

T.C.  
UNIVERSITY OF GAZIANTEP  
GRADUATE SCHOOL OF SOCIAL SCIENCES  
DEPARTMENT OF BUSINESS ADMINISTRATION

**REFUGEE ENTREPRENEURSHIP IN TURKEY  
THE CASE OF SYRIANS IN GAZIANTEP**

**MASTER'S THESIS**

FATMA AKYOL

GAZIANTEP  
DECEMBER 2019

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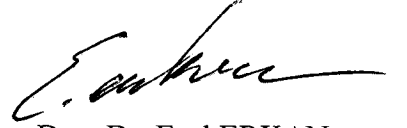
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**Türkiye’de Göçmen Girişimciliği: Gaziantep’teki Suriyeliler Örneği**

Fatma AKYOL

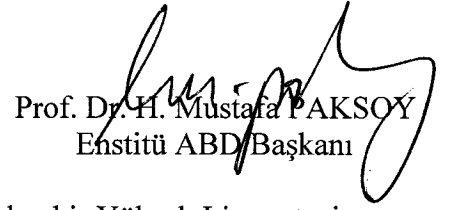
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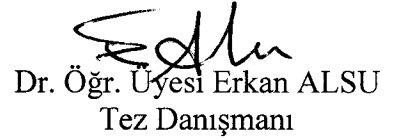
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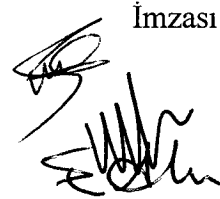


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**Refugee Entrepreneurship in Turkey: The Case Syrians in Gaziantep**

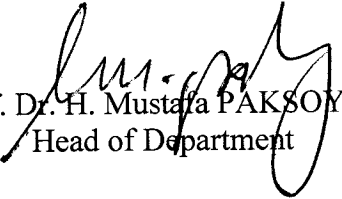
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## ÖZET

### TÜRKİYE’DE GÖÇMEN GİRİŞİMCİLİĞİ: GAZİANTEP’TEKİ SURİYELİLER ÖRNEĞİ

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Aralık 2019 , 75 sayfa

Göç; kişinin toplumsal, siyasi ve ekonomik nedenlerden dolayı bir ülkeden başka ülkeye gitme veya taşınma durumudur. Göç olgusu hem menşei hem de ev sahibi ülkeleri ekonomik ve sosyal anlamda önemli derecede etkilemektedir. Bu etkilerin oluşmasındaki en önemli etkenlerden biri de göçmenlerin girişimcilik faaliyetidir. Göçmen bireylerin girişimcilik faaliyetini göç ettiği ülkede gerçekleştirmesi durumu göçmen girişimcilik olarak adlandırılmaktadır. 2011 yılında Suriye’de yaşanan iç savaş nedeniyle 13 milyon Suriyeli evini terk etmiş bu bağlamda ise Türkiye, açık kapı politikası ve 3.626.820 Suriyeli (Göç İdaresi Genel Müdürlüğü, Haziran 2019) ile en çok Suriyeli göçmeni barındıran ülke konumundadır. Suriyeli göçmenlerin yoğun yaşadığı illerden ikinci sırada olan Gaziantep’te ise 441.978 kayıtlı Suriyeli yaşamaktadır. Ancak kayıt dışı Suriyelilerle birlikte bu sayının artması kaçınılmazdır. Suriyeli göçmenlerin bir kısmı küçükte olsa girişimcilik faaliyetlerinde bulunarak geçimlerini sağlamaya çalışmakta ancak bu bağlamda net bir sayıya ulaşamamaktadır. Bu çalışmanın amacı Suriyeli girişimcilerin motivasyonunu etkileyen faktörlerin belirlenmesi ile birlikte Türkiye’de akademik anlamda sınırlı sayıda çalışma yapılan bu alana katkıda bulunmaktır. Bu nedenle araştırma, Gaziantep Ticaret Odasına kayıtlı bu kapsamda 278 Suriyeli girişimciye online ve yüz yüze anket uygulanarak gerçekleştirilmiştir. Veriler toplanarak, korelasyon ve regresyon analiz yöntemleri ve tanımlayıcı istatistikler ile analiz edilmiştir. Yapılan analizler sonucunda; göçmen girişimcilerin çoğunluğunun erkek ve genç oldukları, üstelik geçmişlerinde serbest meslek sahibi olmadıkları, yetersiz bireysel becerilerin (yetersiz eğitim, dil ve iletişim becerileri) ve çevresel bariyerlerin (ekonomik, kamusal ve negatif sosyal çevre) Suriyeli girişimcilerin motivasyonunu düşürdüğü tespit edilmiştir. Ayrıca Suriyeli girişimcilerin büyük çoğunluğunun herhangi bir yerden yardım almaması ve kendi ülkelerinde girişimcilik faaliyetinde bulunmamış olmaları da bir diğer dikkat çekici sonuçtur.

**Anahtar Kelimeler :** Türkiye, Suriye, Göç, Göçmen Girişimcilik, Motivasyon, Yetersiz Bireysel Beceriler, Çevresel Engeller

**ABSTRACT****REFUGEE ENTREPRENEURSHIP IN TURKEY  
THE CASE OF SYRIANS IN GAZIANTEP**

AKYOL, Fatma

M. A. Thesis, Department of Business Administration

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Immigration is that a person's move from one country to another because of social, political and economic reasons. It influences on both homeland and host countries economically and socially. One of the most vital factors in the formation of these effects is the entrepreneurship activities of immigrants. Refugees performing their entrepreneurship activity in the settled country are named as refugee entrepreneurship. In 2011, due to the civil war in Syria, 13 million Syrians have been forced to abandon from homeland. Thus Turkey has become the most Syrian refugees hosted country in the world with its open-door policy and 3.626.820 Syrians. Additionally, Gaziantep is the second most populated province of Syrian refugees, 441.978 registered Syrians live there. However, it is inevitable that this number will increase with unregistered Syrians. Some of Syrian refugees are trying to make living by entrepreneurship activities even small, however clear number cannot be reached. This study aims to specify the factors influencing Syrian entrepreneurs' motivation and to contribute to this area which limited number of studies academically. Therefore, the research was conducted by applying online and face-to-face surveys to 278 Syrian entrepreneurs registered in Gaziantep Chamber of Commerce. The data collected and were analyzed using correlation and regression analyzes with descriptive statistics. As a result of analysis; refugee entrepreneurs are mostly male and young people, also they have not been in self-employed in their past, deficiency individual skills and environmental obstacles have been found to decrease Syrian entrepreneurs' motivation. It is also noteworthy that most of participants do not receive aid from anywhere and don't engage in entrepreneurship in their homelands.

**Key words:** Turkey, Syria, Immigration, Refugee Entrepreneurship, Motivations, Deficiency of Individual Skills, Environmental Obstacles



## ÖN SÖZ

Konu seçimi başta olmak üzere bu çalışmanın gerçekleşme aşamasında titiz, özenli ve değerli katkılarından dolayı, kıymetli zamanını benimle paylaşan çok değerli danışman hocam Dr. Öğretim Üyesi Erkan ALSU'ya teşekkürlerimi sunarım. Hayatım boyunca bana maddi ve manevi destek olan, bugünlere gelmemde büyük emeği olan babam Nezir AKYOL, annem Elif AKYOL, ikiz kardeşim Ayşe AKYOL başta olmak üzere ve tüm aileme, her türlü desteğini benden esirgemediği için amirim Dr. Mehmet Abdullah AKSOY'a ve çalışma arkadaşım ve manevi ablam Songül ESEN'e minnettar olduğumu ifade etmek isterim. Ve sevgili Mehmet Subhi Ali, Şakir AKTAR ve Nurettin AKAN siz olmadan asla başaramazdım. Son olarak manevi kardeşlerim İbrahim Halil Özpolat ve Ayhan BAYSÖZ' e de ayrıca teşekkürlerimi sunarım.

Temmuz, 2019

Fatma AKYOL

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## **SECTION ONE**

### **INTRODUCTION**

#### **1. INTRODUCTION**

Many people migrate to various parts of the world regardless of the reasons and these migration movements influence the structure of the countries socially and economically. As a natural consequence of these migration movements, individuals and societies who migrate to the different place on the purpose of sustaining their lives in that country by taking their talents with them, they carry out many economic activities and thus the phenomenon of refugee entrepreneurship emerges. The concept of refugee entrepreneurship has become a subject of increasing interest in parallel with the development of entrepreneurship literature. The fact that immigrants from different ethnic backgrounds tend to have their own business for various reasons in the countries they have migrated has attracted the attention of many searchers to the issue of refugee entrepreneurship.

Entrepreneurship literature shows that refugee entrepreneurship is a driving force both for the socio-economic development of the countries of origin and for the socio-economic development of the host countries. With their entrepreneurship activities, migrants could significantly contribute to job creation and innovation, especially in host countries. Therefore, it is necessary to know the factors that motivate immigrants to become entrepreneurs. This information is also important for policy-makers in developing appropriate programs to promote refugee entrepreneurship.

In the US and Europe, entrepreneurship activities among immigrants have been researched a lot of times (Yoon, 1995; Tienda and Raijman, 2004; Mora and Dávila, 2005; Panayiotopoulos, 2006, 2008; Shinnar and Young, 2008; Baycan, Levent and Nijkamp, 2009; Hart and Acs, 2011; Kraus and Werner, 2012; Beckers and Blumber, 2013). Therefore, most of the literature on refugee entrepreneurship is

centered upon the situation of developed countries and there are only a few studies examining on the situation of developing countries (Marchand ve Katrin, 2004; Rath and Swagerman, 2011; Shinnar and Nayır, 2018). The fundamental reasons for this are the high level of informal economic activities in developing countries and limited access to data on refugee entrepreneurship (Marchand and Katrin, 2004).

Today, it is the closest example of a result of internal confusion experienced in Syria in 2011, as a result of this conflict, 13 million Syrian people are internally displaced in Syria. Most have been displaced several times. Many Syrians have been continuing to leave the country entirely despite greater restrictions along the border, as they lose hope for a stable future for their families is possible in Syria.

The majority of the influx of Syrian refugees towards Turkey. Today there are more than three and a half million Syrian refugees in Turkey. This figure which is slightly more than 4% of Turkey's whole population, represents a serious economic burden and a serious manpower. It is important to examine the economic structure and enterprise activities of this workforce. Thus, the contributions of refugee entrepreneurs in the economic structure will be examined. This will be an important answer to the question how to reduce the burden on the economy of Syrian refugees in Turkey. The first aim of this study is to contribute to refugee entrepreneurship academically, as an under-examined field of research, with the case of Syrian refugee entrepreneurs who settled in Gaziantep. The other aim of this study is analyzing the factors affecting motivations of refugee entrepreneurs and to support to remove obstacles in this area. In the study, the reason why Gaziantep was selected; intense experience of immigrants from Syria in the region, approximately 442.000 Syrian live there, the people living in the migrant searchers to easily reach the audience and the region is already having an important position in the relations between Syria and Turkey. Also, Gaziantep has first rank in the terms of industry, trade and development in Southeast Anatolia Region, so Gaziantep has vital role for this region's economy.

In this study, a questionnaire method was used to examine the factors affecting the entrepreneurship of Syrian refugees. In this context, the survey was conducted by using questionnaires applied to 278 Syrian entrepreneurs who both live in Gaziantep and register in Gaziantep Chamber of Commerce.

