

Maria Lauxen-Ulbrich / René Leicht (2004):

Second Statistical Overview –
National Report on Women
(Start-Up)Entrepreneurs and
Female Self-Employment in Germany

Project: Statistics on Women (Start-up)Entrepreneurs and
Self-Employed Women
(Statistiken über Gründerinnen und selbständige Frauen)

 **ifm**
institut für mittelstandsforschung

UNIVERSITÄT
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WWOE 
Women Way of Entrepreneurship

The Small Business Research Institute (ifm) at the University of Mannheim is carrying out a project "Statistics on Start-up Entrepreneurs and Self-employed Women" which is a component of the EQUAL Development Partnership „Women Way of Entrepreneurship“. Within the framework of the Community Initiative EQUAL the project is co-financed through the European Social Fund and the German Ministry of Economics and Labour.

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Introduction

Even though the number of self-employed women increased over the past two decades—in Germany as well as in many other European countries—entrepreneurship is nevertheless still male-dominated (OECD 2000a, 2000b; Lohmann 2001). The female share in self-employment varies between a quarter and a third. Furthermore, in Germany for a very long time women’s self-employment rate (percentage of all working women) remains only half of the men’s rate (Leicht/ Lauxen-Ulbrich 2004). In addition, comparative research across countries stated, that gender-specific differences in personal and business characteristics as well as business survival and performance did not change fundamentally over time (McManus 2001).

Starting from the assumption that behind the underrepresentation of women in self-employment slumbers a great potential for new business creation and—from another point of view—the gender gap in self-employment gives reason to promote women’s entrepreneurial activities, politicians, associations, chambers, and in particular consulting agencies, are looking for more information about the shape and characteristics of female entrepreneurship.

Despite of intensified research in female entrepreneurship especially in the US—but less in Germany—, one of the main recommendations of the 2nd OECD conference “Women Entrepreneurs in SMEs” in 2000 was to improve statistical knowledge about female self-employed and business owners in all countries, if possible in an internationally comparable way. Especially in Germany, there is a lack of gender-related data and research on business ownership and self-employment—at least in relation to other countries.

Therefore the project “Statistics on Women Start-up Entrepreneurs and Self-Employed Women”,¹ (which is part of the Development Partnership “Women Way of Entrepreneurship”) aims to identify, to gather and to analyse entrepreneurship- and gender-related data. Always looking up to the structure and development of female entrepreneurship and the questions, who are the (new) self-employed women, what are the special circumstances and factors that lead women to enter self-employment, and in which way do they differ from their male counterparts—or to make it clear: what characteristics could be seen as specific “women way” running an own business—, the project wants to point out and to document

- gender specific characteristics and trends in self-employment as well as in nascent entrepreneurship
- socio-demographic characteristics of self-employed women
- business characteristics of enterprises led by women or men and
- gender specific determinants of entry into self-employment.

That means data should come up to the demand that all information about self-employed women and female entrepreneurship must be comparable to their male counterparts and to women in wage-and-salary employment.

¹ In German: Teilprojekt „Statistiken über Gründerinnen und selbständige Frauen“.

Annotations to the document on hand:

This document with tables and figures represent the second step towards a continuous report on self-employment and entrepreneurship of women. The information is based on a “**list of indicators and variables**” which are conceptualized by the transnational partners in the EQUAL Development Partnership WVOE (see <http://www.wwoe.org/html/deu/login/index.html>).² In addition, we enlarged that compulsory programme with further tables and figures.

Contents:

With a gender view the following comprises:

- Chapter 1 gives information about the German labour market in general
- Chapter 2 deals with information about self-employment and start-ups
- Chapter 3 attends to self-employment in certain EU-countries, especially that of the involved transnational project-partners.

Changes compared to First Statistical Overview (Lauxen-Ulbrich/ Leicht 2003)

Chapter 1: General Labour Market Information

- Part-time work increased again, while full-time work declined more among women than among men (fig. 1.4)

Chapter 2: Self-Employment and Start-ups in Germany

- Female self-employment increased more than male self-employment (fig. 2.1b)
- At the same time self-employment rates are growing slowly (fig. 2.2)
- There are lower female self-employment rates in East-Germany and higher female and male self-employment rates in urban service-centres (fig. 2.3a+b)
- Self-employed women as well as men show low growth by „upper secondary school“ (fig. 2.6b)
- There are more self-employed women in the age of 15-24, 45-54 and 55-64 (fig. 2.7), men not that much
- Home-based work increased again for women and for men (fig. 2.12a+b)
- There are moderate decline from female start-ups in trade, moderate increase in business related services (fig. 2.16)

² In Sardinia the research subgroup discussed the aims of a cross-national comparison and what data / information should be gathered and commented by each project-partner. At the end their was a commitment about a list of indicators. Due to the recommendation of the steering committee (June 2003 in Sweden) the Belgian and German partners met together in Köln (on 15th July) to clarify which indicators and variables should be taken (and available) for the transnational comparison and national reports.

General Labour Market Information

Chapter 1: General Labour Market Information

Figure 1.1: Basic Facts about the German Labour Market: Working Age 15-64 yrs

	1991		1995		1999		2003	
	in thou-	% of total	in thou-	% of total	in thou-	% of total	in thou-	% of total
	sands	population	sands	population	sands	population	sands	population
<i>Women</i>								
Employed	15436	57,0 ²⁾	14983	55,1 ²⁾	15019	55,8 ²⁾	15963	60,0 ²⁾
Unemployed ¹⁾	1389	5,1	2042	7,5	1873	7,0	1985	7,5
= Labour force	16825	62,1 ³⁾	17025	62,6 ³⁾	16892	62,8 ³⁾	17948	67,5 ³⁾
Not in labour force	10254	37,9	10192	37,4	10008	37,2	8646	32,5
Total population	27079	100,0	27217	100,0	26900	100,0	26596	100,0
Unemployed ¹⁾ in % of labour force	8,3		12,0		11,1		11,1	
empl. women in % of all employees	41,6		41,9		41,7		44,1	
<i>Men</i>								
Employed	21689	78,4 ²⁾	20744	73,9 ²⁾	20435	73,6 ²⁾	19622	70,5 ²⁾
Unemployed ¹⁾	1247	4,5	1986	7,1	2115	7,6	2620	9,4
= Labour force	22936	82,9 ³⁾	22730	81,0 ³⁾	22550	81,2 ³⁾	22242	79,9 ³⁾
Not in labour force	4727	17,1	5340	19,0	5214	18,8	4988	17,9
Total population	27663	100,0	28070	100,0	27764	100,0	27825	100,0
Unemployed ¹⁾ in % of labour force	5,4		8,7		9,4		11,8	

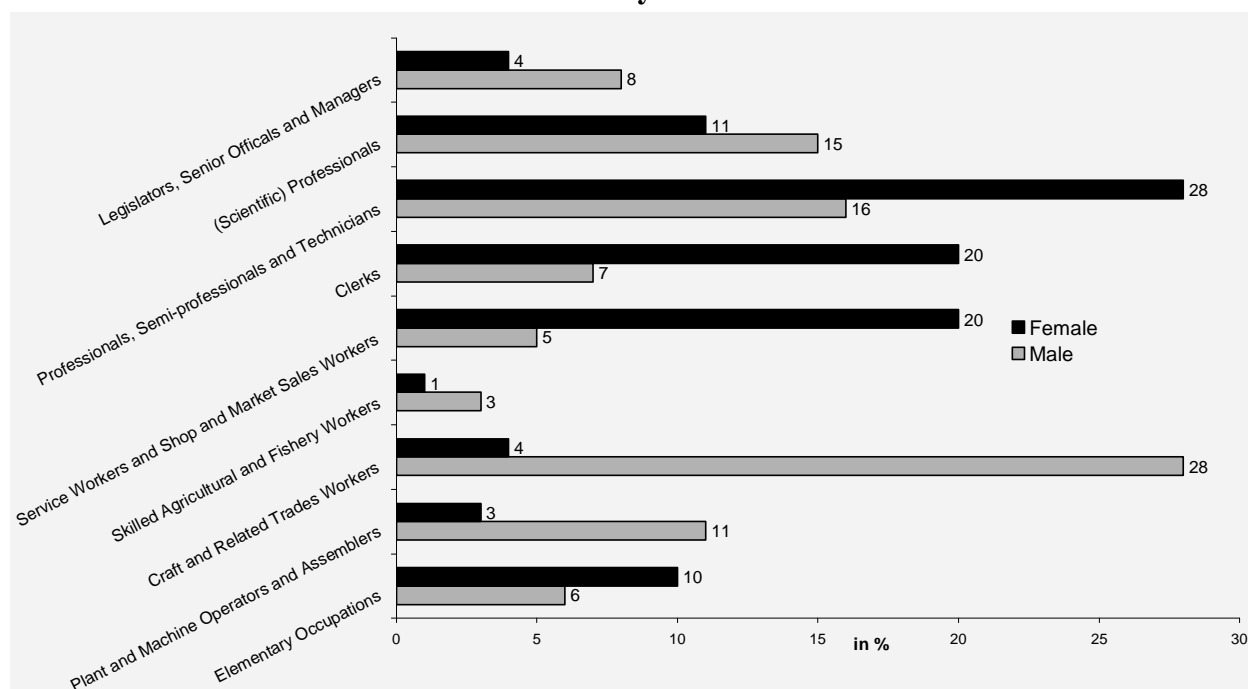
1) Unemployed persons are those who, during the reference week had actively sought employment at some time during the previous for weeks. In addition, unemployed persons include those who had no employment and had already found a job to start later.

