Female representation and talent allocation in entrepreneurship: the role of early exposure to entrepreneurs

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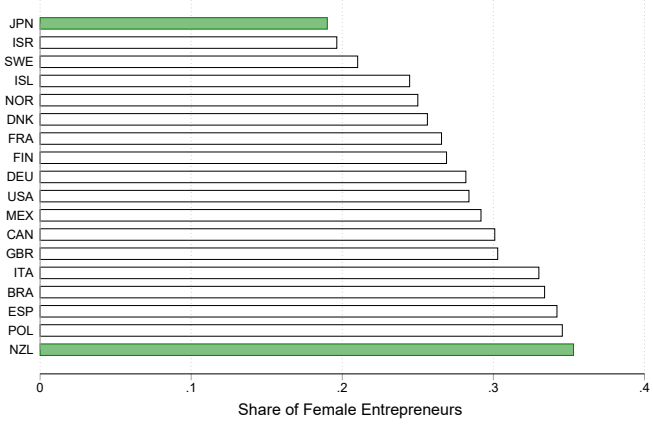
- Women are only between 1/5 & 1/3 of entrepreneurs in OECD countries



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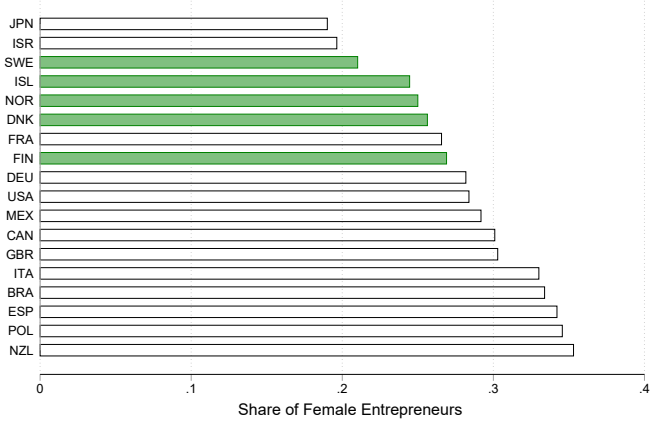

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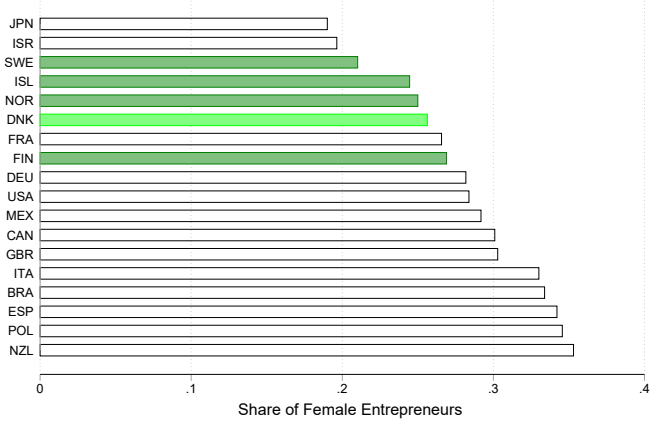

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- Yet, surprisingly **little is known** about:
  1. What could encourage female entrepreneurship
  2. Whether we would tap into more entrepreneurial talent

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✓ Within schools across cohorts quasi-random variation in the share of **peers with entrepreneur parents** during the last years of compulsory school (age 13-16)

▸ **ii)** Need to **track** individuals from adolescents into adulthood

✓ Leverage **large-scale longitudinal nature of Danish data** - follow the entire education and career history of ≈ 1 million individuals until they are 40 years old

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✓ Thanks to unique features of our data we can:

- **i)** Study if ↑ F entrepr. is associated with creation of **successful firms**
- **ii)** Identify women's **counterfactual** education and career **trajectories**

★ Shed light on women's **private returns** from entering entrepreneurship

★ **Partially** shed light on **social impact** associated w/ reallocation of women to entrepr.

Roadmap

Data and Empirical strategy

Female representation in entrepreneurship

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Plausible mechanisms

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  $\rightarrow$ Students in same school share the same environment
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- **Treat composition of parental occupation by cohort within-school as quasi-random**
  $\rightarrow$ Parents unlikely to be aware of cohort-to-cohort variation in the percentage of students with entrepreneurs parents within a particular school
  $\rightarrow$ **Balancing tests** show that cohort-to-cohort variation in the share of peers with entrepr. parents is uncorrelated with students background characteristics (Lavy and Schlosser 2011) ▸ Balancing tests

Empirical strategy and validity of interpretation

For each girls i (replicate for boys) attending school s in cohort c:

$$Y_{isc} = \beta_1 Entrepr_{-i,sc} + \beta_2 Parent_{isc} + \gamma_s + \gamma_m \times \gamma_c + \theta X_{isc} + \eta Z_{sc} + \epsilon_{isc} \ \forall \text{ age} \in [18, 40]$$

- Y_{isc}: (i) indicator for ever being an entrepreneur; (ii) number of years spent in entrepreneurship
- $Entrepr_{-i,sc} = \frac{\sum_{k \neq i} Entrepr_{ksc}}{n_{sc}-1}$; Share of peers with at least one entrepreneur parent (*leave-one-out*)
- $Parent_{isc}$ is equal to 1 if individual i has an entrepreneur parent
- γ_s, γ_c, γ_m are school, cohort, municipality FE.
- X_{isc} and Z_{isc} control for individual & peers / peers' parents characteristics $\rightarrow$ Isolate the effect of early exposure to entrepreneurs conditional on other parental characteristics

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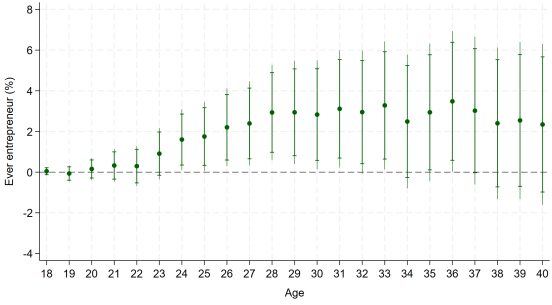

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% Change in girls' prob. of having started a firm 25th → 75th pct in exposure (from 6 to 17%)