The study comprises of these sections: section one is the introduction; section two is literature review that is connected to the subject of this study, and the

literature review explains the concept and scope of refugee entrepreneurship, motivation factors of refugee entrepreneurs, obstacles effecting on refugee entrepreneurs' motivations; section three explains the hypothesis and research model; section four explains the methods that were used for data collection and analysis; section five describes the result of analyses, findings and discussions research findings on Syrian people in Gaziantep province are mentioned. And the study ended with the conclusion and recommendations section.



## **SECTION TWO**

### **LITERATURE REVIEW**

## **2. LITERATURE REVIEW**

### **2.1 Turkey**

As well as a treasure of history, The Republic of Turkey is a cradle of civilization, also a vital driving power in the Middle East. Turkey is a wealthy country culturally and historically including the Aegean, Anatolia, the Middle East, Eastern Europe, the Caucasus, and the Mediterranean culture (Turkish Embassy, 2019). Turkey's location is in a strategic geopolitical region as it checks the Turkish Straits containing the Bosphorus, the Sea of Marmara, and the Dardanelles, which connect the Aegean and Black Seas.

It borders the Aegean, Mediterranean, and Black Seas while it links Southeastern Europe and Southwestern Asia. Turkey borders Greece, Bulgaria, Georgia, Armenia, Iraq, Iran, and Syria. According to the Turkish Statistical Institute Report in 31 December 2018, Turkey's population is 82 million 3 thousand 884. Not only Turkish people but also a lot of ethnic groups, including Kurdish, Bosnian, Armenian, Chech, Greek, Albanian, Jewish, Arab, etc. live in Turkey over the years.

The educational expenditure of Turkey is 5.7% of its GDP, its literacy rate is 94% and unemployment rate is 14.1% (Turkish Statistical Institute, 2018). Turkey is a country with republican parliamentary democracy, also a member of several international institutions and organizations such as; NATO, EBRD, UN, WTO, UNESCO, WHO, UNCTAD, IMF, OECD (Central Intelligence Agency 2011). Turkey's economy is a quickly prospering economy with the 18<sup>th</sup> largest economy in the world. Turkey cares about entrepreneurship because it has an important role for economic growth; consequently, it is very important to comprehend the actions, ambitions, and senses of Turkish entrepreneurs.



## **2.2 Immigration and Immigrants in Turkey**

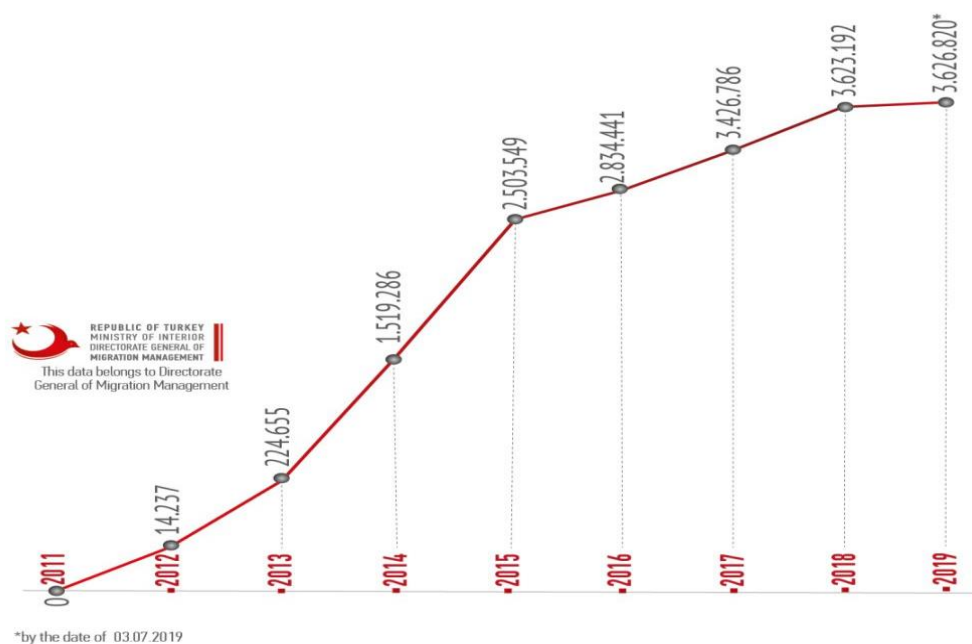
Turkey acts as a bridge amongst Middle East and Asian countries at regions of east and west, in which disagreements and unsustainability dominate, and the European Countries with human rights standards so high prosperity at west. Turkey is a transit area for refugees and migrants targeting to pass to European Union countries, because of some causes like disagreements in Middle East, especially in neighbor countries, political and economic unsteadiness, hilly and hard to control boundaries, geographical construction of Mediterranean and Aegean Coast eligible for illegal transit. Turkey is a charming destination for regular and irregular migration, especially on account of its currently growing economic and territorial power. All these elements, migration intensely influences the economic, socio-cultural and demographic construction of Turkey, additional its public order and safety (Ministry of Interior Directorate General of Migration Management, 2019).

Turkey has been the final point of migration motions in broad sense, owing to geographical and strategic position, containing mass asylum motions and supplied accommodation for migrants (Ministry of Interior Directorate General of Migration Management, 2019).

Turkey have faced with many immigrations from a variety of countries throughout the history and the government indwelled and recruited to more than half of the immigrants. The rest of them were indwelled in places beforehand indwelled by their relatives. Turkey performed its immigration and settlement policy successfully, long received much care in interior and exterior policy (Tüney, 2015).

However, Turkey faced with extremely big and uncontrollable massive refugee influx in 2011. Owing to internal disorder in Syrian Arab Republic persisting since April 2011, almost 1.600.000 Syrian people have fled to Turkey. After the abuse in human rights increased in Syria, in 2012, Turkey has pursued open-door policy to Syrian refugees because of in deep-rooted history, cross cultural connection and neighborhood rights between two countries. Therefore, today, Turkey is the country which hosts the most refugees, with more than 3.000.000 Syrian people.

### DISTRIBUTION OF SYRIAN REFUGEES IN THE SCOPE OF TEMPORARY PROTECTION BY YEAR

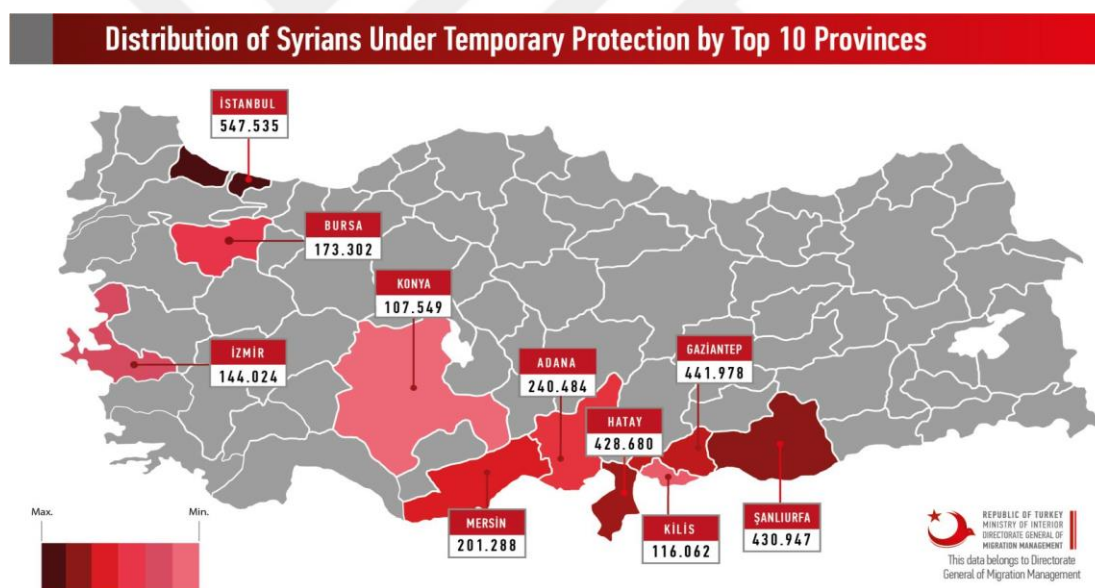


**Figure 1. Distribution of Syrian Refugees in the Scope of Temporary Protection by the Year**

Turkey does not consider Syrian people as refugee or immigrant. Refugee and immigrant are two different statuses for people who are seeking new countries. According to the Office of the United Nations High Commissioner for Refugees (UNHCR), refugees “are an armed conflict or a persecution” and “where asylum can have fatal consequences”. Because of unexpected flight refugees have no personal belongings nor time for preplanning to go. On the other hand “immigrants” can move for many reasons including not only family, economic and education, etc. but also unrest famine, difficult to live, and drought, etc. However, they are not considered as refugees unless they are in danger of conflict or persecution. And these two group have different rights in host country. Turkey signed the Geneva Convention Relating to the Status of Refugees. However Turkey chose to continue the principle of geographical limitation regulated by the Geneva Convention. Turkey does not grant refugee status to people who come from outside Europe. The status of foreigners who come from non-European countries and took refuge to Turkey has become controversial at this point. For example, the millions of Syrians, Turkey's domestic law in terms of "temporary protected under the foreigners" as described, both academically and international literature Syrians in Turkey are tagged with more "refugees" status (Vardar, 2015).

Turkey with its many experiences about immigration motions supplies Syrian refugees with help and tries to comfort by appealing a system titled “Temporary Protection Status” that is current in international law, just now has adjusted to Turkey’s significant dynamics in district and contained in the national arrangements after some qualifications. Syrian people with Temporary Protection Status are not considered as refugees, immigrants or asylum seekers in Turkey, however supplied with better living conditions.

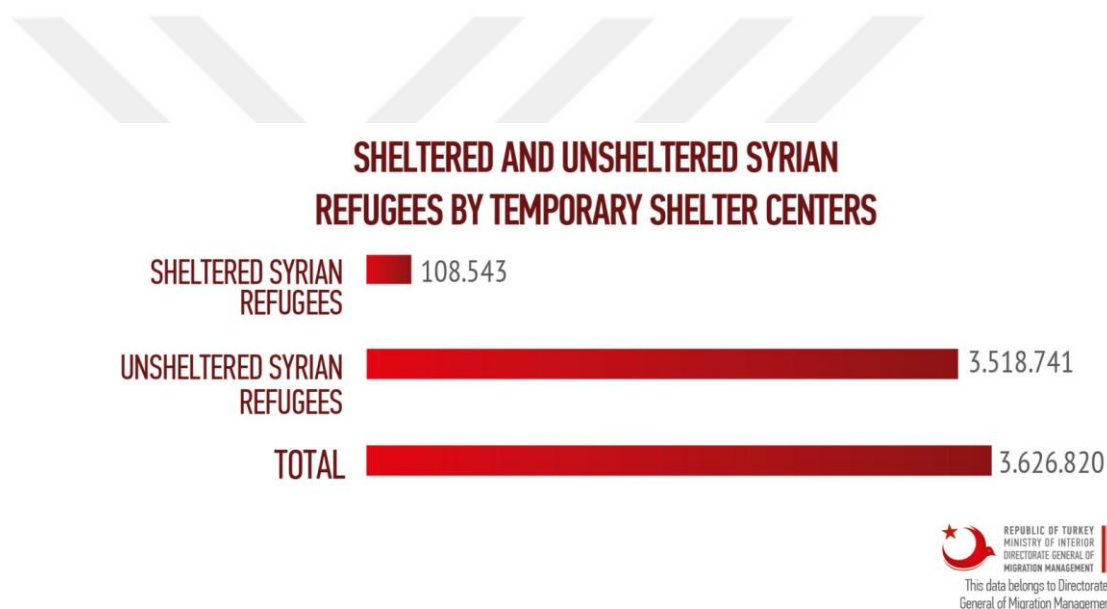
“Temporary Protection Status” is the protection provided to foreigners who are forced to leave their country of origin, who cannot return to the country of departure, who have come to the borders or crossed the borders in order to find emergency and temporary protection, and whose individual international status cannot be determined (Ministry of Interior Directorate General of Migration Management, 2019).



