

SUPPLEMENTARY MATERIAL

Confirmatory Factor Analysis 1

Results showed a poor fit for the seven-dimensional structure ($\chi^2 = 927.067$, $df = 474$, $p < .01$; CFI = .959, TLI = .954, RMSEA = .058 90% CI [.053; .064], SRMR = .092). Therefore, based on item analysis (see Table S1), several items were eliminated according to criteria such as low homogeneity indices, unfavorable changes in Cronbach's alpha if the item was deleted, and factor loadings below the established cutoff point.

Table S1 *First adaptation of TOP WOMAN scale to entrepreneurship: Item descriptive statistics, reliability, and factor loadings*

		M	SD	Item-total r	Alpha if item is deleted	Factor loadings	S.E.
F1	Motivational/Internal Barriers ($\alpha = .81$)						
T1	Women are not very interested in starting new businesses. <i>Las mujeres no están muy interesadas en emprender nuevas empresas.</i>	1.34	0.79	.69	-	.87	0.03
T2	Women show less professional ambition than men. <i>Las mujeres muestran menos ambición profesional que los hombres.</i>	1.36	0.82	.69	-	.96	0.03
F2	Work-family Balance ($\alpha = .84$)						
T3	Working hours and work organization make it difficult for women to dedicate themselves to their work. <i>El horario laboral y la organización del trabajo dificultan la dedicación de las mujeres.</i>	2.96	1.43	.57	.83	.76	0.04
T4	Women put their family responsibilities before work. <i>Las mujeres anteponen sus responsabilidades familiares a las laborales.</i>	2.86	1.32	.58	.83	.65	0.04
T5	Work-life balance is considered to affect women more than men. <i>Se considera que la conciliación afecta más a las mujeres que a los hombres.</i>	3.80	1.34	.64	.81	.76	0.04
T6	Maternity interrupts and delays women's opportunities for advancement. <i>La maternidad interrumpe y retrasa las oportunidades de promoción de las mujeres.</i>	3.64	1.36	.67	.80	.79	0.03
T7	Women's family responsibilities hinder their dedication and career progression. <i>Las responsabilidades familiares de las mujeres dificultan su dedicación y progresión laboral.</i>	3.30	1.43	.78	.77	.94	0.02
F3	Gender Stereotypes ($\alpha = .81$)						
T8	Women do not have enough experience to start new businesses. <i>Las mujeres no tienen suficiente experiencia para emprender nuevos negocios.</i>	1.27	0.72	.54	.79	.80	0.06
T9	Women are less competitive than men. <i>Las mujeres son menos competitivas que los hombres.</i>	1.35	0.78	.49	.79	.71	0.05
T10	Women have less confidence in their own abilities than men. <i>Las mujeres confían menos en sus propias capacidades que los hombres.</i>	1.95	1.21	.48	.80	.76	0.04

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		M	SD	Item-total r	Alpha if item is deleted	Factor loadings	S.E.
T11	Entrepreneurship is more suited to the characteristics of men. <i>El emprendimiento es más adecuado a las características de los hombres.</i>	1.37	0.92	.48	.80	.73	0.05
T12	Women are less suited than men to creating new companies. <i>Las mujeres son menos adecuadas que los hombres para crear nuevas empresas.</i>	1.11	0.44	.53	.80	.81	0.05
T13	Women are more insecure than men. <i>Las mujeres son más inseguras que los hombres.</i>	1.74	1.09	.54	.79	.73	0.04
T14	Women find it harder to make decisions. <i>A las mujeres les cuesta más tomar decisiones.</i>	1.47	0.91	.70	.77	.77	0.04
T15	Women are too emotional and empathetic to become entrepreneurs and manage new businesses. <i>Las mujeres son demasiado emocionales y empáticas para emprender y gestionar nuevos negocios.</i>	1.33	0.77	.48	.80	.72	0.05
T16	Women tolerate the pressure of entrepreneurship less than men. <i>Las mujeres toleran menos la presión del emprendimiento que los hombres.</i>	1.26	0.63	.56	.79	.78	0.05
T17	Women are not as good as men at negotiating processes. <i>Las mujeres no son tan buenas como los hombres en los procesos de negociación.</i>	1.32	0.94	.31	.82	.55	0.06
F4	<i>Barriers to Accessing Influential Networks (α = .74)</i>						
T18	Women have less access than men to power groups. <i>Las mujeres tienen menor acceso que los hombres a los grupos de poder.</i>	3.70	1.36	.46	.71	.72	0.04
T19	Women move in groups with less access to important information. <i>Las mujeres se mueven en grupos con menor acceso a información importante.</i>	2.50	1.32	.49	.70	.60	0.04
T20	Customers prefer to work with men. <i>Los clientes prefieren trabajar con hombres.</i>	2.27	1.30	.51	.69	.65	0.04
T21	Power networks or groups are made up of men. <i>Las redes o grupos de poder están formadas por hombres.</i>	3.43	1.31	.61	.65	.71	0.04
T22	There are no role models of women entrepreneurs that other women can follow. <i>No existen modelos de mujeres emprendedoras que otras mujeres puedan seguir.</i>	1.87	1.17	.43	.72	.64	0.05
F5	<i>Unequal Performance Appraisal (α = .92)</i>						
T23	Women are held to a higher standard than men. <i>A las mujeres se les exige más que a los hombres.</i>	3.48	1.40	.82	.90	.91	0.01
T24	Women are evaluated more stringently than men. <i>A las mujeres se les evalúa con mayor exigencia que a los hombres.</i>	3.59	1.36	.88	.88	.96	0.01
T25	Women have to prove their abilities more than men. <i>Las mujeres tienen que demostrar su capacidad más que los hombres.</i>	3.64	1.33	.85	.89	.91	0.01
T26	Women's work and achievements are valued less than men's. <i>A las mujeres se les valora su trabajo y sus logros en menor medida que a los hombres.</i>	3.43	1.39	.73	.93	.86	0.02
F6	<i>Unequal Human Resources Practices and Policies (α = .84)</i>						

