# Early exposure to entrepreneurship and the Creation of Female entrepreneurs

Mikkel Baggesgaard Mertz and Maddalena Ronchi and Viola Salvestrini

discussion by Camille Hebert University of Toronto

Capri Labor and Finance Conference June 17, 2022

#### This paper

- Women represent about 1/3 of the startups founders in OECD countries
- Question: How can we reduce the gender gap in entrepreneurship?

#### This paper

- Women represent about 1/3 of the startups founders in OECD countries
- Question: How can we reduce the gender gap in entrepreneurship?
- This paper: tests whether exposure to entrepreneurs during adolescence increases women's probability to start a business during adulthood
  - Exposure to school peers' parents who are entrepreneurs
  - Peer-effect in entrepreneurship (e.g., Nanda & Sorensen 2010; Lerner & Malmendier 2013)

## This paper

- Women represent about 1/3 of the startups founders in OECD countries
- Question: How can we reduce the gender gap in entrepreneurship?
- This paper: tests whether exposure to entrepreneurs during adolescence increases women's probability to start a business during adulthood
  - Exposure to school peers' parents who are entrepreneurs
  - Peer-effect in entrepreneurship (e.g., Nanda & Sorensen 2010; Lerner & Malmendier 2013)
  - Data: Danish registry data (1980-2017)
    - School register: school attended between age 13-16 between 1980-1992
    - Family register: individuals & peers with their families
    - Employment/Firm register: career history (incl. entrepreneurs) & firm performance
  - Identification:
    - Selection into schools is not random
    - But, share of peers whose parents are entrepreneurs across cohorts is random
    - Quasi-random variation in the share of peers within schools across cohorts

#### Results and Mechanisms

- Early exposure to entrepreneurship increases entry (+88%) & tenure in entrepreneurship
- Potential mechanisms explored in the paper:
  - Mentoring
    - Not driven by girls-peers' mothers relationship
  - 2 Transmission of info about career path leading to entrepreneurship
    - Girls more likely to enroll & complete vocational education → path conducive to entrepreneurship
  - 3 Transmission of specific info about entrepreneurship
    - Sector-specific effects → they start in the same sector
    - Newly created firms are larger and longer surviving than average  $\to +4.8\%$  jobs created by female entrepreneurs exposed to female peers

#### Outline of this discussion

- 1 Comment 1: Measurement of the peer effect
- 2 Comment 2: Educational paths and startups' characteristics
- 3 Comment 3: Negative selection
- 4 Comment 4: Average or marginal entrepreneur?

 "We find higher exposure during adolescence encourages entry into entrepreneurship, and that this effect is driven by girls exposed to female peers with entrepreneur parents."

- "We find higher exposure during adolescence encourages entry into entrepreneurship, and that this effect is driven by girls exposed to female peers with entrepreneur parents."
- Are female peers with entrepreneur parents the only force influencing entry?

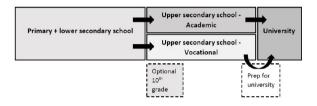
- "We find higher exposure during adolescence encourages entry into entrepreneurship, and that this effect is driven by girls exposed to female peers with entrepreneur parents."
- Are female peers with entrepreneur parents the only force influencing entry? No

- "We find higher exposure during adolescence encourages entry into entrepreneurship, and that this effect is driven by girls exposed to female peers with entrepreneur parents."
- Are female peers with entrepreneur parents the only force influencing entry? No
  - ► The analysis includes other controls: Parents is entrepreneur, nb of siblings, birth rank, Parents' income + education

- "We find higher exposure during adolescence encourages entry into entrepreneurship, and that this effect is driven by girls exposed to female peers with entrepreneur parents."
- Are female peers with entrepreneur parents the only force influencing entry? No
  - ► The analysis includes other controls: Parents is entrepreneur, nb of siblings, birth rank, Parents' income + education
- Suggestions:
  - 1 The effect of peers with entrepreneur-parents should be stronger early on in life
  - **2** Control for *Siblings become entrepreneurs*, *Neighbors are entrepreneurs*, *Uncles/ants are entrepreneurs*, *partner is entrepreneur...* → **other social influences?**

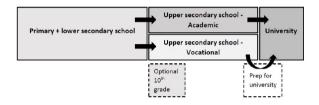
## Comment 2 – Educational path and Startups Characteristics