**Figure 2. Distribution of Syrians under Temporary Protection by Top Provinces**

Syrian refugees’ population, who registered in, Turkey 3.614.108 (30% in camps; 70% outside camps) June 2019. The registration of Syrian refugees outside the camps through mobile registration centers continues to yield positive results, leading to a rapid increase in out-of-camp numbers. Apart from the mobile

registrations distributed in the field, it was fully operational until the end of April (in Şanlıurfa, Gaziantep, Hatay, Kilis, Adana and Osmaniye) and more has not yet been deployed. The registered out-of-camp population has increased by 47% since the beginning of 2014. This generally leads to a registered Syrian population (camp and non-camp) rising to 31%. Monthly arrivals in the refugee camps have fallen particularly compared to the turn backs during April. Turning back of refugees as part of a recorded fact that leaving Turkey, but it should be noted that only moved to other cities. Nevertheless collating this information remains a challenge. Gaziantep, Hatay, Şanlıurfa and Kilis cities carry on registering the most refugee numbers in both camp and out of camp locations. (Ministry of Interior Disaster and Emergency Management Presidency AFAD, 2019)



**Figure 3. Number of Syrian Refugees who Sheltered in Camp and Non-camp in Turkey**

### 2.3 Integration

In recent years, Turkey, especially after the intensification of Syrian civil war, has become an important migration country because of both direct migration receiving and creating a transition area for groups who wish to emigrate to Europe. The economic, social and administrative problems caused by the millions of immigrants in big cities, have the potential to turn into xenophobia by host citizens, similar to the examples in the Western countries. Indeed as Unal (2014) states that groups who came to Turkey or taken refuge to Turkey, can be forced to deal with

problems such as poverty, social exclusion in urban areas, discrimination, racism, xenophobia, marginalization, undeclared work. In fact, it can be said that mass migrations always and almost everywhere have the potential of mismatch and conflict. As it is predictable, it can not be easy for two different cultures and lifestyles to share a new life.

It is known that today's contemporary societies are no longer composed of individuals with a single culture, language and identity, in other words they are culturally pluralistic (Sam and Berry, 2006). The concept of integration, which expresses integration and integration in the post-migration process, is more preferred in the field of public policy. Integration, in general, can be seen as a process of different dimensions that involves the change in the mutual, legal, economic, social and cultural aspects of indigenous and immigrant communities (Sirkeci et al., 2015).

After the 2011 Syrian civil war, open door policy applies in Turkey, rapidly increasing number of Syrian refugees in Turkey to choose the ease of transportation and is located at the beginning of the asylum why Turkey (AFAD, 2014). Turkey, established 16 tent cities and 6 container shelter in 10 provinces the Syrians in the city, food, health, education, security, social activities, worship, interpretation, communication, banking and other services including a living area offer despite considerable number of Syrian refugees in Turkey migrating to different provinces, they are struggling to survive outside the camps (AFAD, 2014).

Syrians, who coming to Turkey, at the first stage only in border provinces and they reside in the camps, however it is seen that they preferred settlement in outside of camp because of inadequate camps and prolongation of the civil war. The number of Syrian refugees in Turkey have increased within each passing day, an increased tendency to remain in the country within this process, so it is estimated that a substantial portion of them will not return even if the Syrian civil war is over (Sirkeci, 2017; Kutlu, 2015; Orhan and Şenyücel, 2015; Güçtürk, 2014). This situation indicates the necessity of rapid planning and implementation of social cohesion policies for both Turkish society and Syrians.

## **2.4 Entrepreneurship**

Entrepreneurship highlighted the idea of economic success in terms of people and society in general. For years, it attracted the attention of different communities and found its place in the literature (Onay and Çavuşoğlu, 2010). When

we examine many definitions about entrepreneurship, it is found that the concept is defined to include the concepts of innovation and creativity. The concept of entrepreneurship of business executives acting in accordance with modern business concept is expressed with concepts such as innovation, flexibility, dynamism, risk taking, creativity and entrepreneurial focus (Stevenson, Gumpert, 1991)

According to Hirsch, the entrepreneurship is defined as a process of creating new value that provides personal satisfaction and independence by spending sufficient time and effort, using financial, physical and social resources and taking risks (Hisrich, R D., Peters M. P., 2001). Onuoha (2007) stated that entrepreneurship is the perform of setting up new business or reviving grown up organizations, in particular new business responding to known opportunities. According to Frank H. Knight (1921) and Peter Drucker (1970) the entrepreneurship is to take risk. Morrison and colleagues state that the essence of entrepreneurship is to initiate change through creativity and innovation (Morrison et al. 2005).

Entrepreneurship is carried out by the entrepreneur. The entrepreneur is described as the person who invents or develops an unproven production technique for a new product or renewed production methods by using new methods or reorganizing industries by Schumpeter (1975). An entrepreneur is described as a person who understands the opportunities and makes changes to create something that creates value around them by Bolton and Thompson (2000). Hisrich (1990) stated that an entrepreneur is featured as somebody who indicates enterprise and creative thinker, can organize social and economic mechanisms to revolve sources and circumstances to useful account, and admits risks and failures. According to Thomas and Mueller (2000) the entrepreneurship, as a study, needs to be spreaded to international markets examining the circumstances and features that embolden entrepreneurial action in diverse regions and countries.

On the other hand entrepreneurship from a sociological perspective is not only considered as an economic element, but also as a social and cultural phenomenon. Entrepreneur is accepted as an actor of social transformation as well as economic transformation (Thornton, 1999). According to some researchers, entrepreneurs are treated with purely personality features (Mueller and Thomas, 2000); for some researchers cultural, sociological and economic elements are more decisive (Basu and Altinay, 2002).

At the same time cultural differences directly affect entrepreneurial behavior. Hofstede (2001) argued that entrepreneurs would be able to take more initiatives as a result of more efficient access to resources, especially in cultures with shorter power distances, and that entrepreneurs would not be afraid of taking risks and would take more initiatives in cultures that tolerate uncertainty.

Besides the question of why some societies or countries create more entrepreneurial character is an important question in the field. Busenitz and Lau (1996) sought an answer to this question in their study and claimed that the reason for this lies in the cultural uniqueness of societies. According to them, the combination of dominant values, social environment and personal characteristics create a different perspective and paves the way for new initiatives.

## **2.5 Entrepreneurship in Turkey**

The national encouragements are ensured in Turkey, and the significance of small businesses and entrepreneurship to the economy is extensively identified. In recent years, there are a more favorable environment for new attempt improvement and growth and also a term of fast economic boost in Turkey. That is to say, the remarkable alterations have happened in Turkey from the point of economical, social and political elements which have made contribution to form the dominant values of entrepreneurs economically and socially in this emerging market since the time of that publication. In Turkey, changing economy circumstances, especially in the area of declining interest rates, have deterred financiers from relying on stable and secure income sources, like interest income.

State-owned corporations have a central role for Turkey's economy; nevertheless, there were enterprises in between 1950 and 1980 for reducing the supremacy of the state. However big companies which family owned predominate the private ownership in Turkey, small businesses have an outstanding role for creating jobs (Kozan et al. 2006).

Entrepreneurship in Turkey has started to gain importance especially after the 1980s. The strategy change policies on the economic development that came into force with the 24 January 1980 decisions had a great effect on this development (Marangoz, 2012). With the decisions taken on 24 January 1980, instead of the import substitution development model, export development strategy model was adopted within the framework of free market economy and financial incentives were

provided to exporters in order to encourage export. Export revenues increased in the late 1980s with the implementation of the decisions taken (Çokgezen, 2012).

On November 1980, II. Izmir Economy Congress, some decisions such as supporting individual enterprises, facilitating free market conditions and strengthening infrastructure investments were taken (Sönmez and Şimşek, 2011).

With the entry into the Customs Union in 1995, the dynamism of the private sector increased and the economy's ability to adapt to internal and external influences increased (Cansız, 2013). In order to survive by gaining the ability to compete in international markets, Turkish entrepreneurs started to get information about foreign market by learning foreign languages and as a result of this, a new type of entrepreneurs emerged (Aşkın, Nehir and Vural, 2011).

In the 2000s, the developments in science and technology in this century started to increase the importance of entrepreneurship. In the consideration of the developments; in the 21st century entrepreneurs have become well educated, adaptable to the developments in the world, open to innovations, follow the technology closely, know a foreign language, have knowledge and experience as a producer spirit (Aşkın, Nehir and Vural, 2011).

According to TUSIAD's "Entrepreneurship in Turkey" (2003) the importance of entrepreneurship;

- It offers an important solution to the problem of unemployment and it is also the dynamo of economic growth.
- The entrepreneur is the main actor in the process of transferring economic resources from low-productivity areas to high-productivity areas, because it enables the use of unused production factors in a new way by combining production resources, but more importantly, it increases production with the use of production tools and existing inputs in different ways.
- Entrepreneur accelerates the creation, dissemination and implementation of new ideas, also allows the emergence of new industries, increases productivity in sectors using technologies and accelerates economic growth as it creates rapidly growing sectors.

The Turkish government identifies the significance of entrepreneurship and it attempts to design companionable environment for entrepreneur so that promote to people for setting up their businesses by reducing paper works, decreasing taxes and ensuring encouragements. In accordance with these purposes; SMEDO (Small and



Enterprises Development Organization) was founded in 1990 under the Ministry of Industry and Technology. SMEDO aims to increase the efficiency and the participation of small and medium-sized enterprises in the economic and social development also to increase their competitiveness and competitive level by supporting and expanding the corporate culture (SMEDO, 2018).

SMEDO provides a lot of supports in various fields, including research and development, innovation, cooperation, improvement and entrepreneurship, for small and medium-sized enterprises. However Entrepreneurship Support Program is created on the purpose of support and dissemination of entrepreneurship, which is the main factor in the solution of economic development and employment problems, establishment of successful and sustainable businesses, dissemination of entrepreneurship culture, development of entrepreneurship with establishment of Business Development Centers, increasing employment and supporting entrepreneurship based on local dynamics. This program involves as below supports (SMEDO, 2018);

- Applied Entrepreneurship Training
- New Entrepreneur Support
- Business Development Center Support
- Business Plan Award

On the other hand; Turkey has a steady economic and political environment, well-educated youth, and powerful internal market and underserved markets of neighbor nation. Bureaucracy, hardship in the preserving of intellectual possession rights, lack of monopolistic and capital marketplace are amongst the impediments that hinder entrepreneurship in Turkey. A few writers admit that nevertheless Turkey has an acceptable environment to nurture entrepreneurship (Ortmans, 2011).

## **2.6 Refugee Entrepreneurship**

Entrepreneurship, regarded as a comprehensive notion, could be described in lots of ways. Hanson (2009) expresses that when a person owns a business, he or she is accepted an entrepreneur, regards the risks related to proprietorship, accomplishes the uncertainties of editing sources, and is in charge of daily management of the business.

However there are some cultural, social, political, demographic and economic effects on the host country of people who leave their homeland as a result of migration movements regardless of whether the cause is voluntary or compulsory. From an economic point of view, especially as a result of international migration, immigrants from different religions, cultures, languages, races and nations have started to take part in the labor markets of the economies of the countries they migrate as both workers and business owners. This situation prepared the ground for the emergence of new concepts especially when evaluated in terms of entrepreneurship.

