



**Maria Lauxen-Ulbrich / René Leicht**

**First Statistical Overview - National Report on Women (Start-up)  
Entrepreneurs and Female Self-employment in Germany**

Project

„Statistiken über Gründerinnen und selbständige Frauen“  
[Statistics on Women Start-up Entrepreneurs and Self-employed Women]

Small Business Research Institute  
University of Mannheim

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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 (Lauxen-Ulbrich/ Leicht 2002). 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 2<sup>nd</sup> 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”,<sup>1</sup> (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.

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<sup>1</sup> In German: Teilprojekt „Statistiken über Gründerinnen und selbständige Frauen“.

### Annotations to the document on hand:

The tables and figures presented in this document mean a first 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 suggested by the transnational partners in the EQUAL Development Partnership WWOE (see <http://www.wwoe.org/html/deu/login/index.html>).<sup>2</sup> 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.

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<sup>2</sup> 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 there 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 15<sup>th</sup> 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		2002	
<i>Women</i>						
	in thou- sands	% of total population	in thou- sands	% of total population	in thou- sands	% of total population
Employed	15436	57,0 <sup>2)</sup>	14983	55,1 <sup>2)</sup>	16045	59,4 <sup>2)</sup>
Unemployed <sup>1)</sup>	1389	5,1	2042	7,5	1782	6,6
= Labour force	16825	62,1 <sup>3)</sup>	17025	62,6 <sup>3)</sup>	17549	64,9 <sup>3)</sup>
Not in labour force	10254	37,9	10192	37,4	9479	35,1
Total population	27079	100,0	27217	100,0	27028	100,0
Unemployed <sup>1)</sup> in % of labour force	8,3		12,0		10,2	
empl. women in % of all employees	40,2		41,9		44,4	
<i>Men</i>						
Employed	21689	78,4 <sup>2)</sup>	20744	73,9 <sup>2)</sup>	20073	71,9 <sup>2)</sup>
Unemployed <sup>1)</sup>	1247	4,5	1986	7,1	2288	8,2
= Labour force	22936	82,9 <sup>3)</sup>	22730	81,0 <sup>3)</sup>	22361	80,1 <sup>3)</sup>
Not in labour force	4727	17,1	5340	19,0	5569	19,9
Total population	27663	100,0	28070	100,0	27930	100,0
Unemployed <sup>1)</sup> in % of labour force	5,4		8,7		10,2	

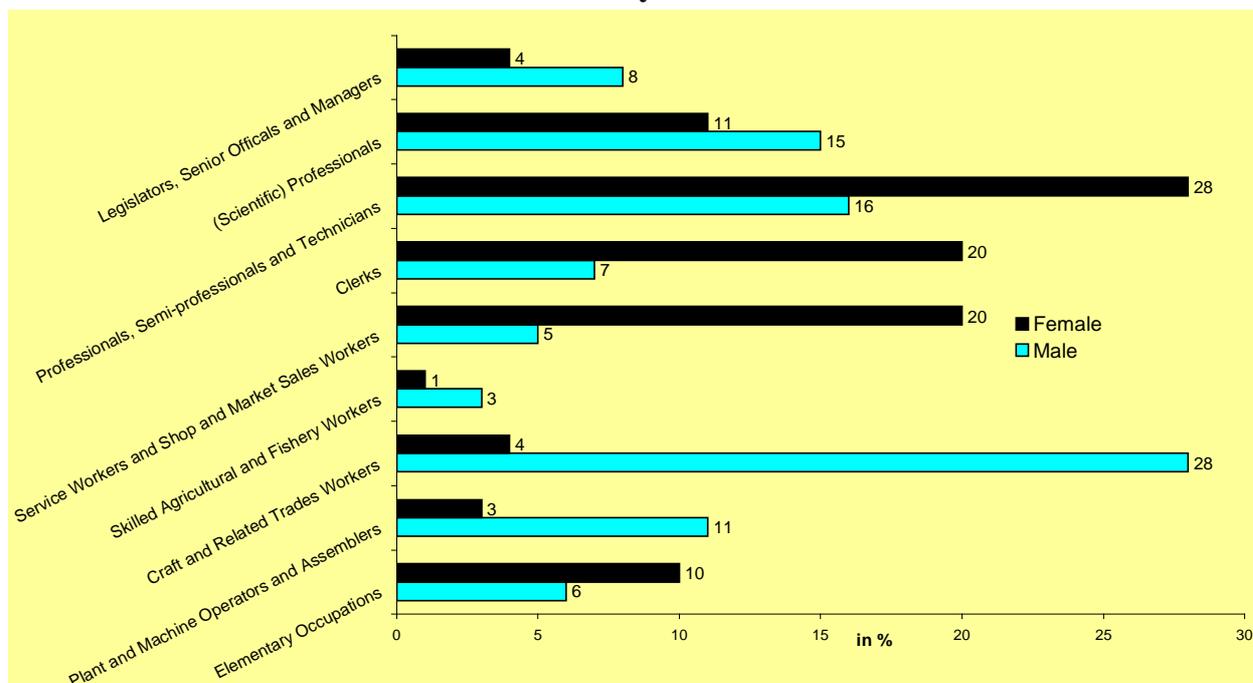
1) Unemployed persons are those who, during the reference week had actively sought employment at some time during the previous for weeks. In addition, unemployed persons include those who had no employment and had already found a job to start later.

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**

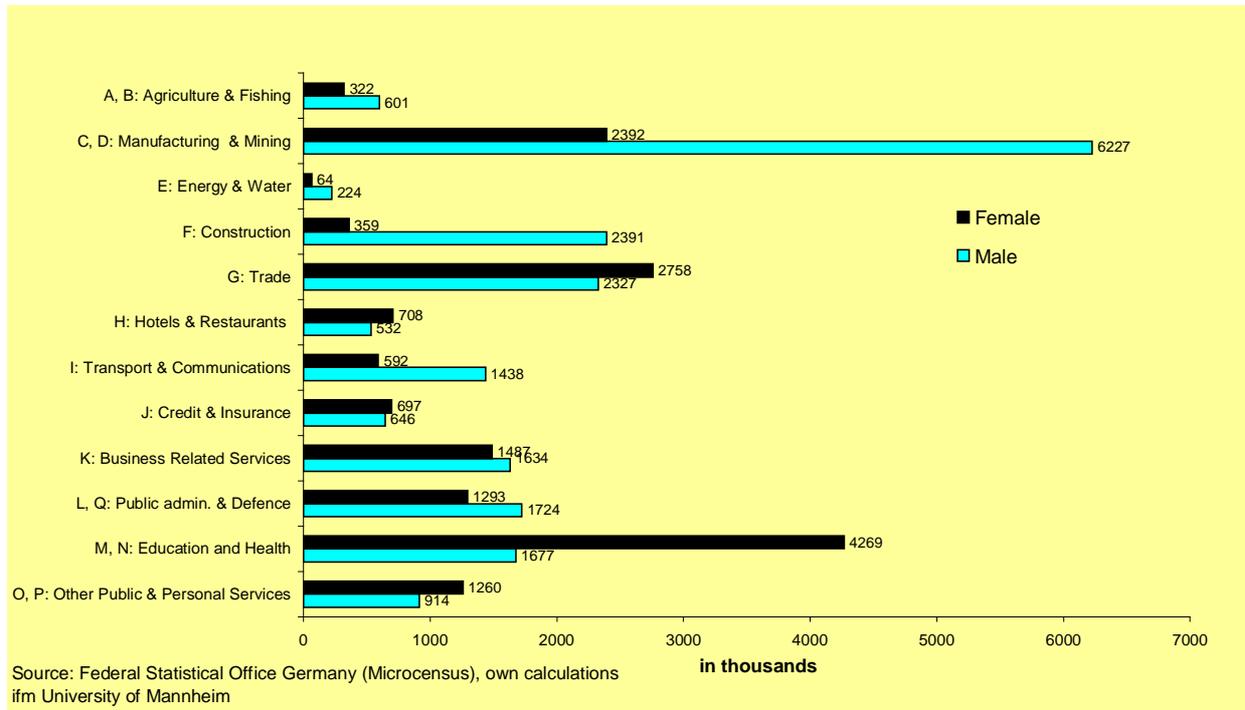


\*) International Standard Classification of Occupation.