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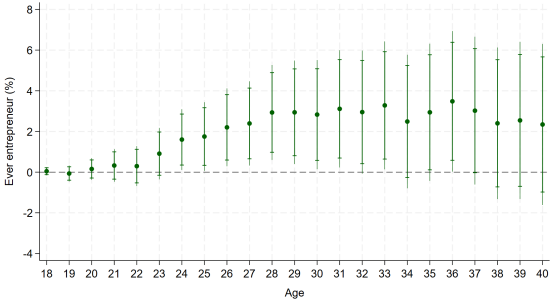

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- ✶ Adolescents interact w/ same-sex peers more
- ✶ Boys & girls have different type of friendships (Rose and Rudolph 2006; Perry and Pauletti 2011)

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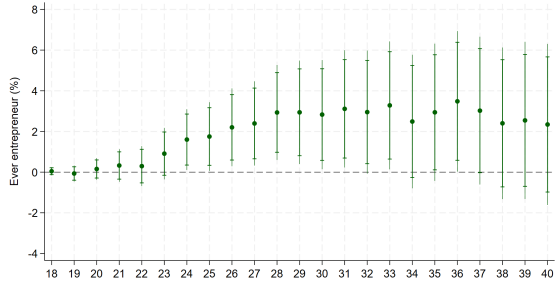

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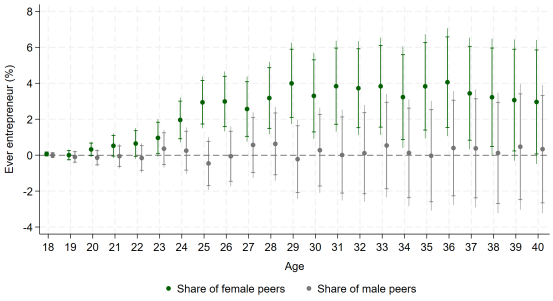
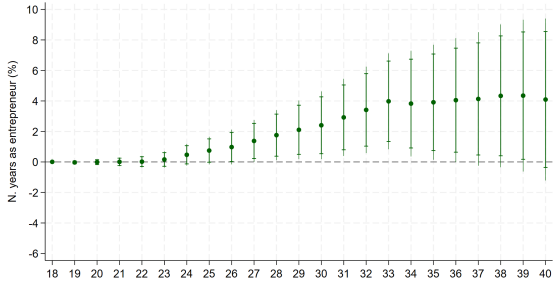


(b) Exposure by gender of peers

Separate exposure to entrepr. parents of female vs male peers → entirely driven by female peers

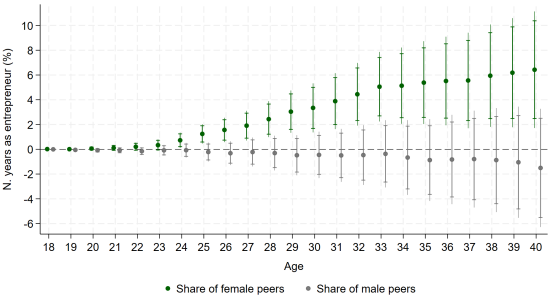
- ✶ Consistent w/ importance of contact
- ✶ ≈ 6.5% of effect of having entrepr. parent

Early exposure increases girls' tenure in entrepreneurship



(a) Effect of overall exposure

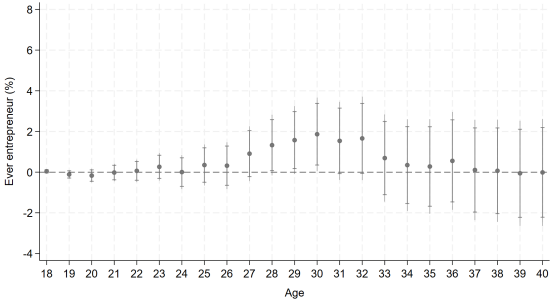
✶ Girls remain entrepreneurs once they enter



(b) Effect by gender of peers

✶ Entirely driven by exposure to entrepreneurs parents of female peers

Early exposure does not affect boys



(a) Probability of starting a firm

✶ Effects are transitory and fade away quickly

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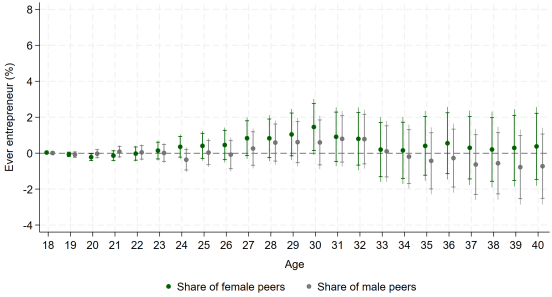

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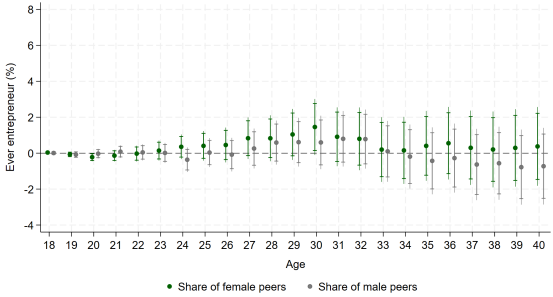

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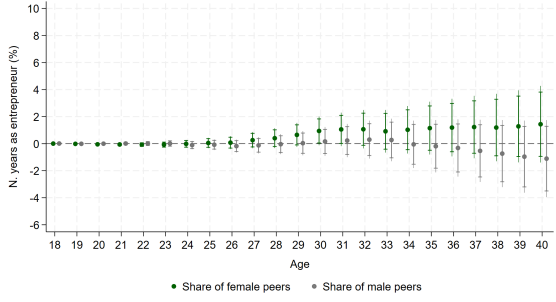

(b) Number of years as entrepreneur

- ✶ Insignificant effect on overall time in entrepr.
- ✶ More results

- ▸ Aligns with boys' higher overall exposure
- ▸ And different structure and nature of friendship

(Schneeweis and Zweimuller, 2012; Fischer, 2017; Mouganie and Wang, 2020; Aguirre et al., 2021)

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- Early exposure is **key for girls** $\longrightarrow$ would have not become entrepreneurs otherwise
- Important result from a **gender equality** perspective but the implications for **allocative efficiency** associated with the observed increase in female entrepreneurship are still unclear

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➡ To study implications of our result for **talent allocation** we look at:

1. Counterfactual educational and career paths of women
   → What are women's **private returns** & what would they have been their **societal impact** ?
2. Performance of firms associated with increase in female entrepreneurship
   → Are we tapping into more **entrepreneurial talent**?