As a consequence of this situation, a lot of different sorts of entrepreneurship about immigration have took placed in literature. These are ethnic entrepreneurship (Zhou, 2010), minority entrepreneurship (Bates, Jackson and Johnson, 2007), immigrant/refugee entrepreneurship (Evans, 1989) and diaspora entrepreneurship (Harima, 2014 ; Ojo, 2013).

Ferretto (2004) stated that although minorities in a country are a part of the people of the country, they can be subject to separate regulations, people with different ethnic backgrounds in a country cannot always be regarded as immigrants and population registration laws are decisive for the situation of immigrants in a country. From this point of view, it can be said that the concepts of “ethnic entrepreneurship”, “immigrant or refugee entrepreneurship”, “minority entrepreneurship” and “diaspora entrepreneurship”, which are sometimes used interchangeably, are different concepts. This study will focus on only refugee entrepreneurship.

According to Wang (2010) the ethnic entrepreneurship’s description is the entrepreneurial actions about people who have possession of ethnic businesses. The ethnic businesses are expressed by Waldinger et al. (1990) as can not be more than a series of affiliations and orderly figures of interplay amongst people dividing general national history either migration knowledge. In addition, the notion of refugee entrepreneurship is stated in literature (Kloosterman and Rath 2001; Raijman and Tienda, 2003; Ensign and Robinson, 2011). This notion includes the entrepreneur actions of migrant businesses and theirs holder, non-restricted to however containing ethnic businesses. Refugee entrepreneurship surrounds entire beginner groups starting businesses within another countries. Refugee entrepreneurship involves, however is non-restricted to, immigrant entrepreneurship.

As a niche of ethnic entrepreneurship, some of writers (Gold, 1988, 1992; Fong et al., 2007; Lyon et al., 2007; Wauters and Lambrecht, 2006, 2008) worked on refugee entrepreneurship.

Refugee entrepreneurship contains refugees that set up businesses and grow into entrepreneurs in their new homelands. Therefore, as the UNHCR (1951) described, refugee entrepreneurship requires refugees who are self-employed, consider the hazards connected with possession, discuss the ambiguities of coordinating sources, and supervise daily administration.

In most of the studies on ethnic and migrant entrepreneurs, there are findings supporting the influence of national culture on various economic and administrative behaviors. It can be said that entrepreneurial activities are inherent in the cultural climate and culture nourishes the motivational elements of entrepreneurial activity. (Morrison, 2000; Hayton, et. al., 2002). From this point of view, it can be assumed that cultural differences between countries and regions have a decisive effect on individuals' business practices and shape entrepreneurial behaviors (Mueller and Thomas, 2000).

In the context of migrant entrepreneurship, some researchers have pointed out the impact of culture on entrepreneurship. These researchers emphasized the importance of values that successfully increase the competitiveness of migrant groups in business life, such as attitudes, close family and religious ties, communication skills, education and the ability of benefit from work experience which is one of the human capital elements.

Waldinger (1984) explains that 96 Hispanic entrepreneurs operating in the New York apparel industry, between 1981-1982, whose owners migrated from Latin American countries such as the Dominican Republic, Ecuador and Colombia to the United States, were the reasons why they were more productive in this sector and why they were more successful in the competition than their local competitors because of especially their ethnic family members and ethnic networks.

Traditionally, ethnic entrepreneurship studies differ in focusing on supply/agency and demand/structure aspects of entrepreneurship. Academic studies have identified various reasons why members of some minority groups have turned to entrepreneurship. A number of statements stressed that cultural and ethnic resources have a significant impact on ethnic entrepreneurship. It is expressed with cultural or ethnic resources that money, time, information and/or communication are

provided by family and community memberships. The provision of these conditions motivated the members of ethnic origin to establish their own business and increase mobility. Another point is the avoidance of primary job markets which have disadvantages for minorities or refugees. The primary job markets are labor markets with a high wage level, good education and high skills and talent. The main disadvantages that may be faced with the primary labor markets for ethnic minorities or refugees are inadequacy in the language of the host country, inadequacy of the education level or different education, lack of necessary skills and work experience, exposure to discrimination in the workplace, prevention of progress in the workplace (Strüder, 2003; Bonacich, 1972; 1973; Wilson and Martin, 1982).

On the other hand entrepreneurial aim is the vanguard for entrepreneurship. Wu and Wu (2008) described as “an emotional expresses that people want to establish a new organization”. Likewise, entrepreneurial aim can be described as a person’s intention for becoming an entrepreneur (Liñán, Rodriguez- Cohard, and Rueda- Cantuche, 2011; Diaz- Garcia and Jiménez -Moreno, 2009; Gupta, Turban, Wasti and Skidar, 2009; Lüthje and Franke, 2003). Krueger and Carsrud argue that intent is a predictor of entrepreneurship and intentional models reveal the fundamental difference of entrepreneurship without evaluating new initiatives (1993).

Besides Strüder (2003) has recently focused on productive diversity principles to understand business success in multicultural societies. This term refers to the use of the language of the host country, ethnic capabilities, social networks and resources in order to ensure the economic success of ethnic initiatives; overseas capital, business ownership in the host city and cultural diversity in the host community (Strüder, 2003).

In the literature on both refugee and migrant entrepreneurship, a comprehensive model of two intentions has been established (Wauters and Lambrecht, 2006; Moriano et al., 2010; Diaz-Garcia and Jiménez-Moreno, 2010). First Ajzen states that the theory of arranged attitude aims to foresee attitude through intention, and adds that intention for entrepreneurship is subject to three factors: the subjective norm, perceived behaviour control and attitude (1991). The subjective norm mentions to sociable oppressions connecting or disconnecting within a definite behaviour. The individual attitude is the degree to which a person looks a behavior, at this stage entrepreneurship, as charming contrasted to options. The latest factor of

perceived behavior control, is the discerned easiness or challenge in carrying out the behaviour. It powerfully links with self-sufficiency, a person's assurance in managing or accomplishing definite conditions, the bigger his or her entrepreneurial aim, as the higher a person's self-sufficiency (Diaz-Garcia and Jiménez-Moreno, 2010).

According to Shapero's (1982) the entrepreneurial case model, intentions are stemmed from the sense of the attractiveness and practicability of setting up a business. Besides, the disposition to go by occasions is significant for intent. This model considers that as far as an entrepreneurial event interrupts that inaction, behavior is led by inaction. This case is frequently a negative experience such as unemployment (Krueger, Reilly, and Carsrud, 2000), that then hastens a change in behaviour. The behaviour counts on reliability, attractiveness and practicability of entire options and the disposition to go by the option. The entrepreneurship should be taken into consideration as a reliable option, for someone to choose to be an entrepreneur. Moreover, before a disposition to act is required, the entrepreneurial case positively affects the intent.

The capability of the two models are contrasted by Krueger et al. (2000) to forecast entrepreneurial intention and got that propose a "precious device for comprehension the period of organisational evolution". The two forms contain factors connected with individual attitude and self sufficiency; exogenous variables act an essential role however indirectly effect behaviour and intents.

It is emphasized that although the models based on intent overcome in present-day entrepreneurship research, several other changeables are related (Liñán et al. , 2011). Therewith, Ajzen's (1991) three factors are related to factors which have drawn on literature concentrating particularly upon refugee entrepreneurial intent and entrepreneurship. According to Wauters and Lambrecht (2006, 2008), strengthening elements of entrepreneurial intention are identified as motivations while weakening elements are identified as obstacles.

On the other hand another differentiation followed in the field of ethnic entrepreneurship includes "push factors" and "pull factors" (Strüder, 2003). The push factors which are mentioned in here, develop based on the experience gained in the primary market of the host country. The pull factors emphasize attractive developments that encourage individuals to own their own business. In this sense, it

can be evaluated that with the increasing both asset and income level, the desire for more individual freedom in person's work (Strüder, 2003).

In Strüder's work, it is emphasized that it is focused on productive diversity principles to understand business success in multicultural society. This term, in order to ensure economic success of ethnic enterprises, refers to the use of the language of the host country, its ethnic capabilities, social networks and resources, overseas capital, business ownership in the host city and cultural diversity in the host community (Strüder, 2003). In this case; pull factors are to be faced with obstacles by entrepreneur and push factors are entrepreneurs' motivations. "Pull factors" instead of "motivations" and "push factors" instead of obstacles are mentioned in the next passages.

## **2.7 Pull Factors**

A lot of motivations either strengthening factors about immigrant entrepreneurship are offered by literature. Mostly, literature about refugee entrepreneurship and entrepreneurial aim objects to personal and context-related motivations. For instance, refugee entrepreneurship is separated by Fong et al. (2007) achievement elements into personal and society elements, Lüthje and Franke (2003) the characteristic properties on the one part and contextual elements on the other positively influenced entrepreneurial intention. Wauters and Lambrecht (2008), who pursued Kloosterman et al. (1999) and Waldinger et al. (1990), used market occasions and group features to examine the achievement of ethnic businesses. In next to these studies, the pull factors are separated to individual and environmental factors.

On the other hand, every culture has different perspectives about motivation on entrepreneurship. Basu and Altınay emphasized on their study that cultural differences between six different ethnic minority groups were examined in terms of motivation for starting a business, financial models, women's entry into business life, and the degree of dependence on ethnic workforce. For example; these show the importance of cultural capital on entrepreneurship that the growth of South Asian and Chinese entrepreneurs due to hard work directly related to culture, trade ethics, dependence on family members and strict ethnic ties; and Indian entrepreneurs are more successful in growing their business than Pakistani entrepreneurs because of the importance given to education in their culture differently each other (Basu and

Altınay, 2002)

Besides in 2002; Masurel, Nijkamp, Taştan and Vindigni in their work titled “Motivations and Performance Conditions for Ethnic Entrepreneurship”, they have addressed the success conditions that play an important role in entrepreneurship and critical success factors such as informal networks and education for Turkish, Pakistani, Indian and Moroccan immigrant entrepreneurs operating in Amsterdam. As a result of the analysis of the data obtained, it was concluded that the success conditions differed for Turkish, Pakistani, Indian and Moroccan immigrant entrepreneurs operating in Amsterdam.

### **2.7.1. Individual Pull Factors**

As figuring out literature, individual motivations factors are classified into three groups. These are mentioned in the next chapters.

#### **The Approach to Entrepreneurship**

Individual manner is one of the refugee entrepreneurship’s individual motivation factors. Lüthje and Franke (2003) attribute to approaching to entrepreneurship is a significant facilitative of entrepreneurial actions. The model they drew and examined offers a direct effect of the approach independent business upon entrepreneurial intention, that was attituded to be more powerful. Attenders with convenient approach to being self-employed presented powerful entrepreneurial intention and these with inconvenient attitudes towards independent business presented powerless entrepreneurial intention (Lüthje and Franke, 2003). These conclusions correspond to Ajzen’s (1991) planned behaviour model, which foresees that the approach to a behaviour powerfully influences intent and, for that reason, the behaviour itself.

Diverse writers agree these conclusions. For example, Wu and Wu (2008) states individual approach to entrepreneurship on the behavioural intents’ a powerful positive impact, implying that as the stronger the entrepreneurial aim the more positive the approach to entrepreneurship. Furthermore, Diaz-Garcia and Jiménez-Moreno’s (2010) theory is a positive approach to entrepreneurship highly linking with the intent of establishing a business. Additionally Liñán et al. (2011) and Liñán and Chen (2009) promote to the connection; they state that one of the most related elements clarifying entrepreneurial intention is personal attitude.