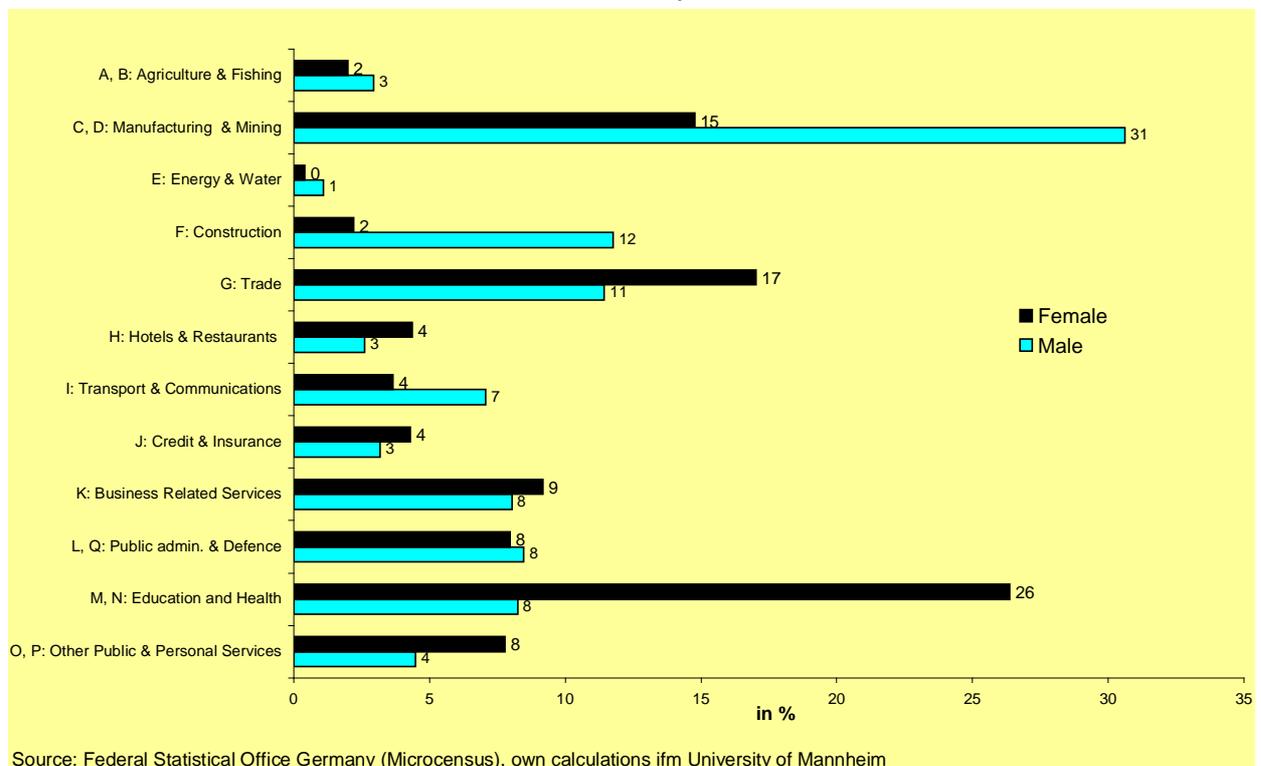
Source: Eurostat (LFS), own calculations ifm University of Mannheim

## Chapter 1: General Labour Market Information

**Figure 1.3a: Distribution of Employed Persons by Industrial Sector and Gender in Germany 2002 (in thousands)**



**Figure 1.3b: Distribution of Employed Persons by Industrial Sector and Gender in Germany 2002 (in %)**



## Chapter 1: General Labour Market Information

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

	1996 <sup>1)</sup>		2002 <sup>2)</sup>	
<i>Women</i>				
	in thousands	column-%	in thousands	column-%
Full-time	9945	65,1	8872	60,1
Part-time	5331	34,9	5896	39,9
<i>Men</i>				
Full-time	19764	95,5	16625	94,9
Part-time	942	4,5	888	5,1

1) Full-time is defined as more than 32 hours a week.  
 2) Classification of full-time based on own estimation of interviewed person.  
 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 2001**

	Women		Men		Total	
	in thousands	column-%	in thousands	column-%	in thousands	column-%
Employed	1498	60,5	404	70,4	1902	62,3
Unemployed	285	11,5	53	9,2	338	11,1
Not in labour force	694	28,0	117	20,4	811	26,6
Total	2477	100,0	574	100,0	3051	100,0

\*) Mothers and fathers with children of full age are also counted as single parent households - Including cohabiting single parents

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

**Figure 1.6: Employed Persons by Marital Status and Gender in Germany 2002**

	Women		Men		Total	
	in thousands	column-%	in thousands	column-%	in thousands	column-%
Married	9590	59,2	12328	60,6	21918	60,0
Unmarried	6610	40,8	8008	39,4	14618	40,0
Total	16200	100,0	20336	100,0	36536	100,0

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 <sup>1)</sup>	18	18	18
Single-Parent <sup>2)</sup>	5	1	3
Couple without children <sup>3)</sup>	42	42	42
Couple with children <sup>4)</sup>	34	39	37
Total	100	100	100

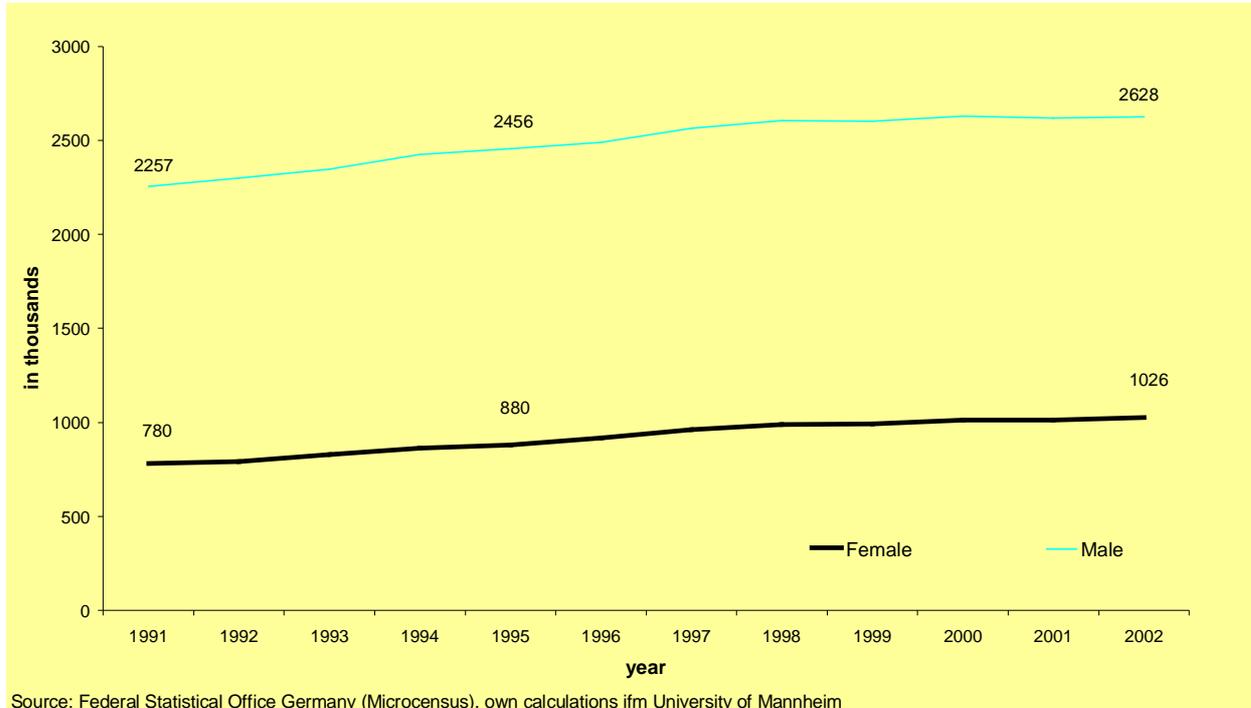
1) Without child(ren) (under the age of 18) and without partner in the household  
2) Single mother or father living with child(ren) (under the age 18) in the household  
3) Cohabited and married couples in household without child(ren) (under the age of 18)  
4) Cohabited and married couples in household with children (under the age of 18)  
Source: Federal Statistical Office Germany (Microcensus 1998, 70%-subsample), own calculations ifm University of Mannheim