2) Activity rate: wage and salary earners

3) Labour force participation rate

Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Figure 1.2: Distribution of Employed Persons by Occupation*) and Gender in Germany 2002



*) International Standard Classification of Occupation.

Source: Eurostat (LFS), own calculations ifm University of Mannheim

Chapter 1: General Labour Market Information

Figure 1.3a: Distribution of Employed Persons by Industrial Sector and Gender in Germany 2003 (in thousands)

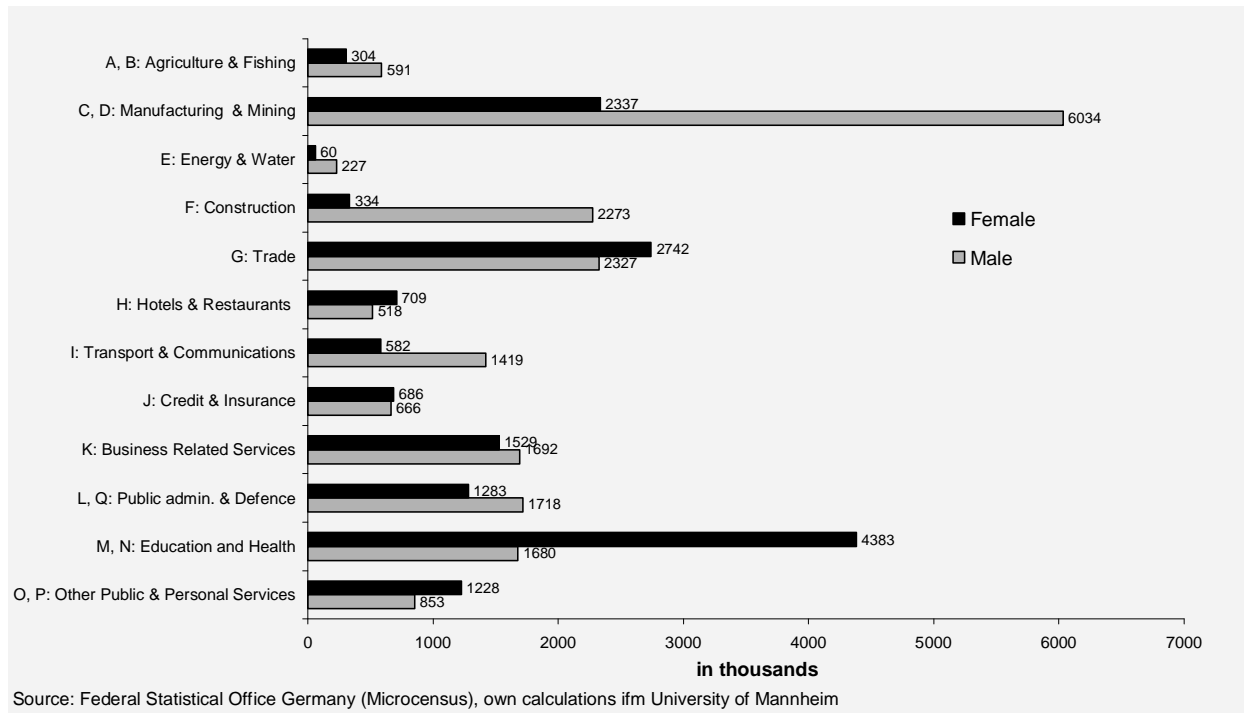
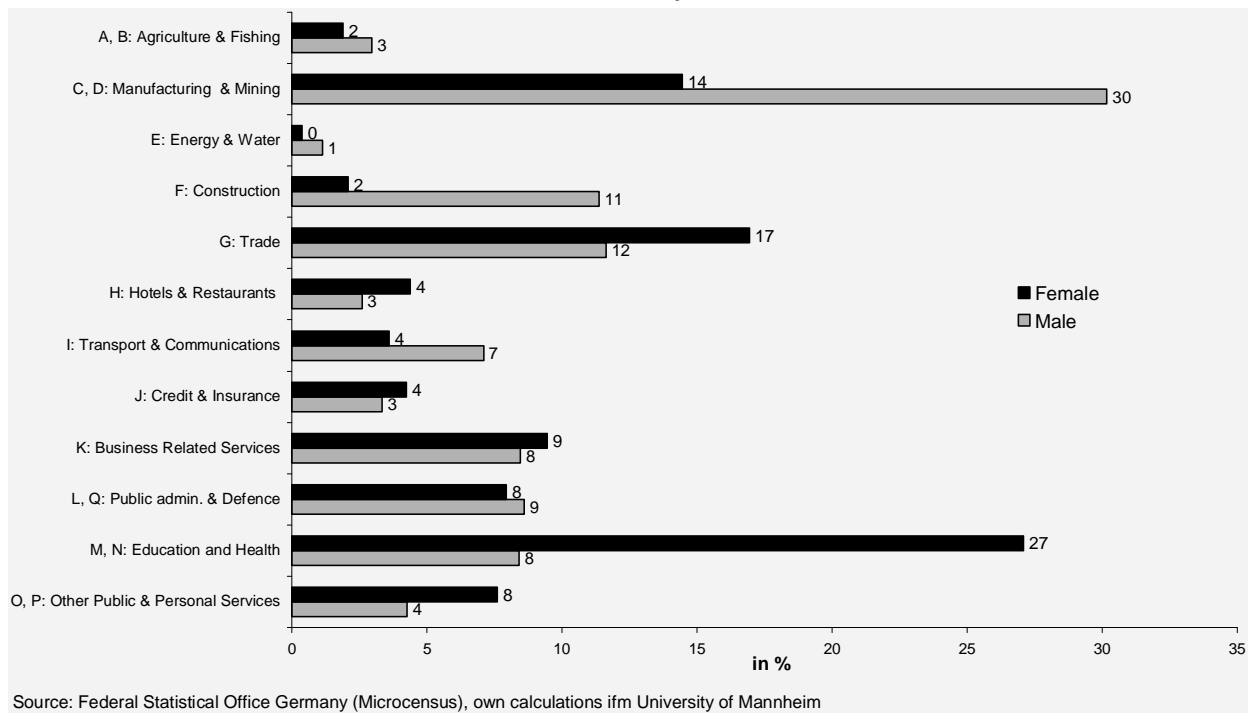


Figure 1.3b: Distribution of Employed Persons by Industrial Sector and Gender in Germany 2003 (in %)



Chapter 1: General Labour Market Information

Figure 1.4: Full-Time¹⁾ and Part-Time Employment by Gender in Germany

	1996		2003	
<i>Women</i>				
	in thousands	column-%	in thousands	column-%
Full-time	9945	65,1	9246	57,2
Part-time	5331	34,9	6930	42,8
<i>Men</i>				
Full-time	19764	95,5	18554	92,8
Part-time	942	4,5	1442	7,2

1) Full-time is defined as more than 32 hours a week.
 Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

**Figure 1.5: Economic Activity of Single Parent Households*
 by Gender in Germany 2002**

	Women		Men		Total	
	in thousands	column-%	in thousands	column-%	in thousands	column-%
Employed	1538	60,5	437	72,1	1975	62,7
Unemployed	309	12,2	58	9,6	367	11,7
Not in labour force	696	27,4	111	18,3	808	25,7
Total	2543	100,0	606	100,0	3149	100,0

*) Mothers and fathers with children of full age are also counted as single parent households - Including cohabiting
 Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Figure 1.6: Employed Persons by Marital Status and Gender in Germany 2003

