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GAZİANTEP UNIVERSITY
SOCIAL SCIENCES INSTITUTE
BUSINESS ADMINISTRATION DEPARTMENT

**A COMPARATIVE STUDY BETWEEN COUNTRIES
HOSTING SYRIAN REFUGEES' ENTREPRENEURS:
TURKEY, GERMANY, AND EGYPT CASE**

PHD THESIS

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Supervisor: Assoc. Prof. Özlem YAŞAR UĞURLU

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Thesis Defense Date: 22/06/2023

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DEDICATION AND AKNOWLEDGE

I dedicate this thesis to my parents, brothers, husband, and children, who have always been my unwavering source of support and encouragement. Their love, guidance, and sacrifice have been the bedrock of my success, and I could not have reached this point without them. They instilled in me the values of hard work, perseverance, and dedication, and their belief in me has never wavered. I also dedicate this thesis to my supervisor and mentors, who have challenged me, inspired me, and pushed me to new heights of academic excellence. Their guidance and expertise have been invaluable, and I am grateful for their unwavering support. Finally, I dedicate this thesis to all Syrian refugees, those who are pursuing their dreams with dedication and passion, may this work serve as a testament to the power of perseverance and hard work. I would like to convey our heartfelt appreciation to the YTP for the scholarship they gave me and all these years of support and follow-up to reach the end and achieve the goal. Additionally, I would like to thank everyone who took the time to complete the survey, and the interviews, and give us the essential information.

ABSTRACT

A COMPARATIVE STUDY BETWEEN COUNTRIES HOSTING SYRIAN REFUGEES' ENTREPRENEURS: TURKEY, GERMANY, AND EGYPT CASE

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The study intends to explore the influence of refugee entrepreneurs on the host countries, especially in the context of business sectors. The study focuses on Egypt, Germany, and Turkey to examine the effects of Syrian refugee entrepreneurs on the economic sectors of the communities that have embraced them. This research investigates the role of Syrian refugee entrepreneurs on the local business sector. The study adopts a mixed approach, thereby collecting both qualitative and quantitative data. Snowball sampling was used for selecting the sample population and the research was supported by 6 key informants interviews (KIIs), with the help of 6 Syrian as well as local experts. Descriptive and inferential statistical analyses were conducted along with Chi-Square analyses using SPSS. The findings show that the investments made by Syrian refugees as entrepreneurs had a favorable contribution on the foundation of new firms, creating new jobs, expanding access to resources, and developing revenue. The results indicate that the entrepreneurial endeavors of Syrian refugees have a considerable role on the economic sectors of the host communities. Besides, Syrian businesses operating in Host nations significantly influenced the labor market by fostering greater access to employment, increased sales and local business expansion due to an increase in customers, promotion of overseas sales, increased accessibility to financial resources, market expansion and easy access to resources, encouragement of the entrepreneurial spirit, and influence on the labor market's social culture. Language barriers, poor accessibility to funding and loans, business plan development, difficulties in marketing products, legal issues, fear of failure, commercial arrangements and challenges in balancing family life and work have proven to be the most significant obstacle for Syrian businesses doing operations in their host countries.

Keywords: Entrepreneurship, Immigration, Syrian, Host communities, and Refugees

ÖZET

SURİYELİ MÜLTECİ GİRİŞİMCİLER ÜZERİNE KARŞILAŞTIRMALI BİR ÇALIŞMA: TÜRKİYE, ALMANYA VE MISIR ÖRNEĞİ

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Bu çalışma, mülteci girişimcilerin ev sahibi ülkeler üzerindeki etkisini, iş sektörleri bağlamında, araştırmayı amaçlamaktadır. Bu çalışma, Suriyeli mülteci girişimcilerin onlara ev sahipliği yapan toplumların ekonomik sektörleri üzerindeki etkisini incelemek için Mısır, Almanya ve Türkiye'ye odaklanmaktadır. Ayrıca bu çalışma Suriyeli mülteci girişimcilerin yerel iş sektörü üzerindeki etkisini de incelemektedir. Bu çalışma karma bir yaklaşım benimsemekte ve hem nitel hem de nicel veri toplama tekniklerini kullanmaktadır. Araştırma örneklemini seçmek için kartopu örnekleme tekniği kullanılmıştır. Suriyeli ve yerel 6 uzmanın yardımıyla 6 derinlemesine görüşme yapılarak araştırma desteklenmiştir. Tanımlayıcı ve çıkarımsal istatistiksel analizler SPSS programı kullanılarak yapılmıştır. Verilerin analizi neticesinde, Suriyeli mültecilerin girişimci olarak yaptıkları yatırımların; yeni şirketler kurmak, yeni işgücü yaratmak, kaynaklara erişimi genişletmek ve gelirleri genişletmek bakımından olumlu bir rolü olduğu saptanmıştır. Bu durum, Suriyeli mültecilerin girişimcilik çabalarının ev sahibi toplulukların ekonomik sektörleri üzerinde önemli bir etkiye sahip olduğunu göstermektedir. Ayrıca, ev sahibi ülkelerde faaliyet gösteren Suriyeli şirketler, iş fırsatlarına erişimi artırarak, satışları artırarak, artan müşteriler nedeniyle yerel işletmeleri genişleterek dış satışları teşvik etmektedir. Suriyeli girişimciler finansal kaynaklara erişimi artırarak, pazarı genişleterek ve kaynaklara kolay erişim sağlayarak işgücü piyasasını ve işgücü piyasasının sosyal kültürü etkilemektedir. Bunun yanı sıra dil engelleri, finansmana ve kredilere erişimin zayıf olması, iş planı geliştirme, ürünlerin pazarlanmasındaki zorluklar, yasal sorunlar, başarısızlık korkusu, iş düzenlemeleri ve aile hayatı ile iş arasında denge kurmada ki zorluklar gibi çok sayıda faktörün Suriyeli girişimciler için önemli engeller arasında olduğu ortaya konulmuştur.

Anahtar kelimeler: Girişimcilik, Göçmenlik, Suriyeli, Mısır, Türkiye, Almanya, Ev sahibi topluluklar ve Mülteciler

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ABBREVIATIONS

UNHCR: United Nation of High Commissioner for Refugees

OECD: Organization for Economic Co-operation and Development

UNDP: United Nation of Development Program

KIIs: Key Informant Interviews



CHAPTER 1: INTRODUCTION

1.1. The Subject and Problem of the Research

Migration has significantly impacted most countries' geopolitics, trade, and cultural values. Statistics record an increase in the number of migrants recently with an increase from 173 million to 220 million then to 258 million the year 2000, then 2010 and in 2017 respectively (United Nations, 2017). Syria's migration was one of history's most significant waves of displacement. Since the crises in Syria in 2011 March, an estimated 12 million Syrian refugees have fled their homes. Syrian refugees are the world's largest refugee population. Most Syrians have sought sanctuary in Turkey, with over 3.6 million refugees (UNHCR, 2021). The Syrian refugee crisis continues to be the worst worldwide relocating catastrophe nearly 11 years later. Research shows that 2.7 million out of the registered 5.7 million refugees in Syria reside in Lebanon, Egypt, Jordan, Iraq and Turkey (UNICEF, 2022). Families are still having difficulties accessing resources, maintaining their health, and living their everyday lives as a result of COVID-19, which makes them even more vulnerable.

Nearly 5.8 million kids and 20.6 million other people require support right away. By 2021, Germany would have taken in almost 867,000 Syrian refugees, making it the country that received most of them in Europe (UNICEF, 2022). More than 400,000 refugee children in Turkey, home to 3.6 million Syrians, still lack access to education. For the social and economic sustainability of the refugees, their families, and the host communities, majorities of them participate in entrepreneurial ventures as a source of income (Kachkar, 2019). Diandra and Azmy (2020) define *entrepreneurship* as the capacity and willingness to establish and participate in a business enterprise to generate a profit, notwithstanding the monetary risks involved. Entrepreneurship is essential to the prosperity of any society because it promotes its social and economic development. Entrepreneurship identifies the market's open opportunities through producing and distributing goods and services (Aldammagh, Abdalmenem & Al Shobaki, 2020). Increasing livelihoods and

satisfying client expectations are the goals of entrepreneurial endeavors. Consumer demand insights from ongoing market research help businesses evaluate the items and services they should offer.

Additionally, entrepreneurship boosts community development and infrastructure while creating job opportunities and raising the country's GDP (Ummatovich, Erkinjonovich & Rahimovna, 2019). Any country's economy needs entrepreneurship to supplement the role played by the government in providing goods and services. Moreover, it has the ability to support any specific nation of the world to generate positive outcomes in the future that in turn help to develop the economies on an individual basis as per the desired levels. A few of these outcomes can be ascertained as offering full-time employment to every individual, irrespective of any class or communal background and enhancing industry standards by promoting the introduction as well as the application of innovative technologies among others. However, the fact cannot be ignored that even though entrepreneurship seems to be an efficient aspect for many nations, limited studies have been conducted regarding the impacts of the refugees on business sectors, specifically in the host communities.

There are higher rates of refugees globally, with the majority adopting business enterprises in their host countries to earn a living. According to the UNHCR (2022) report, over 103 million people were forcefully displaced by mid-2022, 53.2 million were internally displaced, and 32.5 million were refugees. In 2021, 89.3 million people were forcefully displaced, with 36.5 million people being children accounting for 41% of the entire population. However, over 1.5 million children were born as refugees, and 4.3 people remain stateless. By mid-2022, about 204,500 refugees were resettled, but still, 74% are hosted in low and middle-income countries (UNHCR, 2022). 4.3 million people are refugees globally, residing in over 95 countries, but the number is estimated to be slightly higher. 69% of this population is hosted in the neighboring countries under international protection. Besides, 72% of these refugees originate from five nations: Ukraine, Syria, Afghanistan, Venezuela, and South Sudan (UNHCR, 2022). Syria accounts for a more significant number, as by mid-2022 which was 6.8 million people who were considered homeless. However, a larger percentage of these refugees i.e. about 36%, reside in five significant countries, with Turkey leading with 3.7 million people, followed by Colombia at 2.5 million people, Germany at 2.2 million people, Pakistan at 1.5

million people, and Uganda hosting 1.5 million refugees (UNHCR, 2022). UNHCR (2022) explains that 5.3 million refugees seek international protection and 4.3 million will be asylum seekers by mid-2022. These numbers are enormous, and since most refugees are homeless and jobless, they tend to engage in business activities in the host countries to earn a living.

Syria is the worst, accounting for 25% of the total global refugees in over ten years. 6.7 million Syrians had left their country as of 2021, with the majority traveling to Turkey, Jordan, Lebanon, Iraq and Egypt, which has recently become the leading refugee-hosting country (Concern Worldwide, 2022). The estimated 1 million Syrians staying in Lebanon must make do with temporary housing frequently crowded in 2,000 different towns because there are no formal camps there (Concern Worldwide, 2022). There are now as many internally displaced Syrians as there are refugees in Syria due to the more than 6.6 million individuals who have forcefully been driven out of their homes as a result of crises (Concern Worldwide, 2022). 2.98 million individuals are marooned in dangerous environments. Concern has been addressing this issue since 2013 by collaborating with local Syrian communities and refugee populations in Turkey, Lebanon, and Iraq.

However, these numbers are increasing, which has made most refugees settle in their host countries, yet they do not have a reliable source of living, pushing them to invest in businesses. Most refugees, mainly Syrians, have invested in host communities, including Turkey, Egypt, Iraq, Lebanon, and Germany. The higher unemployment rates among the refugees contribute to their increased venture into entrepreneurial activities. According to OECD Data (2022), foreign-born unemployment in European countries and other nations is very high, with the majority of people affected being refugees and recent immigrants. Jamil et al. (2012) ascertained that refugees and immigrants are at higher risk of unemployment which often affects their social and emotional well-being. Poor language skills and social discrimination have led to increased unemployment among refugees (Jamil et al., 2012). Also, Fasani, Frattini, and Minale (2022) explain that most refugees struggle in the labor market, but most have thrived as great entrepreneurs. Fasani, F., Frattini, T., & Minale (2022) assessed the performance of refugees in the EU countries labor market. The findings indicated that about 11.6% of the refugees have lower chances of having a job and about 22.1% have reduced chances of being employed Abebe (2022) argues that refugee entrepreneurship has increased and become more

beneficial to the host communities due to the drastic growth of scientific research and scholarly mobilization.

Refugee entrepreneurship has become the most vital emergent phenomenon. Obschonka et al. (2018) further suggested that refugee entrepreneurship has helped most countries struggle economically as they display good business knowledge; thus, increasing social economic value. Since limited studies have been done on the impact of refugee entrepreneurs on business sectors in the host communities, this study extensively explores how Syrian refugees, among other refugees, impact the business sectors of the host communities as entrepreneurs.

1.2. Purpose and Importance of the Research

This section of the chapter encompasses both general and specific objectives of conducting the present research study. Apart from this, research questions formulated for the study have also been enlisted in this section along with the significance of the study, research outline, research method, limitations, and definitions.

1.2.1. General Objectives

This study focuses on analyzing the situation of Syrian entrepreneurs in three different countries i.e. Turkey, Germany, and Egypt, and understanding how they impact the host communities. These nations are taken into due consideration as they are found to be among those countries, which house most of the Syrian refugees (Todd, 2019). Specifically, Turkey received the highest number of Syrian refugees, Egypt represents Arab countries hosting a crucial number of Syrian refugees, and Germany is a European country hosting an enormous number of Syrian refugees (Todd, 2019). Thus, this research study aims to shed light on the challenges of successful Syrian migrant entrepreneurship in these countries, their impact on the host communities, and compare the general features of entrepreneurship.

1.2.2. Specific Objectives

This study focuses on the segment of Syrian entrepreneurs, who were forcibly displaced from Syria because of the Syrian crisis that began in 2011 and continues

until now, and settled in Turkey, Egypt, and Germany. The specific objectives would be;

- i. To shed light on the role of immigrant entrepreneurship in host countries.
- ii. To identify factors affecting the success and failure of immigrant entrepreneurship in the host countries.
- iii. To present the general features of immigrant entrepreneurship in the hosting countries by assessing the similarities and differences.
- iv. To examine the social-economic contribution of entrepreneurship in the business sectors and its positive and negative repercussions.
- v. Our objective is to provide solutions that will make life easier for refugees as well as the countries that are taking care of them by transforming the negative aspects of the present situation into advantages for all parties concerned.

1.3. Research Questions

- i. What is the state of the job market for Syrian business owners in Turkey, Egypt, and Germany?
 - a) What are the skill levels of Syrian refugees entrepreneurs, as well as the jobs that they now hold and have had in the past?
 - b) What are the most attractive sectors for Syrian refugees entrepreneurs in the host countries?
 - c) What incentives and obstacles do they face to integrate into the labor market?
 - d) How many Syrians are employed by Syrian refugees enterprises, how many more are planned, and what possibilities and obstacles do they see?
 - e) To what extent do the laws allow Syrians to start businesses?
- ii. What is the social-economic role of Syrian refugees entrepreneurs on the labor market?
 - a. How do Syrian refugees' entrepreneurs influence and contribute in the social culture in the labor market?
 - b. Do Syrian refugees entrepreneurs contribute to social development in the labor market?

- c. What program and policy improvements can host country governments, NGOs, multilateral organizations, and donors propose for Syrian refugees' entrepreneurs and host communities?

1.4. Significance of the Study

There are more refugees globally, with the UNHCR's latest estimate (2022) stating over 32.5 million refugees as of mid-2022. These have resulted in increased population and pressures in the host countries. Many new citizens in these nations have put a strain on labor markets, public sector services such as education, health, and sanitation, and social cohesiveness as sentiments toward newcomers vary between groups. Most of these migrants tend to start enterprises as a source of income while contributing to their host nations' economies. While most current studies deal with research in only one country, this study seeks to discuss research topics in three different countries, Turkey, Egypt, and Germany, with large numbers of Syrian refugees. There are significant similarities and differences. By combining the results in an inclusive country context, we can enable countries to learn from each other about the effectiveness of various refugee policies and regulations.

Also, this research will study the mutual social impact of entrepreneurship in the business sectors and its positive and negative repercussions. The research helps the government create community-level practical solutions that safeguard and support refugee business owners as they operate. Communities in the impacted countries may be eligible for financial support, including loans, after it is established that they will benefit. By providing them with employment options, the study also helps the government reduce the costs of feeding the migrants. Because they will seize the opportunity to operate their businesses and generate income, they will use the study's findings to significantly raise people's socioeconomic position. The public will benefit from the study by learning more about entrepreneurship and its benefits for society.

The research attempts to derive the general features of immigrant entrepreneurship, their similarities and differences by studying three different models in three countries. Researchers must conduct the study to ascertain social actions and gain a more excellent grasp of the role played by refugee entrepreneurs in the business sector. Finally, the study closes previous research knowledge, practice, or

skill gaps. To effectively move toward those goals and achieve organizational success, it is essential to understand what is functioning well and what needs to be altered. Thus, it can be helpful to generalize these features in other similar contexts.

1.5. Research Outline

This research is subdivided into several sections and sub-sections. After the abstract, we have the Login, which covers the study's subject and problem, the research's purpose and importance, and a summary of methods, limitations, and definitions. The purpose and significance of the research section in the Login cover general objectives, specific objectives, research questions, the significance of the study, and the outline. Part I covers the conceptual framework covering the literature reviews of the study. Chapter two covers the method. Chapter three covers results, four arguments, conclusions, and recommendations. The rear section covers references, and appendices.

1.6. Method of Research

The study adopts a mixed method approach entailing qualitative methods. The study population was drawn from Turkey, Germany, and Egypt, which have the highest concentrations of Syrian immigrants. To attain the research aim and objectives alongside addressing research questions with the help of the selected methodology, a questionnaire survey was considered to be the most appropriate method of data collection. To conduct the survey, a questionnaire was prepared. The two most relevant studies were considered as the sources from which the questions of the questionnaire were adopted and those were Kumar et al. (2018) and Aad (2020). From these studies, appropriate questions were chosen and translated as well as rephrased to suit the present research purpose. The contact information for Syrian immigrant entrepreneurs was obtained through personal links. The snowball approach determined the sample and included 120 Syrian immigrant entrepreneurs, with an average of 40 entrepreneurs in each nation. In other words, other immigrant entrepreneurs can be reached by accessing each immigrant entrepreneur's reference. The research was carried out in-depth by utilizing standardized interview questions (Han, Moon & Hyun, 2019), and interviews were held in person and online. The

study was supported by conducting 6 KIIs with six Syrian and local experts, at a rate of two interviews in each country, and they were asked the same research questions directly, and all these interviews were recorded, and the necessary translation was made according to the language of the expert who was interviewed.

1.7. Limitations

Secondary data and statistics on Syrian entrepreneurs are lacking in the countries studied, particularly Germany. Due to a dearth of comprehensive literature on the influence of immigrant entrepreneurship on host countries' commercial sectors, comparisons based on secondary data are problematic. This study ignores all aspects linked to the specificity of the nations studied, as well as disparities between them in terms of territory, population, degree of economic development, stability, and so on, all of which affect immigrant entrepreneurship in some manner. The majority of the interviewed sample consisted of Syrian entrepreneurs who own small and micro projects due to the difficulty of reaching Syrian entrepreneurs who own medium and large companies in the targeted countries.

1.8. Definitions

Refugee: A person who has crossed international borders due to a legitimate fear of persecution is unable or unwilling to return home. They are also individuals who are forced to escape from their home country so that their and their families' safety can be ensured. Thus, it can be said that refugees are those people who flee from war, persecution, violence, or conflict to other neighboring countries for safety purposes (UNHCR, 2023).

Immigration: It is the transit of people from their own country to another country where they intend to reside permanently or become naturalized citizens. However, they are neither natives nor citizens of that country. It was further defined as “the voluntary or involuntary movement of people to a new country in which they intend to settle for an extended period of time” (Moghaddam, 2017, p. 2). This indicates that immigration is a phenomenon, which creates a major impact not only on the people who choose or are forced to relocate but also on the home as well as the host

countries. Since this has become an increasing issue in the world, it is considered to be a concerning phenomenon, which needs immediate attention.

Migration: The process of moving from one region to another or one country to another for varied reasons. Some of the examples are being closer to one's family to seek job opportunities, education, exploration, or adventure. Some people may move to run away from war, persecution conflict violations, and terrorism to have peace (UNESCO, 2021; Dingle & Drake, 2007). It has also been stated in the report of UNESCO (2021) that migration is a multi-faceted and cross-cutting subject, which has become an international topic of concern, thereby involving interdisciplinary aspects. It has been specifically mentioned in the study of Dingle and Drake (2007, p. 113) that “the term migration is also used to describe movements that differ considerably from the seasonally synchronized relocations of populations between the “two worlds”. This term evokes the thought of the movements of the entire population over a significant distance from one place to the other (Dingle & Drake, 2007).

Entrepreneur: An entrepreneur is a person who starts or invests in income-generating activities or businesses with the main intention of making profits as they take on the financial risks involved. It can also be understood as an individual who has a social constitution and the desire to attain organizational goals related to economic survival as well as development. He or she is also found to take benefits from the flexibility availed by the government for adjusting the economic conditions of a country or a region so much so that growth and development take place in the market in which his or her business operates (Singye, 2021).

Micro-entrepreneurship: The most common definition of a micro-enterprise is a tiny firm with nine or fewer employees and a balance sheet or revenue below a particular threshold (Tadjibaeva, 2019).

Small Entrepreneurship Projects: Small entrepreneurship projects are partnerships, corporations, or sole proprietorships with fewer employees and/or lower yearly revenue than a typical business or corporation (Kosgeb, 2023). Depending on the country and industry, a business is deemed "small" if it receives government assistance and pays lesser taxes than other enterprises. A small firm is defined as one with 15 or less employees under the Australian Fair Work Act 2009. A small firm is defined as one with 50 or less employees by the European Union. Many Small Business Administration programs in the United States require a small

business to have fewer than 500 employees (Tadjibaeva, 2019). Although there are various methods to identify small firms, such as by annual revenue, shipments, sales, assets, or annual gross or net income or net profits, the number of employees is one of the most popular.

Medium Entrepreneurship Projects: Medium-sized companies typically have between 100 and 499 employees (Kosgeb, 2023).

Large entrepreneurial projects: The concept of this form of entrepreneurship refers to the promotion of new prospects and ideas within organizations that are already well-established and more substantial (Kosgeb, 2023). In the final stages of a company's existence, this change will become apparent. Entrepreneurship in large companies refers to the formation of a new business segment within an already established organization (Tadjibaeva, 2019). The current business could be in a strong position to expand into new markets, or it could be in a strong position to become involved in innovative technological developments.