## **Self-Employment and Start-Ups in Germany**

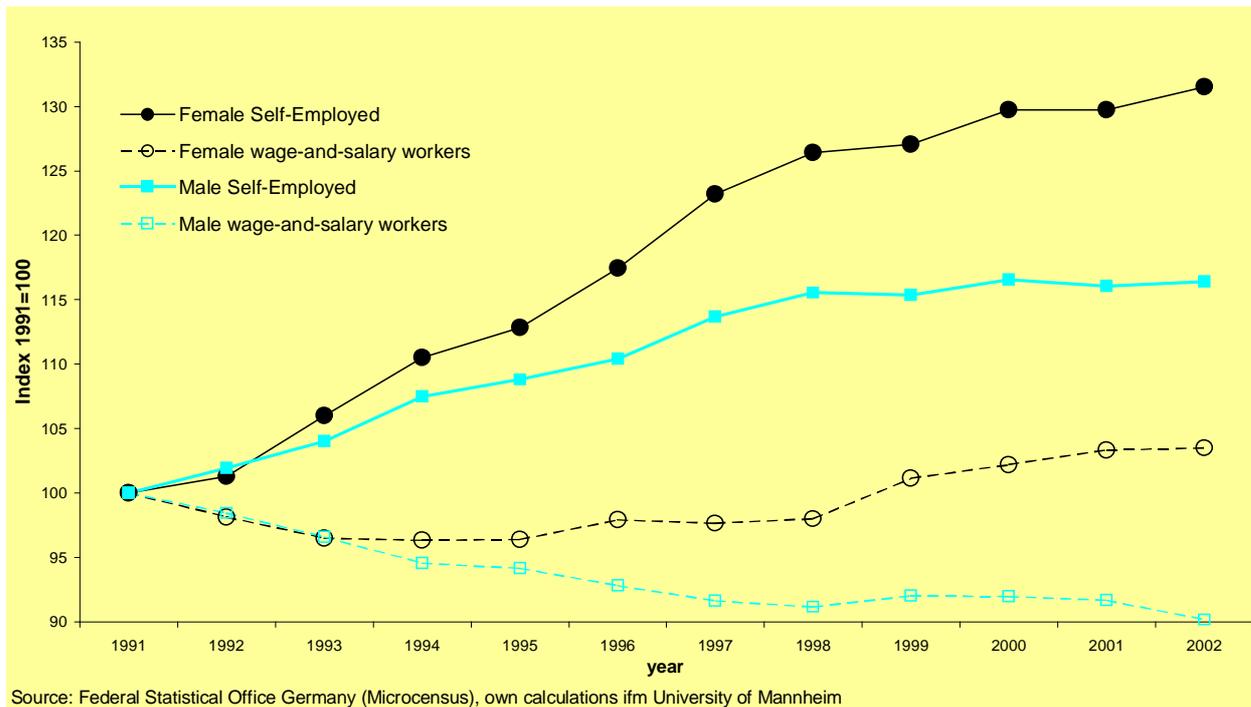
## Chapter 2: Self-Employment and Start-ups in Germany

