

# International Handbook of Women and Small Business Entrepreneurship

*Edited by*

Sandra L. Fielden and Marilyn J. Davidson

*Manchester Business School, The University of Manchester  
Co-directors of The Centre for Diversity and Work Psychology*

Edward Elgar  
Cheltenham, UK • Northampton, MA, USA

# Contents

<i>List of Contributors</i>	vii
<i>Preface</i>	xvi
<i>Acknowledgements</i>	xviii

## PART I WOMEN INTO ENTERPRISE - PERSONALITY AND BEHAVIOUR CHARACTERISTICS

1 Why women enter into small business ownership <i>Muriel Orhan</i>	3
2 Characteristics of women small business owners <i>Sherrill R. Taylor and Julia D. Newcomer</i>	17
3 Analysing achievement, motivation and leadership in women entrepreneurs: A new integration <i>Janice Langan-Fox</i>	32
4 Career paths of women business owners <i>Dorothy Perrin Moore</i>	42

## PART II WOMEN INTO ENTERPRISE - CONSTRAINTS AND CONDITIONS FOR SUCCESS

5 The constraints facing women entering small business ownership <i>Leonie V. Still</i>	55
6 The financing of small businesses - female experiences and strategies <i>Susan Marlow and Dean Patton</i>	66
7 Succession planning in small firms: Gender impacts <i>Lynn M. Martin and Chris Martin</i>	78
8 The impact of family support on the success of women business owners <i>Nancy Rogers</i>	91

## PART III WOMEN INTO ENTERPRISE - BLACK AND ETHNIC MINORITY SMALL BUSINESS OWNERS

9 African American women and small business start-up: Backgrounds, goals and strategies used by African American women in the initialization and operation of small businesses <i>Katherine Inman and Linda M. Grant</i>	105
---	-----

- 10 The experiences of Asian women entering business start-up in the UK  
*Adel J. Dawe and Sandra L. Fielden*
- 11 Ethnicity and gender in women's businesses in New Zealand  
*Judith K. Pringle and Rachel Wolfgramm*
- 12 Hispanic women entrepreneurs and small business owners in the USA  
*Yolanda Sarason and Morgan Morrison*

PART IV WOMEN INTO ENTERPRISE - A GLOBAL PERSPECTIVE

- 13 Women into enterprise - a European and international perspective 161  
*Mary van der Boon*
- 14 Women entrepreneurs in Singapore 178  
*Jean Lee*
- 15 The changing experience of Australian women entrepreneurs 193  
*Susan Dann and Rebekah Bennett*
- 16 Women small business owners in India 206  
*P. Sudarsanan Pillai and K.P. Saraswathy Amma*
- 17 'I'm out of here': Women leaving companies in the USA to start their  
own businesses 221  
*Mary C. Mattis*

PART V WOMEN INTO ENTERPRISE - FUTURE PERSPECTIVES  
AND RECOMMENDATIONS

- 18 Past journeys: Global lessons learned from entrepreneurial women in US  
history 239  
*Jeanette Oppedisano*
- \*
- 19 Women's entrepreneurship: Exploring new avenues 253  
*Kiran Mirchandani*
- 20 The way forward for women business owners 264  
*Sandra L. Fielden and Marilyn J. Davidson*
- Index* 273