	Women		Men		Total	
	in thousands	column-%	in thousands	column-%	in thousands	column-%
Married	9519	58,8	11992	59,0	21510	58,9
Unmarried	6660	41,1	8004	39,4	14662	40,1
Total	16176	99,9	19996	98,3	36172	99,0

Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Chapter 1: General Labour Market Information

Figure 1.7: Employed Persons by Household Configuration and Gender in Germany

	Women	Men	Total
Single-Household ¹⁾	19	20	20
Single-Parent ²⁾	6	1	3
Couple without children ³⁾	42	41	41
Couple with children ⁴⁾	34	39	36
Total	100	100	100

1) Without child(ren) (under the age of 18) and without partner in the household

2) Single mother or father living with child(ren) (under the age 18) in the household

3) Cohabited and married couples in household without child(ren) (under the age of 18)

4) Cohabited and married couples in household with children (under the age of 18)

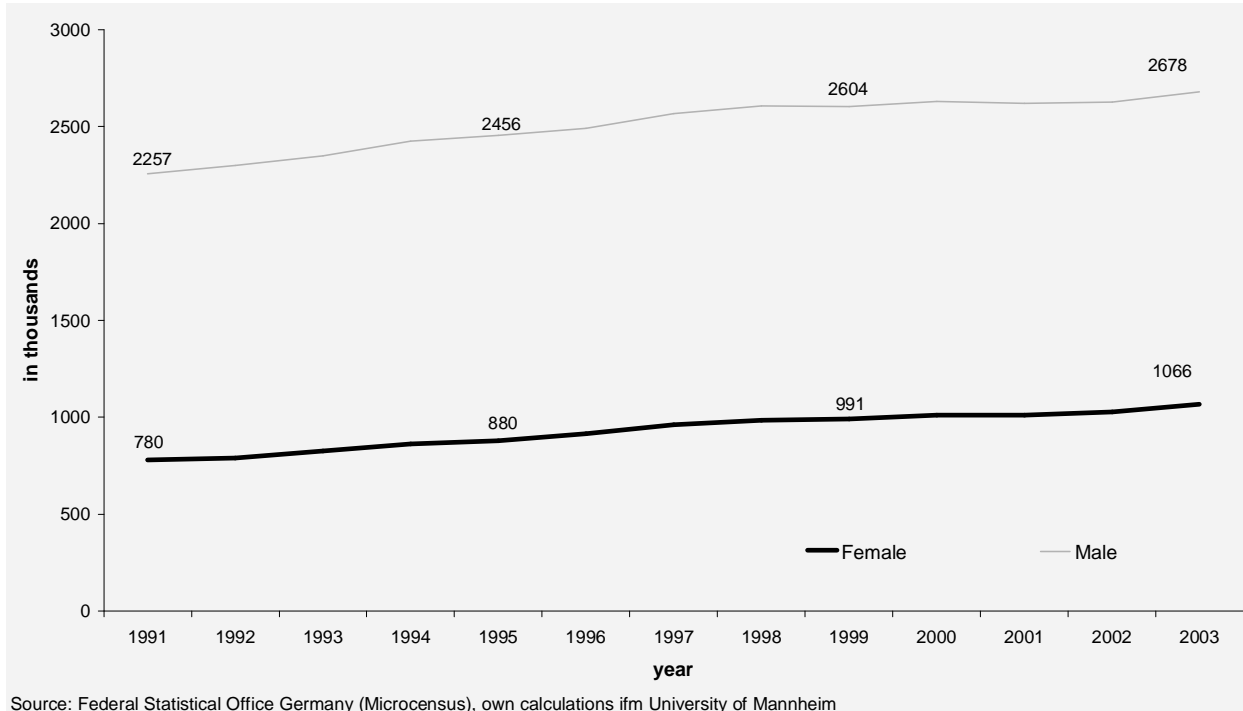
Source: Federal Statistical Office Germany (Microcensus 2000, 70%-subsample), own calculations ifm University of Mannheim

Self-Employment and Start-Ups in Germany

Chapter 2: Self-Employment and Start-ups in Germany

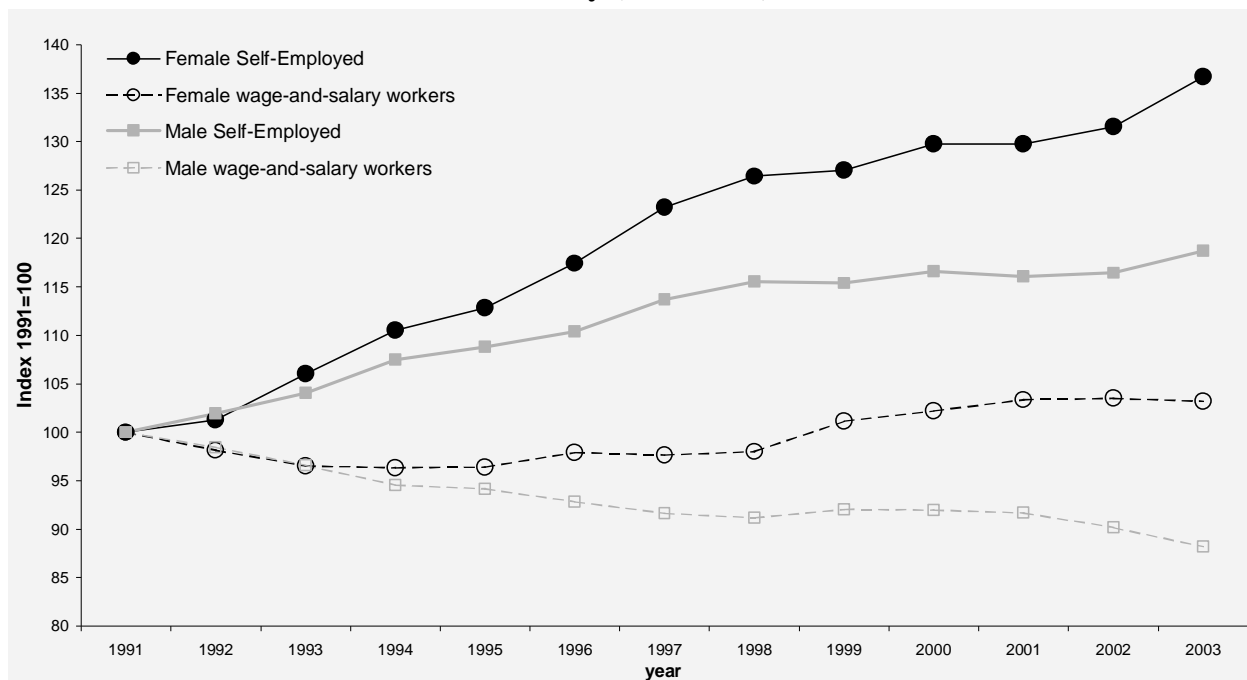
Self-Employment:

Figure 2.1a: Absolute Development of Self-Employed Persons by Gender in Germany (1991-2003)



Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

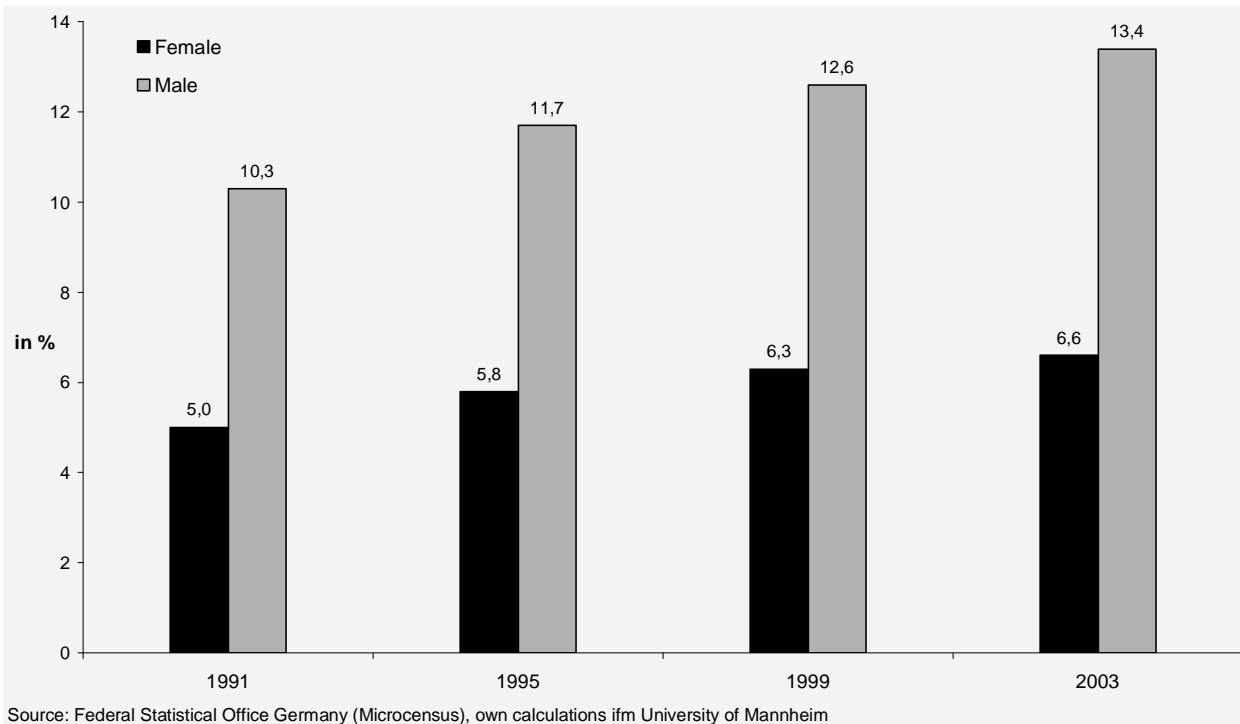
Figure 2.1b: Relative Development of Self-Employed Persons by Gender in Germany (1991-2003)



Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

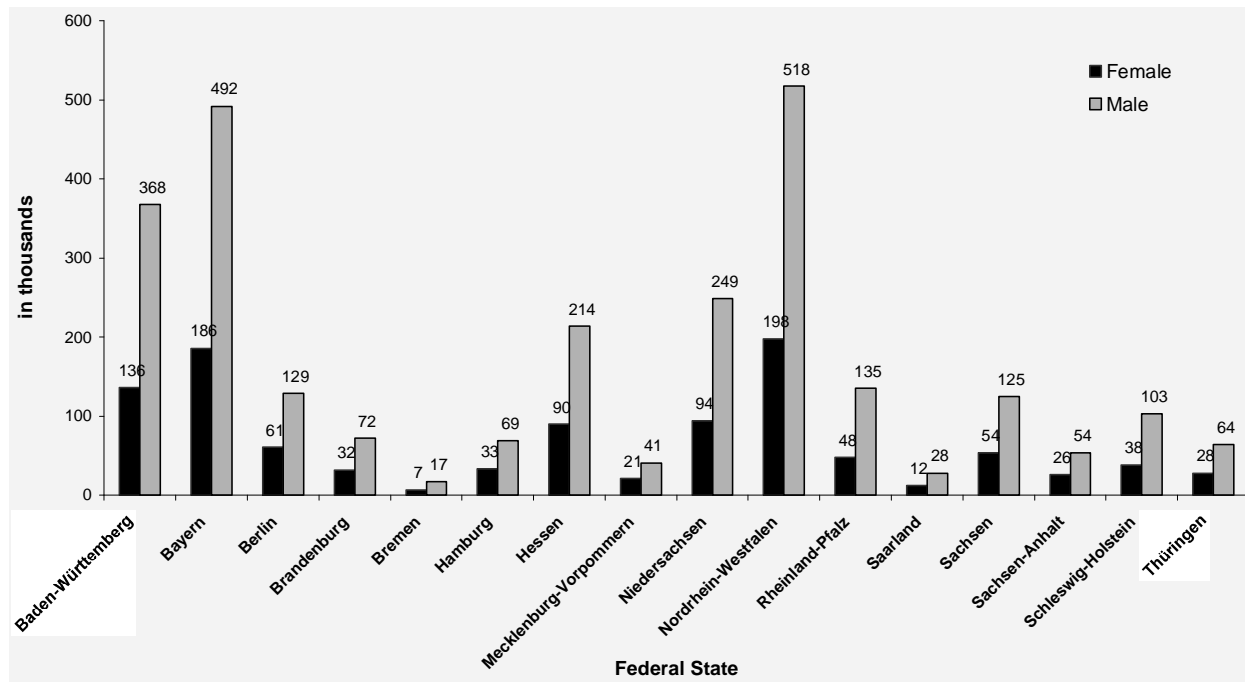
Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.2: Self-Employed Persons in % of Workforce by Gender in Germany



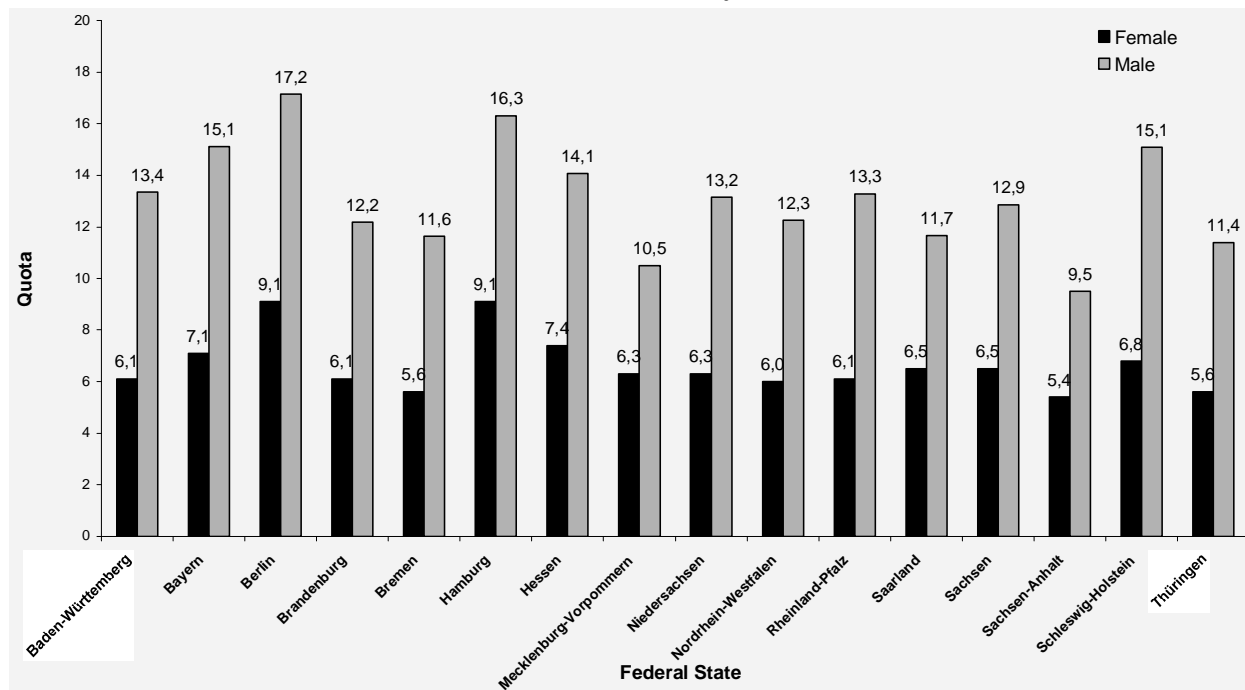
Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.3a: Number of Self-Employed Persons in Federal States by Gender in Germany 2003



Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Figure 2.3b: Self-Employed Persons in % of Workforce by Federal States and Gender in Germany 2003



Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.4: Distribution of Self-Employed Persons by Occupation*) and Gender in Germany 2002