## **Entrepreneurial Aspirations**

Most of basic motivations could collect into a group: Entrepreneurial aspirations. This corresponds to (Wauters and Lambrecht's (2006) the theory of entrepreneurial instinct, mentioning that people feel admiration to the benefits of independent business, becoming one's own boss as samples and applying self-fulfillment. For the most part, both the notion of entrepreneurial aspiration, and entrepreneurial instinct's theory require that some easily wish to be self-employed.

Additionally Lüthje and Franke (2003) propose that owing to variances in the labour market, the conventional advantages of employment in a founded firm are diminishing; owing to the rearrange periods and many cost-cutting in big organizations. For this reason, job safety, awards for faithfulness, and stableness are not as charming as they used to be. Also, the advantages of independent business are being increasingly charming. Freedom, self-fulfillment and challenge are samples of entrepreneurship's positive sides that are being more attractive, considering the students and grads is analyzed by Lüthje and Franke (2003).

These assets abide by Rajjman and Tienda's (2000) causes for immigrants to set up businesses: wishing to have a business, winning freedom, and catching an occasion that displayed itself. It is found similar motivations amongst Turkish, Indian, Moroccan and Pakistani immigrants who live in the Netherlands by Masurel, Nijkamp, Tastan, and Vindigni (2002). The most extensive causes for establishing businesses among the participants was the need to be self-employed and succeed. Fong et al. (2007) surveyed immigrants not more particularly but also call freedom as attractive for self-employment.

Earlier background of entrepreneurship may be an indication of such entrepreneurial aspiration. According to the literature; those who have previously done their own work are likely to do their own work once again. According to Uçbaşaran, Westhead, and Wright (2008) having the property of having a job is facilitating the identification of job opportunities and allowing them to be self-employed by releasing the follow-up of these situations. Fong et al. (2007) support this connection, who found that an experience in entrepreneurial actions supplies a basis for refugees in the United States to set up new businesses. Based on this knowledge, Fong et al. emphasize that a person with his power and capabilities, how they used, can describe it is crucial for entrepreneurs (2007). Moreover, Wauters and



Lambrecht (2006) state that refugees, who previously had their own jobs, were 2.23 times more motivated for becoming entrepreneur again than those who did not. Fuller- Love et al. (2006) affirmed this conclusion, reported that refugees with previous self-employment experience are most probable to wish to set up a business once again. In addition to Lyon et al. (2007) establish an interrelationship among previous self-employment and entrepreneurial action by refugees.

### **Wish for Integration**

Integration to a new community is frequently stated as a powerful pull factor for becoming refugee entrepreneur (Kloosterman and Van der Leun, 1999; Cortes, 2004). This adapts to integration model which is designed by Wauters and Lambrecht (2006), that expresses as a device of refuge entrepreneurship for integrating to a new community. This connection happens by the way of the subjective norm, a piece of the model of planned attitude (Ajzen, 1991), described as “the personal’s sense of the social presses to interconnect or disconnect to entrepreneurial attitude” (Moriano et al., 2010). The norm is depended on the possibility that essential significations (e.g. community members and friends) is going to accept either refuse the attitude and on whether a person is inherently motivated by his very nature to adapt to these norms.

The model of integration which designed by Wauters and Lambrecht (2006) states that, refugees are promoted by another people integrating to their new community, so entrepreneurship may be a tool for achieving that aim. The one of them research promoted the model, since refugee attenders who asked why they would think beginning as a self-employed person graded top “for fastening my integration to Belgian community”. Integration was graded third amongst another refugees attending at this survey. This distinctness between the two classes could be clarified by as a matter of fact refugees are incapable either reluctant to go back to their homelands (Cortes, 2004), while economic immigrants are independent to go back. Refugees or immigrants are much more tended to absorb and be naturalized citizens, as knowing that they have lived in the host country for a long period. That is to say, refugees feel more constrained to make a life in the country that supplies them refuge (Cortes, 2004). Furthermore, according to Wauters and Lambrecht (2006), faster integration was a stronger motivation to start a business for refugees.

Another surveys such as offer that entrepreneurship is a facilitative of integration. The entrepreneurship is probably the best method for an outside group such as immigrants and another refugees for becoming approved by the society (Ensign and Robinson, 2011). Furthermore, it is offered that self-employment is a precious method out of economic unreliability and an exhilarating element in the refugees' integration, since entrepreneurship develops a person's social position.

It is anticipated that refugees become motivated for integration into the new community and can regard entrepreneurship as of a tool into integration.

### **2.7.2. Environmental Pull Factors**

The second grade of explanations discussed, formed of environmental motivations. This grade refers to Lüthje and Franke (2003) stated a correct effect of environmental pull factors (motivations and obstacles) on entrepreneurship aims. Diaz-Garcia and Jiménez-Moreno (2010) remark that entrepreneurship is buried in society, so that the one's situation in his or her circumambient is too significant. For this reason, it is anticipated that both individual and environmental motivations also make powerful refugee entrepreneurship.

### **Defeating Market Environment Challenges**

A lot of writers (Raijman and Tienda, 2000; Wauters and Lambrecht, 2006; Fong et al., 2007; Ensign and Robinson, 2011) propose that immigrant and refugees have hardships in entering the labour market for diversified causes. For getting rid of unemployment, entrepreneurship could be used as a method, Raijman and Tienda (2000) nearly investigate literature on refugee entrepreneurship and attribute to the blocked up movability theory, pointed out that immigrant and refugees could select self-business as a choice for fee labour be explanation they bear disadvantages in the labour market. Preferring self-business is a method of getting rid of unemployment and it is connected to the entrepreneurship case (Shapero, 1982). Beaujot, Maxim and Zhao (1994) support that self- business explanations truthful economic occasions for immigrants.

Also Fong et al. (2007) refer to self-business as specifically alluring to them, have disadvantaged in discovering gainful job. Ensign and Robinson (2011) suggest this connection, expressing that jobs usually fail to acknowledge the worth that refugee laborers' suggestions. Furthermore, the research accepts the challenge

hiring difficulties for workers who inadequacy the preferred cultural and language features. As a result, the immigrants are compelled to self- business instead of wishing to become self-employed. The hypothesis of blocked up movability arranges with the reaction exemplary entitled to by Wauters and Lambrecht (2006). This exemplary explanations that immigrants feel differentiated opposite and experience hardships in entering the labour market and get jobs as a tool for staying alive.

Raijman and Tienda (2000) contrasted to Spanish and Korean refugee entrepreneurs in the United States, and discovered that mobility was hindered, especially for Koreans, and that it was a vital factor in expressing large proportions of business ownership amongst well-educated immigrants. Koreans were 24 times more probably to state hindered mobility as an explanation for entrepreneurship than white traders in the same field (Raijman and Tienda, 2000). Spanish people, on the other hand, look like less influenced by hindered mobility and found jobs with more ease. Raijman and Tienda (2000) connected this differentiation to Spanish people' usually blue-collar past and propensity to ask for minor fees than their well-educated Korean coequals.

## **2.8 Push Factors**

Additionally the pull factors anticipated to per create strong refugees' entrepreneurial aim, push factors could decrease this aim. Noticed push factors to entrepreneurship create a correct statement for the prior business condition of members (Lüthje and Franke, 2003). The employment circumambient, promotiveness of the circumambient, and a human's skills are heavily connected to entrepreneurial aim (Diaz-Garcia and Jiménez-Moreno, 2010). The parallel orders with Lüthje and Franke (2003), who attribute that when members reminded their circumambient as unfavorably (for example limited state laws, banks not supplying loans ), they were less likely to prefer to be entrepreneurs. The push factors match with the factor of noticed actional authority in the exemplary of prepared action (Ajzen, 1991) and self-fulfillment (Diaz-Garcia and Jiménez-Moreno, 2010).

### **2.8.1. Individual Push Factors**

A differentiation is formed between personal and circumstantial obstacles, in a relation to the explanations of refugee entrepreneurial aim have been argued. Firstly, individual factors are anticipated to skeptically influence refugee

entrepreneurship. Individual push factors cause personal elements that could decrease entrepreneurial aim. Three individual obstacles are noticed depend upon literature and stated at the next parts.

### **Deficiency of Educational Skills**

The deficiency of readiness and high degree of ambiguity in their fleeing complicates for a lot of refugees to get ready for the country they run away. Their frequently abrupt fleeing in addition carried the occasion to get the essential diplomas or certifications (Wauters and Lambrecht, 2008). In addition, a lot of refugees have particularly country characteristics and ethnically connected skills that are complicated using within a culturally far country. Such as, Turkish hairdressers generally shave, hairdressers from Western countries can work by using coloring outputs including chemical, people who from Kenya braid (Wauters and Lambrecht, 2008).

Furthermore, the diplomas attaining from abroad can be invalid for other countries. A few foreign academic diplomas have to be proclaimed equal to European Diplomas by the National Academic Recognition Information Centre (NARIC) in European Union, the European Commission's common initiative, the Council of Europe, and UNESCO (ENIC-NARIC, 2016b). The European Union's member states, European Economic Area countries, and Turkey apply this rule. When setting up business a diploma is required, like medicine or law that arranged in professions. The NARIC could proclaimed valid these diplomas (ENIC-NARIC, 2016a). According to Wauters and Lambrecht (2008) nevertheless, this process is time consuming and expanded it is frequently hard for refugees getting in touch with their original countries to acquire the required documents. The process around the identification of abilities and education documents acquired somewhere is frequently unsuccessful, which leads to hardships in reaching the labour market. Also the hardships come into being while establishing a business, particularly in the event of arranged specialities, and are anticipated to decrease refugee entrepreneurs' motivations.

### **Deficiency of Communication Skills**

It is useful for an entrepreneur to be embedded in a social communication, if not a circumstance, for achievement (Masurel et al., 2002). Ensign and Robinson

(2011). study investigating refugee entrepreneurs affirms that cultural connections and social networks frequently act a vital role in the preference to continue entrepreneurship. It is more hard to recognize and act on occasions, when social network are not present. That is to say, independent business is more complicated to achieve because of a weak social network (Koff, 2008b).

During the research on their specific social networks, the distinctness between refugees and another immigrants is obvious. Firstly, refugees generally run away personally, abandoning their social networks at the back. According to Wauters and Lambrecht (2008), since immigrants have had the occasion to migrate with their families, they are probably to have reach to a more expanded social network. Besides, it is frequently unfeasible for refugees to turn back to their homeland to attain capital, labor or funds because of the risk of cruelty (their primary cause for running away), while the continuum is easier for economic immigrants. Cortes (2004) underlines the similar distinctness: refugees are less probably to have social connection with their homeland than economic immigrants, who are talented turning back homeland for meeting their family, social environments and funds.

According to Raijman and Tienda (2000) an enclave impact, where people are parts of particular ethnic and cultural group live in adjacent to one another and supply beneficial business networks. Accordingly, some writers affirm that successful ethnic groups as entrepreneurial have improved their association and social networks that larger reach to knowledge, services and products. On this subject, the term ethnic substructure is frequently get forward (Wang, 2010; Raijman and Tienda, 2000, 2003; Rauch, 2001). The advantage of ethnic business networks were taken by entrepreneurs, because members promote one another in enabling links to other supplier and customers. Shopping with co-ethics (as supply and demand) may reduce costs, for instance through decreasing the necessity for marketing (Ensign and Robinson, 2011). Fuller-Love et al. (2006) promote these benefits, mentioning that ethnic minorities look and move on the providing occasion providing their ethnic society's necessity.

Also ethnic structure is indicated to as ethnic vertical integration, that Raijman and Tienda (2003) describe as "the degree of connection among company owner and their vendors' ethnic homogeneity." This vertical integration makes an essential positive impact on the ethnic society by job creation. The vertical integration causes extending actual businesses and setting up new ones (Raijman and

Tienda, 2003). In addition, the writers stated that reach to distribution easily, the ethnic structure reduces shopping costs.