### Self-Employment:

**Figure 2.1a: Absolute Development of Self-Employed Persons by Gender in Germany (1991-2002)**

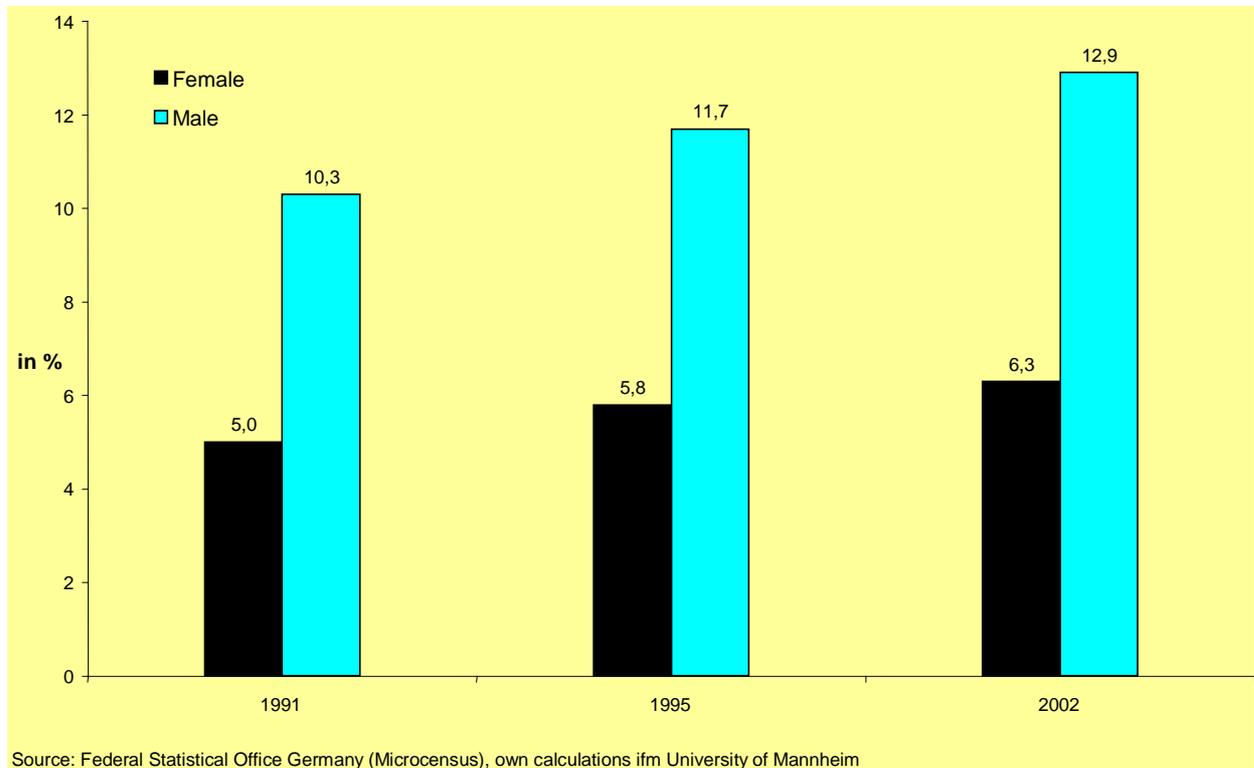


**Figure 2.1b: Relative Development of Self-Employed Persons by Gender in Germany (1991-2002)**



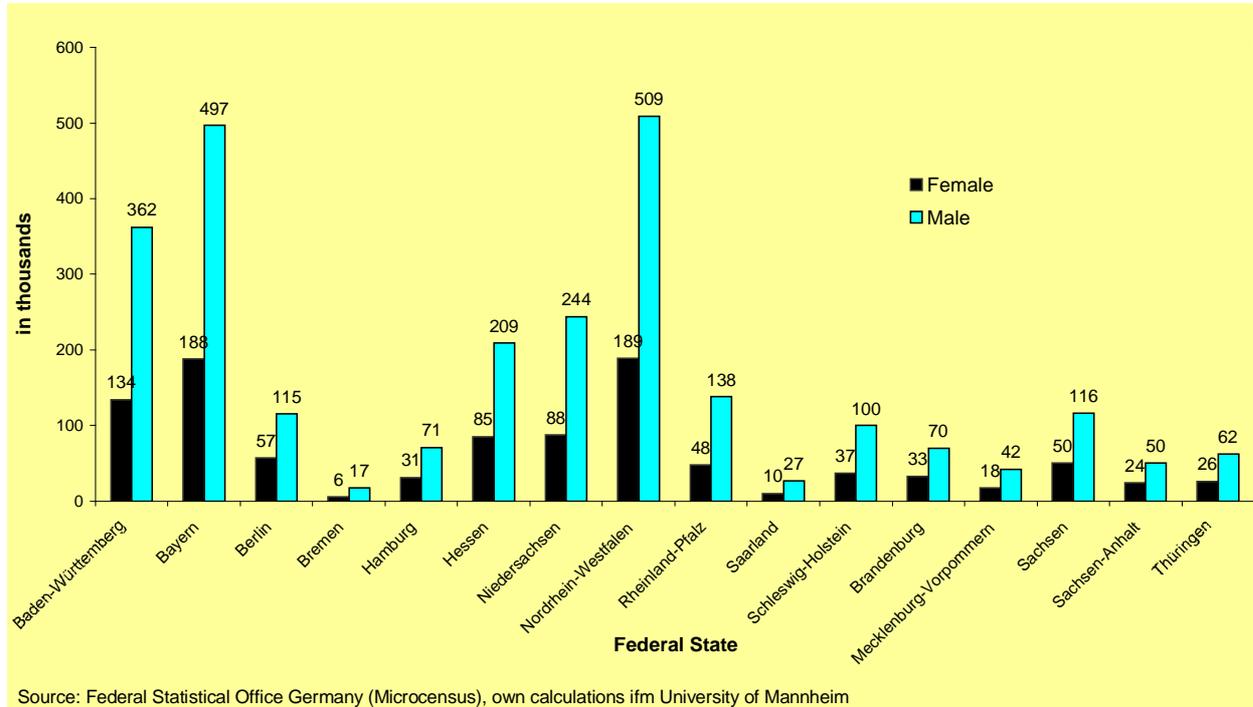
## Chapter 2: Self-Employment and Start-ups in Germany