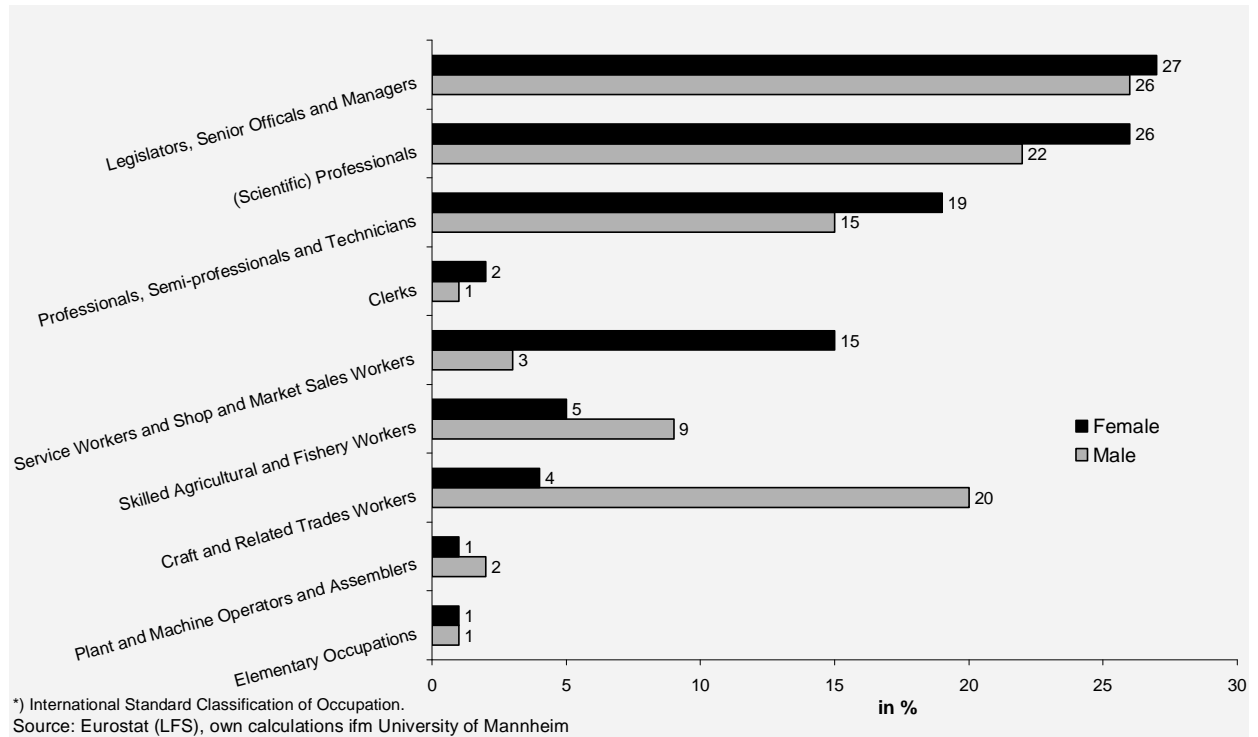
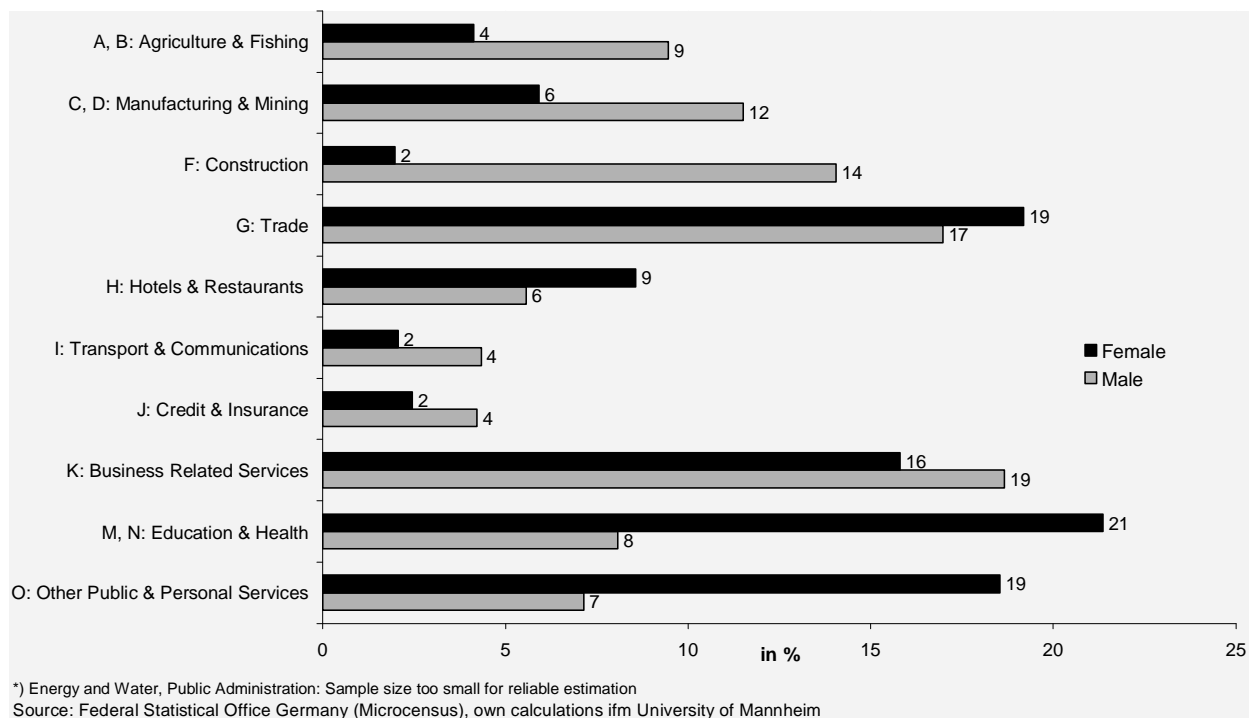


Figure 2.5: Distribution of Self-Employed Persons by Industrial Sector*) and Gender in Germany 2003



Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.6a: Self-Employed Persons by (International Standard Classification of) Education and Gender in Germany 2002

	High	Medium	Low	Not reported / no certificate	Total
Women	35	52	10	4	100
Men	43	46	7	4	100

Source: Eurostat (LFS), own calculations ifm University of Mannheim

Figure 2.6b: Self-Employed Persons by School Education and Gender in Germany 2003

	Upper Secondary School*)	Intermediate leaving certificate	Lower Secondary School	Not reported / no certificate	Total
Women	40	30	24	6	100
Men	37	25	31	6	100

*) in German: Fachhochschul-/Hochschulreife

Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Figure 2.6c: Self-Employed Persons by Third Level Education and Gender in Germany 2003

	Third level education*)	All others	Not reported / no certificate	Total
Women	26	56	18	100
Men	26	59	15	100

*) in German: Fachhochschul-/Hochschulabschluss

Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.7: Distribution of Self-Employed Persons by Age and Gender in Germany 2003

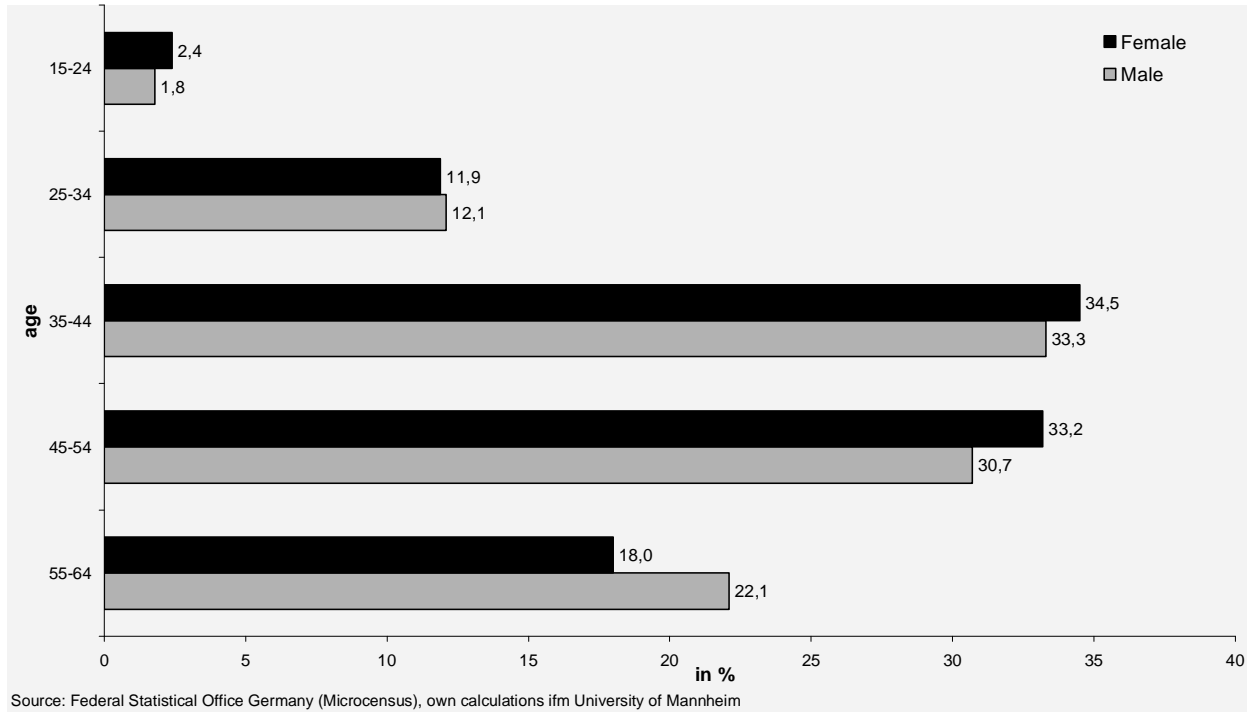


Figure 2.8: Self-Employed Persons and Employees by Marital Status and Gender in Germany 2003

