Index

age of entrepreneurs
  Denmark 93–4
  and size of business, US 187

aims, see motivations for entrepreneurship
  Aldrich, H. 325
  Allen, K.R. 190, 191, 212
  andocentrisim 376–7
  in funding 324
  Arenius, P. 119–20
  Aslesen, S. 164
  aspirations of entrepreneurs, and business growth 9; see also motivations for entrepreneurship
  Astin, H.S. 174
  Australia
    attitude towards entrepreneurs 45, 49–50
    labour force 23–7
    SMEs 206–28
      funding and growth 210–28
      growth 209–10
    women entrepreneurs 27–50
      financial capital 32–3
      and funding 42–4, 47
      human capital 35–7
      motivation 37–9
      social capital 33–5
      strategic choices 39–41
  Avnimelech, G. 303
  bank debt and SME growth, Australia 209–10
  bank funding
    and gender, UK 379–88
    Ireland 265, 270–76
    Northern Ireland 322–3
    refusal reasons 222
    women
      Denmark 97–8
      Finland 116
      Northern Ireland 315–23
      US 191, 195–6
  bank lending officers, female, UK 385
  Barbato, R. 193
  Baron, R.A. 99
  Barrett, M.A. 30, 34, 43, 44
  Barrett, R.G. 43
  barriers facing women entrepreneurs
    Finland 125
    Ireland 277–8, 279
    US 195–6
  Bartlett, W. 236
  Barton, S.L. 214
  Batjargal, B. 237
  Becker, G.S. 100
  Begley, T.M. 188
  Belcourt, M. 60, 66, 67, 74
  Bellu, R.R. 194
  Bem, S. 376
  Berg, N.G. 164
  Berger, A.N. 212
  Berggren, B. 212–13
  Birkeland, G.E. 154
  Blackburn, R. 215
  Boden, R.J. 188
  Borzi, A.M. 33, 43
  Bourdieu, P. 377
  Bowman-Upton, N. 192, 194
  Boyd, D.P. 188
  Breen, J. 43
  Brophy, D.J. 195
  Brun, C. 158
  Bruno, A.V. 210, 212
  Brush, C.G. 191, 192
  Bulgaria
    entrepreneurship and gender 234, 242–54
    SMEs 239
  women entrepreneurs 239, 241, 246–7, 248–54
  bureaucracy and gender 378
business aims, see growth orientation, entrepreneurs
business angels
   Denmark 107
   Germany 142–3
   New Zealand 288–9
business assistance programmes,
   Australia 35–7
business associations for women,
   Germany 143–5
business characteristics, and funding
   274
business financing, see finance
business networks, see networks
business ownership
   Australia 24, 26–7
   and gender, UK 376–9
   women, see women-owned businesses
   see also entrepreneurship
business sector
   effect on business growth 10
   see also strategic choices
business size, see size of businesses
Buttner, E.H. 195–6, 213
Calvert, C. 34
Canada, women entrepreneurs 54–62
   financial capital 65–6
   funding 71–80
   growth orientation 60–62
   human capital 62–4
   motivations 66–9
   performance 58–60
   strategic choices 70–71
   support for 80–81
Caputo, R.K. 193
Carpenter, R.E. 205, 210
Carsky, M. 191
Carter, N.M. 190, 191, 192, 212
Carter, S. 326, 353
Chaganti, R. 213
childcare, and women’s entrepreneurship
   Denmark 108
   Germany 145
Christensen, J.L. 107
Cliff, J.E. 60–61, 63, 64, 65, 69, 70,
   72–3, 78, 209, 213–14, 355
Cole, R.A. 191
Coleman, J. 117
Coleman, S. 191, 195
construction industry, Bulgaria 234,
   242–54
control preferences and financing
   options 78, 213–14, 222–3, 227,
   296
Cooper, A.C. 214, 354
CORporate career and entrepreneurship,
   Australia 46
Cressy, R. 206, 212, 213, 227
Cultural barriers, women entrepreneurs
   Germany 145–6
   US 196
Danis, W.M. 237
Davidsson, P. 355
de Bruin, A. 259
debt funding
   disadvantages 221–2
   New Zealand 296
   and SME growth, Australia 209–10
   UK 373–4
   see also bank funding
demand-side issues, women
   entrepreneurs
   Australia 32–41
   Canada 62–71
   Denmark 97–106
   Finland 116–23
   Germany 135–42
   Norway 160–65, 178
   US 187–95
DeMartino, R. 193
Denmark
   entrepreneurship 88
   labour force 89–91
   women entrepreneurs 88–109
      financial capital 97–9
      government support 107–8
      growth orientation 95–7
      human capital 100–103
      motivation 103–4
      social capital 99–100
      strategic choices 104–6
Devine, T.J. 193
Diana Project International 3–22, 254,
   284, 315, 332, 383
discouraged borrower syndrome 205–6,
   222
discrimination, financial
   Germany 137–8
Index