• Girls more likely to enroll & complete vocational education when exposure to parent-entrepreneurs



## Comment 2 – Educational path and Startups Characteristics

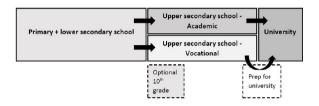
Girls more likely to enroll & complete vocational education when exposure to parent-entrepreneurs



 Vocational education may lead to different types of entrepreneurship (growth orientation) and industry choices

## Comment 2 – Educational path and Startups Characteristics

Girls more likely to enroll & complete vocational education when exposure to parent-entrepreneurs



- Vocational education may lead to different types of entrepreneurship (growth orientation) and industry choices
- Suggestions:
  - 1 Decompose the effect by industry (SIC 1/2)
  - 2 Focus on some industries that require a high level of educational skills (technological or managerial)  $\rightarrow$  e.g., tech-entrepreneurship, patent-intensive, innovation-oriented

#### Comment 3 – Negative Selection

 Lerner & Malmendier (2013) finds that former entrepreneurs discourage potential entrepreneurs from entry (HBS MBA students) → negative selection

#### Comment 3 – Negative Selection

 Lerner & Malmendier (2013) finds that former entrepreneurs discourage potential entrepreneurs from entry (HBS MBA students) → negative selection

#### Suggestions:

- 1 Identified peers' parent-entrepreneurs who quit, or went bankrupt and returned to employement
- 2 Split the sample between successful unsuccessful entrepreneurs
  - ightarrow idea: reconcile the literature on the peer effect in entrepreneurship

## Comment 4 – Average or Marginal Entrepreneur?

- The paper asks "Is the marginal woman entering entrepreneurship because of higher exposure during adolescence relatively talented?"
- Assumptions to identify the marginal entrepreneur:
  - The marginal female entrepreneur is as talented as incumbent
  - Not different on observable and unobservable characteristics
  - Entered only because of higher exposure to entrepreneurs during adolescence

## Comment 4 – Average or Marginal Entrepreneur?

- The paper asks "Is the marginal woman entering entrepreneurship because of higher exposure during adolescence relatively talented?"
- Assumptions to identify the marginal entrepreneur:
  - The marginal female entrepreneur is as talented as incumbent
  - ▶ Not different on observable and unobservable characteristics
  - ▶ Entered only because of higher exposure to entrepreneurs during adolescence
- However, performance tests measure average effects and assume that the distribution of talents is continuous
- Unfortunately, there is no smoking-gun analysis to run
  - Omitted variables could still explain why female entrepreneurs entered more within school
  - e.g., opening of a new entrepreneurship-elective within the school, gentrification of the area, changes in school districts between years

# Comment 4 – Average or Marginal Entrepreneur?

#### Suggestions:

- 1 Report the variance in the share of peers' parent-entrepreneur across cohort within school
- 2 Eliminate the right tail and focus on the left tail of female entrepreneurs who have entered
- 3 Tone down the narrative on the marginal female entrepreneur

#### Conclusion

- The papers finds that higher exposure during adolescence encourages entry into entrepreneurship during adulthood. The effect is driven by girls exposed to female peers with entrepreneur parents.
- Key ingredients:
  - ► Neat data! Education + career paths
  - Credible identification
  - Important question with policy implications

#### Conclusion

- The papers finds that higher exposure during adolescence encourages entry into entrepreneurship during adulthood. The effect is driven by girls exposed to female peers with entrepreneur parents.
- Key ingredients:
  - ▶ Neat data! Education + career paths
  - Credible identification
  - Important question with policy implications
- Suggestions:
  - 1 Control for other social forces that may influence entry into entrepreneurship
  - 2 Identify industries that drive the effect + discuss the role of vocational education to innovation
  - 3 Investigate the "negative selection" of early exposure

#### Conclusion

- The papers finds that higher exposure during adolescence encourages entry into entrepreneurship during adulthood. The effect is driven by girls exposed to female peers with entrepreneur parents.
- Key ingredients:
  - ► Neat data! Education + career paths
  - Credible identification
  - Important question with policy implications
- Suggestions:
  - 1 Control for other social forces that may influence entry into entrepreneurship
  - 2 Identify industries that drive the effect + discuss the role of vocational education to innovation
  - 3 Investigate the "negative selection" of early exposure

#### Thank you!