	Women		Men		Total	
	Self-Employed	Employees	Self-Employed	Employees	Self-Employed	Employees
in thousands						
Unmarried	371	6256	813	7156	1184	13412
Married	695	8562	1865	10069	2560	18631
Total	1066	14818	2678	17225	3744	32043
column-%						
Unmarried	34,8	42,2	30,4	41,5	31,6	31,6
Married	65,2	57,8	69,6	58,5	68,4	68,4
Total	100,0	100,0	100,0	100,0	100,0	100,0

Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.9: Distribution of Self-Employed Persons by Household Configuration and Gender in Germany

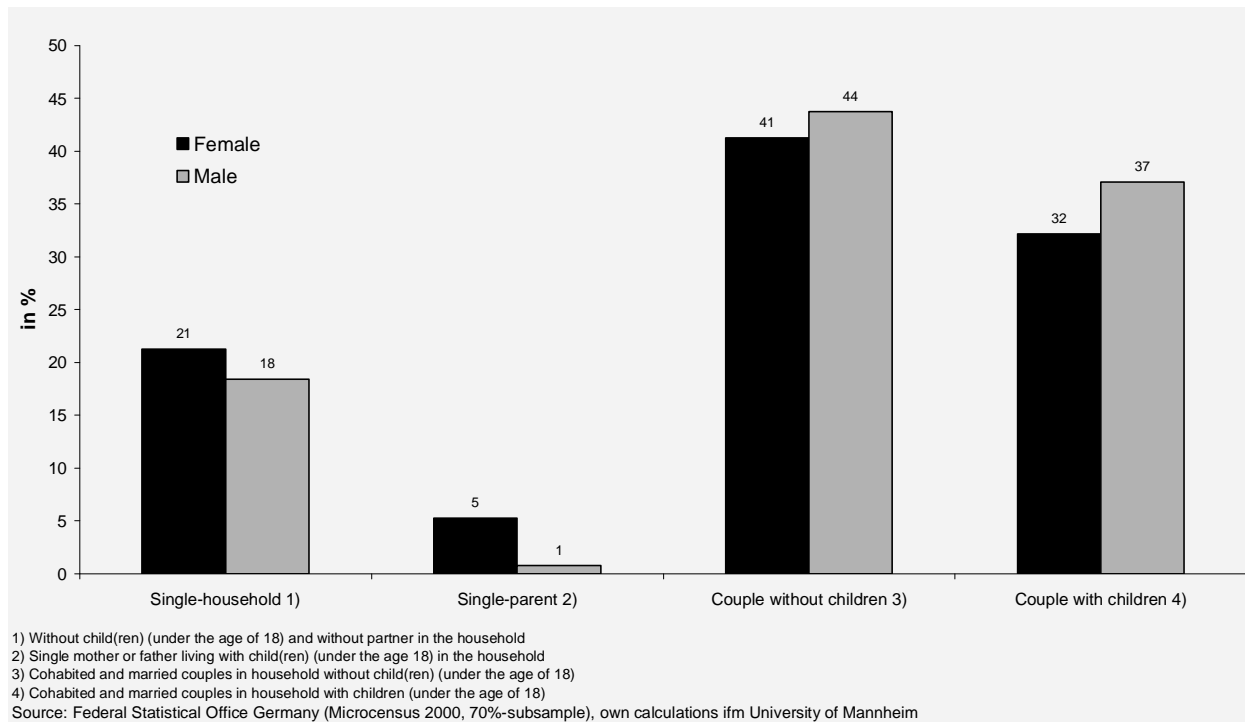


Figure 2.10: Self-Employed Persons by Origin and Gender in Germany 2003

	Women			Men			Total
	in thousands	in % of all self-empl.	column-%	in thousands	in % of all self-empl.	column-%	in thousands
German	991	28,7	93,0	2467	71,3	92,1	3458
EU-Origins	37	25,9	3,5	106	74,1	4,0	143
Other origins	38	26,6	3,6	105	73,4	3,9	143
Total	1066	28,5	100,0	2678	71,5	100,0	3744

Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.11: Distribution of Self-Employed Persons by Hours Worked/Week and Gender in Germany 2003

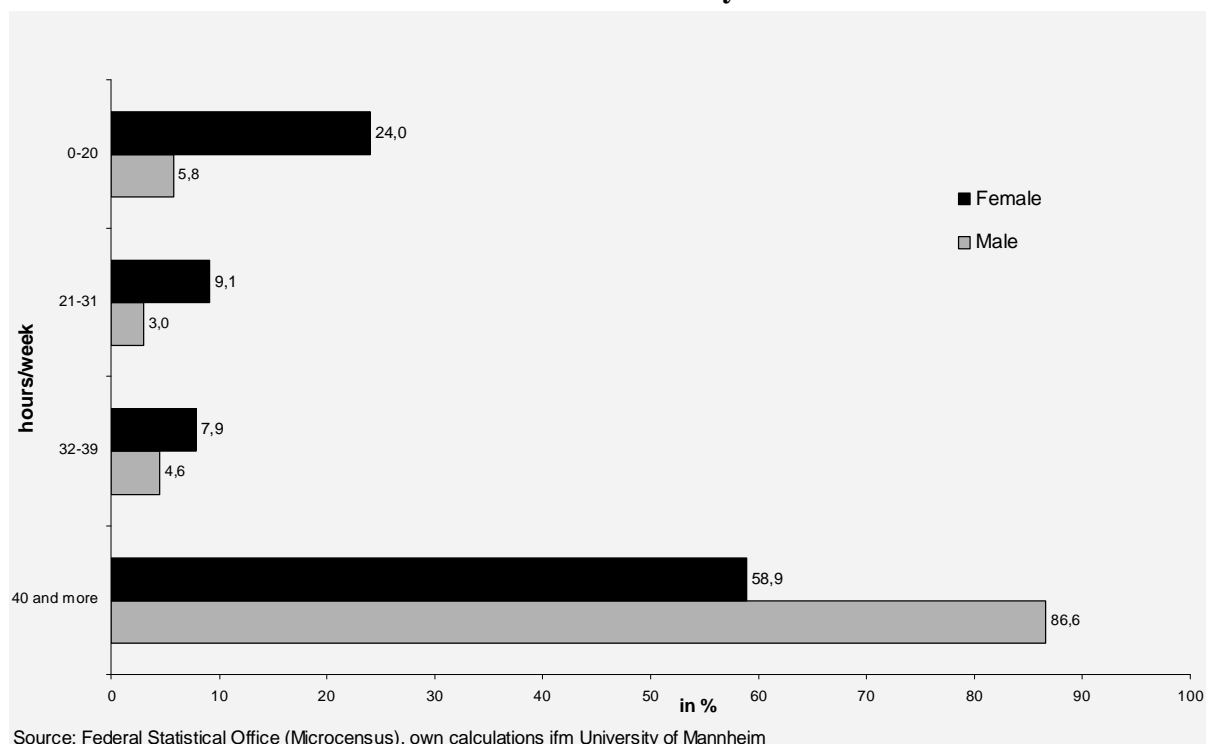


Figure 2.12a: Nonstandard Work Schedules of Self-Employed Women in Germany 2003

permanent	regular	casual	not the case and not reported*)	total
work on Saturday				
26,8	13,5	25,3	34,4	100,0
work on Sunday				
11,6	6,8	23,1	58,5	100,0
work in the evening				
15,1	13,5	24,7	46,7	100,0
work in the night				
2,5	1,6	8,1	87,8	100,0
home-based work				
mainly	sometimes	never	not reported	total
25,4	23,4	50,3	0,5	100,0

*) We know from experience that "not reported" is nearly 1% in the last years.
 Source: Federal Statistical Office Germany (Labour Force Survey), own calculations ifm university of Mannheim

Chapter 2: Self-Employment and Start-ups in Germany

Figure 2.12b: Nonstandard Work Schedules of Self-Employed Men in Germany 2003

permanent	regular	casual	not the case and not reported*)	total
work on Saturday				
31,2	17,9	29,1	21,8	100,0
work on Sunday				
14,5	9,4	27,8	48,3	100,0
work in the evening				
20,7	16,8	30,0	32,5	100,0
work in the night				
4,0	2,5	12,3	81,2	100,0
home-based work				
mainly	sometimes	never	not reported	total
20,3	27,6	51,0	1,0	100,0

*) We know from experience that "not reported" is nearly 1% in the last years.
 Source: Federal Statistical Office Germany (Labour Force Survey), own calculations ifm university of Mannheim