US 195–6
Döbler, T. 137
doers 131
Dolinsky, A. 193
dreamers 131
Drucker, P. 259
Dupuis, A. 259
early stage expansion financing, Ireland 270
earnings, Finland
women 117
women entrepreneurs 124–5
East Germany, women’s
trepreneurship 130; see also
Germany
economic performance, Northern Ireland 310–13
education
about entrepreneurship, Norway 177
entrepreneurs
Australia 37
Bulgaria 248
Canada 63
Norway 155–6, 162–4
women
Denmark 100–102
Finland 124
women entrepreneurs
Finland 118
Germany 136
US 188
education system shortcomings,
Australia 35, 49
employment, see labour force
trepreneurial characteristics
and business growth 8–9, 235–6
and funding, Ireland 273
see also human capital
entrepreneurs
characteristics, see entrepreneurial
cracteristics
definition 92, 93
women, see women entrepreneurs
entrepreneurship
Australia 27
Bulgaria 242–54
Canada 53
Finland 114
and gender, see gender
Germany 128
Ireland 261
motivation, see motivations for
trepreneurship
New Zealand 286–7
Slovenia 332–44
and transition economies 232–4
US 184–5
see also women’s entrepreneurship
equal opportunities, private sector,
Norway 174–5
essentialism 376
ethnic minority businesses and networks,
Australia 34–5
EU Seed and Venture Capital Measure 266
Europe, women’s entrepreneurial
activity 308–9
experience, entrepreneurs
Bulgaria 248
women
Denmark 102–3
Norway 163–4
US 188
export potential, and funding decisions,
Northern Ireland 322
exporting rates, female entrepreneurs,
Canada 71
external finance
attitudes to 77–8, 138–9, 219–28
and growth 10, 205–6, 209–23
see also bank funding; venture
capital
Fabowale, L. 75, 79
factoring and growth funding 298
family–work balance, motivation for
trepreneurship 193
Fay, M. 37, 285, 380
Fehrenbach, S. 131
female entrepreneurs, see women
trepreneurs
female entrepreneurship, see women’s
trepreneurship
gale-headed firms, see women-owned
businesses
finance
criteria, Northern Ireland 322–3
for entrepreneurship, Ireland 264–80
Index

