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Manuscript Abstract

Intersecting Identities: Gender, Migration, and Social Class in Shaping Entrepreneurial Self-Efficacy and Behaviour.

Branca, E., Vanderstraeten, J., Slabbinck, H., Delzenne, E., & Ismail, R.

Full reference

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Abstract

Entrepreneurship research has increasingly turned its attention to the experiences of minority entrepreneurs: individuals whose identities diverge from the dominant entrepreneurial archetype. However, much of this work continues to examine dimensions of minority identity, such as gender, migration background, or social class, in isolation. This paper adopts an intersectionality-informed approach to explore how intertwined dimensions of identity, specifically gender, migration background, and social class, interact to shape entrepreneurial self-efficacy (ESE) and entrepreneurial behaviour. Structural inequalities - such as discrimination, exclusion, and unequal access to resources - can erode individuals' confidence in their entrepreneurial potential. We argue that entrepreneurial self-efficacy (ESE), a key predictor of entrepreneurial action, reflects this internalization of disadvantage and plays a critical role in shaping entrepreneurial engagement. Using a sample of 923 students in Belgium, we test a moderated mediation model to examine how compounded social disadvantage influences entrepreneurial outcomes. Our findings reveal that second-generation immigrant women from lower social classes report the lowest levels of ESE, which significantly reduces their entrepreneurial behaviour. These results underscore the importance of understanding how intersecting identity positions shape not only access to resources, but also individuals' self-perception as capable economic actors.