Figure 2.13: Self-Employed Persons with and without Employees by Gender in Germany 2003

	Women		Men	
	in %	in thousands	in %	in thousands
without employees	61,5	656	48,7	1304
with employees	38,5	410	51,3	1374

Source: Federal Statistical Office Germany (Microcensus), own calculations ifm University of Mannheim

Figure 2.14: Self-Employed Persons by Number of Working Persons*) at the Workplace and Gender in Germany 2003

	Women		Men		Total	
	in thousands	in%	in thousands	in%	in thousands	in%
with employees						
1-5	289	70,5	833	60,1	1121	62,4
6-10	62	15,1	260	18,8	322	17,9
11-19	27	6,6	135	9,7	162	9,0
20-49	11	2,7	74	5,3	85	4,7
50 and more	6	1,5	49	3,5	55	3,1
not reported	14	3,4	35	2,5	49	2,7
in thousands Number	410	100,0	1386	100,0	1796	100,0

*) Working Persons are including family workers, partners or "marginal" part-time workers
 Source: Federal Statistical Office Germany (Labour Force Survey), own calculations ifm University of Mannheim

Chapter 2: Self-Employment and Start-ups in Germany

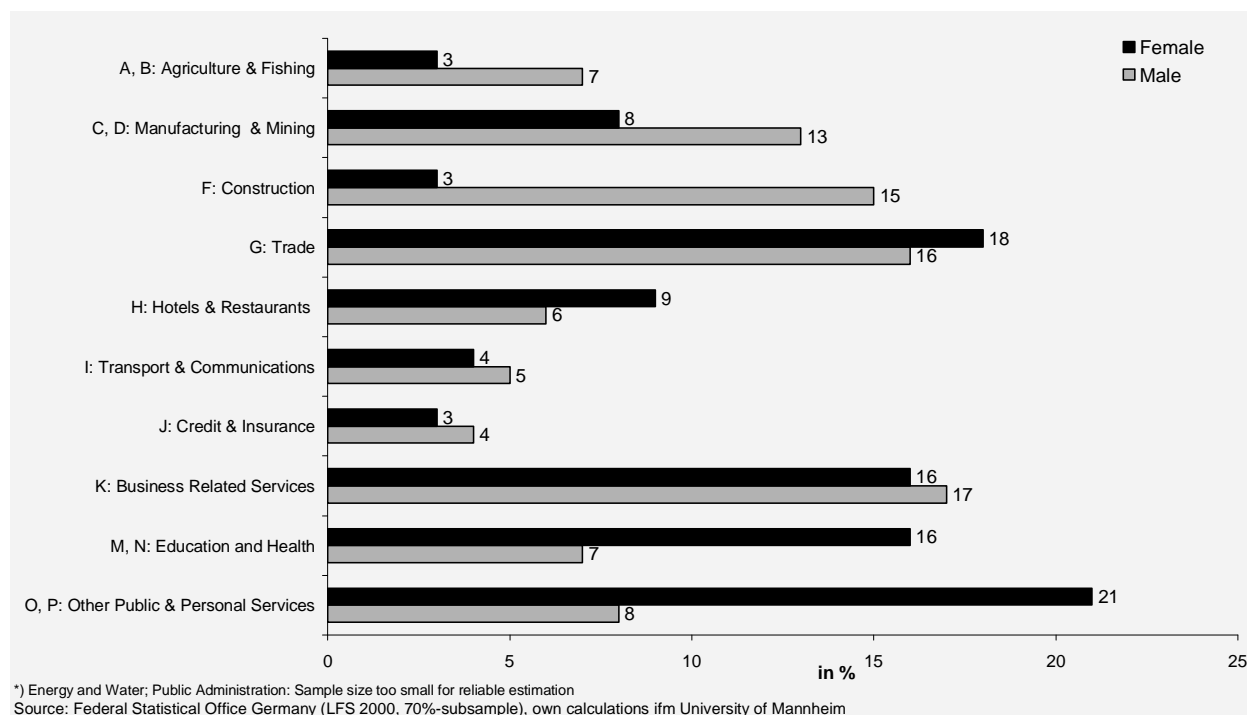
Start-ups:

Figure 2.15: Start-ups

Women			
Proportion of Women's Start Ups in % of all Start-Ups	Proportion of Women's Start Ups in % of all Female Self-Employed	Women's Start Up-Quota Start Up's in % of all Working Women	Start Up's in % of Women population
35	22	1,3	0,7
Men			
Proportion of Men's Start Ups in % of all Start-Ups	Proportion of Men's Start Ups in % of all Male Self-Employed	Women's Start Up-Quota Start Up's in % of all Working Men	Start Up's in % of Men population
65	16	1,9	1,3

Source: Federal Statistical Office Germany (LFS 2000, 70%-subsample), own calculations ifm University of Mannheim

Figure 2.16: Distribution of Start-ups by Industrial Sector*) and Gender in Germany



Self-Employment in Certain EU-Countries

Chapter 3: Self-Employment in Certain EU-Countries

Figure 3.1: Self-Employed Persons in % of Workforce by Gender in Certain EU-Countries 2003

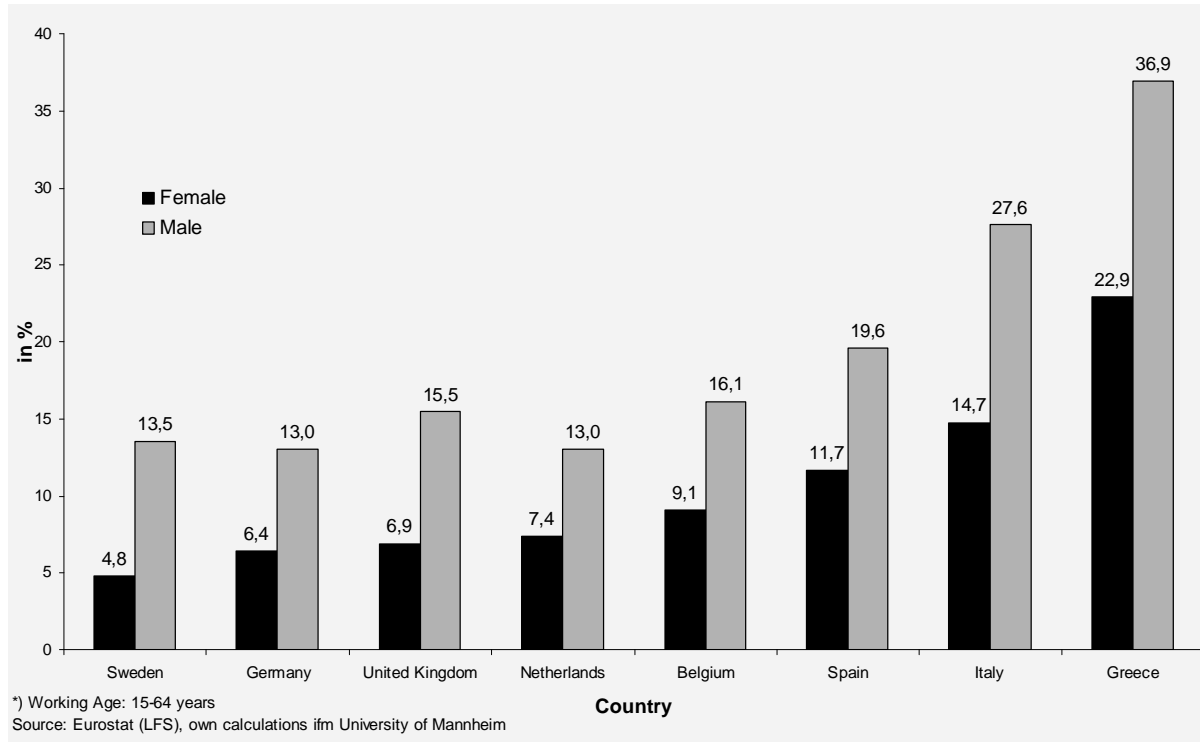
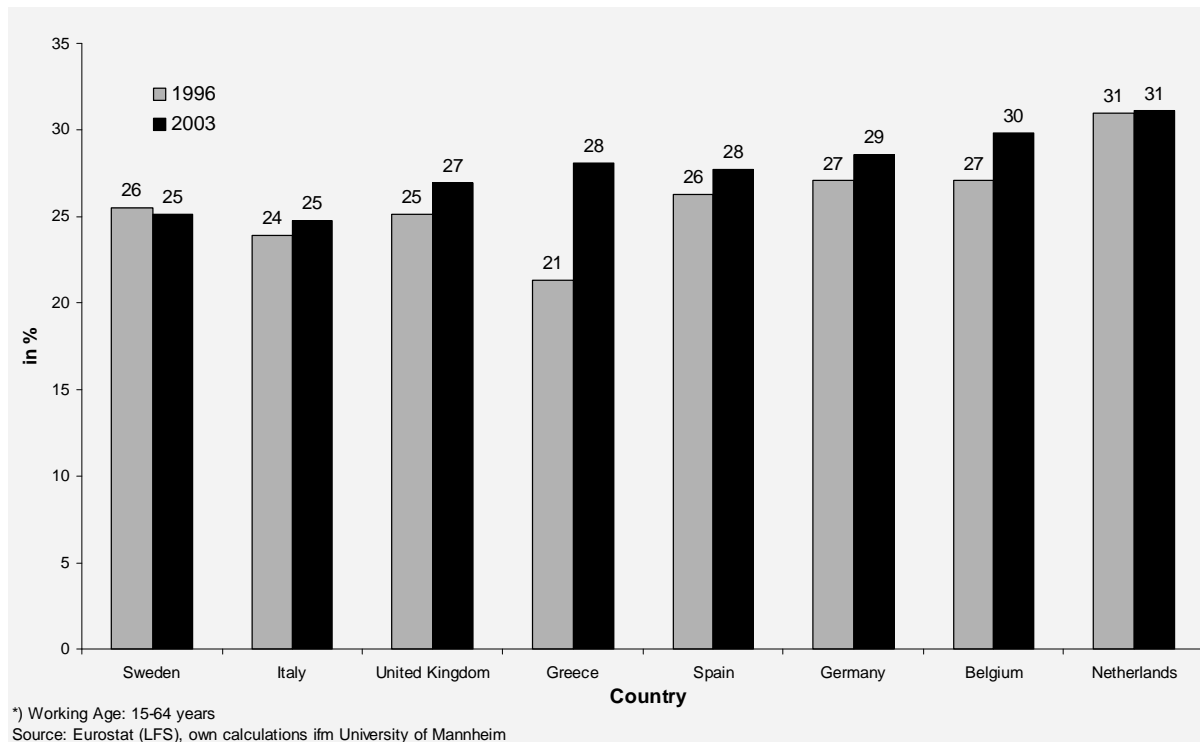