SMEs
and growth 205–6, 209–33
Northern Ireland 313
women entrepreneurs
Australia 42–4
Germany 137–40, 142–3, 147
Ireland 259–60, 264–80
New Zealand 295–9
Northern Ireland 309–10, 313–26
Norway 165–73, 177–8
see also bank funding; financial capital; venture capital
finance gap, small firms
Australia 42–4, 226–7
Ireland 265
financial barriers, women entrepreneurs,
US 195–6
financial capital
gender differences
Bulgaria 249
Spain 357–8
UK 387
and growth potential 237–8
women entrepreneurs 353–4
Australia 32–3
Denmark 97–9
Finland 116–17
Norway 160
transition economies 252
US 190–92
financial characteristics and funding decisions, Ireland 274
financial strategies, gender differences
Canada 71–4, 76–9
Germany 138–40
US 191
financial support programs and women entrepreneurs, Germany 138
Finland
labour force 112
women’s entrepreneurship 112–25
financial capital 116–17
financing 123
human capital 118–19
personal goals 119–20
social capital 117–18
strategic choices 120–25
firm growth, see growth
firm resources, effect on business growth 9–10
firm size, see size of businesses
Fischer, E.M. 58, 59, 63, 68–9, 70, 188, 189
Forfas Report 265
Foss, L. 160–63
Fox, M.A. 213
funding, see finance
Gatewood, E.J. 192
gender
and bureaucracy 378
and business ownership 376–9
and employment
Australia 23–4, 44
Denmark 89–91
Norway 155–6, 173–5
Spain 350–51
and entrepreneurial networks, Norway 160
and entrepreneurship 5–7, 330–31, 376–9
Australia 206–10
Canada 58–71
Denmark 89–91
Finland 114–15
Ireland 263
Slovenia 332–44
and financing 373–4
Australia 47
Canada 71–80
Denmark 97–8
UK 379–88
and firm growth
Australia 209–10, 227–8
Bulgaria 250–51
Canada 58–62
Denmark 96–7
Spain 362–4
and resource availability, Spain 348–66
gender discrimination, Germany 145
gender equality, private sector, Norway 173–5
gender pay gap, Finland 117
gender polarization 377
Germany
entrepreneurship 128
women’s entrepreneurship 129–48
financing 137–40, 142–3
human capital 135–6
Index

social capital 140–42, 143–5
social context 145–6
GIF (Growth and Innovation Framework), NZ 287
Global Entrepreneurship Monitor (GEM)
goals
effect on financing decisions 298–9
and SME growth 213
women entrepreneurs
Australia 37–9
Finland 119–20
Norway 164
US 192–4
see also growth orientation;
motivations for entrepreneurship
government funding for entrepreneurship
Ireland 265
Norway 169, 173
women, Finland 123
government policies and entrepreneurship
Australia 49
Denmark 107–8
New Zealand 287–8, 303
Greene, P.G. 309, 373
Greve, A. 161
Grisé, J. 60, 67, 68
Group Support System (GSS) focus
groups 215
Growing an Innovative New Zealand
287
growth 331–2
and finance 10, 205–6, 209–33
and gender, see gender and firm growth
through retained earnings 296
women-owned businesses 7–10
Bulgaria 241
Canada 59–60
transition economies 233–4
see also growth orientation, women entrepreneurs
growth orientation, entrepreneurs
Canada 60–62
Denmark 95–7
and gender differences in financing 78
Germany 133–5
Slovenia 336, 339, 342–3, 344
transition economies 253–4
growth orientation, women entrepreneurs
Australia 30–32
Finland 115–16
Norway 158–60
US 186–7
growth potential
entrepreneurial ventures 235–8
and funding decisions, Northern Ireland, 322
Growth and Innovation Framework (GIF), New Zealand 287
GSS (Group Support System) focus
groups 215
guarantee arrangements, banks, women-led businesses, Northern Ireland 319–20
Guerin, C. 29, 34
Gundry, L.K. 192
Haines, G.H. 75, 80
Hall, S. 299–302
Hamilton, R.T. 213
Hart, M. 312
Haynes, D.C. 191
Haynes, G.W. 191, 195
Hede, A. 44
Hisrich, R.D. 191, 192, 195
Hofstede, G. 29
Hogarth-Scott, S. 59, 61, 62
Holst, E. 145
housebank relationship, Germany 139–40
Hughes, K.D. 60, 66, 67–8, 69
human capital, entrepreneurs 8
Bulgaria 248–9
Canada 62–4
and growth potential 235–6
Spain 356–7
human capital, women entrepreneurs 352
Australia 35–7
Denmark 100–103
Finland 118–19
Germany 135–6
Index