Foreign-born unemployment: The percentage of employees who are foreign-born and between the ages of 15 and 64 but are either employed or jobless in the labor force is the measure of foreign-born unemployment. Herein, unemployed individuals encompass those people who inform that they are unemployed at the time of reference week and hence, they are available to take a new job. These are also those individuals who are taking active steps to search for an appropriate job. Thus, foreign-born unemployment is created when immigrant workers are unemployed. This shows that immigrants are significantly more affected by unemployment than those who are native-born. Thus, this is an indicator, which is measured as a proportion of the labor force that is foreign-born (Organisation for Economic Co-operation and Development, 2022).

Voluntary migration: Individuals and communities had to leave their settlements for various reasons. Although these reasons differ from person to person, they can also show similar characteristics in some cases—natural disasters, wars, etc., against the people's will (McLeman & Gemenne, 2018). Among varied reasons or factors of migration, voluntary migration can be defined as that kind of migration, which is voluntary in nature. This means that an individual willingly emigrates from one place to the other and hence, it is based on one's initiative or free will due to several reasons. Some of the key reasons for such kind of migration are the availability of

better employment opportunities and the desire to lead a better life along with individual personality, politics, and alterations in life's stages (Zhou, 2020).

Forced migration: International wars have an important place among the causes of forced migration. In addition, it can account for ethnic conflicts, conflicts between civilians, oppressive regimes, natural disasters, and various environmental factors, among the factors that lead to forced migration (McLeman & Gemenne, 2018). This kind of migration is considered to be negative in nature. The main reason for stating this is that forced migration happens due to exploitation, persecution, or development. However, it must be mentioned that forced migration is not always violent (Zhou, 2020).



CHAPTER 2: LITERATURE REVIEW

This section presents a diagrammatic representation of the key variables that are used in the study showing their relation to other external forces and features that might impact the research.

2.1. Conceptual Framework

This section of the chapter discusses and elaborates on the key concepts and notions related to the present study, such as impact on refugees, migration, factors of migration, and types of migration, among others, thereby formulating a theoretical framework. This section further highlights the viewpoints and research findings of several studies and reports, which have been conducted to date.

2.2. Migration and Impact on Refugees

A person moving over a distance is referred to as migrating, at least between "migration-defining areas" and between "usual locations of residence" (Saharso, 2019). The following four categories represent how Everett Lee has separated the factors that affect both the decision to immigrate and the actual immigration process (Te Alice, 2022). First, take into account the variables relating to where they are originating, to where they are destined to be, the detour obstacles, and the individual variables (Saharso, 2019). One group of "macro-influences" that significantly affect migration is politics. Other macro-factors are demographic, social, political, and environmental factors (Gomez-Gonzalez & Sanin-Restrepo, 2018). These are the primary reasons for forced migration, both domestically and internationally, and they are largely beyond the individual's control. Societies have been forced to abandon their homes throughout history for a variety of reasons. Migration has resulted from this circumstance, which is one of the things that might influence people's economic, social, and cultural landscapes (Freeman et al., 2012). Migration is a social

movement in the strictest definition. It can be characterized as a population movement in which people travel against their will in space. This demographic shift could be caused by a variety of circumstances (Benhabib, 2018). Migration thus differs depending on the components that make it up. Why immigrants perform this employment is crucial in this situation. When a person's life starts to feel under stress due to his environment, moving may in certain situations become necessary.

Contrarily, a violation of a person's right to life and shelter may compel them to alter their circumstances. Migration takes place outside the person's realm of control in both situations and transforms into external pressure. Another classification criterion that might be used is state boundaries. Migration that occurs within the borders of the same state is referred to as "internal migration," whereas migration that occurs outside the state's borders is referred to as "external migration" (Jakovljevic et al., 2018). Communities of immigrants maintain their way of life by gradually acclimating to new environments. Because of this, people might need to modify their habits to fit the local culture. The requirement of immigration has resulted in some economic and social developments on both the national and international levels. We might claim that immigration transforms the social, economic, cultural, political, and geographic dynamics of the country. Migration is systematically spreading in waves in a globalizing society (Rapoport, 2016). Today, waves of migration go quickly in a dynamic process for a number of reasons. Civil conflicts play a significant role in migration, in addition to the many other factors. People leave their familiar surroundings and move to places they believe to be safer when their safety is in danger. Most people who relocate away from a warm climate do so by abandoning all of their possessions.

2.2.1. Drivers of Migration

Some of the factors that affect migration include social and political dynamics, as well as economic, demographic, and environmental considerations (Castelli, 2018). People may move in order to access better financial, employment, and educational possibilities for themselves and their families. Some people migrate due to prejudice, poverty, and separation from their family, and a lack of access to fundamental human rights including food, healthcare, and education. They might respond to crises brought on by humans or by natural disasters, as well as more and

more to climatic change. Governments and the international community must take into consideration how drivers interact in a number of dimensions in order to successfully regulate migration, protect migrants, and benefit from it.

Push and pull factors: For a variety of reasons, or push factors, people move abroad. They relocate to a particular country due to pulling factors (Urbański, 2022). Research documents three main push and pull components.

- ***Socio-political factors:*** Those persecuted due to their religious practices, racial group, political aspects, nationality and cultural differences may flee their country. Essential elements include war, hostilities, government repression, or their significant risk. Humanitarian refugees are those who flee from their countries as a result of human right violations, persecution or armed conflicts (Manole, Pănoiu & Păunescu, 2017). Many people have migrated to Europe in recent years to escape war, terrorism, and oppression at home. One-fourth of the 295,800 persons granted asylum by the EU this year can trace their plight back to the civil conflict in Syria. Next in line for asylum seekers was Afghanistan, then Iraq (Jahan, 2012). Due to differences in national policy on humanitarian migration, several factors will influence the final destination chosen by these people. These people will likely seek refuge in the next safe country that has an open-door policy for asylum seekers.
- ***Demographic and economic factors:*** Conflict, terror, and persecution at home have recently caused many people to flee to Europe. Over 75,000 of the 295,800 persons granted refuge in the EU in 2019 were originally from the war-torn nation of Syria, with Afghans and Iraqis following closely behind (Abdurahmanova, 2019). The demography' changing impact determines how individuals migrate and relocate. Depending on whether the population is aging or growing, population shifts may impact immigration laws in the destination countries and economic development and job opportunities in their native countries (Libanova, 2019). According to estimates provided by the United Nations International Labor Organization (ILO), there were around 164 million migrant workers living and working in other countries in 2017. This represents over two-thirds of all international migrants.
- ***Environmental factors:*** According to the International Organization for Migration, environmental migrants are forced to migrate either domestically

or internationally after experiencing a sudden or gradual environmental change that adversely affects their life or living situations. Since people have always had to migrate to avoid natural disasters like earthquakes, storms, and floods, the environment has always played a role in migration (De Longueville, Zhu & Henry, 2019). However, there could be reported instances of extreme weather according to the projected climatic change indicators and this could lead to an increase in the number of people travelling. It is challenging to estimate the number of international environmental migrants because of the influence of factors, including population growth, poverty, governance, human security, and conflict.

2.2.2. Types of Migration

Voluntary migration: Individuals and communities had to leave their settlements for various reasons. Although these reasons differ from person to person, they can also show similar characteristics in some cases—natural disasters, wars, etc., against the people's will. Force majeure may cause communities and individuals to migrate for reasons beyond their control. In addition, individuals and communities working with the motivation to obtain better living conditions can migrate voluntarily (Ottonelli & Torresi, 2013). Voluntary migrations are the movement of people to act as they please. Individuals who decide to migrate voluntarily want to relocate for reasons such as getting a better education, having economic opportunities to increase their welfare level, and wanting to benefit more from health opportunities. We can say that voluntary migration takes place entirely according to the will of individuals, without any pressure or compelling reason.

Forced migration: International wars have an important place among the causes of forced migration. In addition, it can account for the ethnic conflicts, conflicts between civilians, oppressive regimes, natural disasters, and various environmental factors, among the factors that lead to forced migration. The disputes between the Soviet Union and the USA during the Cold War led to the collapse of the Berlin Wall and the disintegration of the Soviet Union in history, causing millions of people to leave their country and migrate (Reed, Ludwig & Braslow, 2016). The current example of forced mass migration is undoubtedly the migration of Syrian refugees. Millions of people fleeing the conflict environment in Syria leave their country and

seek asylum in neighboring countries that they consider safe. Fleeing the devastating effects of war, these people are forced to emigrate to a situation where they cannot think of the outcome as good or bad. While the conflict in Syria is a significant and challenging factor for people to migrate, Turkey being safer than its neighbor and homeland can be seen as an attractive factor. In addition, political preferences and regional policies are the factors that determine the content of migration dynamics in the process, and those people who are suddenly displaced may have difficulty adjusting to the places they are going to and adapting to the conditions (Sandal, Hançerkiren & Tıraş, 2016). The problems caused by forced migration can lead to psychological trauma for migrants and communities. For this reason, the policies that migrant countries have to implement toward migrants are essential in the context of human rights.

2.2.3. Concept of Immigration and Refugees

Immigration Concept: Individuals have a legal foundation under international law to carry out all humanitarian operations because of their status in the countries from which they migrated. In this sense, and in accordance with terminology used in international migration, the term "migrant" refers to a person who willingly and without outside pressure migrates for personal reasons. Therefore, this phrase refers to people and their families who move to another country or region in order to better their economic and social circumstances, raise their expectations for the future or those of their families, or for other reasons like seeking employment or a higher education. Refugees, on the other hand, are unable to return home in a safe manner. By continuing to be protected by their state, immigrants who choose to return home can exercise their right to protection. Despite having no legal standing as refugees, people can live in better conditions by fleeing their nation because they are not recognized as refugees (UNHCR, 2016). Today's shifting circumstances have an impact on migration and the formation of new ideas. Aside from the migration phenomena, we now see asylum seekers and refugees in our daily lives. Despite having a tight relationship, these ideas can be completely detached from one another due to discrepancies in the literature. The impact of their socioeconomic level in the nations they migrate to is one of the characteristics that set these notions apart from others.

Refugee concept: The terms "refugee" and "asylum seeker" are often used interchangeably, leading to confusion. An individual who has submitted an application to be recognized as a refugee in a country in accordance with the provisions of relevant national or international documents and is currently awaiting the outcome of the application is referred to as an asylum seeker in the jargon that is used in the field of international migration. These folks are made to leave the country as a result of a bad choice. Let's say that, for humanitarian or other reasons, they are not permitted to remain in the nation. They might then be deported like any other foreigner who is in the country illegally. A refugee is "someone who is unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion," according to the 1951 Refugee Convention, a key legal document (UNHCR, 2019). So, someone who has sought for refugee status but whose application has not yet been resolved is an asylum seeker. The International Refugee Organization actively participated in resolving the international refugee crisis between 1948 and 1951 as it emerged as a significant concern immediately following World Wars I and II.

2.3. Theories of Migration

All throughout history, researchers have looked into the topic of migration. About its causes, several theories have been suggested. These theories describe the causes of migration, despite the fact that the ideas supporting them and their contents differ. There are a ton of important migration hypotheses. It demonstrates that more than one factor influences migration and that no single explanation can fully account for the phenomenon.

2.3.1. Harris Todaro's Theory of Migration

According to the model, the economic rationality behind rural-urban labor migration is the differences in the expected earnings of individuals. In this case, as long as expected earnings in urban areas are higher than expected earnings in rural areas, the probability of migration is relatively higher (Bauer & Zimmerman, 2018). Therefore, the wage equation in rural and urban areas can neutralize this factor, which is effective in the decision-making processes of individuals. According to the

Harris-Todaro (1970) model, one of the most critical factors affecting the migration decision in the migration model is the desire to find a higher-paid job from rural to urban sectors. Immigrants are looking for jobs in the official sectors of cities. Those who cannot find employment in the formal sectors accept relatively lower wages and start working in the informal sector. Those who have not yet migrated from the countryside to the cities, but can migrate, can decide to migrate according to the opportunities offered by the country (Sancar & AKBAŞ, 2022). It becomes a driving force when returns from the agricultural sector do not satisfy potential migrants. The attractiveness of a city and the likelihood of finding a high-paying job can influence their decision as an attractive force for those considering immigration. Those who migrate in the hope of finding a higher-paying job in the cities, when they encounter fewer job opportunities than expected in the formal sectors, instead of returning, accept lower wages and turn to work in the informal sector.

2.3.2. Ravenstein's Theory of Immigration Laws

Ravenstein's theory of immigration laws affecting the decision to immigrate is essential because it is one of the institutions that try to explain the reasons for immigration. According to Ravenstein's immigration laws, economic reasons are essential in the decision to immigrate. Immigrant individuals decide to migrate in line with their gains and losses in the places they go (Benassi et al., 2019). The reasons for the decision to relocate appear as factors that increase economic power. It was also stated that the attractiveness of trade centers has increased with industrialization, as is why immigration continues to grow. It determines the migration tendencies of individuals. While trying to find immigration laws based on statistical information, he obtained from the British census between 1871 and 1881. Ravenstein identified seven immigration laws (Hanlon & Vicino, 2014). These laws are;

- I. The volume of migration in a particular region varies with the degree of ecological diversity of that region. This means that the greater the environmental differences between the areas of origin and destination, the higher levels of migration.
- II. The volume of migration varies according to the population and its diversity. There is a remarkable similarity between the people regarding ethnicity, education

level, income, customs, and traditions. We can expect lower migration rates from a large population density.

III. The volume of migration varies according to the ease or difficulty of overcoming the various obstacles faced by the migrant. Often this factor is behind the individual's decision whether to migrate or not.

IV. The desire of people to improve their economic conditions is among the great incentives to migrate.

V. The volume and migration rates increase over time, primarily if strict controls are not implemented to limit this migration.

VI. Immigration causes an increase in immigration. The person who has migrated before is willing to relocate again when necessary. At the same time, this immigrant person is an incentive for those who have not migrated before imitating these immigrants, significantly if their conditions improve.

VII. Migration tends to occur in precise flows, where we see migrants often follow clearly defined routes between the origin and destination areas, and overcoming these barriers often leads these migrants to overcome the road hurdles for new migrants.

2.3.3. The Push-Pull Theory of Immigration Laws

Lee (1966) identified the push and pull factors affecting the decision to migrate in his article titled "The Theory of Migration." Figure 1 shows the first three elements schematically. Many factors attract or non-attract individuals in areas. In addition to attractions, there are push factors. These are indicated by plus (+) and minus (-) signs in the figure. The (+) ones represent the pull factors, and the (-) ones represent the push factors. Those indicated by the number (0) in the migration decision are neutral factors. In other words, it can be said that there are factors that individuals are indifferent. These factors do not contribute positively or negatively to migration. According to the theory, potential immigrants who decide to migrate can choose by considering the push and pull factors and the push and pull aspects of the destination. Individuals can determine whether they want to migrate by making rational decisions to maximize their interests. From a business perspective, the opportunities offered by industrial societies under the push and pull theory are attractive forces for the unemployed individuals in their country. In this context, we

can say that the living conditions of the place you live create the driving force, and the promises in the destination create the attractive point (Aksoy, 2012), sample: Employment opportunities, educational opportunities, and social and cultural wealth are attractive forces for individuals who migrate from small towns to megacities to seek a better life. These factors are the driving force of individuals who experience problems such as not being able to find a job at their destination, high house rents, or social exclusion.

According to Lee (1966), the factors affecting the deportation decision and determining the deportation process are grouped under four headings:

1. Factors related to the starting point.
2. Destination-related factors.
3. Barriers Between.
- 4- Personal factors.

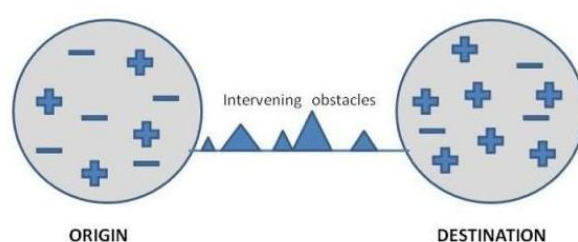


Figure 2.1: Push and Pull Factors

Push and pull factors indicate that these factors affect individuals between the place of residence and the place of migration. Sample: Education opportunities at the home site are significant for families with children, but this may not be so important for individuals without children. As the example illustrates, pull factors may differ for each immigrant or potential immigrant (Zanabazar, Kho & Jigjiddorj, 2021). Personal factors play an essential role in the decision to migrate, as potential immigrants in a stable arrangement realize the benefits or costs of positive and negative aspects of the settlements they will migrate to. Individuals can analyze push and pull factors by comparing opportunities in their stable rankings with options in their destinations. On the other hand, the risks at the destination in determining the migration process may cause immigrants to avoid the decision-making process (Caglayan, 2011). Another factor in the push and pull theory context is the barriers

between them. When the factors influencing decision-making are equal between the place of residence and emigration, immigrants' decisions cannot be explained by these factors alone. According to Lee, factors such as legal and social uncertainty, economic reasons, immigration distance, immigration laws valid at the destination, difficulties arising from ethnicity or national identity, and physical conditions of immigration are barriers to immigrants.

2.4. Immigrant Entrepreneurs

This section of the study intends to discuss and analyze the notions revolving around immigrant entrepreneurs, including employment, entrepreneurship, immigrant enclaves, and status of immigrants.

2.4.1. Entrepreneurship

The concept of entrepreneurship was explored by twentieth-century scientists such as Schumpeter and Drucker but they focused more on entrepreneurship's innovative and creative aspects. According to Audretsch (2012), "entrepreneurship is seen as a process of creating wealth in the society and, in the case of a single firm, replacing old goods and services with new ones and replacing old ones, and this process is called innovation." Entrepreneurship is important because entrepreneurship provides new employment opportunities and creates awareness about economic activities among people. For these reasons, entrepreneurship can help improve the economic and social conditions of ethnic and minority groups. The importance of entrepreneurial firms for society in creating new jobs is evident.

Independent companies that are at least 51% held by immigrants are known as immigrant-owned companies. The management and day-to-day operations of these companies are under the supervision of one or more immigrant proprietors (Ramrez, 2014). Three key elements make up the entrepreneurial process: opportunity, resources, and teams. Entrepreneurs should be able to recognize market possibilities and be prepared to seize these chances by providing the required goods and services. Timmons and Spinelli (2009) claim that opportunity is made up of fixed qualities associated with a good or service, such as dependability, appeal, and timeliness. The resources that can be deployed to seize the opportunity should be assessed after it has been discovered. Many businesses owners view finance as a

necessary starting point for every company. However, Timmons and Spinelli contend that a firm needs a good "opportunity" with excellent and qualified team members if it is to succeed in the long run (Timmons & Spinelli, 2009). The team members and the entrepreneur's leadership are key factors in a startup's success. It should have people on it who have skills like working well in a team, professional experience, creativity, drive, flexibility, communication, leadership, courage, etc (Sinnya, 2012).

When migrants grab a chance to make an investment in the market, migrant entrepreneurship may also be explained by this model of the entrepreneurial process. Later, the immigrants assemble their resources, which typically include the required human and financial resources. Typically, they receive the required human resources from their families, who work together as devoted teams. These groups concentrate on attaining their objectives in the corporate realm as well (Sinnya, 2012). At both the local and macro levels, entrepreneurship is a solution to market integration. At the macro level, immigrant entrepreneurs create jobs and support the emergence and sustainability of economic growth in the community and the nation. Individually, entrepreneurship speeds up immigrants' assimilation into the labor market more than other businesses do (Hjerm, 2004). Therefore, it can be said that starting a business is an excellent approach for immigrants to integrate into the community. It offers several benefits to new immigrants that make it appealing, including the option of self-employment, a safe existence free from threat, and an increased opportunity of improving mobility (Ensign, 2011). Therefore, a recent immigrant would favor a career route like entrepreneurship. It is simpler since they need to do this in order to advance in society and establish their own labor market.

2.4.2. Self Employment

Every immigrant believes that once they arrive in a new nation, everything will be better and they may live their lives as they like. They want to be able to support themselves, their families, and their way of life. To achieve this, though, they must locate a job and a job opportunity before traveling to the host nation. For a variety of reasons, finding a work in the host nation is difficult (Sinnya, 2012). Researchers like Chrysostome (2010) point out a few difficulties that immigrants may run across when hunting for work in the host nation. Language obstacles, the rejection of professional expertise and academic qualifications, a lack of

understanding of the local culture, and a lack of mobility as a result of poverty are some of these issues (Chrysostome, 2010). Therefore, immigrants who are not well educated in English and do not speak the native tongue of the host nation fluently must select the entrepreneurial route (Portes & Zhou, 1996). Therefore, it may be inferred that language barriers encourage immigrant business owners to work for themselves (Chrysostome, 2010). Another reason why immigrant entrepreneurs want to work for themselves is that starting their own business is either in their families' or their own country's ethnic cultures' tradition. When opting to launch their own business, immigrants often rely on social networks. However, before making a choice, it is necessary to assess prospective prospects and important elements, such as the cell market (Ensign & Robinson, 2011). However, the study's findings show that immigrants with lower levels of education struggle greatly to find employment and end up engaging in illegal and unofficial activities as a result (Chrysostome, 2010). Another factor might be that immigrants who are business-minded are able to recognize the requirements, concerns, and preferences of the community to which they belong. These qualities may also assist people in question forge a solid bond with the community and serve as a turning point for them to launch a new enterprise.

According to Borjas (1986), immigrants must actively engage in this labor market to develop the skills required for integration into the host country's labor market. Opportunities for immigrants are mostly found in the job market during the early stages of integration; however, advancing into the primary sector over the residency time becomes progressively more challenging (Bevelander, 2001). The major cause is that immigrants experience prejudice and are stigmatized for entering the labor later than others. Immigrants are seen to use self-employment as a tactic to combat prejudice in the workforce. Therefore, compared to the opportunity, immigrants are more logically inclined to establish their own business.