Figure 3.2: Self-Employed Women in % of all Self-Employed in Certain EU-Countries 1996/2003



Chapter 3: Self-Employment in Certain EU-Countries

Figure 3.3: Quota of Nascent Entrepreneurs^{*)} by Gender in Certain EU-Countries 2003

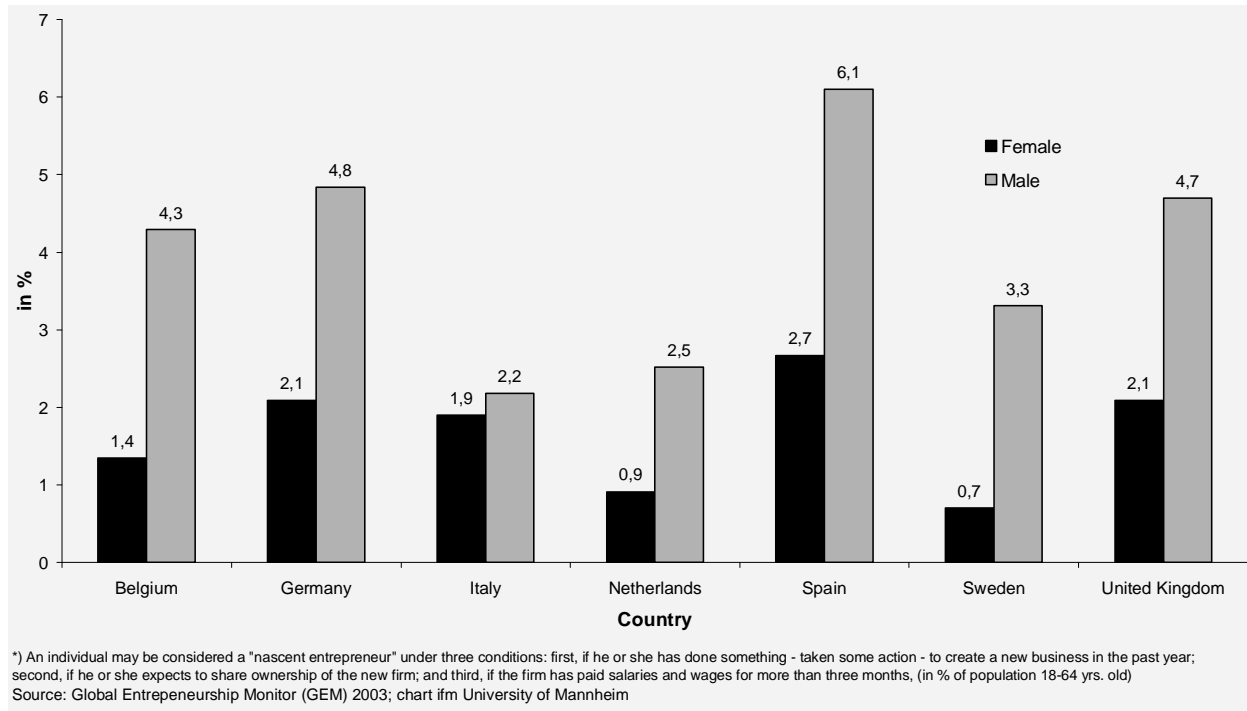
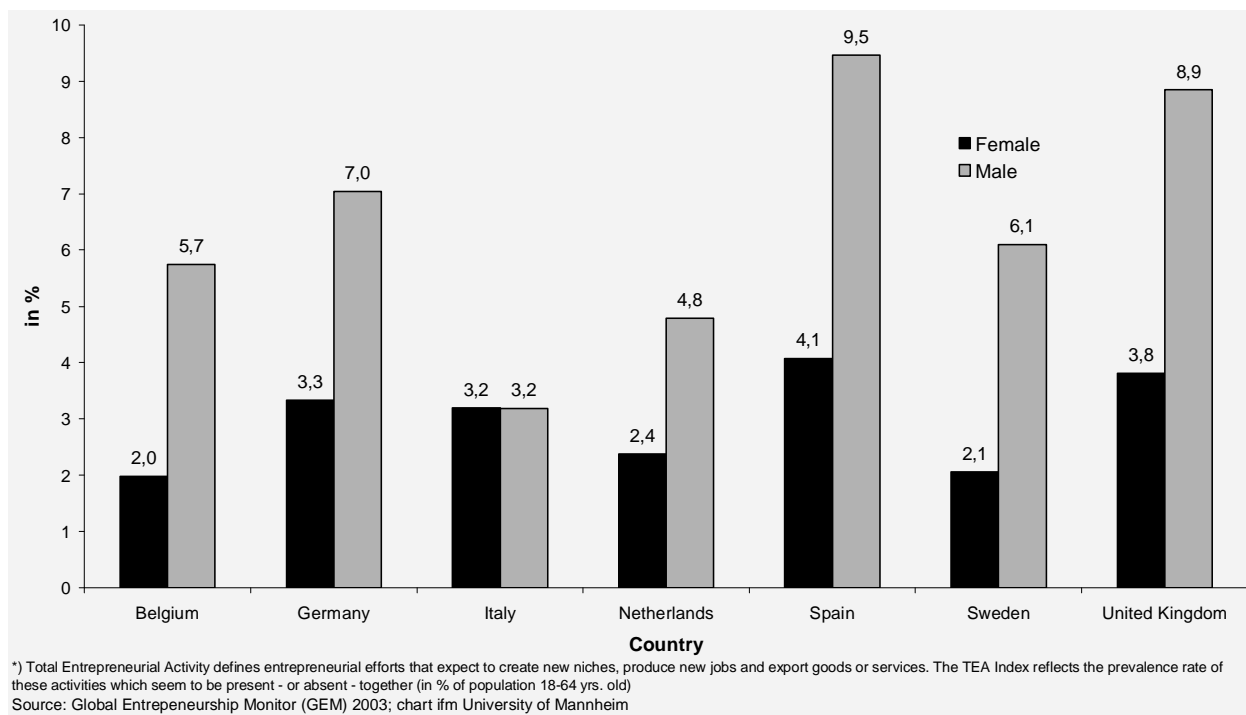


Figure 3.4: Total Entrepreneurial Activity^{*)} (TEA) by Gender in Certain EU-Countries 2003



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