Lyon et al. (2007) acknowledged that some refugee companies are community centers for common ethnicity. However, researchers have found that these communities are not very dependent and that there are not enough people to monitor such a community organization. In addition, the people of a country can be significantly differentiated (i.e differences in religion or class) so that refugees from a country cannot be considered homogeneous (Lyon et al., 2007). Therefore, the ethnic structure among refugees is often not strong.

In addition, Gold (1992) confirms that there was no social environment or network among refugees and states that these networks were less developed than another immigrants. No social network other than ethnic ties can have significant consequences, especially for refugees. Without this network, there is a risk that refugees will not accept or accept accurate or correct information (Wauters and Lambrecht, 2008). Masurel et al. (2002), participants (ethnic entrepreneurs in Turkey), more citizens in entrepreneurship, friends, information from employees and family members is increasing as it receives.) In literature, it is recommended not to have overall a vital network because an appropriate information sector decides on the field in an experiment and prepares a relevant business plan (Masurel et al. 2002; Wauters and Lambrecht, 2008).

Although an ethnic structure is beneficial for immigrants, it can be argued that it is not necessary for refugees. This deficiency of an expanded communication skills complicate to set up a business in the new homeland, which makes this effort to apply less to refugees.

### **Deficiency of Language Skills**

So that set up and manage a business successfully, language information is substantial (Wauters and Lambrecht, 2008). Nevertheless, inadequate language skills dominate among refugees and immigrants (Wauters and Lambrecht, 2006, 2008; Fong et al., 2007; Rajjman and Tienda, 2003), complicating it for them being successful entrepreneurs. Fong et al. (2007) refer to communication and language hardships as the unique biggest hardship for refugee entrepreneurs. Additionally the apparent problem of interplay in the business' basic process, refugee who is illiterate in her/his new homeland's language have significant difficulties comprehending the

documents were necessary to set up and own a business (Fong et al., 2007). Furthermore, services like micro-enterprise help or the Chamber of Commerce are frequently existing in both English and the local language (Fong et al., 2007).

The hardships about a deficiency of language skills poses for refugees are displayed by the Common European Framework of Reference for Languages (CEFR). The Council of Europe forms the CEFR for defining and standardizing proficiency levels in language (Council of Europe, 1971). Level A reference contains basic users, B contains independent users, and level C contains proficient users.

These hardships are displayed as follow: Refugees face with challenges of accessing education because of deficiency of language skills. In Turkey, refugee and immigrants are anticipated to learn speaking, reading, writing and also understanding Turkish language at basic level (TOMER). For example, Syrian refugees have a problem about Turkish language pronunciation and vowel and consonant sounds while they learn Turkish language in Turkey. Besides deficiency of language skills is problem for not only Syrian young and adults but also Syrian children (Demirci, 2015; Deniz, Hülür and Ekinci, 2016; Karasu, 2016). In addition, literature mentioned that people who are Arabic except from Syria face with same problem in learning Turkish language (Akkaya and Gün, 2016). This condition may be problematical in high degree for those not acquaintant to the Latin alphabet, just as refugees whose origins are Japan, Iraq or Syria.

Consequently it is anticipated that a deficiency of language skills complicate to set up business and it less charming for refugees.

Proficient User	C2	Can understand with ease virtually everything heard or read. Can summarise information from different spoken and written sources, reconstructing arguments and accounts in a coherent presentation. Can express him/herself spontaneously, very fluently and precisely, differentiating finer shades of meaning even in more complex situations.
	C1	Can understand a wide range of demanding, longer texts, and recognise implicit meaning. Can express him/herself fluently and spontaneously without much obvious searching for expressions. Can use language flexibly and effectively for social, academic and professional purposes. Can produce clear, well-structured, detailed text on complex subjects, showing controlled use of organisational patterns, connectors and cohesive devices.
Independent User	B2	Can understand the main ideas of complex text on both concrete and abstract topics, including technical discussions in his/her field of specialisation. Can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible without strain for either party. Can produce clear, detailed text on a wide range of subjects and explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.
	B1	Can understand the main points of clear standard input on familiar matters regularly encountered in work, school, leisure, etc. Can deal with most situations likely to arise whilst travelling in an area where the language is spoken. Can produce simple connected text on topics which are familiar or of personal interest. Can describe experiences and events, dreams, hopes and ambitions and briefly give reasons and explanations for opinions and plans.
Basic User	A2	Can understand sentences and frequently used expressions related to areas of most immediate relevance (e.g. very basic personal and family information, shopping, local geography, employment). Can communicate in simple and routine tasks requiring a simple and direct exchange of information on familiar and routine matters. Can describe in simple terms aspects of his/her background, immediate environment and matters in areas of immediate need.
	A1	Can understand and use familiar everyday expressions and very basic phrases aimed at the satisfaction of needs of a concrete type. Can introduce him/herself and others and can ask and answer questions about personal details such as where he/she lives, people he/she knows and things he/she has. Can interact in a simple way provided the other person talks slowly and clearly and is prepared to help.

**Figure 4. Common European Framework of Reference for Languages**

### 2.8.2. Environmental Push Factors

Besides singular obstacles, environmental in other word contextual obstacles can reduce refugees' entrepreneurial aim. Circumstances are considered to be partially in charge of action (Lüthje and Franke, 2003), consequently, affecting entrepreneurial aim. In the next passages, three environmental obstacles are extract from literature and are explained.

#### **Bureaucratic Challenges**

Firstly, the institutional circumstances and information about this circumstances for associations act a role in improving entrepreneurial attempts (Lüthje and Franke, 2003). Scott (2008) states a common explanation of institutions:



“institutions are included of cultural-cognitive, regulative and normative facts that, in addition to related actions and sources, provide constancy and sense to social life”. Institutions, as a result, provide reliability in social systems by building limitations on licit and cultural acts. Scott (2008) states that three columns of institutions can be discriminated: normative, cultural cognitive and normative systems. Although these three columns are connected to one another, most economists consider institutions as depending primarily on the regulative column. The regulatory column compares institutions to game’s rules, and leads to that institutions restrict and plan action. Besides institutions are taken into consideration as a set of official and unofficial rules supported by sanctioning ability (i.e the government) (Scott, 2008).

The more entrepreneurs know these goals, the more they become entrepreneurs. On the other hand, in the labyrinth of Western facilities in Western Europe, refugees are easily lost because they can tighten entrepreneurial intentions (Wauters and Lambrecht, 2008) License restrictions and regulations have a direct impact on the number of refugee entrepreneurs and this impact is stronger than on other migrants. (Wauters and Lambrecht, 2008) In addition, the surfaces of institutional mazes, the bureaucracy and bureaucratic burden of Western society are seen as an obstacle, difficult to manage and often a waste of time (Kloosterman and Rath, 2001, Lyon et al., 2007, Wauters and Lambrecht, 2006)., The necessary administrative procedures are often unclear, i.e they often come to the surface by the intervention of the other party, e.g. tax or police administration (Wauters and Lambrecht, 2008).

Fong et al. (2007) discovered alike struggles; their members amongst others, refugee entrepreneurs who live in US noticed “a generic shortage of closeness with the system of US about how to get and operate a job” as an obstacle. As these developments change from country to country, the know-how from developments back home are no use. Also the same research revealed that refugee service providers do not know where to apply their customer who are looking for beginning businesses. Job courses are so high-rapid or do not attribute cross- cultural struggles, making this way inappropriate for most refugees (Fong et al., 2007). Alike to those in the US , refugees in the UK noticed a shortage of critical information on entrepreneurship and jobs. The demand for the knowledge and suggestion looks smaller for immigrants than another refugees (Lyon et al., 2007).

It looks like that a shortage of information of the institutional environment perform the perceived institutional struggles even if bigger, preventing refugees from being entrepreneurs.

### **Unfavorable Opinion to Local People**

Additionally the struggles that the institutions attitude, Western society attitudes more struggles for refugee entrepreneurship. The communal struggle most constantly refer to that literature is natives' unfavorable perceptions of refugees (Teixeira and Wei, 2009; Wauters and Lambrecht, 2008; Fong et al.,2007).

Unfortunately, many refugee entrepreneurs think that they are being gracious because of the origin of the race (Fong et al., 2007). Masocha (2015) looks at refugee researchers and refugees as a new form of racism, xenoracism, which provides strong opposition to migrants as a negative perception. This contradiction concerns prejudices aimed at excluding and criticizing refugee researchers without explicitly declaring racist beliefs. In everyday life, xenophobia explains the direction of diplomatic parties and the language used in national media. Asylum seekers are guided not only by their physical characteristics but also by their external situations. Xenoracism leads to secrecy of racism against all foreigners, mainly because of the concerns of foreigners: "we are against them" (Masocha, 2015).

Understanding that we are against them is of particular importance to the perceptions and attitudes of asylum seekers and refugees in society, as described by Wauters and Lambrecht (2008). One member of his research thought that these negative perceptions had a direct impact on the income of his business. Belgian customers, for example, assumed that the property level was low or that their property was stolen because the owner was Romanian. According to research, refugees and immigrants have a strong feeling that the Belgians have negative opinions about themselves.

Besides, unfavorable perceptions against refugees can positively influence refugee entrepreneurial aim. This depends nearly to the aforementioned blocked up movability theory (Raijman and Tienda, 2000), indicating that becoming differentiated versus, pushes people to turn into entrepreneurs instead of looking for another job. Unsatisfactory workforce claims as a reason for an increasing number of refugee entrepreneurs (Hiebert, 2002). Ensign and Robinson (2011) pointed out that

the impact of glass ceilings and welding on the labour market is a start in the business world.

It is, on the other hand, anticipated to become more probably that the feeling of becoming perceived unfavorably by locals has a unfavorable effect on refugee entrepreneurial intent.

### **Economic Environment**

One institutional struggle in specific looks to create an important obstacle for refugee entrepreneurial aim: acquiring finances to get a job. Apparently, a singular who wishes to get a job is necessary for starting-up capital. According to refugees and immigrants, acquiring finance is not simple. Institutions and banks are less eager to give away debts (Gold, 1992) and specifically refugees often can not trust their social networks for claim. Further, Koff (2008) debates two obstacles to independent business for refugees and immigrants institutional obstacles and the aforementioned ineffectual social networks. In the case of institutions, the demand for capital is the main barrier.

Kloosterman and Van der Leun (1999) confirm this push factor as an immigrant entrepreneur in Amsterdam and Rotterdam show it is more difficult to borrow from banks than entrepreneurs whose origins are Dutch . It can be even more difficult for refugees to explore this capital (Wauters and Lambrecht, 2008). Lyon et al. (2007) explain the limited validity of resources and that the first capital is the biggest obstacle to the fleeing entrepreneurs. Research by Wauters and Lambrecht (2008) supports this discovery because only one in fifteen members was able to borrow money from a bank established by establishing a foundation. Banks often predicted that the risk of borrowing to a refugee entrepreneur would be very high and would limit the debt (Wauters and Lambrecht, 2008). In addition, Fong et al. (2007) justified the difficulty of refugees in preparing a work plan for bank debts, and Koff (2008) shows that borrowing from financial institutions poses a major obstacle to self-employment.

In addition, Wauters and Lambrecht (2006) described the inadequacy of financial instruments as one of the main reasons for the independence of refugees in Belgium. Administrative procedures in loans were also seen as an obstacle to starting a business. Lyon et al. (2007) highlighted the limited validity of financial resources and found that this was the only significant restriction for refugees in the UK when

they were hired. Many members cannot benefit from banking services such as debts or credit cards.