Determinants of Self-Employment: Understanding the main factors that influence entrepreneurs' decision to work for them is crucial. According to some sources, the majority of employees opt to work independently because there are few chances in the paid sector (Rissman, 2006). People may have chosen self-employment due to a lack of skills needed to thrive in the paid sector or a lack of demand for workers in the paid sector. As a result, the prospects provided by working for yourself are far better than those found in a salaried market. Some people decide to work for themselves in the meantime while waiting for a higher

pay offer (Rissman, 2006). Another justification for being self-employed is that being his own boss is important and useful to him (Rissman, 2006). Additionally, it is asserted that deciding whether to become self-employed or not depends much on the state's economic situation. People should start their own businesses when the economy is still in rather bad shape, according to Rissman (2006) and Paulson and Townsend (2005). It's because when the economy is somewhat poor, self-employment has grown more appealing. However, when things go better for the economy, these people will probably stop working for them. Therefore, the situation of the economy at the time of entrance and how it changes over the period of self-employment determine whether someone engages in self-employment (Rissman, 2006). It emphasizes the existence of two different sorts of elements. Because they have no other choices for conducting business, those who become entrepreneurs out of "necessity" are forced into the industry. Entrepreneurs that arise as a result of a "opportunity" attempt to take advantage of the available business prospects (Williams, 2008). Additionally, it is asserted that immigrants favored entrepreneurship in order to escape challenges like racial discrimination in the labor market of the host nation. These include restricting upward mobility for immigrants and making them labor in low-paying positions (Jones et al., 1992). Due to prejudice, linguistic obstacles, and lack of access to competitive education or training that prevents them from moving up the corporate ladder, immigrants opt to work for themselves (Sinnya, 2012). Issues available in the job market (Ensign, 2011). Numerous studies demonstrate that "push" and "pull" is the primary factor influencing immigrants' decision to work for themselves.

2.4.3. Immigrant Enclaves (Enclaves)

Immigrant settlements are defined as the concentration of individuals of the exact ethnic origin in a particular geographical area (Clark, 2000). These immigrant enclaves help ethnic groups form a protected market, which allows them to trade with each other using their language. The fact that such ethnic minority entrepreneurs know the tastes and preferences of their ethnic group is a good reason for them to enter such markets. However, for the same reason, it is more difficult for such entrepreneurs to enter markets belonging to the broader community. On the other

hand, there are many difficulties faced by these private entrepreneurs, most of them are the following:

- **The competition between the same ethnic group is high**, limiting the opportunities for entrepreneurship and providing a lower income for the business.
- ***Tongue:*** The fact that immigrants do not know or fluently speak the mother tongue of the host country is another factor that causes the ethnic group to choose self-employment because this language barrier makes it difficult for immigrants to find regular paid jobs in the host country. Therefore, for immigrants, language becomes very important when they arrive, no matter where they choose as the host country. Thus, some ethnic groups try to have their businesses and trade in their language within their group.
- ***Religion:*** In some religions, self-employment is seen as an appropriate way to progress. In Muslim and Sikh societies, people generally start their businesses, and it is observed that the rate of those who set up their businesses is higher than in other religions. Therefore, religion also plays a vital role in any person's entrepreneurial activity. For example, in Hinduism, members of a particular class specialized in business activities have some special abilities, and this causes them to be preferred when it comes to entrepreneurship.

2.4.4. Status of Immigrants

Migration has been considered one of the rising issues in the world, which in turn, has created several problems concerning real wages, demographic patterns, labor market, and climate costs. Even though it has been found that migration has substantially contributed to poverty reduction and economic development, it involves several risks and difficulties. It has further been understood that migration can be highly beneficial for migrants when they have rights for formal employment and legal status. Besides, it is also necessary to align with international labor standards so that the maximum possible benefits can be attained by the immigrants. With all these aspects taken into due consideration, these immigrants or refugees get benefits such as the right to work decently, fair recruitment, and the ability to take up better

opportunities. Thus, it can be said that when migrants are documented, they are significantly benefitted than other migrants, especially in relation to migrants' wages and job converge quality (The World Bank, 2023). On the other side, there are several issues that have been evident in this progressive world due to immigration and those involve migration pressure, migratory routes, an increasing number of refugees, influence on the labor market, difficulties related to visa regimes, cost-of-living crisis, economic downturn, and issues regarding asylum (ICMPD, 2023). Thus, it can be affirmed that migration can be a significant issue for the host nations.

The involvement of immigrants in the host nations' societies has also long been considered a significant issue related to the refugee crisis throughout the world. In this concern, self-employment has been found to be a way for them to survive. This kind of entrepreneurship is called necessity-driven entrepreneurship, which is common among immigrants who use it as one of their survival strategies. Thus, it can be understood that the relationship between ethnic entrepreneurship and immigrants is a phenomenon, which is a multi-layered notion from the analytical and theoretical perspectives, including entrepreneurship, anthropology, urban studies, sociology, and geography. It has also been reported that the rate of self-employment is considerably high among immigrants. This has been stated due to the fact that they face a significant number of barriers in terms of social networks and language, among others (de Queiroz Falcão, Cruz, Piccoli, & Mancebo, 2020). Apart from this, the cost of living for these individuals are also high due to the fact that they need to incur cost for electricity, education, goods, health, materials, services, and water, among others. Besides, security, as well as transportation costs, also make the cost of living for these refugees high. Thus, to meet all these costs, immigrants, especially from Syria choose to self-employ themselves as soon as they can. For instance, due to the increasing number of Syrian refugees, both economic and social impacts have been noted. In terms of economic aspects, they influenced the labor market, and infrastructure services, and even raised the housing rents. On the other side, crime rates increased along with other social issues because of this phenomenon, such as drug use (Khawaldah & Alzboun, 2022). All these show that immigration status is quite imperative to be identified for managing the issues within the host nations.

2.5. Syrian Refugees' Entrepreneurship in Turkey, Egypt and Germany

This particular section involves a detailed review of literature related to entrepreneurship of Syrian refugees in all the three nations, i.e. Egypt, Germany, and Turkey.

2.5.1. Syrian Rrefugees' Eentrepreneurship in Egypt

In this sub-section, the notion of entrepreneurship has been explored in the context of Syrian refugees in the host nation of Egypt. For this, the state of the refugee entrepreneurs is first understood and then challenges faced by them are explored so that detailed information can be gathered from varied studies available in the current literature. This will significantly help in gathering ample knowledge, which can be utilized for the benefit of the present research study and for achieving the aims and objectives of the research.

State of Syrian rrefugees' eentrepreneurs in Egypt

Egypt, which does not border Syria, has experienced a substantial influx of Syrian refugees since the election of Egyptian President Mohamed Morsi in 2012—a Bashar al-Assad opponent throughout the Syrian crises. Currently registered in Egypt are more than 270,000 refugees and asylum seekers from 65 different nations (UNHCR Egypt, 2022). The second and third most common countries are Sudan, South Sudan, Eritrea, Ethiopia, Yemen, and Somalia. The majority of people came from Syria. Greater Cairo, Alexandria, and Damietta are the main hubs for Syrian refugees, who dwell there with Egyptian citizens in metropolitan areas around the country (UNHCR Egypt, 2022). Refugees from Syria who are interested in starting their own businesses in Egypt have benefited from the services provided by the Syrian Business Association. This organization has connected them to helpful Egyptian government officials and provided information on legal requirements, market trends, and asset management. The fact that people from Syria are helping people from Syria via nongovernmental organizations (NGOs) that are headquartered in Syria is a very encouraging trend. Entrepreneurial Syrian refugees in Egypt have benefited from the services provided by the Syrian Business Association, which has provided training in compliance with Egyptian law, guidance on capitalizing on emerging market opportunities, and introductions to relevant members of the

Egyptian government. In addition, the Syrian Business Association has provided introductions to relevant members of the Egyptian government (Kabbani, 2018).

Additionally, Egyptian and Syrian businesspeople are collaborating to reduce some of the expenses that complicated bureaucracy imposes on their companies (Startpscene, 2022). At the national and European levels, politicians and policymakers have differing opinions on the refugee movement. The ethical necessity of providing support has been frequently underlined because the survival of refugees depends heavily on the availability of aid provided by local communities and international organizations (Farmaki & Christou, 2019). Egyptians and Syrians are both employed by companies established by Syrians in Egypt, which has revived new industries. Despite the numerous challenges they experience in Egypt, there is growing evidence that Syrian refugees are improving the country's economy. Syrian immigrants, according to UNDP, have considerably boosted Egypt's economy (Startpscene, 2022). The Egyptian economy has benefited from almost \$800 million in investments, technical know-how, and business savvy. The increase of enterprises in the nation has been fueled by the influx of people as well as private funds and knowledge (Startpscene, 2022). El Enany (2022) claims that Syrian refugees who are also company owners have developed inclusive and sustainable business models that have reduced unemployment in Egypt, especially for women. According to Suerbaum (2021), the majority of Syrian business people that operate in Egypt are successful and benefit the Egyptian economy. The entrepreneur isn't the only one who benefits from the jobs that they generate; the community as a whole does as well (Kabbani, 2018). The economic performance of a nation may be impacted by entrepreneurial initiatives due to the fact that these endeavors provide new goods, techniques, and manufacturing processes to the market and increase productivity and competitiveness.

Furthermore, the UNDP study, which was produced with assistance from the International Labor Organization and the World Food Programme, goes into great detail on the challenges that Syrian refugees face as well as the economic effects they have on their host countries. 20 percent of Syrian refugees in Egypt live in poverty and 54 percent are unemployed (Chang, 2022). Due to the exorbitantly expensive cost and complex nature of obtaining legal license to stay and work in Egypt, Syrian refugees in Egypt are at a serious disadvantage when it comes to seeking productive employment. This is because of the nature of the process. In addition, many Egyptian

businesses are unwilling to accept refugees because of worries over the legitimacy of their employment applications.

Challenges facing Syrian refugees' entrepreneurs in Egypt

The Syrian refugees who own businesses in Egypt face a number of difficulties. Due to a lack of banking and credit options, many Syrians are financially unable to launch or expand their own enterprises. Syrian refugees in Egypt lack the land and property necessary to serve as collateral for loans (Al-Dajani, 2022). Additionally, since microfinance organizations are hesitant to lend to foreigners, ambitious company owners confront challenges. El Demerdash (2019), who makes this claim, contends that although Egypt's asylum climate is favorable, refugees' access to the official employment market is limited, forcing them to overcome the difficulties of starting their own start-ups. The UNHCR supports qualified refugees and asylum seekers with training, job placement assistance, and micro grants for start-up businesses in an effort to aid them in overcoming some of these challenges. Nearly 228 people of concern benefited from livelihood help in the first half of 2018. Additionally, Egypt's complex business regulations make it difficult for startups to expand there; Syrians frequently encounter difficulties when attempting to register their businesses in their own names, travel overseas on business visas, or find qualified local employees to hire (Turner, 2020). However, despite their challenges, Syrians have made a positive contribution to the Egyptian economy.

2.5.2. Syrian Refugees' Entrepreneurship in Germany

This section further details the state of entrepreneurship of the Syrian refugees in the host country of Germany as per the latest reports and existing literature.

State of Syrian refugees' entrepreneurship in Germany

Germany modified its admissions criteria for independent foreign nationals in 2012. This adjustment was brought about by the Sachsen administration, which fought to alter the demands for a €250,000 investment and the creation of five jobs. They contended that admittance policy needed greater regional flexibility and that the German economy, namely the Sachsen area, needed small and medium-sized businesses (SMEs) (Strunden & Pasenow, 2011). Business owners and professionals, which may be interpreted as an independent, were given separate admission policies

under the new legislation. Startups are not the focus of any national policies. Applicants for work permits are subject to an economic needs test based on a broad economic interest or a regional need. The operations must be expected to have a "good influence on the economy" and must be funded by a loan, credit facility, or equity investment (Freiling, Harima & Heilbrunn, 2019). The viability of the primary business concept, TCN's entrepreneurial experience, the amount of cash invested, the influence on job creation and training possibilities, and the contribution to innovation and research are all taken into account when determining the level of economic interest. Entrepreneurs above the age of 45 must provide proof of appropriate old-age insurance; this requirement also applies to professionals, authors, musicians, and others. If at all feasible, they must first get the required license or document their application for the required license (Volmer, 2014).

According to Smith (2016), Germany registered a total of one million refugees between January and December 2015, the bulk of them came from Syria. This showed that the number of Syrian refugees entering Europe was on the rise. After 2011, Germany became the primary European destination for Syrian migrants, quickly increasing to approximately 790,000 in 2020. Syrians are now Germany's third-largest foreign national group (Alexandre Salloum & Alalam, 2019). Syrians have entered Germany most frequently recently through asylum applications. The number of Syrian refugees increased dramatically between 2013 and 2017, peaking at 266,250 initial applications in 2016. Syrian refugees in Germany have many of the same demographic traits as other refugee populations. 64% of all people are under the age of 35. In addition, women account for around 35%. The distribution of Syrian nationals throughout the federal states in Germany amply demonstrates the desire to reside in West Germany. The four federal states of Germany—North Rhine-Westphalia, Lower Saxony, Baden-Württemberg, and Bavaria—registered nearly 60% of Syrian citizens in 2019. The historical presence of previous immigrant populations, mainly from Lebanon, Morocco, and Turkey, is what gives these four nations their stronger economic and labor market circumstances.

Syrian refugees in Germany have much better educational levels than the average Syrian citizen. According to the Syrian Central Statistics Office, 48% of refugees between the ages of 17 and 64 had at least a high school education, compared to only 22% of Syrians as of 2010. But there is a sizable educational disparity as compared to the population of German origin, particularly in terms of

vocational education. Compared to the 59.5% of German-born people, just 4.5% of adult Syrian refugees have finished vocational or technical education (Harima, Haimour & Freiling, 2019). Depending on Syria's degree of development and educational system, there are qualitative variations between Syrian schools and those in Germany in addition to formal distinctions by school type or school year. When comparing Syrian refugee students' transcripts or attendance records at other schools, these variations should be taken into account. Furthermore, the variations in vocational education are crucial since Syria's educational system cannot be compared to the dual vocational education system in Germany. Thus, a large number of Syrian refugees obtained occupational credentials through "on-the-job training." Regarding the age range of 17 to 25, over 27% of Syrian refugees presently residing in Germany attend a general education school or a college that offers vocational training; in the second half of 2018, they attended a university or took part in vocational training. Young Syrian refugees' incapacity to engage in the German educational system is mostly due to financial constraints, combined with their limited language proficiency and failure to complete general education entry standards (Federal Office for Migration and Refugees, 2022). See the figure 2.2.

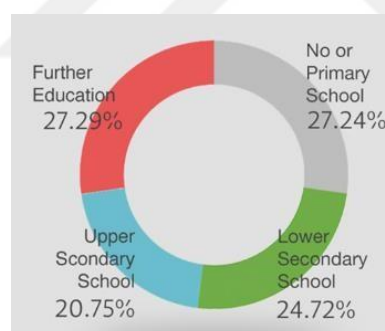


Figure 2.2: The Educational Level of Syrian Refugees in Germany in 2018, Based on International Standard Classification of Education (ISCED)

Men and women who are refugees have significantly different income-generating occupations, albeit this gap eventually shrinks as the time of their stay increases. Three to five years after coming in Germany, just 14% of women held employment, compared to 48% of men. This gap may be attributed to variables relating to family and children, as well as the care situation for (small) children. Mothers of small children in particular are underemployed (Meister & Mauer, 2018). The employment rate of refugees has noticeably increased over time. 32% of all

Syrian refugees who entered Germany between early 2013 and the second half of 2018 were employed. 63% of Syrian refugees who were working in the second half of 2018 worked full- or part-time, 19% were engaged in paid studies, and 18% had part-time jobs. The bulk of Syrian refugee workers were employed in middle-skilled jobs including those of administrative assistants, salespeople, and maintenance workers. According to the German occupational classification KLDB 2010, 30% of Syrian immigrants work in unskilled and semi-skilled positions (helper), 61% do special activities (skilled employees), 3% perform complicated special activities (experts), and 6% perform activities of high complexity (Syrian refugees in the German labor market, 2021). The Figure 2.3 shows the employment status of Syrian refugees in Germany according to IAB-BAMF-SOEP Survey of refugees sample 2018, (Federal Office for Migration and Refugees, 2022).

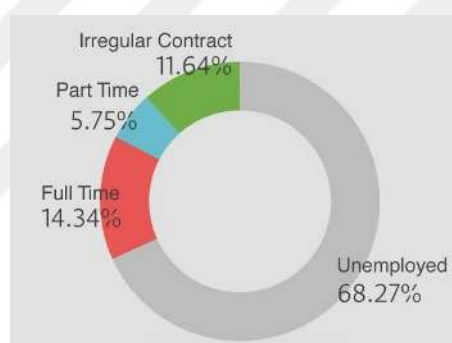


Figure 2.3: The Employment Status of Syrian Refugees in Germany

The integration of Syrian refugees into the German job market was progressing favorably as of the end of 2019. However, the Coronavirus outbreak that hit Germany in March 2020 and the ensuing restrictions like bans and curfews severely hampered this integration effort. The war against the coronavirus will keep the country busy for the foreseeable future, even if these quarantines are only temporary. All societal sectors, especially the more vulnerable ones, will likely be impacted by these actions in the medium and long terms (Syrian refugees in the German labor market, 2021). People are being denied many things they need to establish a footing, especially because resident status is not always given, including vocational language classes, legal consultation centers, lack of legal means, and first work contracts.

2.5.3. Syrian Refugees' Entrepreneurship in Turkey

Similar to the above sections, this part of the chapter entails the detailed information regarding the state of entrepreneurship of Syrian refugees in the host nation of Turkey for the purpose of the study.

State of Syrian rrefugees' entrepreneurs in Turkey

Since 2011, when the migration of Syrians began in Turkey, thousands of companies have been established in various provinces. Over 10,000 enterprises were started by Syrians in Turkey over the course of eight years, with an average of 7 workers, 60% of whom were Syrians, according to a 2019 TEPAV study titled "Syrian Entrepreneurship and Startups for Refugees in Turkey: Benefiting from the Turkish Experience" (TEPAV, 2019). Looking at the distribution of businesses established by Syrians in Turkey by provinces, Istanbul, the province with the highest proportion of the Syrian population, is also one of the provinces where Syrians establish businesses. In Istanbul, Syrians established 593 institutions in 2017, 976 in 2018, 563 in 2019, and 287 in 2020. These companies are usually small cafes, restaurants, shops, and workshops with few employees. According to a study by RAND (2018), the success of Syrian entrepreneurs is influenced by their ability to do business, their ability to advertise to Syrian consumers in Turkey, and their pre-existing connections with Middle Eastern nations. According to the research that has been conducted, Syrian businesspeople operating in Turkey face a number of significant obstacles. These obstacles include a dearth of Turkish networks, the inability to purchase real estate as a result of Turkish laws, the inability to transfer guarantees from Syria to Turkey for the purpose of financing, the difficulty of opening bank accounts, and the inability to access Turkish consumers and financing. The rules and environment provide challenges, including as difficulty in obtaining visas and completing paperwork, a lack of proper knowledge on local laws and regulations relevant to the establishment of companies, and a scarcity of native speakers of Turkish.

It is estimated that there are over 3.7 million Syrians residing in Turkey, and in 2022, the government of Turkey awarded them Temporary Protection Status as it appears in the figure 2.4. According to Atasü-Topcuolu (2019), there are Syrians living in all 81 of Turkey's provinces; nevertheless, the great majority of them are

concentrated in either the country's main cities or in regions that are geographically near to the Syrian border. Only 6% reside in camps, with the remainder residing in Turkey's towns and cities. Kilis, Hatay, Şanlıurfa, and Gaziantep in the southeast have the most registered Syrians compared to the host population, despite Istanbul housing the most Syrians overall. Syrians make up 75, 26, 20, and 22 percent of the entire populations of these provinces, respectively. However, the information that is currently accessible on the residence, instruction, and employment of Syrian refugees in Turkey is insufficiently thorough, current, or comprehensive (Almohammad et al., 2021). Most of the data came at the national level at registration when Syrians entered Turkey; Over time, many Syrians left their registered provinces to go elsewhere to work. The Turkish government, UNHCR, and the World Bank launched the Verification and Re-registration Project in early 2018 to update the registration of Syrians in Turkey through survey experience (UNDP, 2017) According to available statistics, Syrians in Turkey had lower levels of education than the entire Syrian population in 2010. According to Cengiz and Tekguc (2018), 84 percent of Syrian refugees aged 15 and up in Turkey had elementary education or less, while just 16 percent had secondary education or above. The figure 2.4 shows the distribution of Syrians under temporary protection in Turkey by top 10 Provinces (Turkey presidency of migration management, 2022).

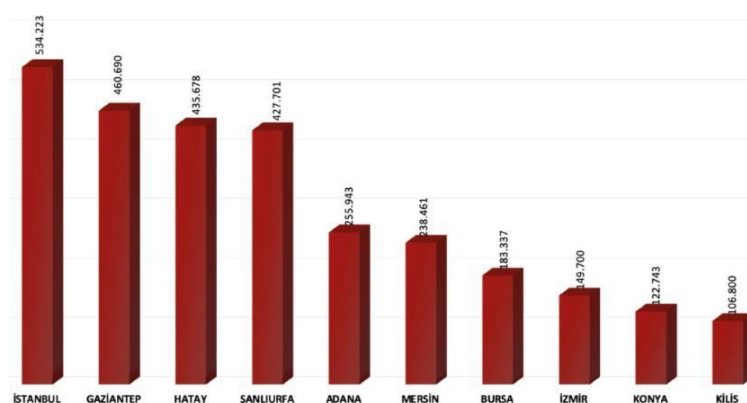


Figure 2.4: Distribution of Syrians under temporary protection By Top 10 Provinces

Cengiz and Tekgüç (2018) reports that 2.7 percent reported they had a university degree or higher. In another study, we see that 20-30 percent of Syrians in Turkey do not care about literacy, while 10 percent care about literacy but have never

received literacy training (International Crisis Group, 2018). In addition, in 2018, almost to one-third of Syrian children who were of school-age but were residing in Turkey were not registered in a school (International Crisis Group, 2018). Because so many Syrians with more advanced degrees may have fled to western countries before settling in Turkey, the general low level of education among the population may be accounted for by this migration.

Syrians registered in Turkey were granted 132,497 work permits between 2016 and 2019, including work permit renewals, showing that some of these refugees managed to obtain employment despite obstacles to formal employment (UNHCR, 2022). One million Syrians reportedly labor informally, without any rights or benefits provided by the law, and 45% of those who are temporarily protected from danger live in poverty, according to sources. Furthermore, there is a lot of child labor. Most of them are employed in low-skilled occupations including farming, manufacturing, construction, hairdressing, and textile production.

The Turks have generally shown more tolerance for Syrians. Syria's presence was not a major political issue. Since many Syrians were able to find work, there was little social turmoil. In spite of Turkey's general support for Syrians, research reveals a rising risk of future issues (International Crisis Group, 2018). Recent public opinion polls demonstrate overwhelming opposition to Syria's presence in Turkey, which is related to the country's increase in nationalism. Many Syrian-populated areas have expressed concern over a lack of government assistance (International Crisis Group, 2018). The majority of Syrians receive financial aid from the government without contributing is another fallacy surrounding refugees.