1 How does exposure affect women's educational choices?

- Girls more likely to enrol and complete vocational education → path conducive to entrepreneurship

	Education decision after compulsory school		
	(1)	(2)	(3)
	Discontinued education	Upper secondary academic	Upper secondary vocational
Share of female peers with parent entrepreneur	-0.023**	-0.008	0.031**
	(0.011)	(0.013)	(0.012)
Share of male peers with parent entrepreneur	0.009	0.004	-0.014
	(0.012)	(0.014)	(0.013)
Parent is entrepreneur	-0.027***	0.023***	0.005*
	(0.002)	(0.003)	(0.002)
Observations	328632	328632	328632

Notes. The dependent variables in columns (1)-(3) are mutually exclusive indicators for the first choice made after the end of compulsory schools. All regressions include set of FE and controls. Standard errors clustered at the school level in parentheses. * $p< 0.1$, ** $p< 0.05$, *** $p< 0.01$.

2 How does exposure affect women's career choices?

- No effect on years spent self-employed, unemployed, outside LF

	N. of years as					
	(1)	(2)	(3)	(4)	(5)	(6)
	Entrepreneur	Self-employed	Unemployed	Not in labor force	Employed spouse	Employed
Share of female peers with parent entrepr.	0.067**	0.003	0.022	-0.006	-0.002	-0.083
	(0.027)	(0.037)	(0.049)	(0.121)	(0.012)	(0.144)
Share of male peers with parent entrepr.	-0.012	-0.038	-0.056	-0.144	-0.013	0.264*
	(0.028)	(0.036)	(0.050)	(0.124)	(0.014)	(0.144)
Parent is entrepreneur	0.114***	0.128***	-0.184***	-0.328***	0.014***	0.257***
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- Decrease in the number of years spent working in low-pay employment

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	Entrepreneur	Self-employed	Unemployed	Not in labor force	Employed spouse	Employed	Employed high pay	Employed low pay
Share of female peers with parent entrepr.	0.067**	0.003	0.022	-0.006	-0.002	-0.083	0.203	-0.287**
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→ **i) Women seem to benefit ii) Reallocation not at the expense of high-impact career**

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▸ Fertility

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→ We use the cumulative number of jobs created as a measure of entrepreneurial success

→ This metric combines the size of the firm and the number of years the firm survives

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1. **Average effects:** cumulative N. of jobs created by women between age 18-40 ↑ by 12%
   - *Highly-relevant for policy (↑ jobs by 27,590 at age 40 ~ 3%)*
   - *Female-friendly firms: 68% and 30% of jobs go to women and part-time female employees*
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   - *Consistent with presence of both entry and operational barriers and shift in performance distribution due to exposure* *(Guiso and Schivardi, 2011; Guiso et al., 2021)*

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→ **Consistent w/ early exposure improving the allocation of entrepreneurial talent**

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2. Changes in aspirations and goals
3. Increased awareness about entrepreneurship as career path
4. Mentoring & role-models
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What drives the increase in female entrepreneurship?

1. Transmission of specific information/human capital
   - Sector-specific effects ▸ Graph
2. Changes in aspirations and goals
   - Exposure affects girls educational path
3. Increased awareness about entrepreneurship as career path
   - Results do not apply to other "more coventional" male-dominated occupations - such as engineers - but are similar when we look at university professors ▸ Table
4. Mentoring & role-models
   - Effects for girls are not stronger when coming from exposure to mothers ▸ Table
5. Joint ownership
   - Exposure does not increase likelihood of engaging in joint ownership of firms with cohort peers ▸ Table

Roadmap

Data and Empirical strategy

Female representation in entrepreneurship

Talent allocation in entrepreneurship

Plausible mechanisms

Conclusions

Conclusions

Three main takeaways on the effects of early exposure to entrepreneurs:

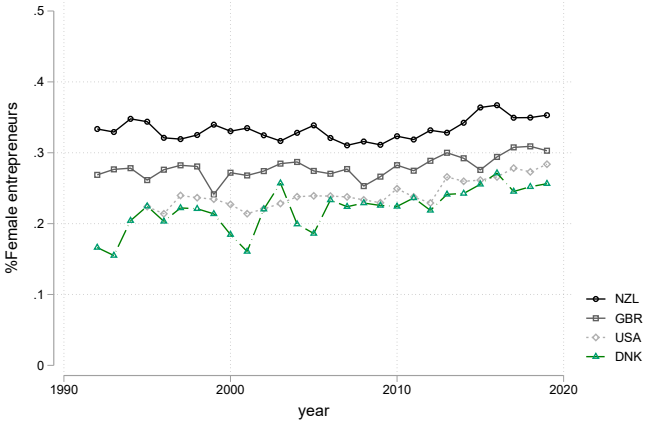
1. **Promote female entrepreneurship**
   → ↑ Entry & tenure of girls that would not have pursued the profession
2. **Tap into more entrepreneurial talent**
   → Leads to the creation of successful businesses and different types of jobs
3. **Without reducing women's representation in other careers with high social return**
   → Efficient reallocation as women move away from low-pay jobs

Thank you!