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

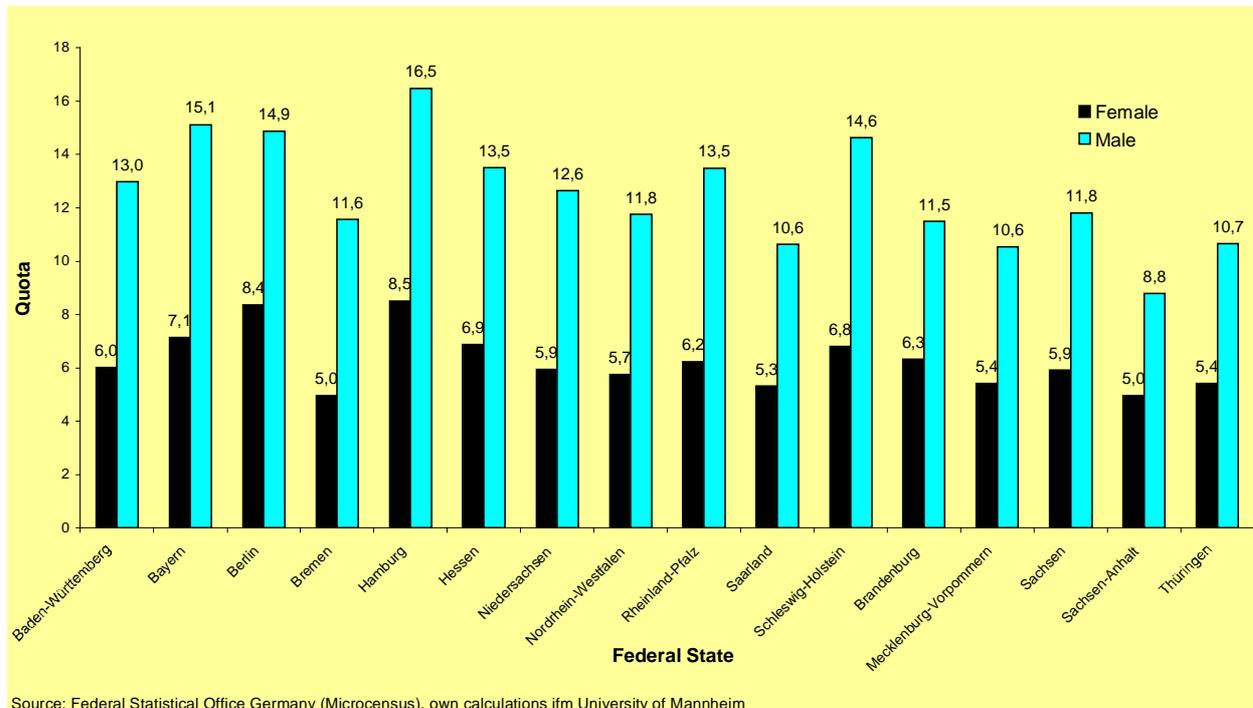


## Chapter 2: Self-Employment and Start-ups in Germany

**Figure 2.3a: Number of Self-Employed Persons in Federal States by Gender in Germany 2002**

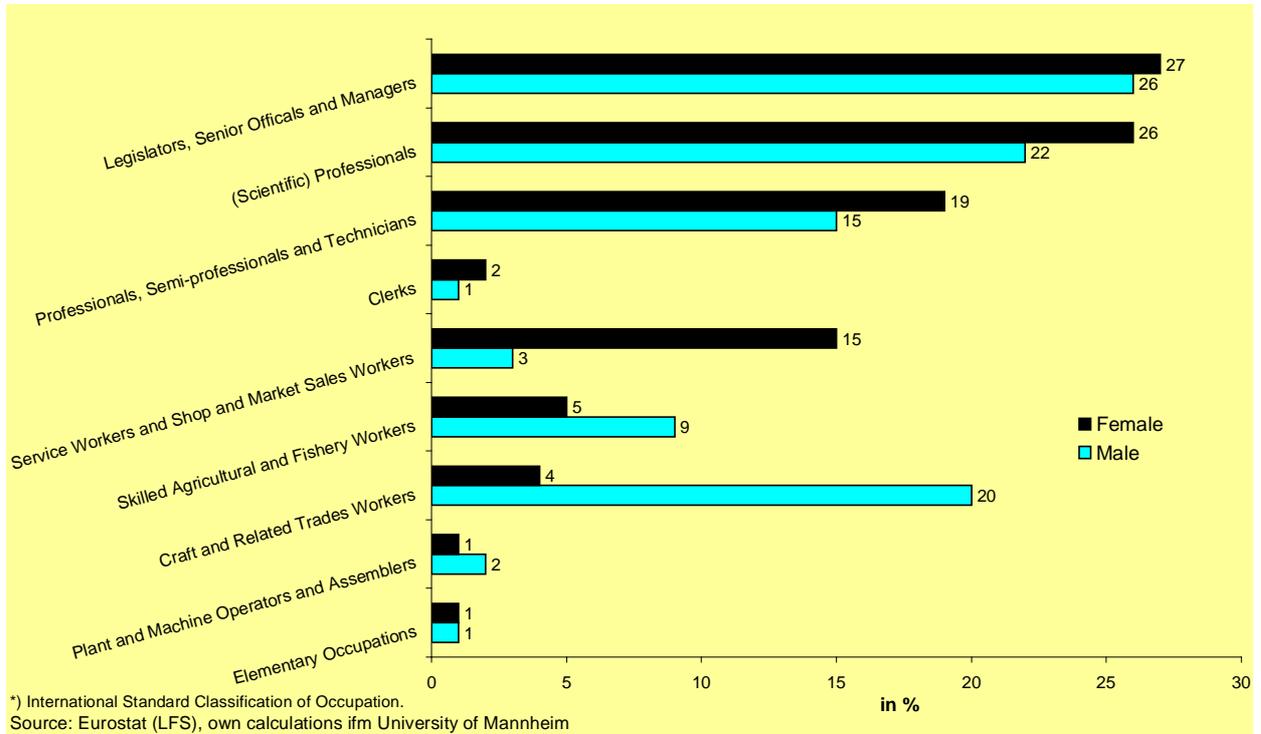


**Figure 2.3b: Self-Employed Persons in % of Workforce by Federal States and Gender in Germany 2002**

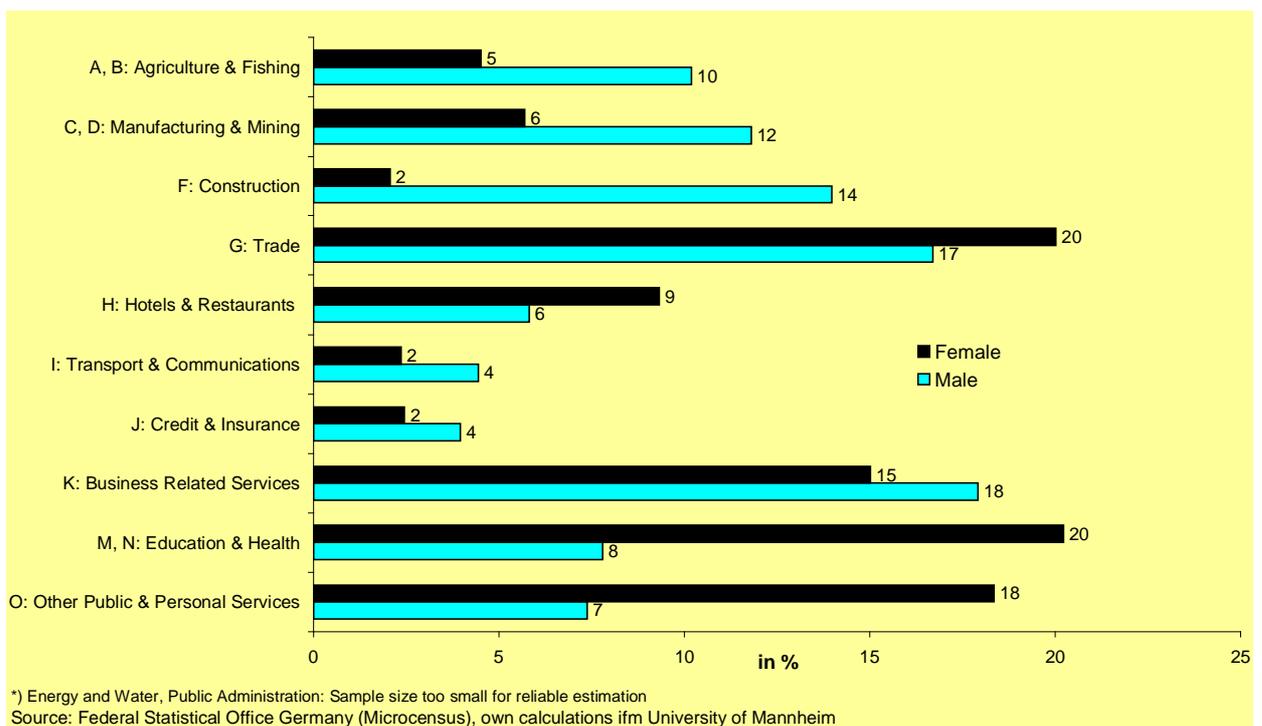


## Chapter 2: Self-Employment and Start-ups in Germany

**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 2002**



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

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

	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 2002**

	Upper Secondary School*)	Intermediate leaving certificate	Lower Secondary School	Not reported / no certificate	Total
Women	38	31	25	5	100
Men	35	26	33	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 2002**

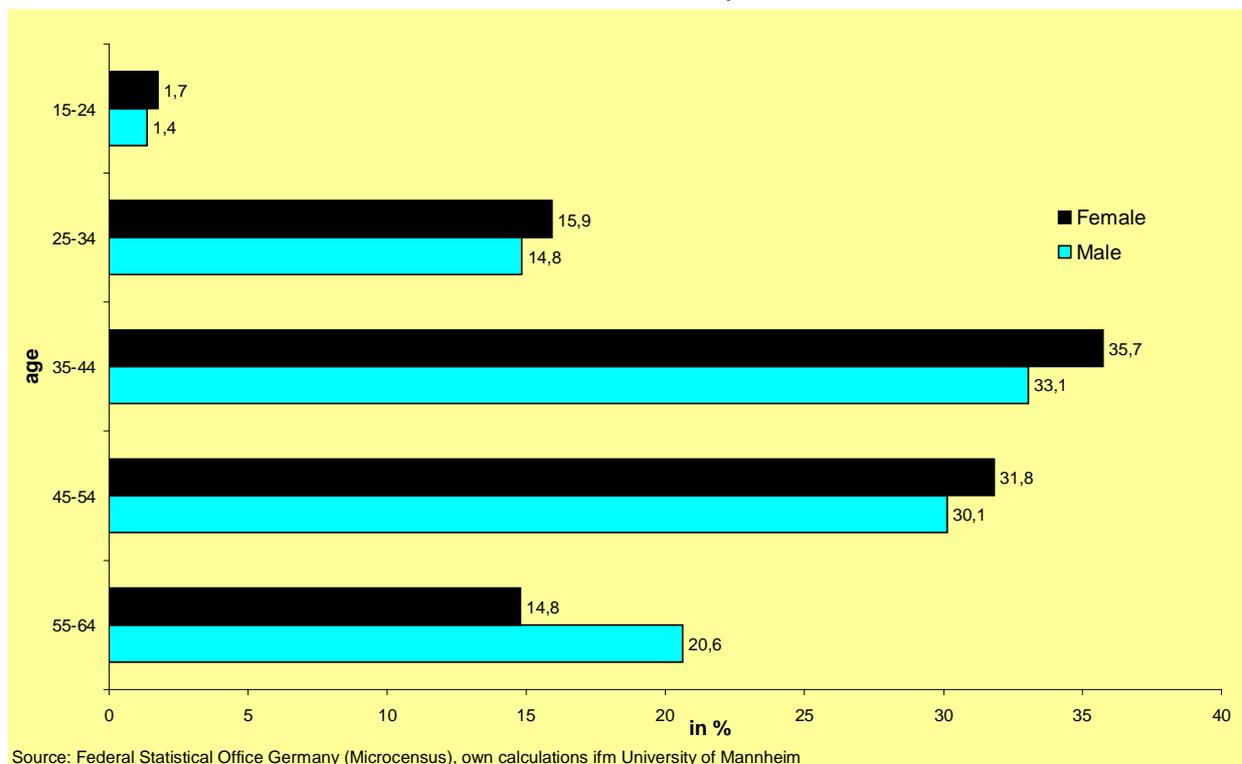
	Third level education*)	All others	Not reported / no certificate	Total
Women	26	57	18	100
Men	25	60	15	100