2.5.4. Similar Previous Studies

There are many studies that have attempted to study the impact of refugees on host countries. Çelik (2023) affirmed that the Turkish nation signed the Geneva Convention in relation to the status of refugees having geographical limitations in 1951. However, Turkey is still not appreciative of granting asylum seekers from different non-European nations the status of refugees. This was one of the reasons why the migration of Syrians was considered to be temporary at the initial phase but as the war escalated the number of Syrian refugees increased to a significant extent, thereby reaching over 3.7 million individuals as per the recent statistics. Particularly,

it was reported that Istanbul had the most number of Syrian refugees in the entire nation. It was further found that about 536,708 Syrian refugees in the concerned place received Temporary Protection Status (TPS) as of 2022, which was about 3.39% of the entire population of the city (Çelik, 2023). Similarly, the report presented by Building Market (n.d.) acclaimed that the nation has about 4 million asylum seekers and refugees and among them about 90% are Syrians. This is one of the key reasons why Syrians have been involved in the economic life of host nations not only as consumers but also employees, job seekers, and entrepreneurs. It has also been understood that these Syrians have brought their entrepreneurial skills along with capital to the country, which has become the reason for the initiation of several businesses (Building Market, n.d.). Thus, it can be certain that these Syrian refugees contribute to the economy of the host nation to a certain extent.

Reports such as Building Market (n.d.) indicate that both refugees and the host nations enjoy the benefits of multiple languages, export capacity, and international networks. On the contrary, there are certain disadvantages that need to be particularly taken into account and those involve deficiency of local market experiences, low utilization of technology, and not being familiar with regulations (Building Market, n.d.). All these show that Syrian refugees significantly influence the competitiveness of their businesses, which further impacts the entire nation to a certain extent. Even the study of Esen and Binatlı (2017) acclaimed that with the increasing number of Syrian refugees in nations such as Turkey, Germany, and Netherlands, Egypt, they started to influence the local economy. It has also been understood that Syrian refugee entrepreneurs particularly impact the labor markets and market systems of these regions (Esen, & Binatlı, 2017; Johnson, & Shaw, 2019; International Labour Organization, 2018). Several discussions have been evident in the literature regarding the aspects that Syrian businesses influence the employment of these refugees, create new jobs, and contribute their growth to the local economies, especially in the time of economic slow-down (Spark, 2021; Johnson, & Shaw, 2019). As a result, host nations often consider Syrian businesses as one of the means to increase job creation and formal employment.

CHAPTER 3: METHODOLOGY

This study focuses on analyzing the situation of Syrian entrepreneurs in three different countries, Turkey, German, and Egypt, which received higher number of Syrian refugees and how they impact the host communities.

3.1. Research Design

A quantitative exploratory study with a mixed-methods approach is the most effective way to achieve the research objectives. For this purpose, Syrian immigrant entrepreneurs in three central host countries, Germany, Turkey, and Egypt, were considered the population sample. To achieve the research objectives and purposes, a survey questionnaire was chosen. The questionnaire items were adapted from two studies, Aad (2020) and Kumar et al. (2018). We conducted extensive interviews via the Zoom platform with 12 individuals from the research sample, discussing the survey questions and modifying them based on their feedback, and then finalized the questionnaire and adopt it.

The sampling method used was snowball sampling, and the interviews were in-person or online using the Zoom platform. Forty Syrian refugees from each country participated in the survey, which was self-administered in October and November 2022. The questionnaire items and response options were translated into Arabic for ease of understanding by the respondents. Primary data were collected through closed-ended questions using nominal, ordinal, and Likert scales. Factors such as motivations, obstacles, financial conflicts, and whether they owned a company in their home country were taken into account. The Kobo Toolbox was used to record all survey responses. Some questions in the questionnaire were expanded, and the respondents' answers were cited to support the study results.

The research was supported by facilitating interviews with six KIIs from local and Syrian experts, conducting two interviews in each country. The researcher selected the experts and approved them by the study's supervisory committee. It is worth noting that the same study questions were asked directly to the individuals interviewed, and their answers were recorded and translated. Finally, SPSS was used for data analysis of the questionnaires, and the opinions of the six experts who were interviewed were utilized to enhance the study results.

3.2. Sampling and Research Population

The study adopts a mixed method approach entailing qualitative methods. The study population was drawn from Turkey, Germany, and Egypt, which have the highest concentrations of Syrian immigrants, and contact information for Syrian immigrant entrepreneurs was obtained through personal links. The snowball approach determined the sample and included 120 Syrian immigrant entrepreneurs, with an average of 40 entrepreneurs in each nation. In other words, other immigrant entrepreneurs can be reached by accessing each immigrant entrepreneur's reference. Convenience sampling was used to select participants who could be reached during the study, as the study population is large and varied. In addition to being discretionary, subjective, and value-laden, the sampling method is one in which the researcher makes an editorial decision about who will participate in the study. It was difficult to anticipate which subjects would be accessible during data collection, so this approach seemed reasonable.

Six key informants were selected for the interviews and approved by the study's supervisory committee through purposive sampling. Each country had two entrepreneurs, with Germany having one informant employed as an Executive Director of the Federation of Syrian-German Organizations and the other working in the German Development Service. Both participants had well-versed knowledge of Syrian refugee entrepreneurship, making it the best for data collection. The Turkish key informant worked as an expert in the Syrian business sector and entrepreneurship and another as the Country Program Director of Buildings markets in Turkey. Lastly, those who worked in Egypt served as experts in the Syrian business sector and a businessman, with one as a Syrian expert and another as an Egyptian expert.

3.3. Data Collection

The data collection involved the replies that participants provided in response to on site and online survey questions. In the surveys, it was required of the participants that they offer personal data as well as input on the specific goals. The survey posed questions to respondents that probed them on a variety of topics, including demographics, access to, and attitudes toward, education; language and training; employment; employment incentives and barriers; employment enablers and facilitators; funding sources; and prospects. See Appendix I. The researcher used the Kobo Toolbox to collect the data and could ask the survey's questionnaire to the half of respondents by himself, and gave 15 days to the rest of respondents who filled the survey's questionnaire via online and send them back to the researcher who was conducting the study once they were sent to them. It took the participants one week to finish filling out the questionnaires and sending them back to the researchers via mail. The research was carried out in-depth utilizing standardized interview questions, and interviews were held in person and online (Han, Moon & Hyun, 2019). The study was supported by conducting 6 KIIs with six Syrian and local experts, at a rate of two interviews in each country, and they were asked the same research questions directly, and all these interviews were recorded, and the necessary translation was made according to the language of the expert who was interviewed to ensure the reliability and validity of the interviews .

3.4. Data Analysis

The researcher made use of SPSS in order to carry out an analysis on the information obtained from the online and onsite survey. On the other hand, the researcher carried out Chi Square analysis using SPSS to get conclusions on the connection between the research questions and the challenges presented by the study. Thereafter, correlation between the factors was identified through the same data. For the six key informant's interviews, the researcher used them to provide conclusions regarding the study questions.

3.5. Ethical Considerations

On the participant information page, the study aims, the needs assessment history, what participants were to do, and the overall benefits and risks were listed. Each participant completed a consent form saying they had read and understood the

material. Participants were told that their participation was voluntary and that they might quit the research at any moment without reason. During the survey, participants were instructed not to divulge their identities in any form or to offer any information that may lead to their identity, including their degree to keep them confidential. The Social and Human Sciences Ethics Committee approved the questionnaire by Resolution No. E-81938136-100-339421 dated 06-06-2023.



CHAPTER 4: RESULTS

This section presents the results obtained from the analysis of qualitative and quantitative data obtained from the survey and interviews.

4.1. Descriptive Statistics

According to the table 4.1, out of 100% (n=120), 55.0% (n=66) were female, and 45.0% (n=54) were male, indicating that there were more female entrepreneurs in the three nations than men. All of the participants completed the interviews. Out of 100% (n=120), 58.3% (n=70) were aged between 20-30, and 20.0% (n=24) were aged between 31 and 40 years. 7.5% (n=9) were aged 41-50, and 14.2% (n=17) were aged more than 50 years. Forty entrepreneurs were purposely selected from the three nations making 120 total entrepreneurs.

Table 4.1: Demographic Findings

Variable	Category	n	%
Country	Egypt	40	33.3
	Germany	40	33.3
	Turkey	40	33.3
Gender	Female	66	55.0
	Male	54	45.0
Age Group	20-30	70	58.3
	31-40	24	20.0
	41-50	9	7.5
	More than 50	17	14.2
Total		120	100.0

4.1.1. Demographic Findings per Country

Table 4.2: Demographic Findings per Country

Variable	Category	Egypt	Germany	Turkey	Total
Length of Stay in the host country	More than 5 years	26	12	8	46
	3-5 year	11	15	10	36
	Less than 1-3 years	3	13	22	38
Highest Level of Education	Master's Certificate	7	3	9	19
	University graduate	5	8	6	19
	Vocational training certificate	10	14	2	26
	High school degree (9-12)	11	9	15	35
	Secondary School (5-8th grade)	7	2	4	13
	Primary School (max 4th grade)	0	1	2	3
	No formal education	0	3	2	5
Total		40	40	40	120

According to the table 4.2, the Syrian entrepreneurs in host countries appear to be evenly distributed across the country. Most of the Syrian entrepreneurs in Egypt indicated that they were from Alexandria, accounting for 19 out of 40 participants which Cairo followed with 17 participants, and Albahira 4. In Germany, 13 out of 40 came from Rhineland-Pfalz, 8 from Nord rein, 10 from Sachsen-Anhalt, 4 from Berlin, and 1 from North Rhine. In Turkey, 33 out of 40 participants were from Gaziantep, and 7 from Istanbul. 26 out of 40 Syrian entrepreneurs in Egypt had stayed more than 5 years, 11 for 3-5 years, and only 3 for less than 1-3 years. In Germany, 15 stated between 3-5 years, 13 in less than 1-3 years, and 12 more than five years. In Turkey, 22 stayed less than 1-3 years, 10 for 3-5 years, and 8 for more than 5 years. Those in Vocational education certificate recorded 10 individuals out of 40 in Egypt, which was the highest, followed by Secondary School (5-8th grade), which was 7, and master's certificate also 7, and high School (grades 9-12) were 11, with university graduates being 5. There were only Syrian entrepreneurs in Egypt with formal education and primary school, respectively. For vocational training certificates, Germany had 14 and Turkey 2, with university graduates 8 and 6 respectively. There were 2 Syrian entrepreneurs in Germany with Secondary School (5-8th grade) and 4 in Turkey. Despite gilt having no Primary School (max 4th grade), Germany had 1 and Turkey 2. Germany had the highest number of Syrian entrepreneurs without formal education, 3, and Turkey, 2. Turkey had the highest

with a master's degree, 9, and Germany had 3. Turkey had 15 for High School (grades 9-12), and Germany had 9 Syrian entrepreneurs. See figure 4.1.

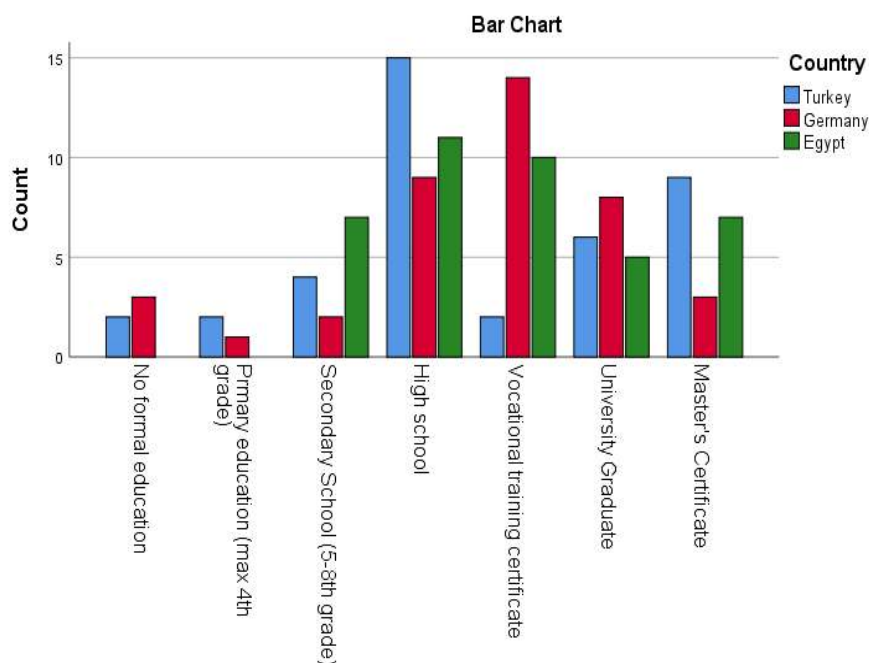


Figure 4.1: The Highest Level of Education of the Participants in Host Countries

4.2. The Findings of the 6 Key Informants Interviews (KIIs)

The researcher utilized six interviews with key informants on the role of the Syrian entrepreneurs on business sectors in the host countries. Table 4.3 summarizes the findings from the interview transcripts.

Table 4.3: Findings of the 6 Key Informants Interviews (KIIs)

Themes	Labels	Country	Source	Results and few transcripts from interview
The State of Syrian entrepreneurs in the host countries	Skill levels of Syrian entrepreneurs' and their previous jobs	Turkey	Interview with Key Informants	Syrian entrepreneurs first concentrated on surviving in Turkey. According to our estimates, 15,000 Syrian company owners are active in Turkish import and export. By recruiting Syrians and Turks, they help the Turkish and Syrian economies. They are particularly common in the manufacture of machinery, architecture, and marble. Aside from the numerous organized microbusinesses that help the Turkish economy and community cohesiveness.
		Germany	Interview with Key Informants	The 5,000 Syrian physicians who work in Germany have benefitted the country. Because to early assistance, Syrian immigrants in Germany can choose to work in education, a trade, or a job. Entrepreneurship, early collaboration, and skill development are encouraged in Syrian culture. Syrians are therefore entrepreneurial.
		Egypt	Interview with Key Informants	Egypt's population has increased to include more Syrians since 2011. The majority of Syrian immigrants to Egypt were wealthy. While it did not attract university graduates, it did attract businesses and merchants. Following their arrival in Egypt, the Syrians began examining the market for prospective opportunities. As a result, they filled labor market voids. They advertise food and the catering company. They offer exceptional customer service and promote real industry competition. They promote new products.

Most attractive sectors for Syrian entrepreneurs in the host countries	Turkey	Interview with Key Informants	Syrians are lured to the plastics and food sectors. Syrians have the most success in the four industries that comprise the most desirable sectors. These are the sectors: textile, which includes the clothing and laurel soap businesses; traditional, which includes the shoe business, which is the most consumer-appealing craft industry. The most lucrative industries in Turkey include building, textile manufacturing, trading, restaurants, the garment industry, food processing facilities, and lastly construction.
	Germany	Interview with Key Informants	The hotel and food service industries provide the most promising opportunities for Syrians seeking to establish a business in Germany. Information technology, entrepreneurship (in stores, barbershops, and bakeries), and healthcare. Syrians are attracted to entrepreneurship in a number of craft industries, but the shoe industry is the most prominent.
	Egypt	Interview with Key Informants	The textile and food and restaurant industries were the most tempting for Syrians seeking employment in Egypt.
Factors that determine success and failure of the Syrian entrepreneurs in host countries	Turkey	Interview with Key Informants	It hires Syrian immigrants and makes use of their knowledge "The Syrians' entrepreneurial spirit and the idea's consumer base propel them. Obstacles include the legal situation and its personal and professional repercussions, understanding the investment climate and discrepancies between Turkey and Syria, and linguistic hurdles.
The State of Syrian entrepreneurs in the host countries	Germany	Interview with Key Informants	For small creative endeavors, material incentives, language education, and specialized training are available. Material incentives, language instruction, and small creative project training are all available. Tax complexities impede German learning. The most difficult barrier is language. It is difficult to master the language and corporate jargon. Syrian businesses benefit from adequate financial incentives. Syrians employ Syrians. In general, the work necessitates Syrian knowledge and ability.

Table 44.3 (Continued)

The State of Syrian entrepreneurs in the host countries		Egypt	Interview with Key Informants	There may be emotional and professional consequences." Is their money sufficient? This was due to the project manager's ability. Every investor entering the Egyptian market faces this issue, which is exacerbated by the fact that Egyptians are more consumers than producers and the market is starved for investment. Egyptians are mostly consumers; hence the market requires investment. Incentives are now available. Employees of Syrian, Turkish, and other immigrant origin share the same beliefs and are all pleasant. This is influenced by the professional capabilities of the employee and the language of communication between the employer and employee. Given that we are talking common industries such as soap production, he will have greater expertise. The Syrian worker is desirable to the company because he possesses the requisite abilities and is willing to work under difficult conditions.
		Turkey	Interview with Key Informants	
		Germany	Interview with Key Informants	Given that the profession usually demands the knowledge and skills that Syrians possess, it is not unexpected that Syrians desire to hire fellow Syrians. In addition to leveraging their skills, this affords Syrian immigrants employment opportunities. German labor and investment legislation play an important and beneficial function for the business.
The socio-economic impact of the Syrian entrepreneurs on the labour market in the host countries.	Role of immigrant entrepreneurship in the host countries	Egypt	Interview with Key Informants	Initially, Syrians favored hiring fellow Syrians. Syrians began hiring Egyptians to increase job security a few years ago after recognizing that his position was not safe. In the majority of Syrian firms, prominent positions are held by Syrians, while Egyptians labor at lower operational levels.

Table 4.3 (Continued)

The socio-economic impact of the Syrian entrepreneurs on the labour market in the host countries.	Contributions to social developments in the labour market	Turkey	Interview with Key Informants	The Turkish government's extended grace period for Syrians to behave freely hindered assimilation, and the Turkish host community's culture is open to alien cultures like Syria's. "I suggest that the government provide clear processes for Syrian refugees to gain citizenship or residence. No one knows the specific instructions." Syrian immigrants revitalized economically and socially in poorly inhabited and often abandoned cities.
		Germany	Interview with Key Informants	We can say that the Syrians greatly influenced the customs and traditions of the German cities in which they were heavily present, especially food culture, and the rapid integration that surprised everyone, probably due to the German culture, which is accustomed to multiple waves of asylum from different cultures like Turkish and Yugoslav, and the flexibility of Syrians to integrate into Germany, until some Syrians reached high political positions.
		Egypt	Interview with Key Informants	Syrians profited from Egyptian market integration and openness. Egyptians appreciate foreigners and trust foreign goods, which helped this situation. Language accelerated integration. Syrians, who value self-reliance, have contributed to the Egyptian economy and filled certain labor market gaps. Egyptians embrace immigrants, which helped Syrians integrate. Language, religion, and history accelerated integration.
Proposed solutions to boost the Syrian businesses.	Programs and policy improvements can host country governments, NGOs, multilateral organizations, and donors propose for Syrian entrepreneurs and host communities.	Turkey	Interview with Key Informants	To address the sector's weaknesses, the Turkish government should capitalize on the potential of the Syrian business sector, take use of the external possibilities available to Syrian firms, and place a considerable emphasis on training, knowledge, and expertise. This firm was able to overcome its challenges with the support of empowerment and market access programs.
		Germany	Interview with Key Informants	Integration support programs that learn from their past successes and failures. The vast majority of individuals, including refugees, lack credentials such as degrees or the ability to get documentation from their home countries. Consequently, we must reform our educational system and take steps to improve the plight of migrants. The use of the website should speed the issuing of credentials. To take advantage of this circumstance.

Egypt	Interview with Key Informants	In Egypt, there are no organizations that assist business owners with administrative documentation at the Investment Authority or on behalf of private companies before investors. In addition, Egypt lacks entities that establish export rules.
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Table 4.3 (Continued)

4.3. The State of Syrian Entrepreneurs in the Host Countries

This section presents statistical analysis of the data on the state of the job market for Syrian business owners in Turkey, Egypt, and Germany.

4.3.1. Skill levels of the Syrian Entrepreneurs'

In assessing the Syrian entrepreneurs' state, see the table 4.4, they gained the skill levels that enabled their entrepreneurship. Out of 40 Syrian entrepreneurs, 16 indicated that their profession's expertise related to their education degree working in Egypt, 14 working in Germany and 6 working in Turkey. 23 out of 40 Syrian entrepreneurs received training since they came to Egypt, 19 in Turkey and 17 in Germany.

Table 4.4: Skill Levels of Syrian Entrepreneurs'

Variable		Egypt	Germany	Turkey	Total	
Skill levels	Relationship of the Professional expertise with education degree	Yes	16	14	6	36
		No	24	26	32	82
	Training since coming to host countries	Yes	23	17	19	59
		No	17	23	21	61
	Relevance to the Created Entrepreneurship	Yes	8	8	13	29
		No	15	9	6	30
		N/A	17	23	21	61
	Benefits of the courses to business success	Yes	6	2	9	17
		No	2	6	4	12
		N/A	32	32	27	91
	Language skills	Turkish	29	10	29	68
		Other	0	5	4	9
		German	0	23	2	25
		English	11	2	5	18

In the same table 4.4, out of 23 Syrian entrepreneurs who received the courses since coming to Egypt, 8 of them indicated that the courses were relevant to the

entrepreneurship that they created. 13 out of 19 in turkey and 8 out of 17 in Germany also indicated that the courses were relevant to the entrepreneurship that they created. Out of 6 of 8 Syrian entrepreneurs in Egypt indicated that these courses have a beneficial role in establishing or succeeding in their business. 9 out of 13 in Turkey and 2 out of 8 in Germany Syrian entrepreneurs indicated that these courses have a beneficial role in establishing or succeeding their business. The majority of the Syrian entrepreneurs, 68 out of 120, spoke Turkish, 25 German, 18 English and 9 indicated that others which included Spanish, Japanese, Kurdish language, Polish, Swede, Greek and others, said that they did not master languages other than Arabic. In Egypt, 29 out of 40 spoke Turkish, and this means they were living or planning to live in Turkey before coming to Egypt, and 11 English. 29 out of 40 in Turkey and 10 out of 40 in Germany spoke Turkish. 23 out of 40 in Germany spoke German, and only 2 out of 40 spoke German in Turkey. English was 2 and 5 for German and Syrian turkey entrepreneurs, respectively.