Gender gaps in entrepreneurship

Despite convergence in the occupational distribution of men and women, women continue to be highly underrepresented in entrepreneurship in OECD countries

- Differently from other professions, not much progress over time Back



Gender gaps in exposure to entrepreneurship

1. **Study if exposure to entrepreneurs during adolescence ↑ female entrepreneurship**

   - *Exposure* to entrepreneurs matters for the decision to start a firm (Parker 2018)
   - Gendered educational & career choices already from a *young age* (Bertrand 2011)

◂ Intro ◂ Results

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Exposure in education		Exposure in workplace				
	Compulsory	Post compulsory	Age 20	Age 25	Age 30	Age 35	Age 40
Women	0.056***						
	(0.000)						
Men	0.056***						
	(0.000)						
Men/Women	1.01***						
	(0.00)						
N	800993						

Gender gaps in exposure to entrepreneurship

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	Exposure in education		Exposure in workplace				
	Compulsory	Post compulsory	Age 20	Age 25	Age 30	Age 35	Age 40
Women	0.056***	0.048***					
	(0.000)	(0.000)					
Men	0.056***	0.068***					
	(0.000)	(0.000)					
Men/Women	1.01***	1.42***					
	(0.00)	(0.00)					
N	800993	731249					

Gender gaps in exposure to entrepreneurship

1. **Study if exposure to entrepreneurs during adolescence ↑ female entrepreneurship**

   - *Exposure* to entrepreneurs matters for the decision to start a firm (Parker 2018)
   - Gendered educational & career choices already from a *young age* (Bertrand 2011)

◂ Intro ◂ Results

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Exposure in education		Exposure in workplace				
	Compulsory	Post compulsory	Age 20	Age 25	Age 30	Age 35	Age 40
Women	0.056***	0.048***	0.068***	0.056***	0.046***	0.039***	0.035***
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Men	0.056***	0.068***	0.079***	0.071***	0.060***	0.052***	0.045***
	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)	(0.000)
Men/Women	1.01***	1.42***	1.16***	1.28***	1.31***	1.32***	1.31***
	(0.00)	(0.00)	(0.00)	(0.01)	(0.01)	(0.01)	(0.01)
N	800993	731249	542656	554253	590091	588052	587478

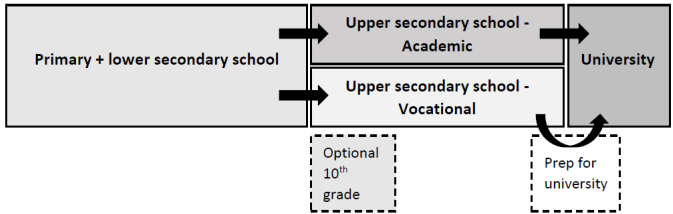
The Danish entrepreneurial scene

- Despite high wages and high taxes, Denmark is one of the major start-up hubs in Europe
- It is ranked 2nd in Europe and 4th country in the world for quality and health of the entrepreneurial ecosystem (Acs et al. 2019)
- Strong collaboration across Danish government, investors, startup communities and enterprise companies

Back

Educational setting in Denmark

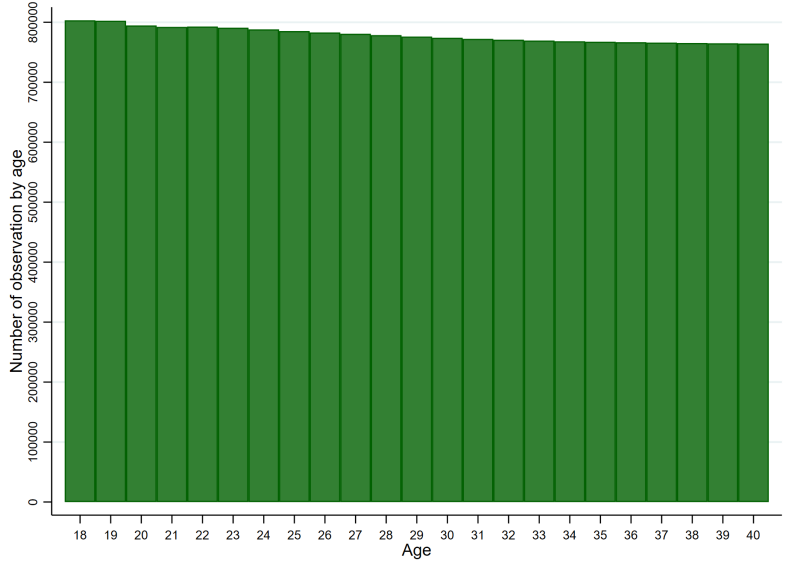
Age	13	14	15	16	17	18	19	20
Grade		7	8	9	10			
					HS1	HS2	HS3	Uni



- Children in Denmark attend 10 years of primary and lower secondary school (grade 0 to 9) in the same institution
- Hereafter they can either discontinue education or attend academic or vocational upper secondary school, and then university

Back

Sample size by age



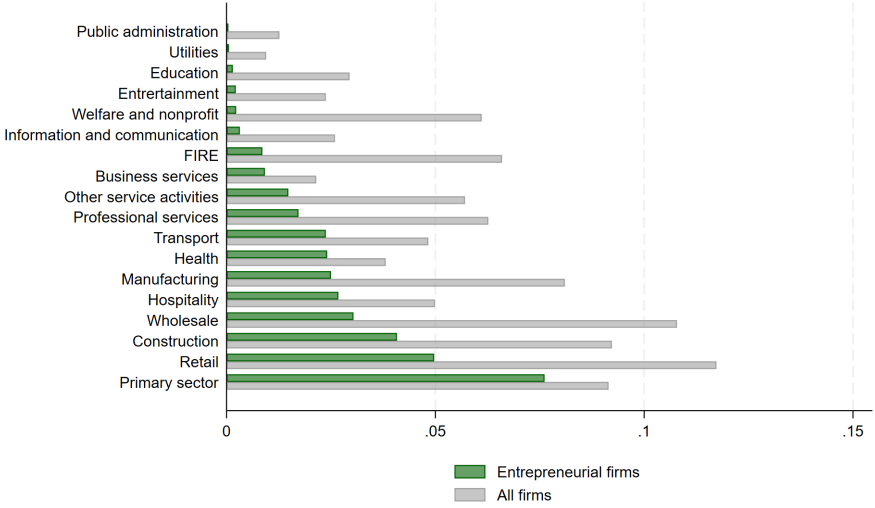
Back

Descriptive stats entrepreneurs

	General Sample	Entrepreneurs	Male Entrepr.	Female Entrepr.
A. Individual Characteristics				
Parent is entrepreneur	0.12	0.22	0.23	0.19
Discontinued edu after compulsory school	0.18	0.18	0.19	0.17
Completed sec. academic edu.	0.46	0.28	0.24	0.38
Completed sec. vocational edu.	0.47	0.62	0.64	0.57
Completed higher edu.	0.40	0.22	0.20	0.27
Age first entrepreneur		30.9	30.8	31.3
N of firms created		1.15	1.71	1.11
Ever created incorporated firm		0.17	0.18	0.14
B. Firm Characteristics				
N of employees		5.1	5.1	4.9
Survival		3.7	3.7	3.5
Tenure		2.1	2.2	2.1
Share of female employees		0.36	0.19	0.84
Share of part-time employees		0.2	0.18	0.25