\*) 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 2002**



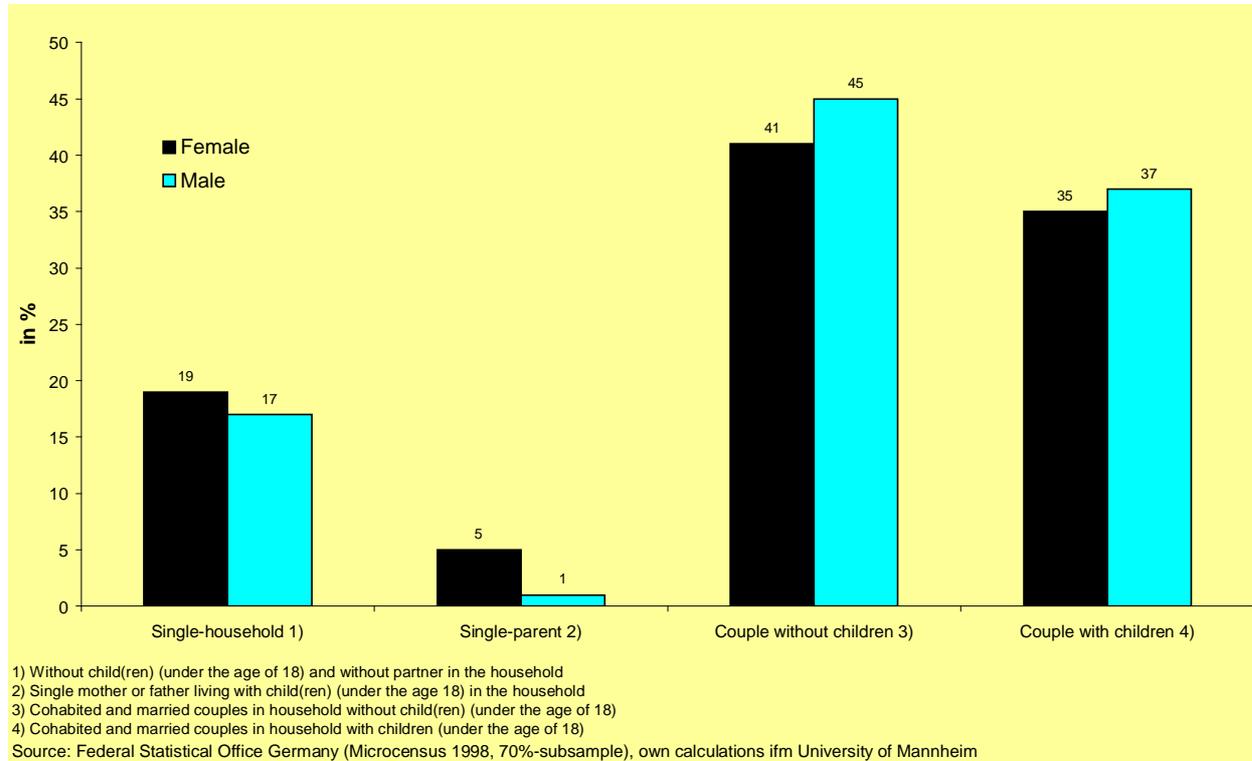
**Figure 2.8: Self-Employed Persons and Employees by Marital Status and Gender in Germany 2002**

	Women		Men		Total	
	Self-Employed	Employees	Self-Employed	Employees	Self-Employed	Employees
	<b>in thousands</b>					
Unmarried	341	5633	768	7262	1109	12895
Married	685	8620	1860	10413	2545	19033
Total	1026	14253	2628	17675	3654	31928
	<b>column-%</b>					
Unmarried	33,2	39,5	29,2	41,1	30,4	40,4
Married	66,8	60,5	70,8	58,9	69,6	59,6
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**



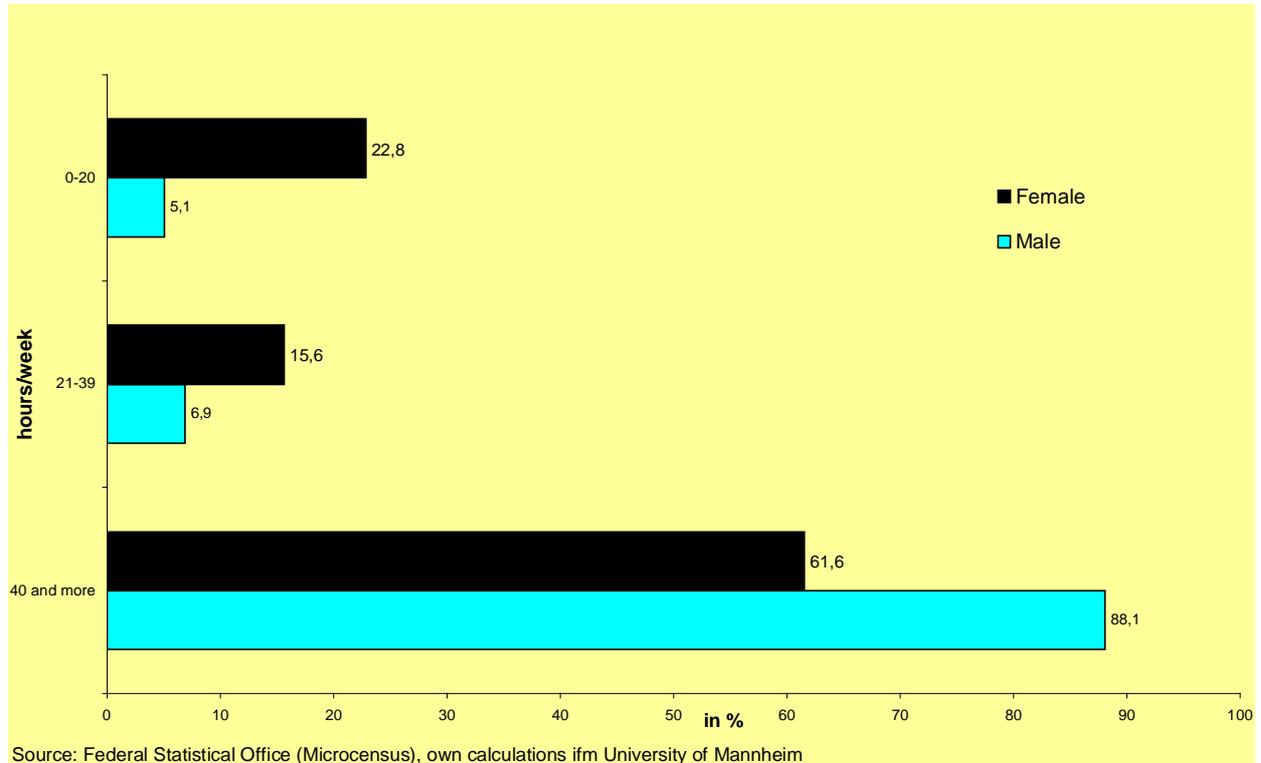
**Figure 2.10: Self-Employed Persons by Origin and Gender in Germany 2002**

	Women			Men			Total in thousands
	in thousands	in % of all self-empl.	column-%	in thousands	in % of all self-empl.	column-%	
German	953	28,2	93,0	2428	71,8	92,4	3381
EU-Origins	35	26,3	3,4	98	73,7	3,7	133
Other origins	37	26,4	3,6	103	73,6	3,9	140
<b>Total</b>	<b>1025</b>	<b>28,1</b>	<b>100,0</b>	<b>2629</b>	<b>71,9</b>	<b>100,0</b>	<b>3654</b>

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 2002**



**Figure 2.12a: Nonstandard Work Schedules of Self-Employed Women in Germany 2002**

permanent	regular	casual	not the case and not reported*)	total
<b>work on Saturday</b>				
27,2	13,5	25,2	34,1	100,0
<b>work on Sunday</b>				
11,4	7,8	22,1	58,7	100,0
<b>work in the evening</b>				
15,3	14,6	25,0	45,1	100,0
<b>work in the night</b>				
2,5	2,1	8,5	86,9	100,0
<b>home-based work</b>				
mainly	sometimes	never	not reported	total
23,7	22,4	53,3	0,6	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 2002**

permanent	regular	casual	not the case and not reported*)	total
<b>work on Saturday</b>				
31,9	17,1	28,8	22,2	100,0
<b>work on Sunday</b>				
14,7	8,7	27,3	49,3	100,0
<b>work in the evening</b>				
21,0	16,1	29,1	33,8	100,0
<b>work in the night</b>				
3,9	2,6	12,4	81,1	100,0
<b>home-based work</b>				
mainly	sometimes	never	not reported	total
18,9	28,4	51,3	1,3	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 2002**

	Women		Men	
	in %	in thousands	in %	in thousands
without employees	59,6	611	47,5	1247
with employees	40,4	415	52,6	1382

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 2002**

	Women		Men		Total	
	in thousands	in%	in thousands	in%	in thousands	in%
<b>with employees</b>						
1-5	296	70,3	824	59,0	1121	62,2
6-10	61	14,5	254	18,2	315	17,5
11-19	32	7,6	142	10,2	173	9,6
20-49	11	2,6	67	4,8	78	4,3
50 and more	7	1,7	51	3,7	58	3,2
not reported	15	3,6	40	2,9	55	3,1
in thousands Number	421	100,0	1397	100,0	1801	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