4.3.2. Job Information of the Syrian Entrepreneurs'

The table 4.5 mentions to the years when the Syrians opened their businesses, and if they had businesses in Syria.

Table 4.5: Job Information of the Syrian entrepreneurs'

Variable		Egypt	Germany	Turkey	Total	
Job Information of the Syrian entrepreneurs'	The year they opened their businesses	2022	0	7	0	7
		2021	10	8	0	18
		2020	5	5	14	24
		2019	13	8	11	32
		2018	8	9	0	17
		2017	4	1	9	14
		2016	0	2	0	2
		2015	0	0	2	2
		2014	0	0	2	2
		2013	0	0	2	2
	Had Businesses in Syria	yes	15	12	24	36
		No	40	28	16	84

From the table 4.5 above, most of the Syrian business in Egypt was opened in 2019, accounting for 13 businesses, followed by 2021 with 10 businesses, 2018 for 8, 2020 for 5 and 2017 for 4. In Germany, 9 businesses were opened in 2018, 8 in 2021

and 2019, 7 in 2022, 2 in 2016 and 1 in 2017. In Turkey, 14 businesses were opened in 2020, the highest, 11 in 2019, 9 in 2017, and 2 in 2015, 2014 and 2013.

15 of the Syrian entrepreneurs in Egypt had business before in Syria, but 24 out of 40 in Turkey had, with Germany having 12 out of 40.

4.3.3. Most Attractive Sectors for Syrian Entrepreneurs in the Host Countries

As the table 4.6 shows the trading businesses scored the highest, with 30 out of 120 Syrian entrepreneurs in the three countries indicating they were trading. Barbershops and restaurants followed it. Others scored 18, 11, 9 and 4, with car selling being the minor business, with Germany leading in trading businesses, Egypt other businesses like selling of perfumes and shoe making with Turkey leading in restaurants.

Table 4.6: Most Attractive Sectors for Syrian Entrepreneurs in the Host Countries

Variable	Egypt	Germany	Turkey	Total
Trading	5	14	11	30
Technology and software	5	2	2	9
Restaurants	4	8	12	24
Education	6	3	2	11
Car selling	1	2	1	4
Barbershop	9	6	10	25
Others	11	5	2	18

However, the Small Businesses (<50 personnel) were the most significant number of businesses in the three countries, with Egypt recording the highest number of Small Businesses at 21, Turkey at 12 and Germany at 7.

38 Micro Enterprise (less than ten personnel) felled these, with Germany having the most significant number of businesses of 16, Turkey 12 and Egypt 10. One Person Business (no personnel) was 29, with 15 in Germany, 12 in Turkey and 2 in Egypt and lastly, Medium Enterprise with 7 out of 13 for Egypt, 4 in Turkey and 2 in Germany. See figure 4.2 below.

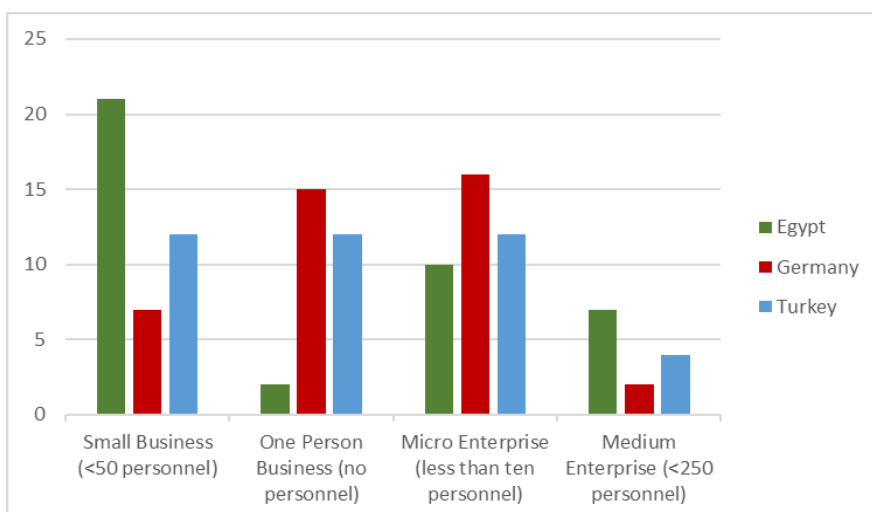


Figure 4.2: Size of Businesses in Host Countries

In the same context, there were 2 one-person businesses in Egypt, 15 in Germany, and 12 in Turkey. Of 29 businesses, four were retail trade and commerce like mobile selling and clothing, five were described as others and those were working in producing the food, eight were handicrafts like shoe making, 2 were transposition and five were medical fields like a doctor pharmacist. There were 38 micro-enterprises with less than ten personnel, of which 10 were from Egypt, 16 from Germany, and 12 from Turkey. Out of 38, 8 businesses were retail trade and commerce, 3 were technical and communication, 11 were described as others, 8 were handicrafts, and two each were informational technologies, medical fields, and construction like painting, computer, and auto motor repair in the mechanical works category. See table 4.7.

Table 4.7: Types of Business Per Enterprise

Type Of Business	Number of Business Per Enterprise				Total
	One Person Business	Micro Enterprise<10 personnel	Small Business <50 personnel	Medium Enterprise <250 personnel	
Retail trade and commerce	4	8	9	5	26
Technical and communication	0	3	0	0	3
Others (Food technology)	5	11	5	1	22
Handicrafts	8	8	11	2	29
Transportation	2	0	1	3	6
Tourism, gastronomy, and entertainment	3	0	5	1	9
Information Technologies consultancy	2	2	8	0	12
Medical field	5	2	0	0	7
Construction	0	2	0	0	2
Mechanical works	0	2	0	1	3
Educational	0	0	1	0	1
Total	29	38	40	13	120

The Number of Employees Working in Business Established by Syrian Entrepreneurs

According to the table 4.8 the employees working in businesses established by Syrian entrepreneurs in Turkey, Germany, and Egypt was examined. The businesses were categorized into four sizes: One Person Business, Micro Enterprise, Small Business, and Medium Enterprise.

Table 4.8: Number of Employees Based Countries and Business Enterprises

Country	Size of company	Number of companies	Number of employees				
			Turk	German	Egyptian	Syrian	Total
Turkey	One person (With no employees)	12	0	0	0	0	0
Germany	One person (With no employees)	15	0	0	0	0	0
Egypt	One person (With no employees)	2	0	0	0	0	0
Total		29	0	0	0	0	0
Turkey	Micro business enterprises (between 2-10)	12	8	0	0	57	65
Germany	Micro business enterprises (between 2-10)	16		1		65	66

Egypt	Micro business enterprises (between 2-10)	10			9	50	59
Total		38	8	1	9	172	190
Turkey	Small business enterprises (11-50)	12	80			296	376
Germany	Small business enterprises (11-50)	7		15		184	199
Egypt	Small business enterprises (11-50)	21			177	468	645
Total		40	80	15	177	948	1220
Turkey	Medium entrepreneurial company (between 51-250 employees)	4	139			471	610
Germany	Medium entrepreneurial company (between 51-250 employees)	2		30		142	172
Egypt	Medium entrepreneurial company (between 51-250 employees)	7			320	848	1168
Total		13	139	30	320	1461	1950
Total number of employees							3360

Table 4.8 (Continued)

It was found, as the table number 4.8 shows, that there were 29 One Person Businesses, which, by definition, had no employees. Micro Enterprises, with less than ten employees, accounted for 38 businesses, employing a total of 190 individuals. Small Businesses, with 11 to 50 employees, made up 40 businesses and provided jobs for 1,220 employees. Finally, Medium Enterprises, which employed between 50 and 250 individuals, consisted of 13 businesses, employing a total of 1,950 individuals.

In the same context, the Syrians employ, in addition to the Syrian employees, people from the host countries. The figure 4.3 present the number of Syrian and foreign employees based the size of business enterprise in each country.

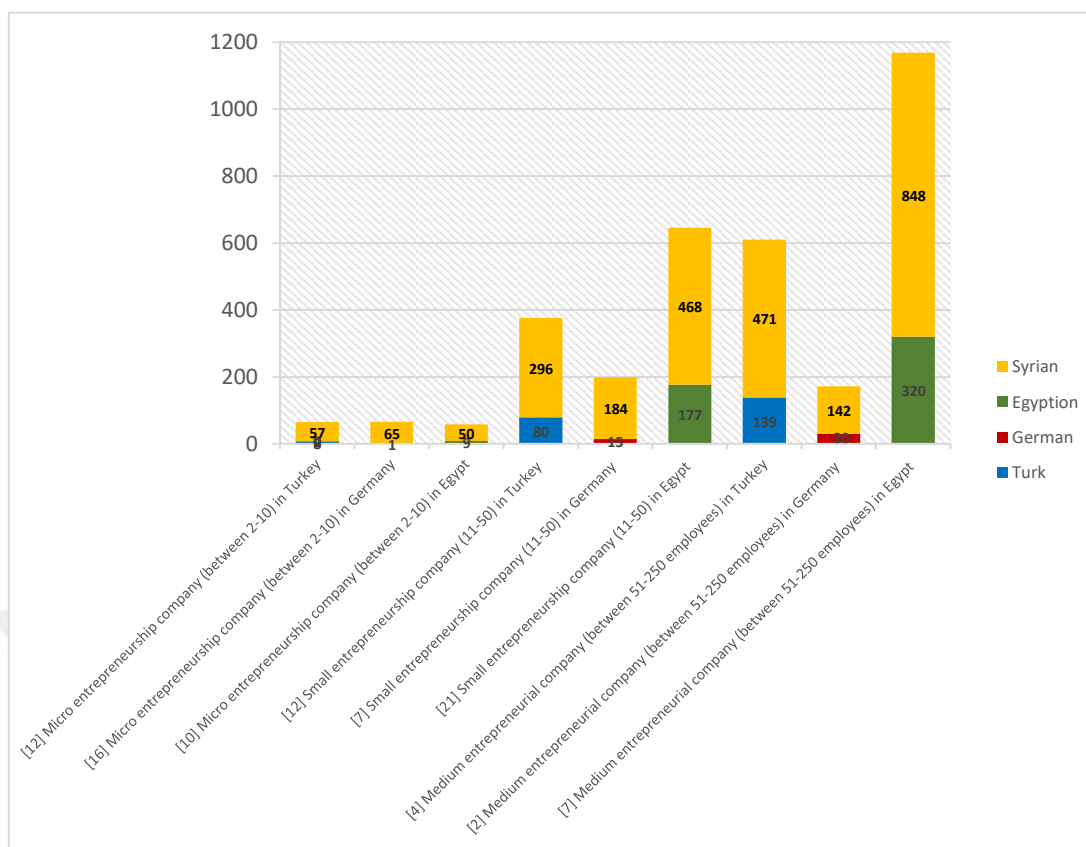


Figure 4.3: Number of Syrian and Foreign Employees Based the Size of Business Enterprise in Each Country

These findings highlight the varying impact of Syrian entrepreneurs on the host countries' labor markets, depending on the size of their businesses. While smaller businesses, such as One Person Businesses and Micro Enterprises, tend to have a limited effect on employment opportunities, Small and Medium Enterprises contribute more significantly to job creation in the host communities.

4.3.4. Factors Affecting the Refugees Entrepreneurship in the Host Countries

This part of the study examines the factors that affect the success of Syrian migrant entrepreneurship in the host countries and used the Chi square analysis to show the relationship between these factors and the business performance in the last 12 month .

Table 4.9: The Factors Affecting the Success of Syrian Entrepreneurship in Host Countries

Variable	Likert	Country		
		Egypt	Germany	Turkey
Supportive friend family circle	It was very useful	0	0	8
	It was useful	2	0	7
	Did not help or hurt	2	0	0
	Helped a little	18	8	5
	Did not help at all	18	32	20
Access to professional work	It was very useful	0	9	7
	It was useful	4	2	6
	Did not help or hurt	1	0	0
	Helped a little	2	0	7
	Did not help at all	33	29	20
Gain new language skills	It was very useful	0	0	8
	It was useful	13	4	9
	Did not help or hurt	1	0	0
	Helped a little	13	9	8
	Did not help at all	13	27	15
Previous entrepreneurial experience	It was very useful	0	0	0
	It was useful	7	0	0
	Did not help or hurt	1	0	0
	Helped a little	10	13	4
	Did not help at all	22	27	36
Hard work determination	It was very useful	30	18	8
	It was useful	4	10	8
	Did not help or hurt	1	0	0
	Helped a little	0	0	10
	Did not help at all	5	22	14
Entrepreneurial spirit	It was very useful	3	13	4
	It was useful	5	0	10
	Did not help or hurt	1	0	0
	Helped a little	0	3	0
	Did not help at all	31	24	6
Ability to tolerate risk	It was very useful	0	0	6
	It was useful	0	0	2
	Did not help or hurt	0	0	0
	Helped a little	0	0	3
	Did not help at all	40	40	29
Have the capacity	It was very useful	26	0	19
	It was useful	5	33	2
	Did not help or hurt	1	0	0
	Helped a little	0	0	8
	Did not help at all	8	7	11

The leadership innovative skills	It was very useful	0	3	6
	It was useful	5	0	8
	Did not help or hurt	1	0	0
	Helped a little	5	8	4
	Did not help at all	29	29	22
Flexibility open mindedness	It was very useful	0	0	0
	It was useful	5	0	6
	Did not help or hurt	1	0	0
	Helped a little	13	4	15
	Did not help at all	21	36	19
Knowing the purpose	It was very useful	0	12	5
	It was useful	2	3	8
	Did not help or hurt	1	0	0
	Helped a little	5	0	4
	Did not help at all	32	25	23
Supportive donors	It was very useful	33	20	20
	It was useful	2	5	6
	Did not help or hurt	1	0	0
	Helped a little	0	0	8
	Did not help at all	4	15	6
Specialized training	It was very useful	3	0	4
	It was useful	5	6	6
	Did not help or hurt	1	0	0
	Helped a little	0	4	1
	Did not help at all	31	30	29
Bodies parties advising on entrepreneurship	It was very useful	0	0	6
	It was useful	0	3	2
	Did not help or hurt	0	0	0
	Helped a little	1	4	2
	Did not help at all	39	33	30

Table 4.10 (Continued)

Regarding to the table 4.9, the variable “Supportive friend and family circle,” was found that in Egypt, none of the respondents reported that it was very useful, while two respondents mentioned it was useful. In Germany, no respondents reported that it was very useful or useful, while eight respondents from Turkey found it very useful and seven found it useful. No respondents from Egypt or Germany reported that it did not help or hurt, whereas in Turkey, two respondents reported this. Moreover, it was found that 18 respondents from Egypt mentioned that it helped a little, while eight respondents from Germany and five respondents from Turkey also

indicated the same. Furthermore, 18 respondents from Egypt, 32 from Germany, and 20 from Turkey reported that it did not help at all.

Regarding the variable "Access to professional work," none of the respondents from Egypt reported that it was very useful, while nine respondents from Germany and seven respondents from Turkey found it very useful. Additionally, four respondents from Egypt, two from Germany, and six from Turkey found it useful. No respondents from Egypt or Germany reported that it did not help or hurt, while in Turkey, one respondent reported this. Furthermore, two respondents from Egypt, seven from Turkey, and no respondents from Germany mentioned that it helped a little. Lastly, 33 respondents from Egypt, 29 from Germany, and 20 from Turkey reported that it did not help at all.

Regarding the variable "Gain new language skills," none of the respondents from Egypt reported that it was very useful, while eight respondents from Turkey found it very useful. Additionally, 13 respondents from Egypt, four from Germany, and nine from Turkey found it useful. No respondents from Egypt or Germany reported that it did not help or hurt, while in Turkey, one respondent reported this. Furthermore, 13 respondents from Egypt, 27 from Germany, and 15 from Turkey mentioned that it helped a little. Lastly, 13 respondents from Egypt, 27 from Germany, and 15 from Turkey reported that it did not help at all.

For the variable "Previous entrepreneurial experience," none of the respondents in any of the countries reported it as very useful, while seven respondents in Egypt found it useful. Furthermore, 10 respondents in Egypt, 13 in Germany, and four in Turkey indicated that it helped a little. However, 22 respondents in Egypt, 27 in Germany, and 36 in Turkey reported that it did not help at all.

Regarding the variable "Hard work determination," it was found that 30 respondents in Egypt, 18 in Germany, and eight in Turkey perceived it as very useful. Additionally, four respondents in Egypt, 10 in Germany, and eight in Turkey found it useful. Moreover, five respondents in Egypt, 22 in Germany, and 14 in Turkey reported that it did not help at all.

In terms of the variable "Entrepreneurial spirit," three respondents in Egypt, 13 in Germany, and four in Turkey found it very useful, while five respondents in Egypt and 10 in Turkey found it useful. However, 31 respondents in Egypt, 24 in Germany, and six in Turkey indicated that it did not help at all.

Regarding the variable "Ability to tolerate risk," none of the respondents in any of the countries perceived it as very useful or useful. However, three respondents in Turkey mentioned that it helped a little, while 40 respondents in Egypt, 40 in Germany, and 29 in Turkey reported that it did not help at all.

For the variable "Have the capacity," 26 respondents in Egypt, 19 in Turkey found it very useful, while 33 respondents in Germany found it useful. Additionally, eight respondents in Egypt, seven in Turkey reported that it did not help at all.

Regarding the variable "The leadership innovative skills," three respondents in Germany found it very useful, while five respondents in Egypt and eight in Turkey found it useful. Furthermore, 29 respondents in Egypt, 29 in Germany, and 22 in Turkey reported that it did not help at all.

In terms of the variable "Flexibility open-mindedness," five respondents in Egypt and six in Turkey found it useful, whereas 21 respondents in Egypt, 36 in Germany, and 19 in Turkey indicated that it did not help at all.

Regarding the variable "Knowing the purpose," 12 respondents in Germany found it very useful. Furthermore, five respondents in Egypt and four in Turkey mentioned that it helped a little. However, 32 respondents in Egypt, 25 in Germany, and 23 in Turkey reported that it did not help at all.

For the variable "Supportive donors," 33 respondents in Egypt, 20 in Germany, and 20 in Turkey found it very useful. Additionally, two respondents in Egypt, five in Germany, and six in Turkey found it useful. Moreover, four respondents in Egypt, 15 in Germany, and six in Turkey reported that it did not help at all.

Regarding the variable "Specialized training," three respondents in Egypt and four in Turkey found it very useful, while five respondents in Egypt, six in Germany, and six in Turkey found it useful. However, 31 respondents in Egypt, 30 in Germany, and 29 in Turkey indicated that it did not help at all.

In terms of the variable "Bodies/parties advising on entrepreneurship," six respondents in Turkey found it very useful, while three respondents in Germany found it useful. Additionally, one respondent in Egypt and four in Turkey mentioned that it helped a little. However, 39 respondents in Egypt, 33 in Germany, and 30 in Turkey reported that it did not help at all.

Table 4.10: Chi- Square Test onThe Factors Affecting the Success of Syrian Entrepreneurship in Host Countries

Variables	Number	Likelihood ratio	Pearson Chi-square
Supportive friend family circle	120	23.693	0.104
Access to professional work	120	29.362	0.03
Gain new language skills	120	33.638	0.001
Previous entrepreneurial experience	120	23.0%	0.34
Hard work determination	120	28.6%	0.16
Entrepreneurial spirit	120	47.8%	0.001
Ability to tolerate risk	120	28.6%	0.001
Have the capacity	120	23.9%	0.001
leadership innovative skills	120	27.4%	0.69
Flexibility open mindedness	120	32.3%	0.001
Knowing the purpose	120	40.2%	0.002
Supportive donors	120	33.0%	0.004
Specialized training	120	50.8%	0.001
Bodies parties advising on entrepreneurship	120	37.2%	0.001

Dependent Variable: Business Performance in the last 12 months.

As the table 4.10 presents in terms of the variable "Supportive friend family circle," the likelihood ratio was 23.693, indicating that there is some relationship between this factor and business performance. However, the associated Pearson Chi-square value of 0.104 suggests that this relationship is not statistically significant.

Regarding "Access to professional work" the likelihood ratio was 29.362, indicating a relationship between this factor and business performance. The corresponding Pearson Chi-square value of 0.03 suggests that this relationship is statistically significant.

For "Gain new language skills," the likelihood ratio was 33.638, indicating a relationship between this factor and business performance. The associated Pearson Chi-square value of 0.001 confirms that this relationship is statistically significant.

Regarding "Previous entrepreneurial experience," the percentage was 23.0%, suggesting that this factor is present in a significant portion of the observed data. However, the Pearson Chi-square value of 0.34 indicates that the relationship between this factor and business performance is not statistically significant.

For "Hard work determination," the percentage was 28.6%, suggesting a moderate presence of this factor in the observed data. The Pearson Chi-square value

of 0.16 indicates that the relationship between this factor and business performance is not statistically significant.

Regarding "Entrepreneurial spirit," the percentage was 47.8%, indicating a substantial presence of this factor in the observed data. The Pearson Chi-square value of 0.001 confirms that the relationship between this factor and business performance is statistically significant.

For "Ability to tolerate risk," the percentage was 28.6%, suggesting a moderate presence of this factor in the observed data. The Pearson Chi-square value of 0.001 indicates that the relationship between this factor and business performance is statistically significant.

Regarding "Have the capacity," the percentage was 23.9%, suggesting a significant presence of this factor in the observed data. The Pearson Chi-square value of 0.001 confirms that the relationship between this factor and business performance is statistically significant.

For "Leadership innovative skills," the percentage was 27.4%, indicating a moderate presence of this factor in the observed data. The Pearson Chi-square value of 0.69 indicates that the relationship between this factor and business performance is not statistically significant.

Regarding "Flexibility open-mindedness" the percentage was 32.3%, suggesting a moderate presence of this factor in the observed data. The Pearson Chi-square value of 0.001 confirms that the relationship between this factor and business performance is statistically significant.

For "Knowing the purpose," the percentage was 40.2%, indicating a substantial presence of this factor in the observed data. The Pearson Chi-square value of 0.002 confirms that the relationship between this factor and business performance is statistically significant.

Regarding "Supportive donors," the percentage was 33.0%, suggesting a moderate presence of this factor in the observed data. The Pearson Chi-square value of 0.004 confirms that the relationship between this factor and business performance is statistically significant.

For "Specialized training," the percentage was 50.8%, indicating a significant presence of this factor in the observed data. The Pearson Chi-square value of 0.001

confirms that the relationship between this factor and business performance is statistically significant.