Back

Share of firms by firm type and industry



Back

Top 20 4-digit industries for entrepr. firms

TOP 20 4-digit industries among entrepreneurial firms		
1	Restaurants	Restaurants
2	Raising of dairy cattle	Primary sector
3	Hairdressing	General service providers
4	Taxi operation	General service providers
5	General medical practice activity	Skilled professionals
6	Raising of swine/pigs	Primary sector
7	Growing of cereals	Primary sector
8	Joinery installation	Skilled craftsmen/construction
9	Maintenance and repair of motor vehicles	General service providers
10	Freight transport by road	General service providers
11	General cleaning of buildings	General service providers
12	Retail sale of clothes	Retailers
13	Other specialised construction activities	Skilled craftsmen/construction
14	Retail sale of food, beverage and tobacco	Retailers
15	Dental practice activities	Skilled professionals
16	Painting and glazing	Skilled craftsmen/construction
17	Beverage service activities	Restaurants
18	Legal activities	Skilled professionals
19	Raising of other animals	Primary sector
20	Specialist medical practices activities	Skilled professionals

Back

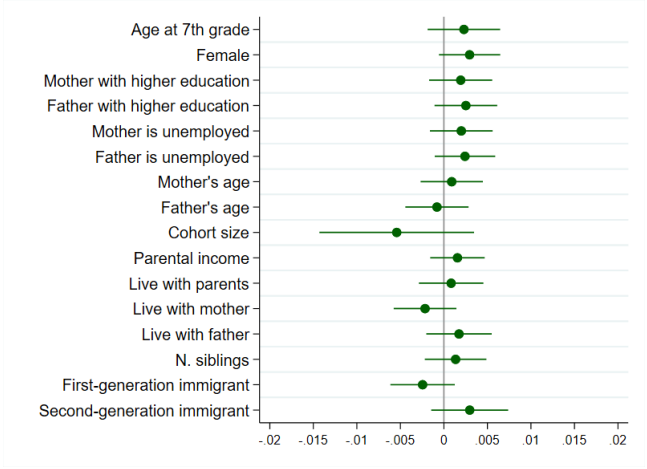
Raw and residual variation

	Mean	St.Dev
A. Share of peers with at least one entrepreneur parent		
Raw cohort variable	0.117	0.072
Residuals after removing school, cohort and municipality x cohort FE	0.000	0.042
B. Share of female peers with at least one entrepreneur parent		
Raw cohort variable	0.116	0.088
Residuals after removing school, cohort and municipality x cohort FE	0.000	0.061
C. Share of male peers with at least one entrepreneur parent		
Raw cohort variable	0.117	0.087
Residuals after removing school, cohort and municipality x cohort FE	0.000	0.060

Notes. This table reports the raw and residual (net of school, cohort and municipality times cohort fixed effects) variation in the share of peers whose parents are entrepreneurs.

◂ Back

Balancing tests



Notes. Coefficients of separate regressions of each variable on the share of peers with parent entrepreneurs, including full set of FEs. All variables are standardized.

Back

Correlated Characteristics

- Correlation with most characteristics is very low
- 1sd increase in the share of cohort peers with entrepreneur parents is correlated with different educational tracks, lower unemployment, and higher income

  $\Rightarrow$ Controlling for these characteristics does not affect our results

	Share of parents							Average	
	(1) with secondary academic educ	(2) with secondary vocational educ	(3) with higher educ	(4) who are unemployed	(5) first-gen immigrants	(6) second-gen immigrants	(7) home owners	(8) parents' age	(9) parents' income (log)
Share of peers with parents entrepr	0.001	0.007***	0.007***	-0.006***	0.000	-0.000	0.011***	0.040**	0.014***
	(0.001)	(0.002)	(0.001)	(0.001)	(0.001)	(0.000)	(0.002)	(0.017)	(0.002)
Observations	17441	17441	17441	17441	8118	17441	17441	17441	17441
Mean dep. var	0.0333	0.555	0.112	0.110	0.0653	0.00214	0.753	40.82	12.53

Notes. Coefficients of separate regressions of each variable (which refers to the characteristics of parents) on the share of peers with parent entrepreneurs, all computed using leave-one-out approach and including full set of FEs. The dependent variable is standardized.

Back

Ever entrepreneur by gender

	Ever entrepreneur			
	(1) by age 25	(2) by age 30	(3) by age 35	(4) by age 40
A. Women				
Share of peers with parent entrepreneur	0.004*	0.006	0.007	0.003
	(0.002)	(0.004)	(0.005)	(0.007)
Parents is entrepreneur	0.005***	0.011***	0.016***	0.021***
	(0.000)	(0.001)	(0.001)	(0.001)
Observations	390770	386507	382862	330081
Mean dep. var	0.00474	0.0125	0.0206	0.0322
St.dev. share of peers	0.0716	0.0716	0.0716	0.0716
B. Men				
Share of peers with parent entrepreneur	0.001	0.014**	-0.001	-0.004
	(0.004)	(0.007)	(0.009)	(0.011)
Parents is entrepreneur	0.013***	0.043***	0.062***	0.075***
	(0.001)	(0.001)	(0.002)	(0.002)
Observations	407746	402146	396183	342964
Mean dep. var	0.0107	0.0347	0.0570	0.0822
St.dev. share of peers	0.0716	0.0716	0.0716	0.0716

Notes. All regressions include set of FEs and controls. Standard errors clustered at the school level in parentheses. * p< 0.1, ** p< 0.05, *** p< 0.01.