Norway 162–4
  transition economies 252
US 188–9
Huse, M. 314
Hutchinson, R.W. 213

income, female-owned businesses,
  Canada 59
industry experience, see experience,
  entrepreneurs
industry sectors, see strategic choices
informal financing
  Ireland 265
  New Zealand 288–9
information sources, VC firms, and
  women’s access to funding 321–2
Innovation Norway 169, 173
institutional barriers, women
  entrepreneurs, US 195–6
institutional financial resources, effect
  on business growth 10
InvestNI 311–12
Ip, D. 34
Ireland
  economy 260–61
  entrepreneurship 261
  finance for entrepreneurs 264–80
  women’s entrepreneurship 262–4
Ireland, Northern, see Northern Ireland
Isaksen, E. 158

Jennings, P.D. 63, 64, 65, 70, 72–3
Jungbauer-Gans, M. 135

Kalleberg, A.L. 192
Kanter, R.M. 377–8
Karlsen, U.D. 174
Kehlbeck, H. 138
Kelly, G.A. 380
Knife 267
Koch, D. 95
Kolvereid, L. 158, 336
Kon, Y. 205–6, 222, 226
Kovalainen, A. 119–20

labour force
  Australia 23–7
  Denmark 89–91
  Finland 112
  Norway 154–7

women
  Australia 23–4
  Finland 113–14
  Ireland 262
  New Zealand 285–6
  Spain 350–51
  UK 375–6
Landström, H. 205, 314
Lee-Gosselin, H. 60, 67, 68
Leicht, K.T. 192
lending institutions
  and women entrepreneurs, US 191
  see also bank funding
Levenson, A.R. 205
Lever-Tracy, C. 34
Liao, J. 336
lifestyle and funding choices, Northern
  Ireland 325
Living Nature 299–302
Ljunggren, E. 158, 164
loans
  government funded scheme, Finland
    123
  guarantee schemes for women,
    Australia 32–3
  reasons for refusal 222
  see also bank funding
Lyles, M.A. 237
management, women in, Norway 155
Manev, I.M. 237
marketing, banks, and women’s access
  to funding 321
Markman, G.D. 99
Mason, C. 325
maternity leave, Denmark 108
Matthews, C.H. 214
McGregor, J. 284
media portrayal of women entrepreneurs,
  Germany 146
Meredith, G.G. 43
Michaelas, N. 206
micro-credit programs, Germany 138
micro-firms, Germany 130–31
migration and entrepreneurship,
  Australia 30
Mikrokredit program, Germany 138
Mirchandani, K. 148
Moore, D.P. 213
motivations for entrepreneurship 334–6
Index

effect on business growth 9
Germany 132–3
Slovenia 341–2
women
Bulgaria 241
Denmark 103–4
and financing decisions 298–9
Finland 119–20
Norway 164
transition economies 233
US 192–3
see also goals
Mukhtar, S.-M. 213