Regarding "Bodies/parties advising on entrepreneurship," the percentage was 37.2%, suggesting a moderate presence of this factor in the observed data. The Pearson Chi-square value of 0.001 confirms that the relationship between this factor and business performance is statistically significant.

From the analysis results presented in the table 4.10 above, several conclusions can be drawn regarding the relationship between the factors influencing the success of Syrian entrepreneurship businesses and their business performance in the last 12 months.

Access to professional work, gain new language skills, entrepreneurial spirit, ability to tolerate risk, have the capacity, flexibility open-mindedness, knowing the purpose, supportive donors, specialized training, and bodies/parties advising on entrepreneurship are all factors that show a statistically significant relationship with business performance. This suggests that these factors play a role in determining the success of Syrian entrepreneurship businesses.

Supportive friend family circle, previous entrepreneurial experience, hard work determination, and leadership innovative skills do not exhibit a statistically significant relationship with business performance. This implies that these factors may not have a substantial impact on the success of Syrian entrepreneurship businesses in the observed period.

The factors with the highest percentages indicating their presence in the observed data are specialized training (50.8%), entrepreneurial spirit (47.8%), knowing the purpose (40.2%), supportive donors (33.0%), and flexibility open-mindedness (32.3%). This suggests that these factors are commonly recognized and perceived as important by Syrian entrepreneurs in achieving business success.

Overall, the findings highlight the significance of factors such as access to professional work, language skills, entrepreneurial traits, risk tolerance, capacity, training, and external support in influencing the success of Syrian entrepreneurship businesses. These factors can serve as areas of focus for policymakers, business support organizations, and individual entrepreneurs seeking to enhance business performance and create a favorable entrepreneurial ecosystem.

4.4. The Socio-Economic Contribution of the Syrian Entrepreneurs on the Labor Market in the Host Countries

Table 4.11: The Socio-Economic Impact of the Syrian Entrepreneurs on the Labor Market in the Host Countries

Variable			Egypt	Germany	Turkey	Total
Contribution to social development in the labour market	Enhances cultural affinities	Very High	5	10	18	33
		High	2	4	6	12
		Neutral	4	7	2	13
		Low	7	4	2	13
		Very Low	22	15	12	49
	Creation of employment opportunities (number of Syrian and foreign employees)	Turkish	0	0	227	227
		Syrian	1366	391	824	2581
		Germans	0	46	0	46
		Egyptian	506	0	0	506
Influence on social culture in the labour market	Provides Market opportunities.	Very High	0	6	0	56
		High	0	2	10	12
		Neutral	4	7	11	22
		Low	13	8	3	24
		Very Low	23	17	16	6
Increased business partnerships	Having a Syrian partner	No	23	12	25	60
		Yes	17	28	15	60
	Having a host country partner	No	22	19	12	53
		Yes	18	21	28	67
Increased access to the purchasing opportunities	Evaluation of access to purchasing opportunities	Very Easy	12	8	7	27
		Easy	8	20	4	32
		Moderate	13	6	10	29
		Difficult	7	6	13	26
		Very Difficult	0	0	6	6
	Increased access to social networks	Very High	0	9	2	11
		High	2	3	8	13
		Neutral	10	7	2	19
		Low	16	2	4	22
		Very Low	12	19	24	55
Promotion of imports and exports	Increased oversea business	No	32	25	22	79
		Yes	8	15	18	41

As the table number 4.11 shows, although not having effect had 49 out of 120, those with a little too high motivation of cultural affinities scored slightly higher, with Turkey leading with the motivation of cultural affinities, followed by Germany and Egypt. See the table above. The Syrian entrepreneurs in Egypt employ 1366 Syrian workers, and 506 Egyptians. There are 391 Syrian employees and 46 Germans

in the Syrian entrepreneurs in Germany .While there 824 Syrian and 227 Turkish in Syrian entrepreneurs in Turkey.

Most of the participants indicated that the Syrian entrepreneurship business did have an effect on cultural affinities, with 12 indicating a relevant effect, 33 with high impacts, and 26 with a bit too neutral impact.

The Syrian business had a significant impact on providing market opportunities for the local business people in the host nations, with 56 indicating a very high rate of market opportunities. 23 out of 40 in Egypt, 17 out of 40 in Germany and 16 out of 40 in Turkey Syrian entrepreneurs indicated that they were not motivated by market opportunities to start businesses. 13 out of 40 in Egypt, 8 out of 40 in Germany and 3 out 40 in Turkey had lithely affected. Only 6 out of 40 in Germany indicated that they were motivated by market opportunities. They also promoted business partnerships, with half of the businesses having Syrian and local partnerships and 67 indicating partnerships with local entrepreneurs. The business made purchasing opportunities easy, enhancing overseas business and increasing social network. See table number 4.11 above.

Table 4.12: Chi-Square Test on the Socio-Economic Role of Syrian Entrepreneurs on the Labour Market in the Host Countries

The socio-economic impact	N	Likelihood ratio	Chi-Square Value
Increased access to employment	120	34.09	.004
Increased sales and expansion of local businesses due to increased customers	120	47.69	0.000
Promotion of oversee sales	120	9.90	0.042
Increased accessibility to financial resources	120	68.07	0.000
Market expansion and easy accessibility to resources	120	38.10	.024
Increased business partnership	120	5.06	0.307
Promotion of entrepreneurship spirit	120	49.23	0.000
Influence to social culture in the labour market through accessibility of social networks	120	35.73	0.021
Promotion of cultural affinities	120	60.82	0.000
Expansion of businesses and opening of branches	120	3.19	0.522
Increased revenue due to high national income	120	17.15	0.088

According to the table 4.12 there is a significant correlation between Syrian business and its impact on society. The Syrian business led to increased access to employment with a significant relationship with a chi-square value (p-value) of 0.004

and a person correlation of 0.480. There was also a significant relationship in enhancing increased sales and expansion of local businesses due to increased customers, promotion of overseas sales, increased accessibility to financial resources, market expansion and easy accessibility to resources, promotion of entrepreneurship spirit, influence to social culture in the labor market through the accessibility of social networks, and promotion of cultural affinities. All these variables had a p-value of less than 0.05 (alpha level). On the other hand, the increased business partnership provided a p-value of 0.307 and a Pearson Correlation value of 0.978, which led to an insignificant relationship. Similarly, the expansion of businesses and opening of branches also showed a p-value more than the alpha level, which is 0.522, and a Pearson Correlation value of 0.231. Besides, increased revenue due to high national income also showed a p-value more than the alpha level i.e. 0.088 along with the Pearson Correlation value of 0.060. All these also showed that they had insignificant relationships with each other.

4.5. Challenges Affecting Syrian Entrepreneurs in Host Countries

Table 4.13: Challenges affecting Syrian Entrepreneurs in host Countries

Challenge	Effect	Turkey	Germany	Egypt	Total
Access to funds and loans	Very Easy	7	7	9	23
	Slightly easy	11	8	6	25
	Moderate	12	13	21	46
	Slightly difficult	6	3	4	13
	Very Difficult	4	9	0	13
Marketing the products	Very Easy	10	13	4	27
	Slightly easy	4	6	7	17
	Moderate	16	13	5	34
	Slightly difficult	8	3	7	18
	Very Difficult	2	5	17	24
Business plan development	Very Easy	6	9	14	29
	Slightly easy	10	7	13	30
	Moderate	12	12	11	35
	Slightly difficult	10	3	2	15
	Very Difficult	2	9	0	11
Language Skills	Very Easy	4	17	15	36
	Slightly easy	6	6	4	16
	Moderate	7	9	3	19
	Slightly difficult	8	1	0	9
	Very Difficult	15	7	18	40
Legal issues	Very Easy	20	16	16	52
	Slightly easy	1	2	0	3
	Moderate	4	1	0	5
	Slightly difficult	9	1	6	16
	Very Difficult	6	20	18	44

Commercial Arrangements	Very Easy	23	22	37	82
	Slightly easy	6	5	2	13
	Moderate	5	2	1	8
	Slightly difficult	2	0	0	2
	Very Difficult	4	11	0	15
Balancing Family life and Work	Very Easy	11	24	3	38
	Slightly easy	6	2	0	8
	Moderate	0	5	0	5
	Slightly difficult	7	2	2	11
	Very Difficult	16	7	35	58
Fear of Failure	I'm not afraid	12	14	30	56
	I'm slightly not afraid	6	9	4	19
	Moderate	6	2	2	10
	I'm slightly afraid	11	4	2	17
	I'm afraid a lot	5	11	2	18
Total		40	40	40	120

Table 4.13 (Continued)

As it appears in the table number 4.13 above, 21 of 40 Syrian entrepreneurs in Egypt reported that accessing loans and funding was not difficult, with 13 and 12 in Germany and Turkey expressing the same sentiment. Most German and Turkish Syrians viewed access to capital as problematic, negatively impacting their businesses, see the figure 4.4.

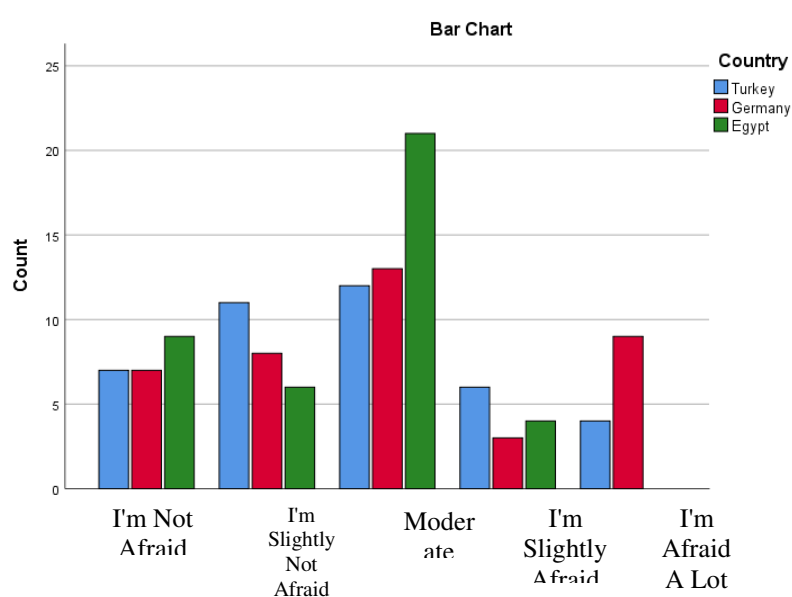


Figure 4.4: Access to Funds and Loans

Marketing of products was a challenge for Syrian entrepreneurs in all countries, with 24 per cent of 40 Egyptian entrepreneurs reporting that it was difficult and over 20 per cent in Germany and Turkey expressing the same, see the figure below number 4.5.

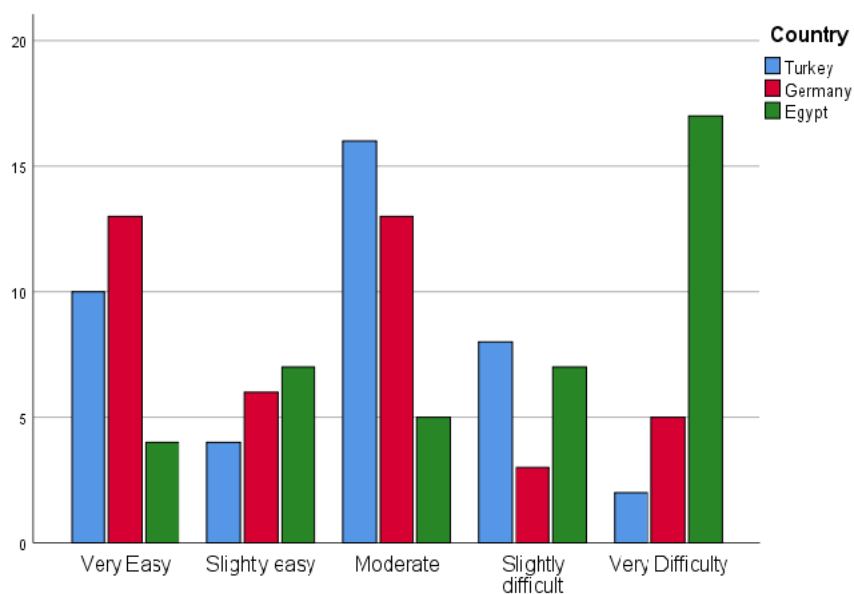


Figure 4.5: Marketing of Products

According to the figure 4.6, the business plan development took time and effort for Turkish business owners. However, those in Germany and Egypt did not concur, with 14 Egyptians stating that it never compiles and 11 stating that it is never problematic. 9 and 12 in Germany suggested that it was never complex and never challenging, but 123 and 10 in Turkey showed that it needed to be easier to communicate.

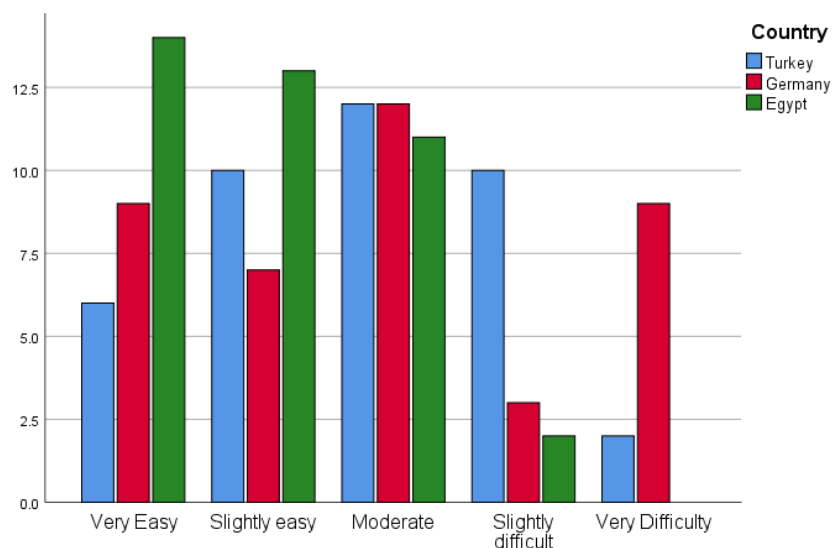


Figure 4.6: Business Plan Development

18 and 4 in Egypt and 23 and 6 in Turkey stated that it was difficult and complex to comprehend language abilities, whereas those in Germany indicated that it was neither difficult nor complex, see the figure 4.7.

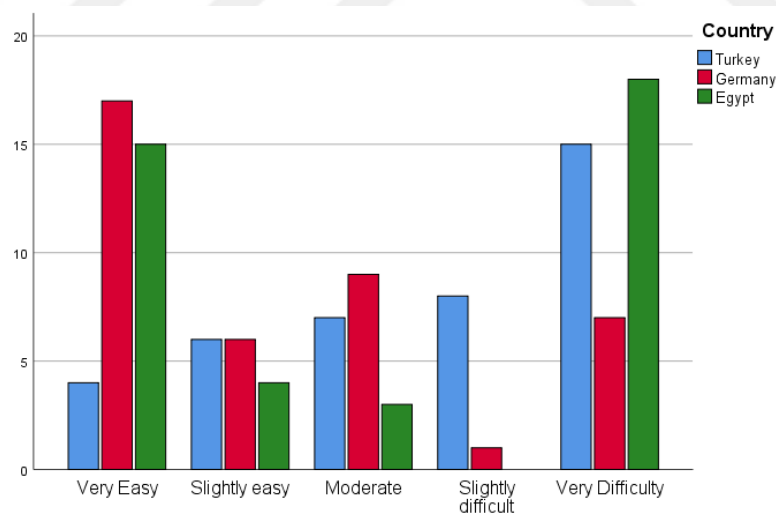


Figure 4.7: Language Skills

Legal issues were complicated in all nations, with Egypt having song 24, Germany 21 and 2, and Turkey 15 and 1, while the majority in Turkey, 4 and 20, said that it was never complex. See the figure 4.8 below.

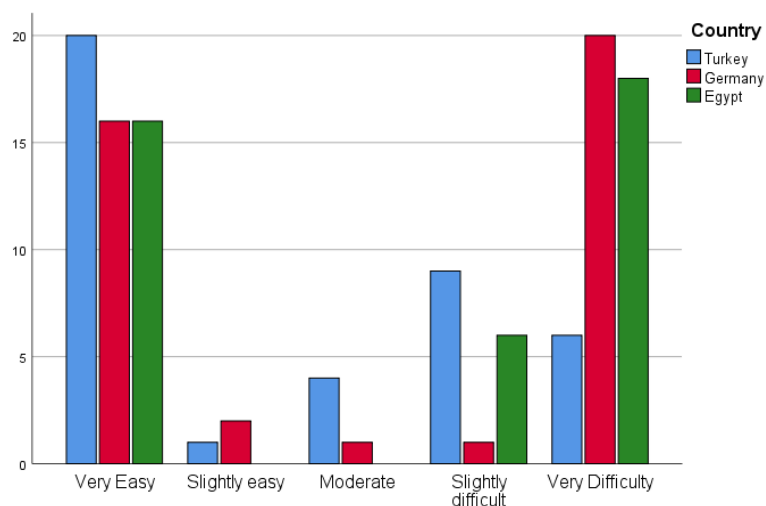


Figure 4.8: Legal Terms

According to the figure 4.9, the commercial agreements were not condoned, with Egypt receiving 37 points, Germany 22 points, and Turkey 23 points. According to the interviews, most of them experienced difficulties with business agreements, mainly German and Syrian entrepreneurs.

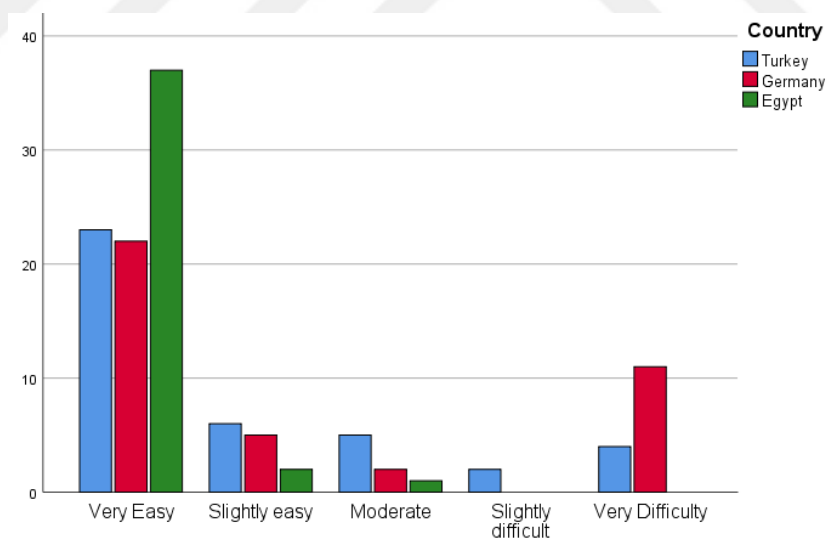


Figure 4.9: Commercial Arrangements

The entrepreneurs in Egypt scored 30 out of 40, suggesting that they never feared of failure, whilst those in Turkey and Germany were found to be afraid and slightly afraid of failure. See the figure 4.10.

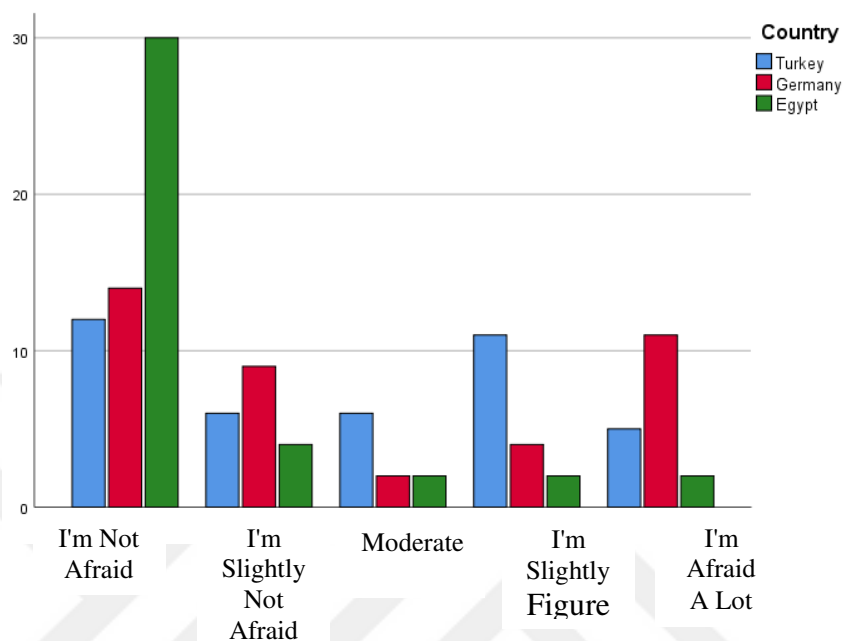


Figure 4.10: Fear of Failure

CHAPTER 5: DISCUSSION AND CONCLUSION

5.1. Discussion

The findings revealed a significant positive impact of Syrian entrepreneurs on their host countries. The descriptive statistics show that a majority of Syrian entrepreneurs in the three nations were female. This can be attributed to the ongoing crisis in Syria, where many families have lost their primary breadwinners, often the fathers. Consequently, women have had to assume the responsibility of supporting their families and finding ways to secure a stable source of livelihood. Furthermore, the age distribution of Syrian entrepreneurs in the host countries highlights that the majority of them are young, predominantly in their 20s, followed by those in their 30s. This suggests that the Syrian entrepreneurial landscape in these host countries is primarily driven by a younger generation. This influx of young Syrian entrepreneurs may bring innovation, energy, and new perspectives to the host countries' business environments, potentially leading to economic growth and increased employment opportunities. The presence of these young, predominantly female entrepreneurs not only highlights the resilience and adaptability of the Syrian population in the face of adversity but also offers valuable contributions to the host countries in terms of economic development and cultural exchange. As these entrepreneurs continue to establish their businesses and integrate into their host communities, they will likely have a lasting impact on the social, economic, and cultural landscapes of these countries.

The Chi Square results presented in table 4.10 yield several key findings regarding the factors that influence the success of Syrian entrepreneurship businesses. Factors such as access to professional work, gain new language skills, entrepreneurial spirit, ability to tolerate risk, have the capacity, flexibility open-mindedness, knowing the purpose, supportive donors, specialized training, and bodies/parties advising on

entrepreneurship demonstrate a statistically significant relationship with business performance. This indicates that these factors play a vital role in determining the success of Syrian entrepreneurship businesses.