◂ Back

Number of years as entrepreneur by gender

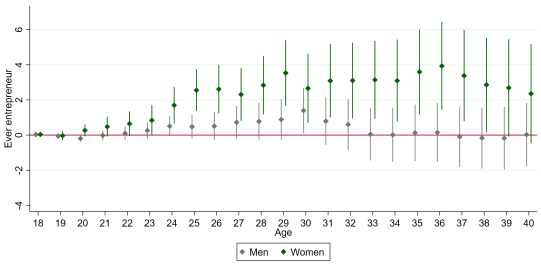
	N. years as entrepreneur			
	(1)	(2)	(3)	(4)
	by age 25	by age 30	by age 35	by age 40
A. Women				
Share of peers with parent entrepreneur	0.008	0.026*	0.040*	0.026
	(0.006)	(0.014)	(0.024)	(0.039)
Parents is entrepreneur	0.008***	0.032***	0.065***	0.111***
	(0.001)	(0.003)	(0.004)	(0.007)
Observations	390770	386507	382862	330081
Mean dep. var	0.00911	0.0346	0.0733	0.136
St.dev. share of peers	0.0716	0.0716	0.0716	0.0716
B. Men				
Share of peers with parent entrepreneur	-0.002	0.029	0.023	0.009
	(0.008)	(0.022)	(0.041)	(0.068)
Parents is entrepreneur	0.030***	0.146***	0.333***	0.551***
	(0.002)	(0.005)	(0.010)	(0.016)
Observations	407746	402146	396183	342964
Mean dep. var	0.0202	0.0940	0.214	0.390
St.dev. share of peers	0.0716	0.0716	0.0716	0.0716

Notes. All regressions include set of FEs and controls. Standard errors clustered at the school level in parentheses. * p< 0.1, ** p< 0.05, *** p< 0.01.

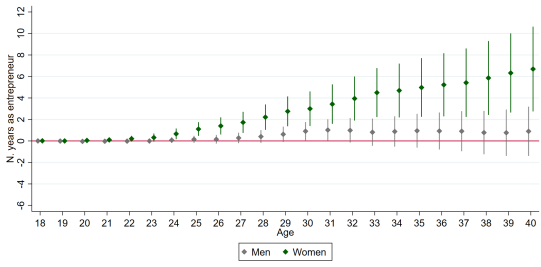
◂ Back

Exposure to female peers: girls compared to boys

(a) Entry



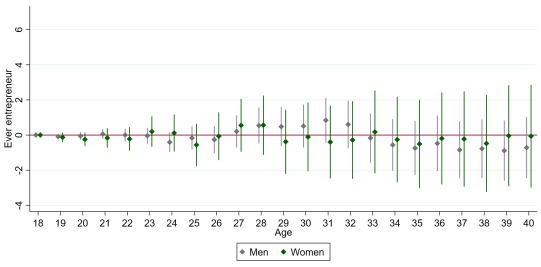
(b) Number of years



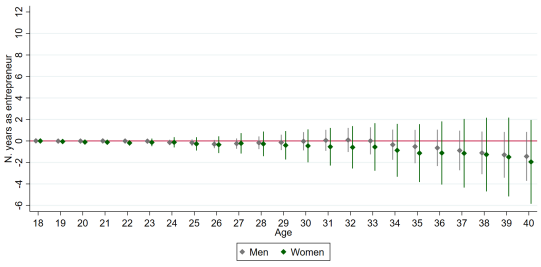
- Effects on girls significantly larger than those for boys
- ▸ Back ▸ Male Peers

Exposure to male peers: girls compared to boys

(a) Entry



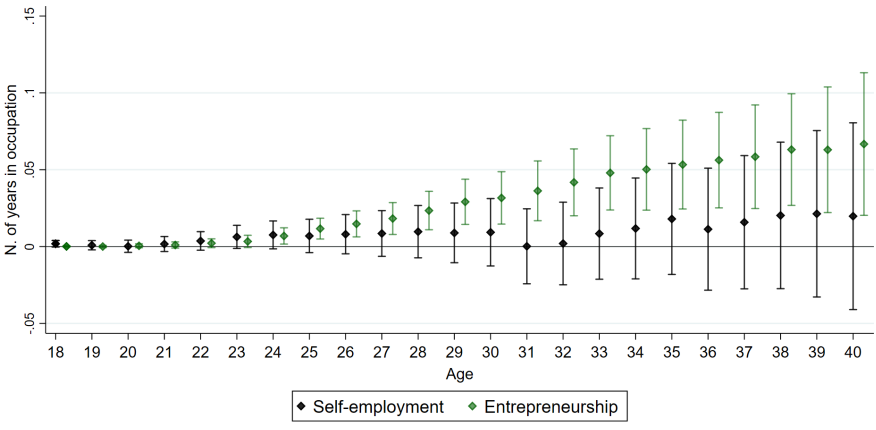
(b) Number of years



- Both girls and boys are not affected by male peers
- ▸ Back

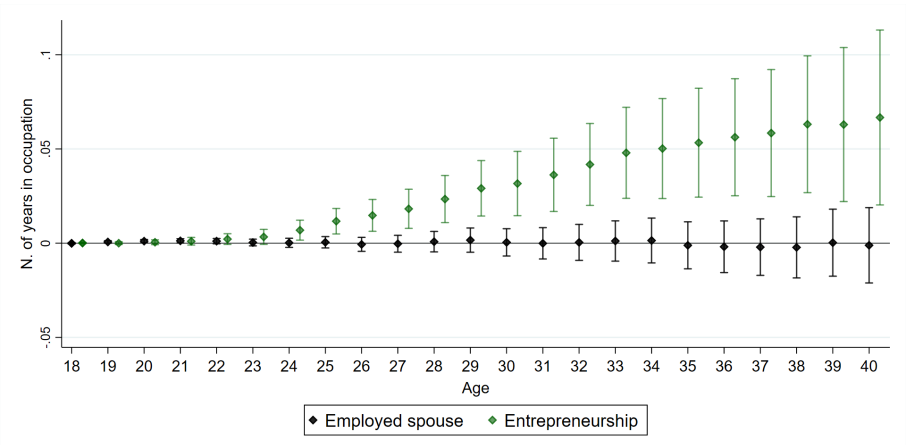
2 How does exposure affect women's career choices?