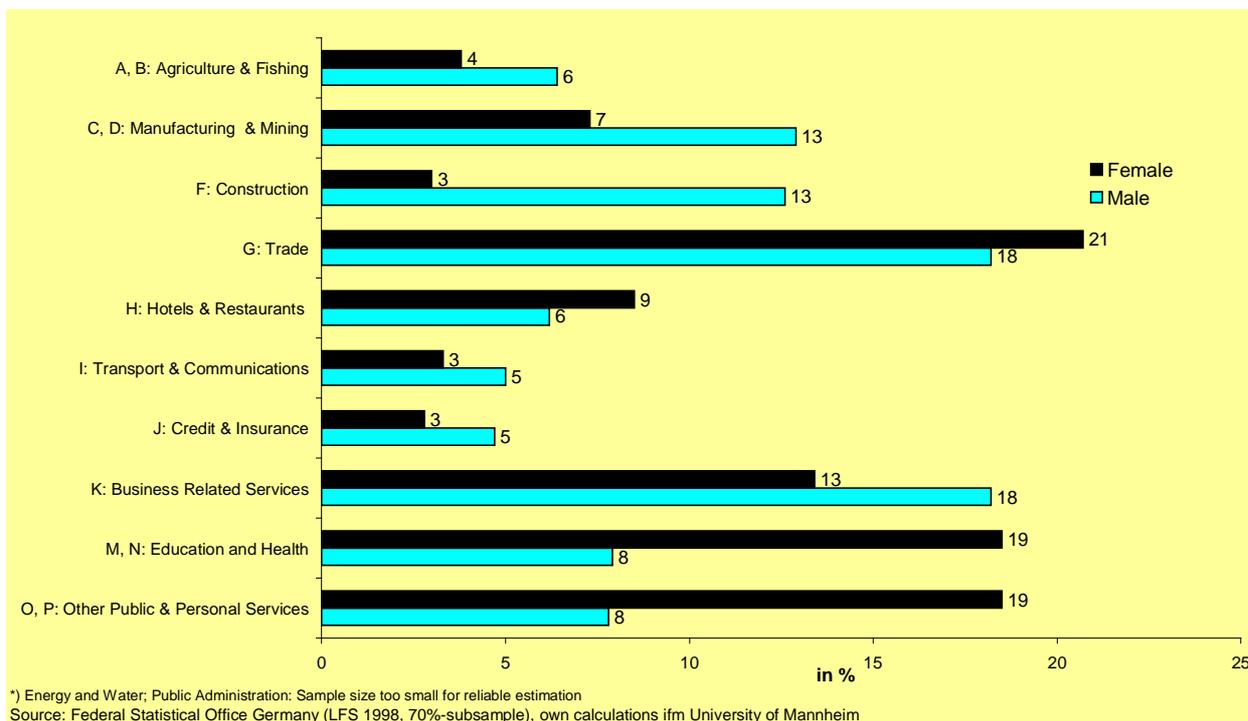
### Start-ups:

**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-ups in % of all Working Women	Start-ups in % of Women population
35	23	1,4	0,8
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-ups in % of all Working Men	Start-ups in % of Men population
65	17	2,1	1,5

Source: Federal Statistical Office Germany (LFS 1998, 70%-subsample), own calculations ifm university of Mannheim

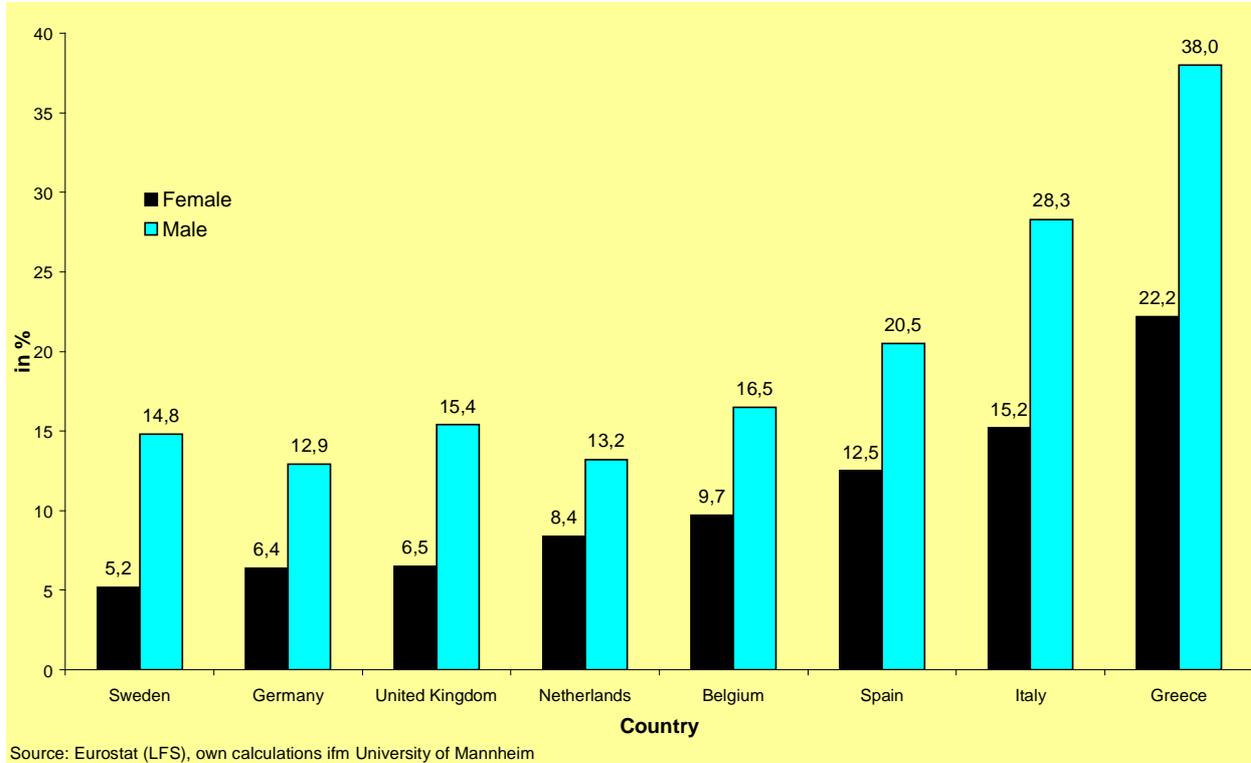
**Figure 2.16: Distribution of Start-ups by Industrial Sector\*) and Gender in Germany**



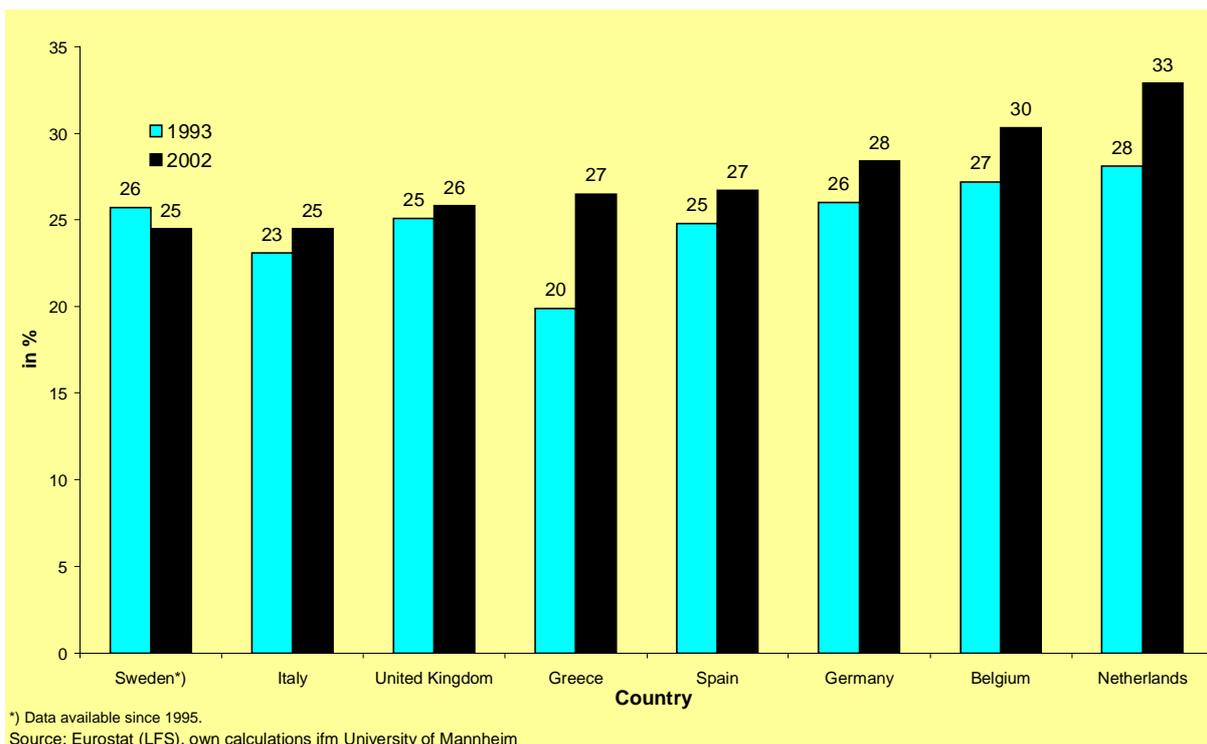
## **Self-Employment in Certain EU-Countries**