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		<i>M</i>	<i>SD</i>	Item- total <i>r</i>	Alpha if item is deleted	Factor loadings	S.E.
T27	Women receive less training for entrepreneurship than men. <i>Las mujeres reciben menos formación para el emprendimiento que los hombres.</i>	2.47	1.32	.61	.81	.78	0.03
T28	Performance evaluation takes into account aspects that benefit men over women. <i>La evaluación del desempeño tiene en cuenta aspectos que benefician a los hombres frente a las mujeres.</i>	2.94	1.31	.72	.77	.83	0.02
T29	Women have more difficulties than men in starting new businesses. <i>Las mujeres tienen más dificultades que los hombres para emprender nuevos negocios.</i>	2.98	1.46	.71	.77	.83	0.02
T30	Women earn less than men. <i>Las mujeres cobran menos que los hombres.</i>	3.60	1.36	.63	.81	.75	0.03
F7	<i>Organizational/Business Culture (α = .75)</i>						
T31	Business culture favors aspects such as authority and control. <i>La cultura empresarial favorece aspectos como la autoridad y el control.</i>	3.81	1.12	.64	.61	.90	0.03
T32	Business culture favors aspects such as competitiveness. <i>La cultura empresarial favorece aspectos como la competitividad.</i>	3.99	1.00	.71	.55	.90	0.03
T33	Business culture does not favor aspects such as mutual support, collaboration, or empathy. <i>La cultura empresarial no favorece aspectos como el apoyo mutuo, la colaboración o la empatía.</i>	3.23	1.33	.45	.86	.65	0.05

Note. All factor loadings are statistically significant ($p < .001$). *r* – correlation, α – Cronbach’s alpha, S.E. – standard error. Deleted items are highlighted in bold.

Confirmatory Factor Analysis 2

All items that did not fulfill the cutoff criteria of the item analysis were removed from this model. Results showed an adequate fit for the seven-dimensional structure ($\chi^2 = 324.044$, $df = 188$, $p < .01$; CFI = .986, TLI = .983, RMSEA = .051 90% CI [.041; .060], SRMR = .067). Although the homogeneity index for item 18 was low, the reliability of the Networking Barriers dimension decreased if this item was removed. However, the factor loading was adequate. Taking all this into account, as well as the content validity, it was decided to keep this item preserving content validity, since item 18 “Women have less access than men to power groups” accurately describes the content of the scale Barriers to accessing influential networks. Hence, item 18 strongly contributes to the content validity of this dimension. For the third CFA (reported in the article), we eliminated items 3 and 13 since they do not fulfill the criteria (if item 13 is removed, the reliability index of the dimension decreases only slightly; furthermore, it does not meet the homogeneity index criterion). Item 12 and item 16 had low item-total correlation, but close to the criteria; in order to preserve content validity and reliability, these items were kept.

Nevertheless, in this model (Table S2), the correlation between Internal Barriers and Gender Stereotypes dimensions was $r = .77$, $p < .01$. Motivational Barriers, however, are individual barriers, whereas Stereotypes are social barriers that depend on the environment. Thus, they are related dimensions considering the content (beliefs), but they are not the same concept, and they cannot belong to the same dimension.

A strong correlation was observed between Unequal Performance Appraisal and Unequal HR Practices ($r = .88, p < .01$). Performance Appraisal and HR Practices dimensions were therefore merged, so it could be considered the same dimension in the CFA 3 (see the Results section in the article).

Table S2 Second adaptation of TOP WOMAN scale to entrepreneurship: Item descriptive statistics, reliability, and factor loadings

	<i>M</i>	<i>SD</i>	Item- total <i>r</i>	Alpha if item is deleted	Factor loadings	S.E.
F1 ($\alpha = .81$)						
T1	1.34	0.79	.69	-	.89	0.04
T2	1.36	0.82	.69	-	.94	0.03
F2 ($\alpha = .83$)						
T3	2.96	1.43	.54	.83	.73	0.04
T5	3.80	1.34	.64	.79	.77	0.04
T6	3.64	1.36	.67	.78	.80	0.03
T7	3.30	1.43	.78	.72	.94	0.02
F3 ($\alpha = .74$)						
T8	1.27	0.72	.51	.69	.85	0.05
T12	1.11	0.44	.49	.72	.78	0.06
T13	1.74	1.09	.49	.72	.72	0.05
T14	1.47	0.91	.67	.62	.81	0.04
T16	1.26	0.63	.50	.70	.74	0.05
F4 ($\alpha = .70$)						
T18	3.70	1.36	.54	--	.80	0.04
T21	3.43	1.31	.54	--	.75	0.04
F5 ($\alpha = .93$)						
T23	3.48	1.40	.84	.84	.92	0.01
T24	3.59	1.36	.89	.89	.97	0.01
T25	3.64	1.33	.82	.92	.91	0.01
F6 ($\alpha = .84$)						
T27	2.47	1.32	.61	.81	.76	0.03
T28	2.94	1.31	.72	.77	.81	0.03
T29	2.98	1.46	.71	.77	.85	0.02
T30	3.60	1.36	.63	.81	.76	0.03
F7 ($\alpha = .86$)						
T31	3.81	1.12	.76	--	.92	0.04
T32	3.99	1.00	.76	--	.90	0.03

Note. All factor loadings are statistically significant ($p < .001$). *r* – correlation, α – Cronbach’s alpha, S.E. – standard error. Deleted items are highlighted in bold.