- No effect on years spent (i) as self-employed



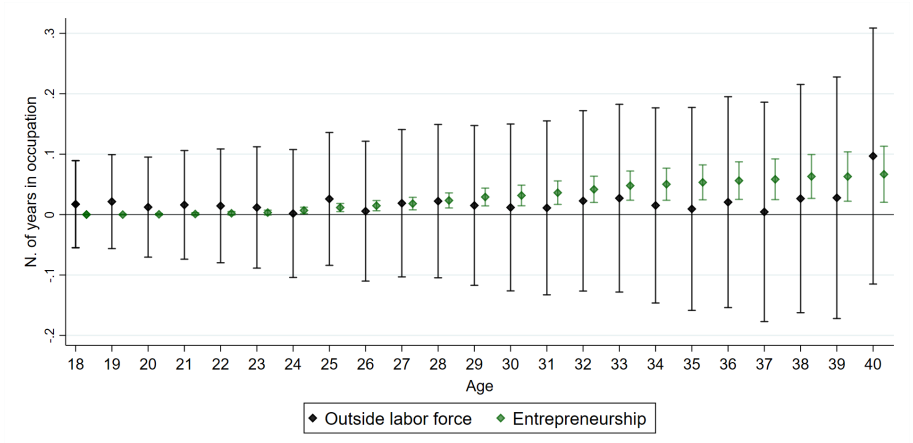
2 How does exposure affect women's career choices?

- No effect on years spent (i) as self-employed, (ii) employed spouse



2 How does exposure affect women's career choices?

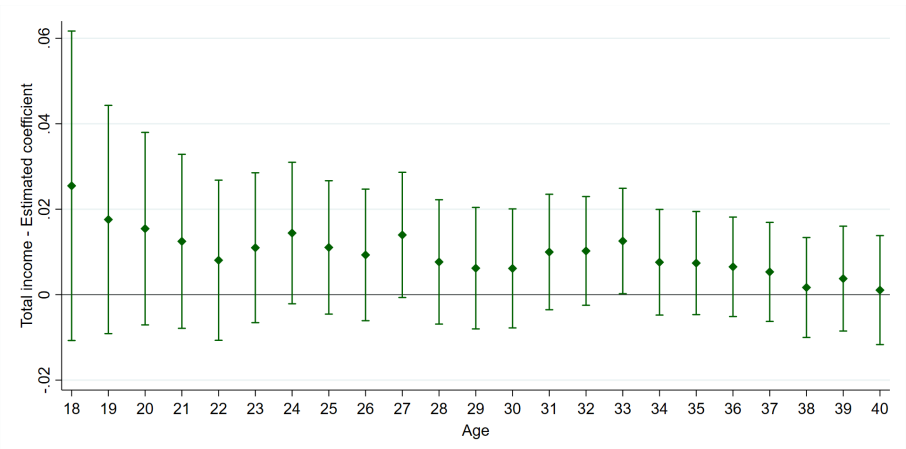
- No effect on years spent (i) as self-employed, (ii) employed spouse (iii) outside labor force



Back

2 How does exposure affect women's career choices?

- In line with previous results, women are not worst-off in terms of total income



Back

2b Does exposure affect women's fertility and marriage outcomes?

- Women's personal outcomes can be differentially affected by the type of careers they pursue (Blau et al 2000; Adda et al 2017; Bertrand et al 2021)
- We complement previous analysis by looking at the effect of early exposure on marriage and fertility outcomes Back

	(1) Have children	(2) N. children	(3) N. children (cond.)	(4) Age at first child	(5) Ever married
% F peers with parent entrepreneur	-0.008	-0.006	0.014	-0.045	-0.001
	(0.009)	(0.026)	(0.022)	(0.138)	(0.011)
% M peers with parent entrepreneur	0.014	0.031	-0.000	0.075	0.036***
	(0.009)	(0.028)	(0.023)	(0.135)	(0.012)
Parent is entrepreneur	0.009***	0.036***	0.020***	0.281***	0.006**
	(0.002)	(0.005)	(0.004)	(0.028)	(0.002)
Observations	389099	389099	331861	322229	389099
School, cohort, municipality x cohort FE	X	X	X	X	X
Individual controls	X	X	X	X	X
Cohort controls	X	X	X	X	X
Mean dep. var	0.853	1.860	2.181	29.14	0.703

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% M peers with parent entrepreneur	0.014	0.031	-0.000	0.075	0.036***
	(0.009)	(0.028)	(0.023)	(0.135)	(0.012)
Parent is entrepreneur	0.009***	0.036***	0.020***	0.281***	0.006**
	(0.002)	(0.005)	(0.004)	(0.028)	(0.002)
Observations	389099	389099	331861	322229	389099
School, cohort, municipality x cohort FE	X	X	X	X	X
Individual controls	X	X	X	X	X
Cohort controls	X	X	X	X	X
Mean dep. var	0.853	1.860	2.181	29.14	0.703

Firm performance IV

	(1) by age 25	(2) by age 30	(3) by age 35	(4) by age 40
A: Dep. var. Cumulative number of jobs				
RF: Share of female peers with parent entrepreneur	0.076***	0.264***	0.385***	0.646**
	(0.025)	(0.083)	(0.128)	(0.280)
2SLS: Number of years as entrepreneur	6.005***	7.668***	7.302***	9.767**
	(1.140)	(1.907)	(1.739)	(4.106)
B: Dep. var. Survival				
RF: Share of female peers with parent entrepreneur	0.045***	0.057***	0.067***	0.065***
	(0.013)	(0.020)	(0.023)	(0.023)
2SLS: Ever entrepreneur	6.330***	6.978***	7.514***	8.613**
	(1.419)	(1.813)	(2.023)	(3.463)
Observations	384944	380881	377509	374641

Notes. All regressions include set of FEs and controls. Standard errors clustered at the school level in parentheses. * p< 0.1, ** p< 0.05, *** p< 0.01.

◂ Back

Do women respond more to their peers' mothers?