### Chapter 3: Self-Employment in Certain EU-Countries

**Figure 3.1: Self-Employed Persons in % of Workforce by Gender in Certain EU-Countries 2002**

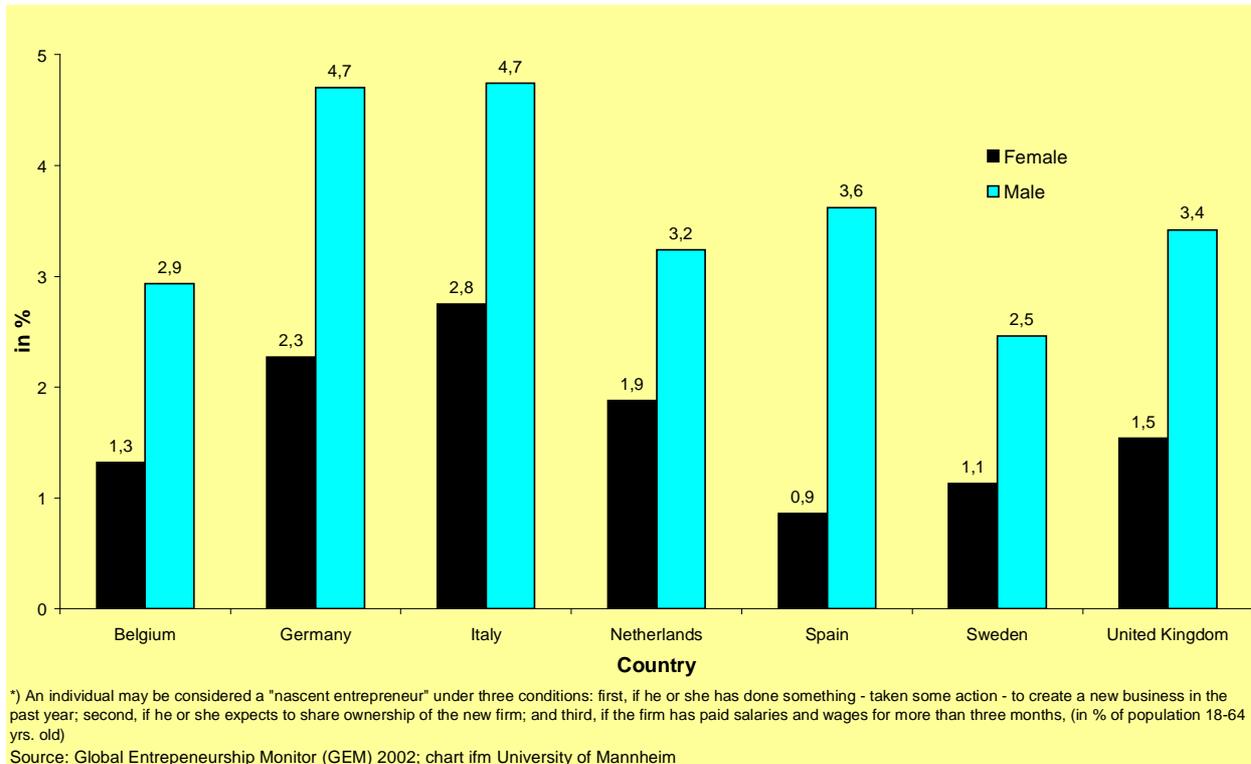


**Figure 3.2: Self-Employed Women in % of all Self-Employed in Certain EU-Countries 1993/2002**

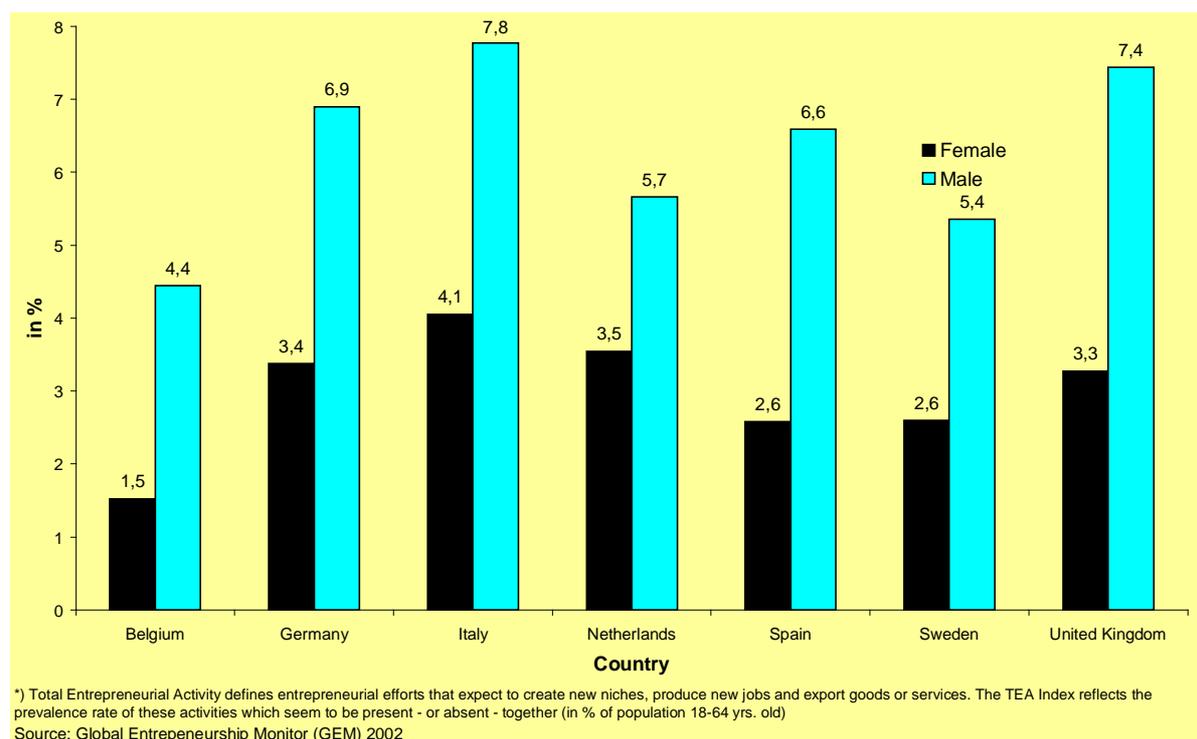


### Chapter 3: Self-Employment in Certain EU-Countries

**Figure 3.3: Quota of Nascent Entrepreneurs<sup>\*)</sup> by Gender in Certain EU-Countries 2002**



**Figure 3.4: Total Entrepreneurial Activity<sup>\*)</sup> (TEA) by Gender in Certain EU-Countries 2002**



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