nascent entrepreneurs, Germany 131–2
necessity-based entrepreneurship 38–9,
334–5
Australia 37–9
Germany 132–3
Slovenia 340–41
networking, effect on funding, Northern
Ireland 325–6
networks, women entrepreneurs
Australia 33–5
Denmark 99–100
Finland 117–18
Germany 140–42, 143–5
Norway 160–62
US 189–90
new enterprise owners, Denmark 92–3
New Zealand
SME funding 287–9
venture capital 289–304
women entrepreneurs 284–304
New Zealand Venture Investment Fund
(VIF) 288, 293
Newby, R. 215, 227
newly founded businesses, definition
91–2
Nielsen, B. 93
Northern Ireland
economic performance 310–12
finance for small businesses 313–26
women’s entrepreneurship 312–13
Norway
labour force 154–7
venture capital 165–73
women entrepreneurs 157–60, 173–8
financial capital 160
goals 164
human capital 162–4
sectoral choices 164–6
social capital 160–62
Nucci, A. 188
O’Brien, M. 195
O’Reilly, M. 312
Olofsson, C. 212–13
ongoing operations, gender differences
in financing, Canada 73–4
opportunity-based entrepreneurship
38–9, 334–5
Australia 37–9
Slovenia 340–41
Orser, B. 59, 61, 62, 69
parental leave, Norway 175–6
part-time work, Norway 154–5
Peng, M.W. 236
perceived opportunities, Slovenia 335
performance
and gender, entrepreneurs, Bulgaria
250–51
influence of resources 354–5
women-led firms, Germany 131
see also growth
Personal Construct Theory 380
personal goals, see goals; motivations
for entrepreneurship
personal investment in business, women,
Northern Ireland 322–3
personal sources, start-up financing,
Canada 71
Peterson, B.C. 205, 210
Pettersen, L.T. 160, 164
Piorkowsky, M.-B. 138
Policy
for innovation, New Zealand 287–8
on women entrepreneurs
Canada 83–4
Norway 176–7
Preisendörfer, P 135
Prime Minister’s Task Force on Women
Entrepreneurs, Canada 81–2
private capital industry, New Zealand
287–304; see also venture capital
private sector
equal opportunities, Norway 173–5
and work–family rights, Norway
174–5
private venture capital, women entrepreneurs, Norway 167–9
Prometheus Ethical Finance 300
pull entrepreneurial factors 38–9; see also opportunity-based entrepreneurship
push entrepreneurial factors 38–9; see also necessity-based entrepreneurship
qualifications, see education
racism and business networks, Australia 34–5
Rangelova, R. 236
Reese, P.R. 189
relationship lending 139–40, 226
Renzulli, L.A. 189–90
rescue financing, Ireland 271
research issues
Canada 82–3
Denmark 108–9
Norway 177–8
women’s entrepreneurship, Germany 147–8
resources
and growth potential 235–8
and performance 354–5
revenue, female-owned businesses, Canada 58–9
Riding, A.L. 69, 75
risk attitudes
gender differences
Australia 224
US 193–4
and human capital 163
and SME growth 213–14
Roalsø, K.M. 174
Roffey, B.S. 28, 32, 43
role models
for entrepreneurs, lack of, Australia 35
for women, Germany 146
women entrepreneurs, Finland 124
Rosen, B. 195–6
Rosenfield, R.A. 154
Salaff, J.W. 161
sales level, female-owned businesses, Canada 58–9
Schneider, U. 138
sector preferences for funding, Northern Ireland 320–21
sectoral choices, see strategic choices
seed financing, Ireland 270
Seed and Venture Capital programme, EU 266
self-employment
definition 92
Denmark 89–90
Norway 155
women, Canada 54–5
see also entrepreneurship
semi-private venture capital, women entrepreneurs, Norway 168–9
Sexton, D.L. 192, 194
Shane, S. 336
Shepherd, D. 236, 237
Silver, L. 212–13
size of businesses
Canada 58
Germany 130–31
UK 386–7
US 186
Slovenia, entrepreneurship 332–44
small business policy agenda, Canada 80
small firm finance gap, Australia 42–4
small and medium enterprises (SMEs)
Australia 206–10
Bulgaria 239
funding and growth 205, 210–28
growth 210–14
Northern Ireland 311
SME Financing Data Initiative 81
social attitude to women, effect on entrepreneurship, Germany 145–6
social capital
tenenteurs, Finland 117–18
gender differences 352–3
Bulgaria 249–50
Spain 357–8
and growth potential 236–7
women entrepreneurs 352–3
Australia 33–5
Denmark 99–100
Finland 117–18
Germany 140–42, 143–5
Norway 160–62
transition economies 252–3
US 189–90
social context and women’s entrepreneurship
Germany 145
Ireland 262
Norway 173–5
social network theory 378–9
Soutar, G. 31
Spain
small firm resources and gender
351–66
women’s entrepreneurship 349–50
Special Report on Women in Small Business (Australian Bureau of Statistics) 45
Staber, U. 59, 64, 65
Stark, M. 325
start-up finance
Bulgaria 239, 241
Canada 71–3
Ireland 265–6, 270
Northern Ireland 313
Startgeld program, Germany 138
Stevenson, L.A. 188
Stilt, L. 28, 29, 31, 34, 38, 39
Stokes, D. 215
strategic choices, women entrepreneurs
Australia 39–41
Denmark 104–6
Finland 120–23
and funding, Northern Ireland 324–5
Germany 130
and growth, transition economies
233–4
Norway 164–5
US 194–5
Strohmeyer, R. 136
success, perceptions of, women entrepreneurs 355
supply-side issues, women entrepreneurs
Australia 42–4
Canada 74–80
Denmark 106–7
Finland 123
Germany 142–5
Northern Ireland 315–23
Norway 165–73, 177–8
support agencies, business funding,
Ireland 270–78
Swift, C.S. 75
tall poppy syndrome, Australia 45
tax policies, effect on women’s entrepreneurship, Germany 145
TEA (total entrepreneurial activity)
New Zealand 286
Norway 156
time devoted to business, Spanish entrepreneurs 354, 358
total early-stage activity (TEA) 286
total entrepreneurial activity (TEA)
gender gap 6
Norway 156
training, women entrepreneurs, Australia 35–7
transactions-based lending 226
transition economies
and entrepreneurship 232–4
financial capital and growth potential 238
human capital and growth potential 236
social capital and growth potential 237
see also Bulgaria; Slovenia
turnover, women-led firms, Germany 131
Tweed, D. 284
Tyebjee, T.T. 210, 212
Udell, G.F. 212
United Kingdom
bank lending, effect of gender 379–88
women’s entrepreneurial activity 309, 375–6
United States
entrepreneurial activity 184
women’s entrepreneurship 184–98, 308
barriers to 195–6
financial capital 190–92
human capital 188–9
motivations 192–4
social capital 189–90
strategic choices 194–5
Van den Ven, A. 354
Venkataraman, S. 354
venture capital
funding decision criteria, Northern Ireland 322–3
Germany 140
Index