	Women - Ever entrepreneur			
	(1) by age 25	(2) by age 30	(3) by age 35	(4) by age 40
Share of female peers with father entrepreneur	0.007***	0.005*	0.008**	0.002
	(0.002)	(0.003)	(0.004)	(0.005)
Share of female peers with mother entrepreneur	-0.000	0.010	0.010	0.010
	(0.004)	(0.007)	(0.009)	(0.011)
Share of male peers with father entrepreneur	-0.003	-0.001	-0.001	-0.002
	(0.002)	(0.003)	(0.004)	(0.005)
Share of male peers with mother entrepreneur	0.009*	0.003	-0.001	0.006
	(0.005)	(0.007)	(0.009)	(0.012)
Father is entrepreneur	0.003***	0.008***	0.013***	0.017***
	(0.000)	(0.001)	(0.001)	(0.001)
Mother is entrepreneur	0.009***	0.022***	0.029***	0.041***
	(0.001)	(0.002)	(0.003)	(0.004)
Observations	390770	386507	382862	330081
Mean dep. var	0.00474	0.0125	0.0206	0.0322
St.dev. share of female peers (fathers)	0.0830	0.0830	0.0830	0.0830
St.dev. share of female peers (mothers)	0.0305	0.0305	0.0305	0.0305
St.dev. share of male peers (fathers)	0.0816	0.0816	0.0816	0.0816
St.dev. share of male peers (mothers)	0.0295	0.0295	0.0295	0.0295

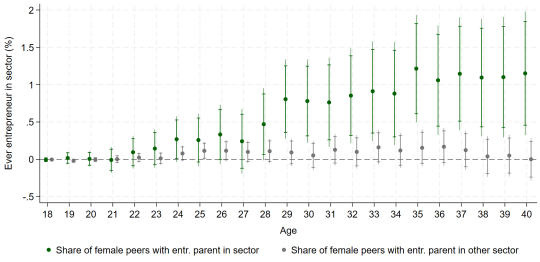
Notes. All regressions include set of FEs and controls. Standard errors clustered at the school level in parentheses. * p< 0.1, ** p< 0.05, *** p< 0.01.

Effects of mothers and fathers are not statistically different (concern: lack of precision in mothers estimates)

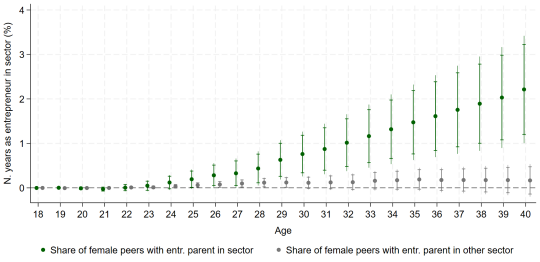
▸ N. years entrepr. ◂ Back

Is there a sector-specific effect for women?

(a) Entry

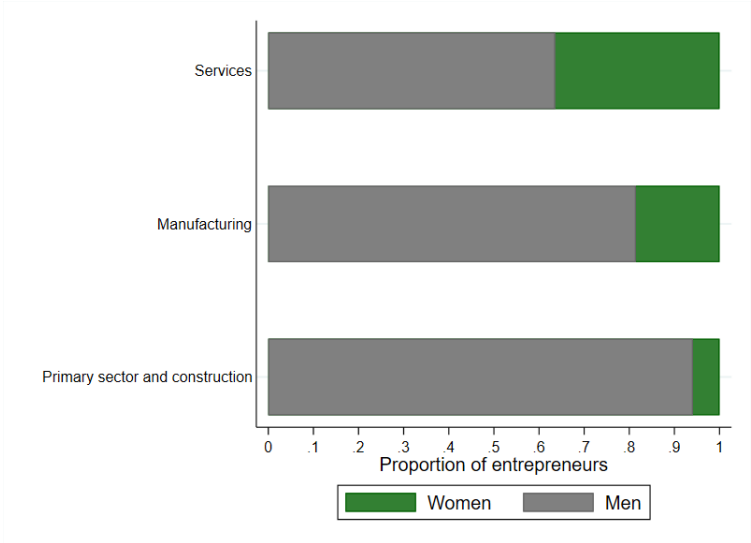


(b) Number of years



Back

Gender distribution within sectors



Back

Professors vs Engineers

	(1) Ever Professors	(2) Ever Engineers
Share of female peers with parent professor	0.058**	
	(0.029)	
Share of male peers with parent professor	-0.038	
	(0.029)	
Parent is professor	0.049***	
	(0.013)	
Share of female peers with parent engineer		-0.001
		(0.003)
Share of male peers with parent engineer2		0.004
		(0.003)
Parent is engineer		0.009***
		(0.001)
Observations	395080	395080
Mean dep. var	0.00902	0.0207

Notes. All regressions include set of FEs and controls. Standard errors clustered at the school level in parentheses. * p< 0.1, ** p< 0.05, *** p< 0.01.

Back

Access to networks

Boys and girls are *equally likely* to be employed in the firm of their peers parents between age 15 and 18

	(1) Age 15	(2) Age 16	(3) Age 17	(4) Age 18
A. Women				
Share of female peers with parent entrepreneur	0.008***	0.014***	0.012***	0.009***
	(0.002)	(0.002)	(0.002)	(0.002)
Share of male peers with parent entrepreneur	0.009***	0.015***	0.016***	0.013***
	(0.002)	(0.002)	(0.002)	(0.002)
B. Men				
Share of female peers with parent entrepreneur	0.009***	0.012***	0.012***	0.008***
	(0.002)	(0.002)	(0.002)	(0.002)
Share of male peers with parent entrepreneur	0.014***	0.017***	0.017***	0.014***
	(0.002)	(0.002)	(0.002)	(0.002)

Notes. All regressions include set of FEs and controls. Standard errors clustered at the school level in parentheses. * p< 0.1, ** p< 0.05, *** p< 0.01.

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Joint ownership

	Cofounded first firm	
	(1) With peers	(2) With same gender peers
Share of female peers with parent entrepreneur	-0.000	-0.000
	(0.000)	(0.000)
Share of male peers with parent entrepreneur	0.001	0.001
	(0.000)	(0.000)
Parent is entrepreneur	0.000	0.000
	(0.000)	(0.000)
Observations	384944	384944
School and municipality x cohort FE	X	X
Individual controls	X	X
Cohort controls	X	X
Mean dep. var	0.0000883	0.0000520

Notes. All regressions include set of FEs and controls. Standard errors clustered at the school level in parentheses. * p< 0.1, ** p< 0.05, *** p< 0.01.

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