Another option for microcredit is to borrow from a bank. Microcredit should help them start their own business by ensuring low debt levels in developing countries. Wauters and Lambrecht (2008) state that microcredit institutions often make reasonable calculations to select the appropriate jobs for financing. On the other hand, these standards of calculation and valuation are generally not known to refugees (Wauters and Lambrecht, 2008), which makes it difficult to obtain microcredit. Potential difficulties in financing a foundation can prevent refugees from becoming self-employed.



## SECTION THREE

### MATERIALS AND METHODS

### 3. MATERIALS AND METHODS

#### 3.1 The Research Model and Hypotheses

The aim of this research is identifying to the push factors which effect on refugee entrepreneurs' pull factors in Gaziantep, Turkey.

Diversified hypotheses that stemmed from literature were shaped. These hypotheses are summed up in the research model above in Figure 5. The research model demonstrates the anticipated priors that be able to influence refugee entrepreneurship and the check variables that will be bore in mind.

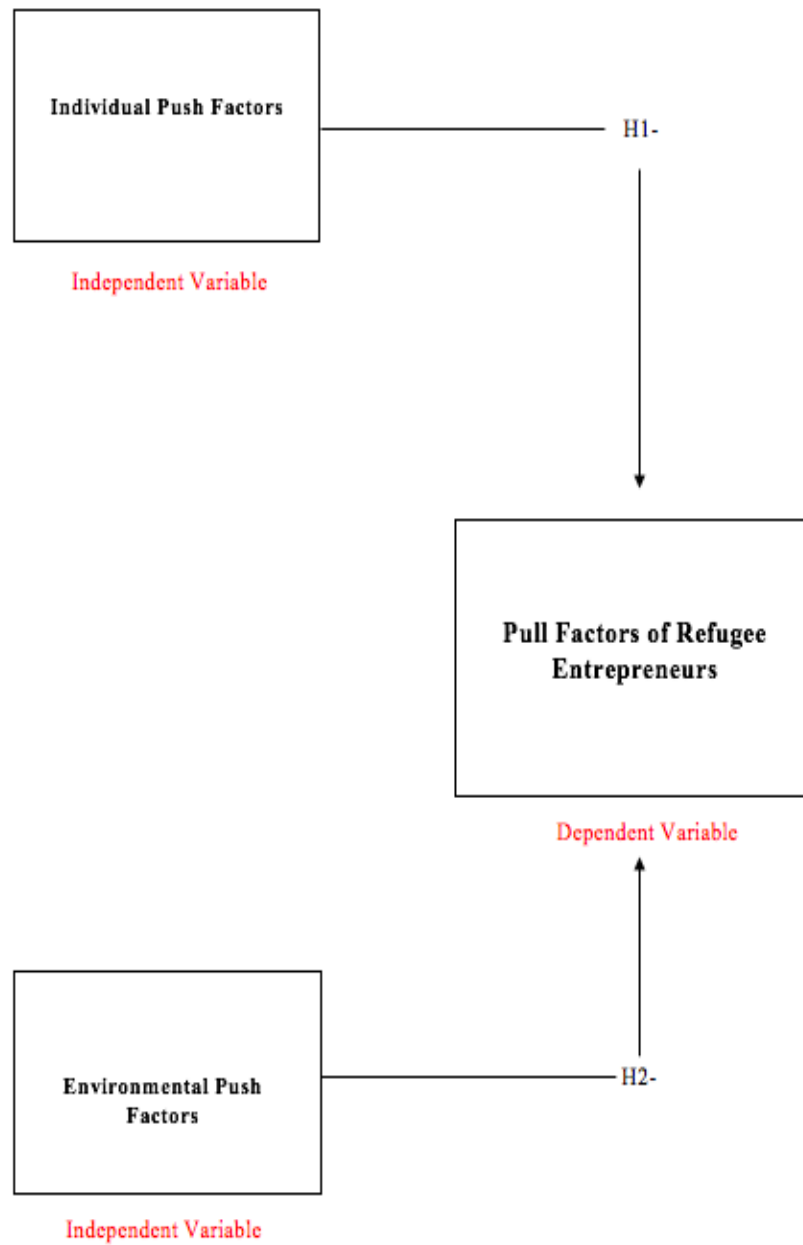
As followed in the figure, two independent variables are anticipated to affect refugee entrepreneurship's pull factors. All three independent variables are grouped as follows: Firstly the independent variables, individual push factors, are also categorized in three groups. These groups contain the deficiency of education skills, the deficiency of language skills and the deficiency of communication skills. These three groups are all anticipated to negatively affect refugee entrepreneurs' pull factors. The second independent variables, the environmental push factors, also is made up out of three groups, including bureaucratic challenges, economic environment and unfavourable opinion to local people, which are all anticipated to negatively affect refugee entrepreneurs' pull factors.

Based on the research model, the following hypotheses will be tested in this study.

**H1:** Deficiency of individual skills decrease the refugee entrepreneurs' pull factors

**H2:** Environmental push factors decrease the refugee entrepreneurs' pull factors

The research model is displayed in following figure.



**Figure 5. Research Model**

### 3.2 Material

A special questionnaire was developed for measuring the effect of obstacles on refugee entrepreneurship motivations by reviewing some studies then it was analyzed by 3 persons and modified accordingly.

The questionnaire was prepared on Google form and on paper then allocated and filled by 278 persons who own self-employment:

- Individual interviews
- Invitation to fill the electronic questionnaire

Then, I limited to survey's sample by being filled by only refugee entrepreneurs who registered in Gaziantep Chamber of Commerce. Because, some Syrian entrepreneurs don't register in anywhere such as Union of Chamber of Merchants and Craftsmen, Chamber of Industry or Chamber of Commerce in Gaziantep. In addition, as supervisor says that it is not specified Syrian tax payers from the Directorate General of Taxation because of it does not categorize as Syrian, Iraqi or Palestinian etc. Only it is categorized just as Turkish or foreign national.

Firstly, a pilot study is managed to 100 participants. Based on the feedback of pilot study, some small revisions have been edit to the questionnaire and the final form of the questionnaire was used to collect data from 278 persons (Sample size = 278 participants from refugee entrepreneurs who live in Gaziantep and registered in Gaziantep Chamber of Commerce) whereas the population of refugee entrepreneurs who registered in Gaziantep Chamber of Commerce is 2.015 in 2018.

All of the samples were chosen randomly in Gaziantep, with the invitation to fill the electronic questionnaire and individual interviews. I organized a team who are not only Syrian but also data collector for making surveys. Then they visited to refugee entrepreneurs to explain the questionnaire and filling it together with participants.

### 3.3 Method

First, a brief introductory the questionnaire, then the respondents were thanked for their time and knowledge on the research topic and the time needed to complete the questionnaire. Additionally, it was explained that the participant has the freedom to not answer any question which makes him uncomfortable. Probably, the participants don't want to reply questions about their histories, because it might be a delicate matter for refugees. In that case, the participant could pass over the question.

Firstly the whole participants replied to questions about personal features (demographic features, time spent in Turkey, situation of aid from relief organization). Some of the questions were open-ended because of the probably enormous variation in these answers. These factors could be checked for in the analysis, while measuring them. Additionally, it was asked whether refugee entrepreneurs receive aid from relief organization or not, for testing effect of aids on their entrepreneurship. Subsequently, the whole respondents were thanked for their time.

In the next paragraphs, the whole variables' measurements are clarified.

### **3.3.1. Dependent Variable**

The refugee entrepreneurship's pull factors(motivation) is the dependent variable in this study. First and foremost, the elements that could strengthen the refugee entrepreneurship were measured. The motivations positively affect refugee entrepreneurship: a powerful motivation evokes a powerful entrepreneurship. These motivations were measured by way of most indicators, associated with the two groups: personal motivations (comprising of the wish for integration, the approach to entrepreneurship and entrepreneurial passion), and environmental motivations (defeating market environment challenges). As a Likert type scale, in the questionnaire's questions is ranging 1-7. The personal motivations and environmental motivations were searched as like this.

### **3.3.2. Independent Variables**

The two groups of independent variables that are anticipated to influence the entrepreneur's motivation (pull factors): deficiency of individual skills and environmental push factors (obstacles). Independent variable anticipated to influence refugee entrepreneurship was 'obstacles'. According this hypothesis these obstacles negatively affect refugee entrepreneurship: a high obstacle evokes a weak entrepreneurial aim in reverse. As stemmed from literature, and in accordance with the classification of the motivations, these were categorized into two groups: deficiency of individual skills and environmental obstacles. As a Likert type scale, in the questionnaire's questions is ranging 1-7. The deficiency of individual skills and environmental obstacles were searched.

Moreover, the survey analyzed Syrian entrepreneurs' descriptive datas, whether the participant has previous entrepreneurship experiences and receiving aid



from any aid agencies. The whole questionnaire was attached in Appendix A (in Arabic), Appendix B (in English).

In order to summarize raw data, SPSS program was used for descriptive statistics. Additionally ANOVA test, factorial, regression and correlation analysis were used for analyzing datas. It will be clarified in the next chapter.



## SECTION FOUR RESULTS AND DISCUSSIONS

### 4. RESULTS AND DISCUSSIONS

In this chapter of study, findings attained from the analyses were given and discussed. Firstly, descriptive statistics related to the respondents of the survey were displayed. Then, the results of the correlation and regression analysis were shown.

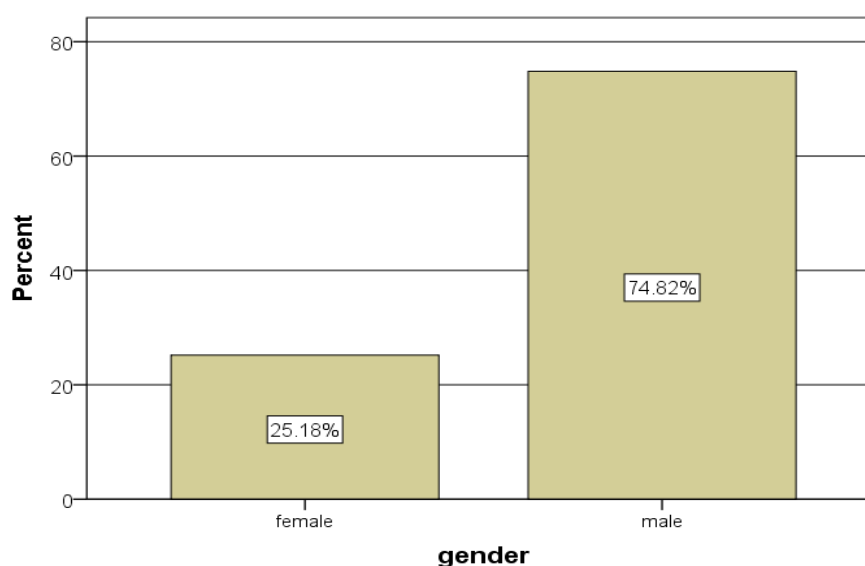
#### 4.1 Descriptive Statistics

The demographic questions were asked to the participants to describe the refugee entrepreneurs in Gaziantep, Turkey. These descriptive statistics are displayed in following tables and charts.