Ireland 266–8, 270–79
New Zealand 284–5, 287–304
and women entrepreneurs 373
Denmark 106–7
Finland 116
Germany 142–3
Northern Ireland 317–26
Norway 165–73
venture catalyst market, New Zealand 295
venture concept, effect on business growth 9
Venture Investment Fund, New Zealand (VIF) 288, 293
Vesalainen, J. 125
Victorian Women’s Trust 32–3
VIF (New Zealand Venture Investment Fund) 288, 293
Walker, E. 32, 33
Watson, J. 227
Welsch, H. 192, 336
West Germany, women’s entrepreneurship 129–30; see also Germany
Wilklund, J. 235–6, 237
Willard, K.L. 205
Williams, L. 37, 285, 380
Williams, M. 191
Winborg, J. 205
Wolken, J.D. 191
women
earnings, Finland 117
and employment, see labour force, women
networks, see networks, women entrepreneurs
in the venture capital industry, New Zealand 294–5, 304
women entrepreneurs
Diana Project International 4–7
and funding, see finance, women
entrepreneurs
growth orientation, see growth orientation, women entrepreneurs
and InvestNI 311–12
see also women’s entrepreneurship
‘Women Entrepreneurship Centers’, Finland 118
women-owned businesses
as good investment risk 79–80
growth factors 7–10
as target for funding 323
US 185–7
women’s entrepreneurship
Australia 27–50
Bulgaria 239, 241
Canada 54–84
Denmark 88–109
East Germany 130
Europe 308–9
Finland 112–25
Germany 129–48
Ireland 262–4
New Zealand 284–304
Northern Ireland 312–13
Norway 157–78
Slovenia 333–4
Spain 349–50
transition economies 232–4
UK 375–6
US 184–98
West Germany 129–30
see also women entrepreneurs
work–family rights, Norway 174–5
work–family roles, Bulgaria 248–9
workforce, see labour force

Yellow Pages Australia, study of gender differences in entrepreneurship 43, 48