations, information and training gaps, lack of contacts, as well as access to social support and networking.

Although most of these difficulties are common to both women and men, evidence suggests that the barriers faced by women entrepreneurs are often significantly greater than those experienced by their male peers.

Cultural barriers are a specific form of barrier that strongly influence the presence of women in the

entrepreneurship field and contribute to discrimination. The resources within the library show that **stereotypes** and lower exposure of women to female **role models** might explain why they report less interest in entrepreneurial careers and feel less able to become successful entrepreneurs. They also show that prevailing entrepreneurial role models reflect a masculine bias which affects **women's perception** about their entrepreneurial ability. They also reflect the bias of other stakeholders supporting business creation and growth.

Library resources reveal the negative effect gender-based earnings discrimination has on self-employment dynamics. They also present projects to combat gender stereotypes hindering women's presence in the entrepreneurship field. Some resources also review the literature regarding the relationship between gender and entrepreneurship, including

business behaviour and women's tendency to under-rate their performance.

Reading list

Women Entrepreneurs and Access to Finance;

Gender Discrimination and Self-Employment Dynamics in Europe;

Labour Market and Entrepreneurship Overcoming Gender Stereotypes;

'Is there a (fe)male approach? Understanding gender differences in entrepreneurship';

Women's Entrepreneurship — Closing the gender gap in access to financial and other services and in social entrepreneurship.

Women's entrepreneurship for economic growth

Within the library a set of resources shows that women's entrepreneurship has been recognised during the last decade as an important untapped **source of economic growth**.

Resources also show that women entrepreneurs make significant contributions not only to economic growth, but also to **poverty reduction**. This is true both in developing countries and in high-income countries. Women entrepreneurs create new jobs for themselves and others. Besides boosting employment, women's entrepreneurship also supports the diversification of busi-

ness, stimulating innovation and diversification in management, production and marketing practices as well as in products and services.

Reading list

Women's Entrepreneurship: Issues and Policies;

Women and social enterprises: how gender integration can boost entrepreneurial solutions to poverty.

About EIGE

The European Institute for Gender Equality is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe. With over 800 000 items, EIGE's Resource and Documentation Centre is a one-stop shop for gender knowledge. Access our collection of policy documents, books, articles, studies, specialised databases and more at www.eige.europa.eu

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