On the other hand, factors such as supportive friend family circle, previous entrepreneurial experience, hard work determination, and leadership innovative skills do not exhibit a statistically significant relationship with business performance. This implies that these factors may have a limited impact on the success of Syrian entrepreneurship businesses within the observed period. Among the identified factors, specialized training, entrepreneurial spirit, knowing the purpose, supportive donors, and flexibility open-mindedness emerge as the most prevalent in the observed data. This suggests that these factors are widely acknowledged and perceived as important by Syrian entrepreneurs in their pursuit of business success.

In conclusion, the findings underscore the significance of factors such as access to professional work, language skills, entrepreneurial attributes, risk tolerance, capacity, training, and external support in shaping the success of Syrian entrepreneurship businesses. Policymakers, business support organizations, and individual entrepreneurs can focus on these factors to enhance business performance and foster a conducive entrepreneurial environment.

The findings from the key interviews in Turkey states, “15,000 Syrian company owners are active in Turkish import and export. By recruiting Syrians and Turks, they help the Turkish and Syrian economies.” Therefore, majority of the Syrian business range from the manufacture of machinery, architecture, and marble in Turkey. Besides, the discussions with influential participants suggested that Syrian refugees in Germany had profited from their presence and would continue to do so in the future. During their first years in Germany, Syrian refugees get the assistance that enables them to choose the sector in which they wish to work, whether it's education, a trade, or a job, and offers them the flexibility to do so. Long-term residence in Germany, where one acquires fluency in the local language and business norms, contributes to the nation's success.

In contrast, many Syrians who have migrated to Germany have been there for between three and five years, while the majority of Syrians who have relocated to Turkey have been there for between one and three years, and more than 5 years for the Syrians who have relocated in Egypt. These statistics indicate that Egypt, Turkey, and

eventually Germany have given the most business-friendly conditions for Syrian entrepreneurs.

Egyptians speak Arabic, which is favorable for Syrian business owners, while the language made a challenge Infront of Syrian entrepreneurs in Turkey and Germany.

Each Syrian entrepreneur in Germany spent about the same length of time there. According to Almohammad et al. (2021), successful Syrian entrepreneurs have excellent entrepreneurial skills, which has helped their success. Syrians can engage in commerce, be autonomous, work for themselves, and be businesspeople in several sectors. These industries include the transport business, distribution companies, the food industry, and import and export with Arab nations and other countries besides Germany. Syrian refugees have a greater degree of education compared to other immigration groups. According to the key informant “Most Syrians I've worked with have attained at least a high school diploma, with many even having college degrees”. Despite their youth, the young men from Syria who have just arrived in Germany have extensive professional expertise and job experience.

According to the findings, Syrians in Egypt have the most enterprising business and industrial skills. This is because the tradition of the Syrian community encourages early job sharing, bartering, and skill acquisition. As soon as they landed in Egypt, the Syrians began evaluating the market for prospective investment opportunities. One of the participants during the key interviews responded that, Syrian entrepreneurs “filled labor market voids. They advertise food and the catering company. They offer exceptional customer service and promote real industry competition. They promote new products.” It is because most Syrian business owners in Egypt possessed vocational training certifications as their highest level of education, followed by secondary school diplomas and master's degrees. Simply put, the number of Syrian businesses with credentials from vocational education programs in Germany exceeded those with university and high school degrees. The majority of Syrian businesses in Turkey needed formal education beyond high school. Egypt had the most Syrian entrepreneurs with professional competency tied to their academic degree, with 16, followed by Germany with 14 and Turkey with 6. This indicates that most Syrian businesspeople working in Egypt and Germany have attended business training courses, allowing them to successfully run their enterprises in these high-income nations (Shneikat & Alrawadieh, 2019). As a result, they were effective in

filling a void in the labour market. They have successfully introduced new products, including culinary items and catering services, and are adept at marketing. They provide superior customer service and have developed an environment conducive to healthy market rivalry. They have introduced new products and have marketing expertise. In addition, the financial acumen of Syrians played a significant part in their entry into the workforce and the development of extensive expertise in the industries in which they worked. The most sectors that they engage include IT, the textile sector, the sewing and clothing industry, the traditional industries sector, which is topped by laurel soap, and the most important craft sector that attracts Syrians is the shoe industry sector, whereas all other sectors (such as the sector and the self-employed - shops/barber shops, restaurants, bakery) are dominated by the sector and the self-employed. The food and plastics sectors are of minor concern to the Syrians. Most enticing to Syrian businesses in Germany is the food and restaurant industry.

According to Zighan et al. (2020), Syrian entrepreneurs have joined other businesses in host nations. These businesses include the construction, marble, and machinery manufacturing sectors. According to the research results, Syrian company owners could enroll in relevant career courses. Most respondents said they had taken entrepreneurship courses, such as marketing, company development, business administration, startup management, and e-marketing. Others claimed to have participated in programs such as introductory workshops, cooking lessons, and a three-month-long sweet baking school hosted at a pastry shop (bakery). Except for medium-sized enterprises, which are just four in total, most organizations have a nearly uniform distribution.

In contrast, the majority of Syrian firms in Germany are either Sole Proprietorships or Micro-Enterprises, with the former being the vast majority (Chang, 2022). The bulk of Syrian firms operating in Egypt is small and micro enterprises, with the former comprising more than half of all Syrian companies in Egypt and the latter coming in second. In addition, according to the results of the interviews, classes on risk management, digital transformation, and capital management were included in the training that Syrian entrepreneurs received in their host countries, and these classes were essential to the development of the Syrians' entrepreneurial abilities. According to one participant, "we have been able to participate in entrepreneurship courses for women, including financial management for small projects, the importance of marketing, and digital platforms in the Vocational training, which have

been useful in managing our companies." In addition, a German native among the Syrian firms demonstrated that "German language study activities were essential in order to understand the original tongue of the host nation in which we erect our operations." Therefore, training was essential for learning the host country's language and the aquarium industry. Another one from the KIIs in Germany indicated that "the 5,000 Syrian physicians who work in Germany have benefitted the country. Because to early assistance, Syrian refugees in Germany can choose to work in education, a trade, or a job." The participants also got instruction in a course to promote innovative projects affiliated with the Gaziantep Chamber of Commerce, success openers by assisting Habitat, and employment in the butchering profession (butcher). The participants were also trained in an online Spark course on entrepreneurship.

Additionally, the development of business plans played a crucial role in the success of Syrian entrepreneurs in their host countries. These plans helped them identify market opportunities, evaluate potential risks, and allocate resources efficiently. The entrepreneurs also participated in various training programs and workshops, which equipped them with the necessary skills and knowledge to thrive in their respective industries. Language courses, particularly German language studies, were crucial in enabling the entrepreneurs to communicate effectively with the local population and understand the business norms of their host countries, their past experiences in the business sector helped them to establish their own jobs and develop it.

Egypt, Turkey, and Germany have provided favorable conditions for Syrian entrepreneurs to establish and grow their businesses. The host countries have offered numerous opportunities for these entrepreneurs to participate in vocational training programs, entrepreneurship courses, and language studies, which have contributed to their successful integration into the local business environments. Furthermore, the Syrian entrepreneurs have brought unique skills and expertise to their host countries, filling gaps in the labor market and promoting healthy competition across various industries.

In conclusion, the success of Syrian entrepreneurs in their host countries can be attributed to a combination of factors, including the availability of financial resources, access to market opportunities, specialized training, and strong entrepreneurial spirit. Additionally, the development of comprehensive business plans and the acquisition of relevant skills through training programs have been essential in

their journey towards success. As these entrepreneurs continue to grow and contribute to the economic development of their host countries, it is important for policymakers and support organizations to recognize their potential and provide them with the necessary resources and opportunities to further enhance their positive impact.

Due to the strong relationship between the role of Syrian business on society and the ability of Syrian business owners to affect social culture and contribute to the labour market, Syrian business owners were able to influence social culture and contribute to the labour market. This was possible due to the impact Syrian commerce had on society. As a result of the Syrian firm, employment opportunities grew, resulting in a high relationship (chi-square value of 0.004). The promotion of overseas sales increased access to financial resources, market expansion, and ease of access to resources, as well as the encouragement of entrepreneurial spirit, the influence of social culture on the labour market through the availability of social networks, the expansion of businesses, and the opening of branches, were all significant contributors to the growth of local businesses. The results are in relation to the interviews recovered which one of the key informants in Germany stated that, "Syrians greatly influenced the customs and traditions of the German cities in which they were heavily present, especially food culture, and the rapid integration that surprised everyone, probably due to the German culture, which is accustomed to multiple waves of asylum from different cultures like Turkish and Yugoslav, and the flexibility of Syrians to integrate into Germany, until some Syrians reached high political positions." In addition, there was a strong association between increasing the growth and sales of local businesses due to an increase in customers, promotion of online sales, greater access to financial resources, market development, and accessibility. Each of these characteristics had a p-value of less than 0.05, except better business collaboration, with a p-value of 0.979 and a statistically insignificant correlation.

The findings show that the Syrian migrants significantly impacted the economic and social revitalization of the areas where they lived. There is little doubt that the Syrians had a considerable impact on the social structures of the German cities, where they were extensively spread. Especially the food culture, as well as the swift absorption, which shocked everyone. This is likely owing to the German culture, which is accustomed to the repeated waves of asylum from other cultures, such as Turkish and Yugoslav, as well as the flexibility of Syrians to adapt to Germany, up

until some Syrians attained prominent political positions, such as in parliaments (Caro, 2020). There is a link of mutual influence between the Turkish and Syrian societies. However, the Syrian society was less adaptive in this respect, even with how they ran their enterprises, whilst the Turkish society was more adaptable to the customs of the Syrians. In order to establish a new business, the vast majority of Syrian entrepreneurs transferred their operations outside of the city where they had family, whereas Turkish business people had a greater number of relatives living in the city. The Syrian entrepreneurs targeted a segment of Syrian refugees like them and could not attract the largest segment of the Turks hosting them. At the same time, the Turks acted on the contrary, so they followed the policy of attracting Syrian consumers. In Egypt, the situation was more accessible for the Syrians to integrate, as the rapprochement in language, customs, culture, and history between the Syrian and Egyptian peoples helped the Syrians to integrate very quickly into the Egyptian labor market, the key informants indicated that, “Egyptians embrace refugees, which helped Syrians integrate. This affected business formation in the Egyptian economy and filled certain labor market gaps.”

Moreover, the analysis of the number of employees working in Syrian entrepreneurs' businesses across Turkey, Germany, and Egypt reveals important insights into the impact of refugee entrepreneurship on the host communities' labor markets. In the case of One Person Businesses and Micro Enterprises, these smaller-sized businesses appear to have a relatively limited effect on employment opportunities in host countries. This could be attributed to the fact that these entrepreneurs may face more significant challenges in accessing financial resources, navigating local regulations, or integrating into the host communities. Additionally, smaller businesses might focus on niche markets or specific community needs, which may not necessarily generate substantial employment opportunities for the broader population.

On the other hand, Small and Medium Enterprises established by Syrian entrepreneurs seem to have a more considerable impact on job creation in host communities. These businesses, employing between 11 and 250 individuals, can contribute to the host countries' economic growth, social integration, and overall development. The success of these enterprises could be linked to various factors, such as better access to financial resources, more robust business networks, or stronger support from local authorities and organizations. Furthermore, the relatively larger

scale of these businesses might enable them to create more job opportunities for both refugee and host community members, fostering mutual understanding and collaboration. Given these findings, it is crucial for host countries, NGOs, and international organizations to consider the potential of refugee entrepreneurship as a means to address the challenges faced by refugees and host communities alike. By developing targeted policies and programs that address the specific needs of refugee entrepreneurs and their businesses, these stakeholders can contribute to fostering more inclusive and resilient labor markets that benefit everyone involved.

However, Germany's less stringent processes and legislation attracted more Syrian entrepreneurs to establish businesses there. However, most of these business owners had at least one establishment in the city. The Turkish investor is increasing their investments in Syrians, but the Syrians' influence is restricted to the Syrian consumer because they have been unable to enter the Turkish market significantly (Turner, 2015). On an interview with one key participant in Turkey, he responded that, “the Syrian worker is desirable to the company because he possesses the requisite abilities and is willing to work under difficult conditions. The good work culture makes them more effective in providing quality jobs. Integration was hindered by the extended grace period that Turkey granted Syrians so that they could act freely, and the culture of the Turkish host society is suspicious of exposure to foreign cultures, such as Syrian culture. As a result of this integration hurdle, the Turkish government joined in the integration process. There should be clear laws governing how Syrian refugees may seek citizenship or residency... etc. No one is aware of the specific standards which should change”.

Refugees from Syria altered the work ethic in Egypt and introduced competitiveness to formerly uncompetitive professions. Since the market was underserved before their entry, there was no competition. In addition to the openness of the Egyptian population, the structure of the Egyptian economy is a significant component in the good impact that Egyptian and Syrian enterprises have had on one another. Although Syria has made significant changes to its working culture in terms of honesty, reliability, and customer service, the cultures of Egypt and Syria are identical. Since Syrians are not considered refugees in Egypt, their incorporation occurred fairly rapidly. The interview with a key informant from Turkey shows that, “Syrian refugees are resilient and focused. They were one of the fastest-growing divisions of the migrant labor force.” Another one respondent that “Syria, the Syrians

have been unable to attract Turkish customers, resulting in a negligible effect on the Turkish market.” This has led to the invention of new projects and competitions in the market increasing income. Syrians profited from the Egyptian market's integration and accessibility since they could access all of its segments, just as Egyptians did (Khawaldah & Alzboun, 2022). Language also facilitated integration, and the Egyptians' personality contributed positively to this concept. In addition to language, the Egyptian culture of respect for foreigners and confidence in imported goods contributed to the integration process's success. Because they place such a high value on their independence, Syrians have adapted to the Egyptian economy. This has had a favourable impact on the labour market and helped close the supply-and-demand mismatches in several industries earlier. The usually forgiving temperament of Egyptians, who warmly welcome refugees, was one factor that facilitated Syrians' integration into Egyptian society. In addition to a shared history, language and religious practices played key catalytic roles in the integration process.

The research finds that Syrian business owners need help to develop sustainable business plans, acquire financing and loans, successfully sell their products, and communicate their ideas in Arabic. Legal challenges have also shown substantial ramifications for others, such as difficulties in creating business agreements, failure, and an inability to achieve a work-life balance. The largest hurdle is the language barrier. In addition to mastering the language, it is quite difficult to become adept in the specialized jargon employed in several companies. The language courses in Germany will allow you to get by daily, but there are few opportunities for learning specialized terminology (Zighan, 2020). Opportunities exist for continuing education or part-time study. This is different, although some organizations assist their overseas staff, particularly in language acquisition. “As I observe at my employment, many individuals no longer engage in their "previous" careers. Their inability to offer the credentials sometimes required in Germany to demonstrate their extensive job history is their greatest challenge. Due to this, despite their excellent educational credentials, they typically work in low-paying occupations that frequently restrict them to menial labour. In Germany, the key informant indicated that, “the German labour and investment regulations are essential and beneficial to the economic climate. Based on your iqama or residency permission, the foreign institution will determine whether or not you are authorized to launch a business.” If you wish to avoid penalties, you must own a passport. Strong German language skills

are essential, and you must give proof (a certificate) showing you know German law and other subjects. There is a government-supported effort that assists individuals in launching their businesses. To qualify for funding, you must develop a business plan and enroll in a course. It would be best if you had a high level of proficiency in the language.

The obstacles to be overcome include the legal situation and its implications, whether on a personal or professional level, as well as comprehending the investing environment and its distinctions between Turkey and Syria and the language. The capacity to communicate in Turkish is causally connected to the effective resolution of legal issues in Turkey. The problems originate from the current political climate and the general situation of the economy. The Syrian people currently confront three significant obstacles. They are listed below: Their legal position, since many of them hold temporary protective identities or temporary dwellings, is a hurdle to their ability to conduct business in Syria. People in Syria continue to struggle to learn new languages despite the passage of so much time. One of the key informants stated that, “offering them access to financial resources that can be used to finance their initiatives, such as the bank loan system, which is a barrier that all entrepreneurs face, we also provide them with access to capital.” This is in relation with the findings by Demir (2018) who argues that the Syrians will experience obstacles equivalent to those encountered by Egyptian businessmen. Hence, they will not be considered refugees. Even if there were various obstacles, most Syrians could get Egyptian residence. One of the most significant driving forces is reciprocity. This is because Egyptians do not consider Syrians to be refugees. Most Syrian refugees end themselves in refugee camps, where they struggle to find food, shelter, and water and have limited access to essential services like healthcare, education, and employment opportunities. On average, they remain in these camps for two years, although sometimes they remain longer. These issues with restricted access provide them with several obstacles. Refugees have crossed an international boundary in search of protection after fleeing war, violence, conflict, or persecution in their own country. They were usually forced to flee with nothing but the clothing on their backs, leaving behind their homes, possessions, employment, and loved ones. Considering this, their economic conditions are not necessarily superior to those of individuals seeking sanctuary in their communities. This condition raises the risk of economic friction between communities sponsoring refugees and communities housing refugees and the

likelihood of social issues inside the community. The big market in Egypt and the sizeable unmet demand are additional crucial factors. Currently, consumption is more important than production in the Egyptian market. These factors motivated Syrian entrepreneurs to establish businesses to address market shortages in various industries.

5.2. Proposed Solutions to Boost the Syrian Businesses

In most host nations, there are either only a few organizations that encourage entrepreneurs. To attract investors, the Investment Authority and other private enterprises in the administrative sector have streamlined their documentation processes. One of the respondents from Turkey explained that, “to address the sector's weaknesses, the Turkish government should capitalize on the potential of the Syrian business sector.” Her counterpart explained that the Turkish government need to, “take use of the external possibilities available to Syrian firms, and place a considerable emphasis on training, knowledge, and expertise.” Therefore, Turkey and other countries are working hard to ensure that export-friendly legislation has been enacted. Based on the findings, governments of the host countries, non-governmental organizations (NGOs), multilateral organizations (MNOs), and donors may propose modifications to programs and policies benefiting Syrian entrepreneurs and host communities. Long-term solutions for Syrian refugees are based on a comprehensive plan for protection and solutions. With this policy, the goal is to improve access to resettlement in third countries and other complementary paths, strengthen the resilience of host communities and countries, and plan for the safe, dignified, voluntary and permanent return of Syrian refugees.

In order to better support Syrian entrepreneurs in host countries, it is essential to improve the existing mechanisms and infrastructure that foster entrepreneurship. Host nations could establish and strengthen organizations dedicated to promoting entrepreneurship, streamlining administrative processes for business establishment, and providing necessary resources to attract investors. By enacting export-friendly legislation, host countries can create a more conducive environment for Syrian businesses to thrive. These efforts should be complemented by collaboration between governments, NGOs, MNOs and donors to refine programs and policies that benefit both Syrian entrepreneurs and host communities.

The Germany key informants suggested that, “we must reform our educational system and take steps to improve the plight of migrants.” It was seconded by the key informants who suggested that “integration support programs that learn from their past successes and failures.” Among these advantages may be programs that facilitate integration and rely on past experiences. As refugees, like most of the world's population, lack qualifications and diplomas or the ability to get into their home countries, it is essential to expand the flexibility of the programs. Therefore, we must modify our educational system and create programs that enable refugees to express their stories and be recognized (Del Carpio, 2018). They should be able to obtain their credentials more quickly at this location. If refugees are already working, it would be ideal for firms to establish their programs for foreigners. We also need linguistic opportunities. Participants in these programs should be able to enhance their skills while staying employed since doing so greatly benefits both sides.

Another critical aspect in supporting Syrian businesses is the development of integration support programs that build on past successes and learn from previous failures. For instance, educational systems in host countries could be reformed to accommodate the needs of refugees, with programs that enable them to share their stories and gain recognition. Additionally, host countries should offer language courses and skill enhancement programs for refugees who are already employed. Special attention should be given to empowering women, providing childcare during language courses, and offering specific courses to help them become more independent and enter the workforce.

Utilizing empowerment initiatives and tailored assistance, this industry may overcome challenges and enter or expand existing markets (Al-Mahaidi, 2021). In Egypt, the key informants argued that “there are no organizations that assist business owners with administrative documentation at the Investment Authority or on behalf of private companies before investors.” They need to implement this program to support the Syrian businesses in host countries. The data suggest that the Turkish government has managed the issue quite effectively, especially compared to the exceptionally high number of Syrians who remained in Turkey for an unusually extended time.

Governments need help refugees take care of themselves by giving them access to services, legal job opportunities, and food. Only a small number of the most vulnerable refugees are accepted for resettlement because there aren't enough resettlement spaces. These refugees include women and children who have

experienced trauma due to the war, people who are ill or injured but can't access quality medical care, and other affected parties. In 2017, there were 52% fewer applications for resettlement from 3RP countries than in 2016 because fewer resettlement seats were available (Baban et al., 2017). In contrast, there are currently 5.6 million officially recognized Syrian refugees, up from 4.8 million a year ago. The number of refugees who can be resettled and how much their situations have worsened is increasing.

5.3. Conclusion

From the previous studies reviewed in the literature review of this study, it has been quite apparent that there are both positive and negative impacts of Syrian refugee entrepreneurs on the business communities of the host countries. It was particularly understood that it is imperative to understand the status of Syrian refugees so that the issues faced due to the phenomena can be explored in detail and thereafter they can be mitigated as early as possible for the betterment of the world. From the previous studies, it has been highlighted that the positive impacts of Syrian refugees are mainly on the businesses and the economy of the host countries. This has been evident in almost all the host countries that have been receiving the influx of Syrian refugees. Herein, it must be noted that refugees or migrants reap the benefits of migrating from one country to the other in a significant manner, including better employment opportunities, fair recruitment facilities, and working decently to earn a living for themselves and their families. On the other side, several disadvantages can be evident due to the increasing number of Syrian refugees, including migration pressure, adverse impact on labor markets, challenges regarding visa regimes, and unemployment along with asylum issues. The immigrants are also found to face issues related to higher costs of living in the host countries due to which people are found to opt for self-employment and become successful entrepreneurs. This has become one of the reasons for host countries such as Germany, Turkey, and Egypt to gain economic benefits as Syrian entrepreneurs are reported to bring immense talent and skills to the nations. However, different countries may have different levels of impact, which has been proven from the survey results and analyses.

