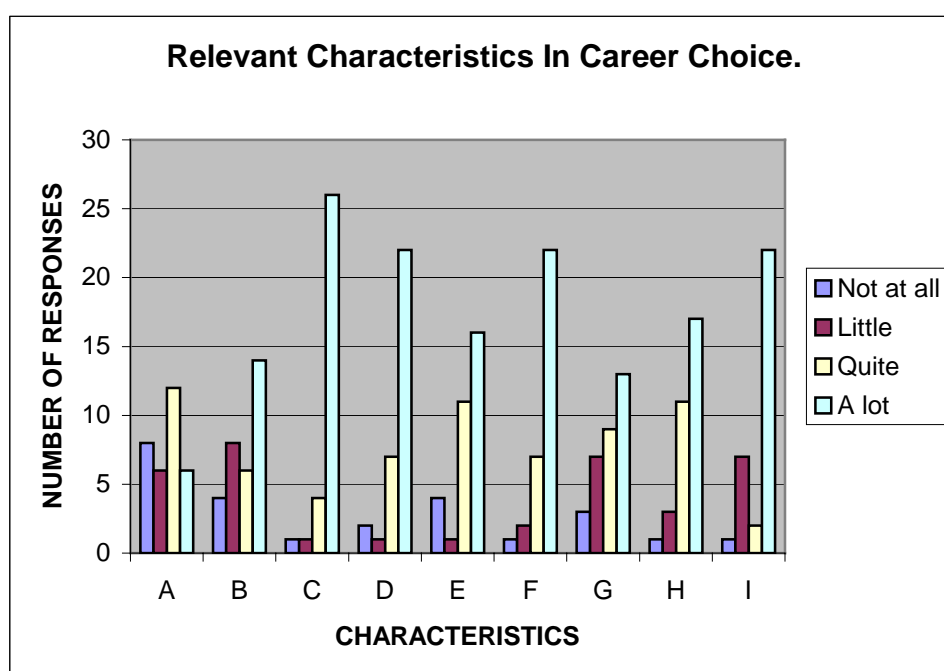


Summary Of The Dissertation 'Women and Companies'

Below you can find the results from a survey carried out among 32 female entrepreneurs in the Emilia-Romagna region.

The aim of the survey was to study the relevant aspects and problems related to career choices and the founding and managing of a company. The companies that are run by the entrepreneurs interviewed are mostly involved in industrial production and the rest in property, advertising and building services.

FIGURE 1 Relevant characteristics in choosing career.



¹ English summary by Laura Del Vescovo and Miretta Giacometti from the dissertation of Eleonora Paolini "Women and companies" available in full text in Italian.

TABLE 1 Relevant characteristics in career choice

ASPECTS	RESPONSES				TOTAL
	NOT AT ALL (0)	LITTLE (1)	QUITE (2)	A LOT (3)	
A. Coherence of work with university education	8	6	12	6	32
B. Space for creativity	4	8	6	14	32
C. Work environment and human relations	1	1	4	26	32
D. Acknowledgment of one's own capabilities	2	1	7	22	32
E. Compatibility with private life	4	1	11	16	32
F. Future prospects	1	2	7	22	32
G. Security and continuity	3	7	9	13	32
H. Salary	1	3	11	17	32
I. Time Flexibility	1	7	2	22	32

TABLE 2 Initial problems related of an entrepreneurial activity

POTENTIAL PROBLEMS	RESPONSES
A. Little knowledge of competitors	7
B. Little knowledge of potential clients	13
C. Insufficient finances.	15
D. Relations with banks	9
E. Inadequate business plan	19
F. Inadequate knowledge of the product/process	8
G. Inadequate informatics skills	12
H. Difficulty of managing staff	12
I. More time involved than expected	18

TABLE 3 Characteristics that help the progression in career.

CHARACTERISTIC/ STRENGTH	NOT AT ALL	LITTLE	QUITE	A LOT	TOTAL
A. Passion for what one does				32	32
B. Job security			3	29	32
C. Capacity to cope with hard work.			7	25	32
D. Good basic preparation		1	15	16	32
E. To be able to sacrifice the family	6	14	8	4	32
F. Ability to make decisions			2	30	32
G. Flexibility of role and time			8	24	32
H. To be determined in relations with others		4	5	23	32

TABLE 4 Characteristics that hinder the progression in career

CHARACTERISTIC	NOT AT ALL	LITTLE	QUITE	A LOT	TOTAL
A. Involvement in other people's problems	2	7	11	12	32
B. Under valuation of one's own ability		7	6	19	32
C. Difficult to balance private life with work	1	5	10	16	32
D. Absence of clear objectives		3	8	21	32
E. Hard work	18	5	7	2	32
F. Men in the highest position	13	9	7	3	32
G. Role models to be inspired by	22	5	3	2	32
H. Unavailability to be transferred	3	1	9	19	32
I. Little interest to take roles of responsibility			3	28	32

TABLE 5 Suggestions for initiatives that universities should undertake.

SUGGESTIONS TO STIMULATE FEMALE ENTREPRENEURSHIP	N° OF RESPONSES
Training courses	7
Work placement	11
Masters and encouragement from companies.	3
Lessons held by female entrepreneurs	3
Creation of a university - inter-company relationship	1
Unsecured financing	1
Academic spin-offs	1
Raising subsidies to outstanding students.	1
Work placement abroad	1
Improving the quality of teaching	2
Female help for advice, suggestions and help.	1

TABLE 6 Aspects to be covered in the training courses

CONTENT OF TRAINING COURSES	RESPONSES
Communication technology	11
Knowledge to strengthen one's character	9
Competition analysis	3
Management and financial accounting	2
Management control (financial, commercial and personnel aspects)	2
Banking and management aspects for relations with banks	2
Bureaucracy: suggestions on how to overcome it	1
Competition in other markets (overall in the Chinese market)	1
Social issues, working welfare.	1

TABLE 7 Opinions towards the degree of motivation for women compared to men, to found a company.

DEGREE OF MOTIVATION	N° OF RESPONSES	%
More	10	31
Now and then	16	50
Less	5	16
Don't know	1	3
TOTAL	32	100

TABLE 8 Number of children

N° CHILDREN	N° OF RESPONSES
0	9
1	8
2	11
>2	4
TOTAL	32

TABLE 9 Problems in managing family/children with work

PROBLEMS	N° OF RESPONSES
None	8
Little	16
A lot	8
TOTAL	32

TABLE 10 If children hinder the career

THOUGHTS ON CHILDREN	N° OF RESPONSES
Hinder	13
Do not hinder	19
TOTAL	32

TABLE 11 Need of free time

FREE TIME	N° OF RESONSES
YES	16
NO	18
TOTAL	32

TABLE 12 Types of relations between universities and research centres

TYPE OF RELATIONS	RESPONSES
No relation	10
Work placement with Bologna University (Italian and foreign students)	14
Work placement with professional and technical institutes	4
Lessons with female entrepreneurs organised by university professor.	1
Collaboration with universities apart from that of Bologna and abroad.	7
Relations with research centres (physics and chemistry laboratories)	3

TABLE 13 Types of innovation.

INNOVATIVE ASPECTS	N° RESPONSES
No innovation	12
Innovation in the field of Information Technology	1
Research of new materials in the market	2
New applied technology for the product/process	4
Research of technological innovative niche products.	1
Car fleet re-innovation	12