In conclusion, this comprehensive study has shown that investments made by Syrian refugees as entrepreneurs have had a positive impact on the host countries'

economies. By establishing new firms, they have created job opportunities, expanded access to resources, and generated revenue. The entrepreneurial endeavors of Syrian refugees have significantly influenced the economic sectors of their host communities, as they have helped develop the labor market by promoting greater access to employment, increased sales, local business expansion, overseas sales, and financial resources. They have also encouraged entrepreneurial spirit and influenced the labor market's social culture.

The host countries have benefited from the influx of Syrian businesses, with Turkey experiencing the most substantial growth. However, Syrian entrepreneurs face numerous challenges in their host countries, including language barriers, limited access to funding and loans, difficulties in developing business plans and marketing products, legal issues, fear of failure, commercial arrangements, and balancing family life with work. Despite these obstacles, Syrian entrepreneurs have managed to overcome the challenges and find success in their host countries.

Syrian entrepreneurs have also encountered issues related to investment, such as bureaucracy and legal complexities in the host countries. The state's administrative apparatus has proven to be a significant obstacle, particularly in the Egyptian market, which is characterized by excessive bureaucracy. Egypt's legal system needs to improve its business and investment environment to attract more investors, as the market desperately needs investment due to a consumption rate that exceeds production.

Furthermore, it has been observed that Syrian entrepreneurs prefer to hire foreign nationals for lower-level operational jobs while recruiting Syrians for higher-level positions. This trend has been found in the majority of Syrian businesses operating in host countries. While higher refugee admissions have a generally favorable effect on local enterprises and the formation of new firms, they may also decrease the number of native employees in the labor market. As a result, there is an urgent need to implement legislation that abolishes harsh restrictions on the process of enterprise by Syrian refugees.

To support Syrian refugees and employees in host nations, it is essential to provide them with the means to meet their basic needs and legally participate in local and regional economies by starting their businesses. The study recommends several measures to address these challenges. First, the education system must be reformed, and steps should be taken to help migrants integrate into their new communities.

Governments should also help refugees by giving them access to essential services, legal job opportunities, and food.

To further facilitate the integration and success of Syrian refugees, it is crucial to simplify the paperwork process, ensure that laws promote exportation, and improve access to resettlement in third countries and other pathways. Strengthening host communities and nations, as well as planning for the safe, dignified, voluntary and permanent return of Syrian refugees, are critical components of a comprehensive solution.

Overall, this study underscores the importance of recognizing and addressing the challenges faced by Syrian entrepreneurs in host countries. By implementing the recommended measures, host countries can create an environment that enables Syrian refugee entrepreneurs to thrive and contribute positively to their new communities. This will foster greater economic growth, social integration, and long-term stability for both refugees and host countries. By investing in the success of Syrian entrepreneurs, host countries not only benefit their economies but also promote social cohesion and enhance the quality of life for all residents.

5.4. Recommendations

Given the significant challenges Syrian entrepreneurs face in their host countries, the following comprehensive recommendations are proposed to address their problems, based on the research questions and results:

1. **Improve accessibility to funding and loans:** Addressing the financial barriers faced by Syrian entrepreneurs is crucial for their success. Host countries should promote inclusion and non-discrimination in the financial sector, allowing refugees better access to banking services, funding, and loans. This will enable them to establish bank accounts, receive paychecks, protect savings, transfer funds securely, and obtain the necessary capital to launch businesses. Governments, NGOs, and international organizations should collaborate to create targeted financial programs for refugee entrepreneurs, including grants, low-interest loans, and credit guarantees. By improving financial accessibility, Syrian entrepreneurs will have a better chance of overcoming their economic challenges and contributing to the host countries' economies.

2. Streamline documentation processes: Efforts should be made to simplify administrative procedures for Syrian entrepreneurs, reducing bureaucracy and red tape. Host countries could establish organizations that assist business owners with documentation processes, helping them navigate complex investment and immigration regulations. Providing legal assistance and support services tailored to the unique needs of refugee entrepreneurs can expedite business registration, licensing, and compliance with local laws. Simplifying documentation processes can also help reduce the risk of exploitation, as Syrian entrepreneurs will be less reliant on informal networks and intermediaries that may take advantage of their vulnerable status.
3. Promote overseas sales by enacting export-friendly legislation: Host countries should introduce policies that encourage export activities, creating an environment where Syrian entrepreneurs can expand their businesses and increase their revenue. This will contribute to the economic growth of the host countries and create new market opportunities for refugees. Governments should consider offering tax incentives, subsidies, or other financial support to encourage Syrian entrepreneurs to engage in export activities. Additionally, providing training and resources on international trade regulations, market research, and export strategies can help Syrian entrepreneurs build the necessary skills to succeed in global markets.
4. Increase partnerships with refugee entrepreneurs and promote entrepreneurial spirit: Collaboration between refugee entrepreneurs and local businesses should be encouraged, fostering knowledge exchange, integration, and the creation of mutually beneficial partnerships. Capacity-building initiatives, such as language courses, skill development workshops, and mentorship programs, can empower refugee entrepreneurs to thrive in their host communities. Governments and NGOs should also establish networking events and platforms that facilitate connections between Syrian entrepreneurs and local business owners, investors, and mentors. By promoting partnerships and entrepreneurial spirit, host countries can help create a more inclusive and diverse business environment.
5. Encourage a social culture in the labor market through the accessibility of social networks: Social networks play a vital role in the success of entrepreneurs. Host countries should facilitate the formation and expansion of social networks for Syrian

entrepreneurs, helping them build connections, access resources, and develop a sense of belonging in their new communities. Governments, NGOs, and community organizations should create social and professional networking events, online platforms, and support groups that cater specifically to the needs of refugee entrepreneurs. By promoting a social culture in the labor market, host countries can help Syrian entrepreneurs overcome the social isolation and discrimination they often face.

6. **Improve accessibility to employment for Syrian refugees:** Host countries should prioritize providing Syrian refugees with access to legal job opportunities, enabling them to acquire the necessary capital to start businesses and improve their livelihoods. Access to employment would also ensure that refugees can meet their basic needs, such as food, water, and medical care services. Governments should enact policies that facilitate refugees' access to the labor market, including the recognition of foreign qualifications, targeted employment programs, and anti-discrimination laws. By providing increased access to employment, host countries can help Syrian refugees become self-reliant and contribute to their new communities.
7. **Reform the host nations' education system to incorporate Syrian refugees:** Host countries should invest in education system reforms that support the integration of Syrian refugees, recognizing their unique needs and potential contributions. Educational institutions should develop tailored programs that account for language barriers, cultural differences, and varying levels of prior education. Providing language courses, vocational training, and educational support services can help refugees adapt more quickly to their new environments and develop the skills needed to succeed in the host countries' labor markets.
8. **Facilitate access to legal protection and migration pathways:** Host countries should work towards offering legal protection and migration pathways that allow Syrian refugees to reside securely, work, and access essential services. Ensuring that refugees have adequate protection against deportation and expulsion is crucial, as well as allowing them to enjoy an increasing number of rights. Governments should consider implementing migration frameworks that include free movement agreements, specialized programs for specific groups, amnesties, employment programs, and family reunification. By providing legal status and stable migration

pathways, host countries can reduce the protection risks faced by refugees while simultaneously promoting their integration into the labor market, healthcare, and educational opportunities.

Finally, these comprehensive recommendations aim to address the research questions and results by tackling the various challenges faced by Syrian entrepreneurs in their host countries. By implementing these measures, host countries can create a more inclusive and supportive environment for refugee entrepreneurs, fostering their success and promoting long-term socio-economic benefits for both refugees and their host communities.



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APPENDICES



Appendix 1: SURVEY

Section A. Demographic information		
Instructions to Enumerator: Conduct the survey during various times of the day and week to ensure representativity. Fill out questions A1– A12 for each residence you randomly select to interview, whether the interview is conducted or not. Identify the interviewer to complete the remainder of the questions. This person should be an adult, 18 years or older, and a Syrian entrepreneur.		
A1	Gender	- Male - Female
A2	Age Group	- 20-30 - 30-40 - 40-50 - More than 50
A3	Type of residence	- Regular home/apartment - Temporary dwelling - Other informal settlement
A4	Country	- Turkey - Germany - Egypt
A5	Governorate	-
A6	District	-
A7	Subdistrict	-
A8	Geographic type:	- Urban - Rural - Camp
A9	How long have you been in Turkey\ Germany\ and Egypt?	- less than 1-3 years - 3-5 years - More than 5 years
A10	Supervisor ID	-
A11	Surveyor ID	-
A12	Interview Result	- Completed - Uncompleted

Section B. Education, Language and Training

Fill out questions B1– B6 for each residence that you randomly select to interview, whether the interview is conducted or not. Identify the interviewer to complete the remainder of the questions. This person should be an adult, 18 years or older, and a Syrian entrepreneur.

B1	What is your highest education level?	- No formal education - Primary School (max 4th grade) - Secondary School (5-8th grade) - High School (grades 9-12) - High school degree (graduated from High School) - Vocational training certificate - University graduate - Master's Certificate
B2	Is your profession's expertise related to your education degree?	- Yes - No
B3	Have you received any training courses since coming to Turkey/Germany/Egypt?	- Yes - No
B4	If yes, were these courses, or some of them relevant to the entrepreneurship that you created	- Yes - No
B5	If yes, did these courses have a beneficial role in the establishment or success of your business?	- Yes - No
B6	What languages do you know other than Arabic?	- Turkish - German - English - French - Other

Section C. Job information

Fill out questions C1– C14 for each residence that you randomly select to interview, whether the interview is conducted or not. Identify the interviewer to complete the remainder of the questions. This person should be an adult, 18 years or older, and a Syrian entrepreneur.

C1	Business Name:	
C2	Business sector:	- Retail trade and commerce (such as mobile phone stores and clothing stores) - Handicrafts (such as making shoes) - Transportation (such as taxi driver) - Tourism, gastronomy, and entertainment (such as the information industry) - Information Technologies consultancy) - Medical field (such as a doctor, pharmacist) - Construction (such as construction worker, painter, carpenter) - Mechanical works (such as auto repair, machine operator) - Educational (Educational) - Technical and communication - Other:
C3	When did you open your business?	- Date:
C4	Did you have a business in Syria?	- Yes - No
C5	If yes, what kind of business were you doing?	-
C6	If yes, how many years did you have entrepreneurship in Syria?	- More than ten years - 6-10 years - 1-5 years - Less than 12 months
C7	What is the size of your business?	- One Person Business (no personnel) - Micro Enterprise (less than ten personnel) - Small Business (<50 personnel) - Medium Enterprise (<250 personnel)¹
C8	How many employees do you have? Can you write the numbers by gender?	- Male - Female
C9	How many Syrian and foreign workers (Turks, Germans, Egyptians) do you employ?	- Syrian - Turk - Germans - Egyptians
C10	What is your annual income?	-
C11	Did you set up your business in this city for the first time? If you established it in another city, please specify which city it is.	
C12	Why did you choose this city to start a business?	Please tick all the options below that suit you. - The high number of Syrian people - Having relatives and friends to support you - Easier procedures and regulations - This city is being a big industrial city - Other:
C13	How many branches do you have in this city?	- One - More than one
C14	Does your company have a branch in another city? If yes, in which cities?	

¹ <https://www.kosgeb.gov.tr/site/tr/genel/detay/8173/kobi-tanimi-guncellendi>

Section D. Job Incentives and Barriers						
Instructions to Enumerator: Conduct the survey during various times of the day and week to ensure representativity. Fill out questions D1– D2 for each residence that you randomly select to interview, whether the interview is conducted or not. Identify the interviewer to complete the remainder of the questions. This person should be an adult, aged 18 years or older, and a Syrian entrepreneur						
D1	In a ranking from 1 to 5, how much did each of the following factors affect your motivation to start a job in Turkey\ Germany\ or Egypt? (1) It did not affect my motivation at all, (2) it had little motivation, (3) neutral (what happened, what did not happen), (4) it had a relevant effect on my motivation, (5) it affected my motivation at a high rate					
	Lack of access to paid work	1	2	3	4	5
	Market opportunities					
	Success, challenge, and learning					
	Independence and autonomy					
	Income guaranteed and financial success					
	Recognition and status					
	Family and roles Dissatisfaction with current professional status					
	Environment and social motivations					
	Cultural affinities					
	Access to social networks					
	positive corporate regulations					
D2	In a ranking from 1 to 5, how often did you encounter the following situations? (1) I never thought of it as complex, (2) I thought of it as a little complicated, (3) I did not think of it as difficult or easy, (4) I thought it was difficult, (5) I thought it was complicated					
		1	2	3	4	5
	Access to funds and loans					
	Marketing my products					
	Business plan development					
	language skills					
	Legal terms					
	commercial arrangements					
	Balancing family and work					
	fear of failure					
	Other:					

Section E. Job Enablers and Facilitations						
Instructions to Enumerator: Conduct the survey during various times of the day and week to ensure representativity. Fill out questions E1– E8 for each residence that you randomly select to interview, whether the interview is conducted or not. Identify the interviewer to complete the remainder of the questions. This person should be an adult, aged 18 years or older, and a Syrian entrepreneur						
E1	In a ranking from 1 to 5, how did each of the following factors help you in establishing your business? (1) It did not help at all, (2) It helped a little, (3) It did not help or hurt (4) It was useful (5) it was very useful					
		1	2	3	4	5
	to have a supportive friend and family circle					
	Access to professional networks					
	To gain Turkish\German language skills					
	My previous experience as an entrepreneur					
	Hard work determination					
	entrepreneurial spirit					
	Ability to tolerate risk					
	have the capacity					
	My leadership and innovative skills					
	Flexibility and open-mindedness					
	knowing my purpose					
	Other:					
E2	In a ranking from 1 to 5, How would you rate the availability of the following enablers: (1) It did not help at all, (2) It helped a little, (3) It did not help or hurt (4) It was useful (5) it was very useful					
		1	2	3	4	5
	Availability of supportive donors for entrepreneurs					
	Availability of specialized training for entrepreneurship					
	Availability of bodies\ parties that provide advice to entrepreneurs on business sectors, the investment system and taxes					
E3	Is your workplace legally registered in Turkey\ Germany\Egypt? If yes, how was the process?	- Easy - a little bit difficult - Hard - So hard - Ongoing				
E4	Do you have a Turkish\ German\ Egypt partner?	- Yes - No				
E5	Do you have a Syrian partner?	- Yes - No				
E6	How would you define market accessibility in Turkey\ Germany\Egypt?	- Easy - Slightly - Difficult - Difficult - Very difficult				
E7	How do you evaluate access to purchasing opportunities?	- Easy - Slightly - Difficult - Difficult - Very difficult				
E8	How is your access to financial resources?	- Easy - Slightly - Difficult - Difficult - Very difficult				

	Section E. Funding sources Instructions to Enumerator: Conduct the survey during various times of the day and week to ensure representativity. Fill out questions E1– E2 for each residence that you randomly select to interview, whether the interview is conducted or not. Identify the interviewer to complete the remainder of the questions. This person should be an adult, aged 18 years or older, and Syrian entrepreneur	
E1	What was the principal/capital of your business?	
E2	How did you arrange the capital of your business?	- Bank loan - Debt given by a friend/relative - Savings /your own money - Partnership - Other:



Appendix 2: INDICATIVE ANALYSIS

General Characteristics of the Migrant Entrepreneurs

		Age Group			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 years	70	57.9	58.3	58.3
	31-40 years	24	19.8	20.0	78.3
	41-50 years	9	7.4	7.5	85.8
	more than 50 years	17	14.0	14.2	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

		Country			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Turkey	41	33.9	34.2	34.2
	Germany	40	33.1	33.3	67.5
	Egypt	39	32.2	32.5	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

		Length Of Stay			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	38	31.4	31.7	31.7
	2	33	27.3	27.5	59.2
	3	49	40.5	40.8	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

		Highest Education Level			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	1	5	4.1	4.2	4.2
	2	3	2.5	2.5	6.8
	3	13	10.7	11.0	17.8
	4	20	16.5	16.9	34.7
	5	15	12.4	12.7	47.5
	6	25	20.7	21.2	68.6
	7	17	14.0	14.4	83.1
	8	20	16.5	16.9	100.0
	Total	118	97.5	100.0	
Missing	System	3	2.5		
Total		121	100.0		

Common Motivating Factors

Professional Expertise Related Degree

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	38	31.4	31.7	31.7
	No	82	67.8	68.3	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Training Courses Received

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	59	48.8	49.2	49.2
	No	61	50.4	50.8	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Languages Other than Arabic

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Turkish	68	56.2	56.7	56.7
	German	25	20.7	20.8	77.5
	English	18	14.9	15.0	92.5
	Other	9	7.4	7.5	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Business In Syria

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	36	29.8	30.0	30.0
	No	84	69.4	70.0	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Common Barriers

		Lack Of Access			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not Affect	56	46.3	46.7	46.7
	Little motivation	22	18.2	18.3	65.0
	Neutral	17	14.0	14.2	79.2
	Relevant	8	6.6	6.7	85.8
	Affected	17	14.0	14.2	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

		Market Opportunities			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not Affect	56	46.3	46.7	46.7
	Little motivation	24	19.8	20.0	66.7
	Neutral	22	18.2	18.3	85.0
	Relevant	12	9.9	10.0	95.0
	Affected	6	5.0	5.0	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

		Cultural Affinities			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not Affect	49	40.5	40.8	40.8
	Little motivation	13	10.7	10.8	51.7
	Neutral	13	10.7	10.8	62.5
	Relevant	12	9.9	10.0	72.5
	Affected	33	27.3	27.5	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Access Social Networks

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not Affect	55	45.5	45.8	45.8
	Little motivation	22	18.2	18.3	64.2
	Neutral	19	15.7	15.8	80.0
	Relevant	13	10.7	10.8	90.8
	Affected	11	9.1	9.2	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Positive Corporate Regulations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not Affect	40	33.1	33.3	33.3
	Little motivation	22	18.2	18.3	51.7
	Neutral	36	29.8	30.0	81.7
	Relevant	7	5.8	5.8	87.5
	Affected	15	12.4	12.5	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Access Funds Loans

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never thought to be complex	23	19.0	19.2	19.2
	Little Complicated	25	20.7	20.8	40.0
	Did not think	46	38.0	38.3	78.3
	Thought it was difficult	26	21.5	21.7	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Marketing my Products

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never thought to be complex	27	22.3	22.5	22.5
	Little Complicated	17	14.0	14.2	36.7
	Did not think	34	28.1	28.3	65.0
	Thought it was difficult	42	34.7	35.0	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Business Plan development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never thought to be complex	29	24.0	24.2	24.2
	Little Complicated	30	24.8	25.0	49.2
	Did not think	35	28.9	29.2	78.3
	Thought it was difficult	26	21.5	21.7	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Language Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never thought to be complex	36	29.8	30.0	30.0
	Little Complicated	16	13.2	13.3	43.3
	Did not think	19	15.7	15.8	59.2
	Thought it was difficult	49	40.5	40.8	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Legal Terms

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never thought to be complex	52	43.0	43.3	43.3
	Little Complicated	3	2.5	2.5	45.8
	Did not think	5	4.1	4.2	50.0

	Thought it was difficult	60	49.6	50.0	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Balancing Family Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never thought to be complex	38	31.4	31.7	31.7
	Little Complicated	8	6.6	6.7	38.3
	Did not think	5	4.1	4.2	42.5
	Thought it was difficult	69	57.0	57.5	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Fear of Failure

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never thought to be complex	56	46.3	46.7	46.7
	Little Complicated	20	16.5	16.7	63.3
	Did not think	10	8.3	8.3	71.7
	Thought it was difficult	34	28.1	28.3	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Success Factors

Supportive Friend Family Circle

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	72	59.5	60.0	60.0
	Helped a little	31	25.6	25.8	85.8
	It was useful	9	7.4	7.5	93.3
	It was very useful	8	6.6	6.7	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Access to Professional Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	83	68.6	69.2	69.2
	Helped a little	9	7.4	7.5	76.7
	It was useful	12	9.9	10.0	86.7
	It was very useful	16	13.2	13.3	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Gain New Language Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	56	46.3	46.7	46.7
	Helped a little	30	24.8	25.0	71.7
	It was useful	26	21.5	21.7	93.3
	It was very useful	8	6.6	6.7	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Previous Entrepreneurial Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	86	71.1	71.7	71.7
	Helped a little	23	19.0	19.2	90.8
	It was useful	11	9.1	9.2	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Hard Work Determination

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	42	34.7	35.0	35.0
	Helped a little	10	8.3	8.3	43.3
	It was useful	12	9.9	10.0	53.3
	It was very useful	56	46.3	46.7	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Entrepreneurial Spirit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	82	67.8	68.3	68.3
	Helped a little	3	2.5	2.5	70.8
	It was useful	15	12.4	12.5	83.3
	It was very useful	20	16.5	16.7	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Ability to Tolerate Risk

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	109	90.1	90.8	90.8
	Helped a little	3	2.5	2.5	93.3
	It was useful	2	1.7	1.7	95.0
	It was very useful	6	5.0	5.0	100.0

	Total	120	99.2	100.0	
Missing	System	1	.8		
	Total	121	100.0		

Have the Capacity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	27	22.3	22.5	22.5
	Helped a little	2	1.7	1.7	24.2
	It was useful	13	10.7	10.8	35.0
	It was very useful	78	64.5	65.0	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
	Total	121	100.0		

Leadership Innovative Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	81	66.9	67.5	67.5
	Helped a little	17	14.0	14.2	81.7
	It was useful	13	10.7	10.8	92.5
	It was very useful	9	7.4	7.5	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
	Total	121	100.0		

Flexibility Open mindedness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	77	63.6	64.2	64.2
	Helped a little	32	26.4	26.7	90.8
	It was useful	11	9.1	9.2	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
	Total	121	100.0		

Knowing the Purpose

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	81	66.9	67.5	67.5

	Helped a little	9	7.4	7.5	75.0
	It was useful	13	10.7	10.8	85.8
	It was very useful	17	14.0	14.2	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Supportive Donors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	26	21.5	21.7	21.7
	Helped a little	8	6.6	6.7	28.3
	It was useful	13	10.7	10.8	39.2
	It was very useful	73	60.3	60.8	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Specialized Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	91	75.2	75.8	75.8
	Helped a little	5	4.1	4.2	80.0
	It was useful	17	14.0	14.2	94.2
	It was very useful	7	5.8	5.8	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

Bodies Parties Advising on Entrepreneurship

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Did not help at all	103	85.1	85.8	85.8
	Helped a little	6	5.0	5.0	90.8
	It was useful	5	4.1	4.2	95.0
	It was very useful	6	5.0	5.0	100.0
	Total	120	99.2	100.0	
Missing	System	1	.8		
Total		121	100.0		