*Table 1. Distribution of Respondents by Gender*

<b>Gender</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	female	70	25.2	25.2	25.2
	male	208	74.8	74.8	100.0
	Total	278	100.0	100.0	

Chart 1. Percentages of Respondents by Gender

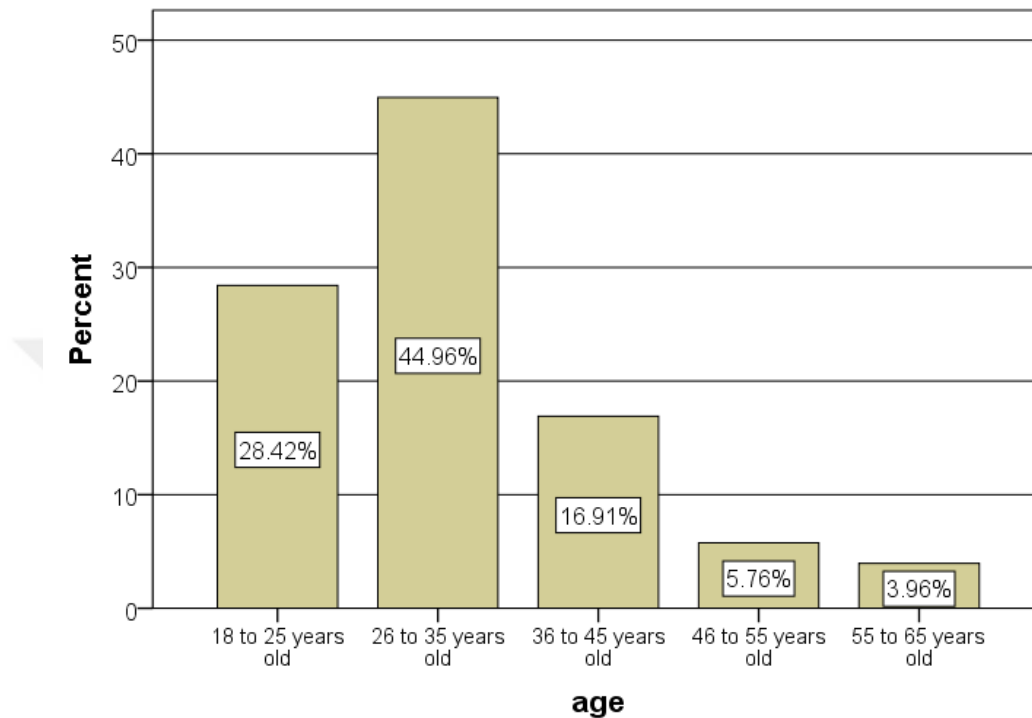


The 1. table and the graphic show that the total number of respondents was 278 persons. While 25.2% of all respondents are female, 74.8% of them are male. It is remarkable that there are a considerable number of Syrian female entrepreneurs in Gaziantep. It can be say that Syrian women trust to market in Gaziantep about starting own business.

Table 2. Distribution of Respondents by Age

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 to 25 years old	79	28.4	28.4	28.4
	26 to 35 years old	125	45.0	45.0	73.4
	36 to 45 years old	47	16.9	16.9	90.3
	46 to 55 years old	16	5.8	5.8	96.0
	55 to 65 years old	11	4.0	4.0	100.0
	Total		278	100.0	100.0

Chart 2. Percentages of Respondents by Age



The 2. table and graphic show the following about the respondent's ages:

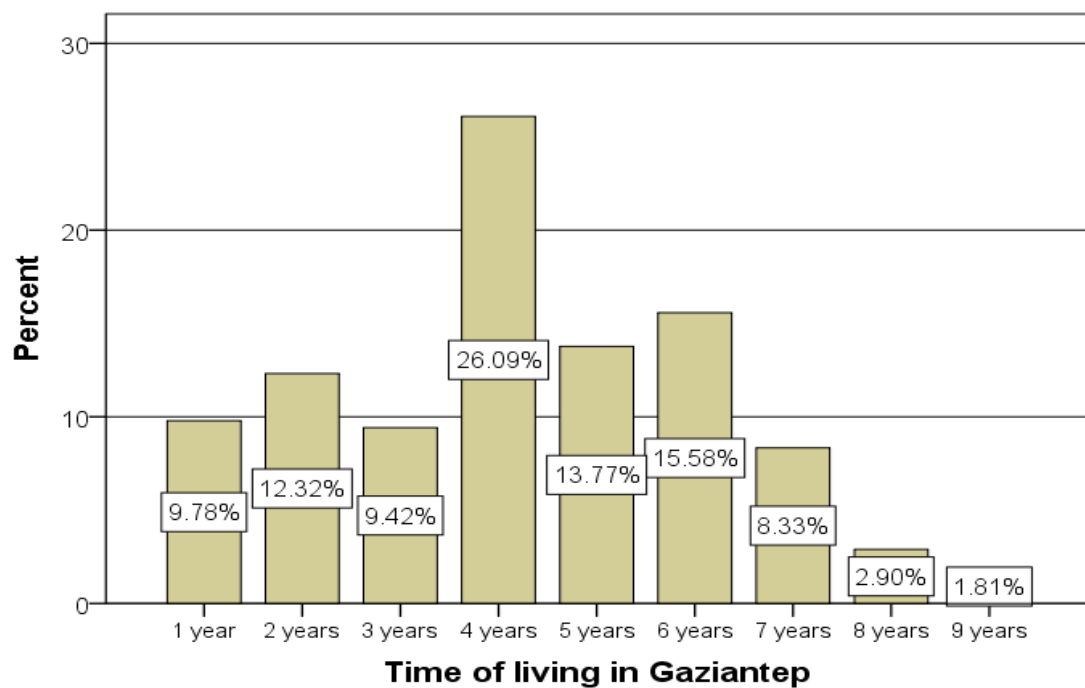
- 28.4% of respondents ages are between 18 to 25 years old
- 45% of respondents ages are between 26 to 35 years old
- 16.9% of respondents ages are between 36 to 45 years old
- 5.8% of respondents ages are between 46 to 55 years old
- 3.9% of respondents ages are between 55 to 65 years old

According to conclusion of analysis, most of Syrian entrepreneurs who live in Gaziantep are young. We can conclude that some of them had to choose to be entrepreneur because they could not find a job and some do not want to work for somebody. Besides a lot of Syrian people have to work at the low paying job under difficult conditions. In this reason some Syrian people prefer to start their businesses instead of working for somebody.

Table 3. Distribution of Respondents by Time of Living in Gaziantep

Time of living in Gaziantep					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 year	27	9.7	9.8	9.8
	2 years	34	12.2	12.3	22.1
	3 years	26	9.4	9.4	31.5
	4 years	72	25.9	26.1	57.6
	5 years	38	13.7	13.8	71.4
	6 years	43	15.5	15.6	87.0
	7 years	23	8.3	8.3	95.3
	8 years	8	2.9	2.9	98.2
	9 years	5	1.8	1.8	100.0
	Total	276	99.3	100.0	
Missing	System	2	.7		
Total		278	100.0		

Chart 3. Percentages of Respondents by Time of Living in Gaziantep



The 3. table and graphic show the following about the respondents' time of living in Gaziantep:

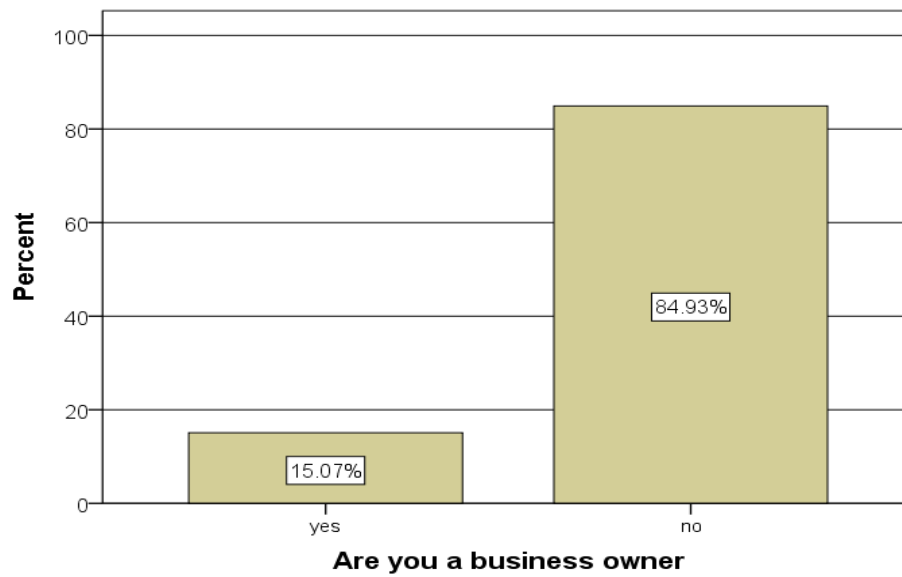
- 31.5% of respondents' time of living are less than 4 years,
- 26.1% of respondents' time of living are 4 years,
- 13.8% of respondents' time of living are 5 years,
- 15.6% of respondents' time of living are 6 years, and
- 13% of respondents' time of living are more than 6 years

Approximately 58% of respondents have lived in Gaziantep for 4 years or less than. We can conclude that Syrian people want to be entrepreneur because of using their money effectively or not finding a job as soon as they come to Turkey although they do not know the market in local. On the other hand they may want to be integrated to the city with entrepreneurship.

*Table 4. Distribution of Respondents by Having Business Before*

<b>are you a business owner</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	41	14.7	15.1	15.1
	No	231	83.1	84.9	100.0
	Total	272	97.8	100.0	
Missing	System	6	2.2		
Total		278	100.0		

Chart 4. Percentages of Respondents by Having Business Before



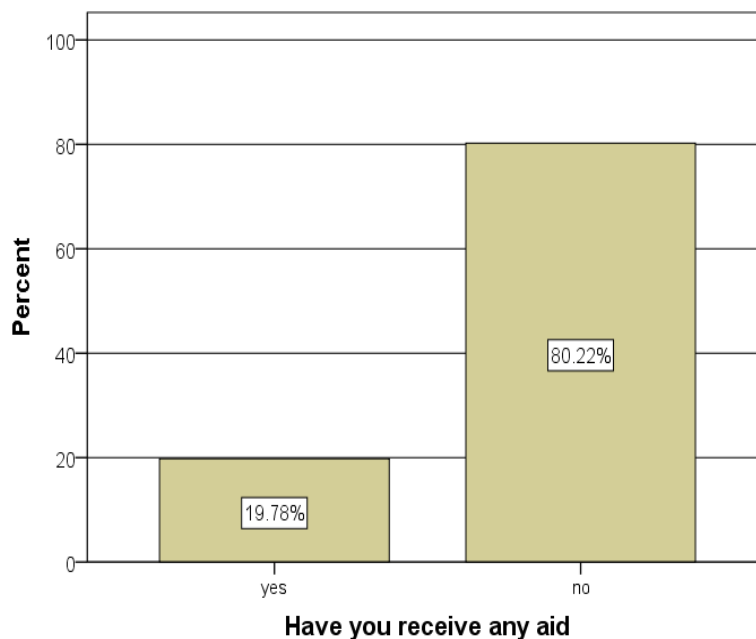
The 4. table and graphic show that 41 respondents have their own business before coming to Turkey and 230 of them have first own business.

We can notice that most of Syrian entrepreneurs were not business owners before this, because most of them, as found above, are youth which means they were very young before coming to Turkey and before the beginning of Syrian crisis. On the other hand; although they have no experience about starting new business, they want to be entrepreneur because of no another choice.

Table 5. Distribution of Respondents by Receiving Aid

Have you received any aid					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	55	19.8	19.8	19.8
	no	223	80.2	80.2	100.0
	Total	278	100.0	100.0	

Chart 5. Percentage of Respondents by Receiving Aid



The 5. table and graphic show that 55 respondents have received aid from aid any organizations and 223 respondents have not.

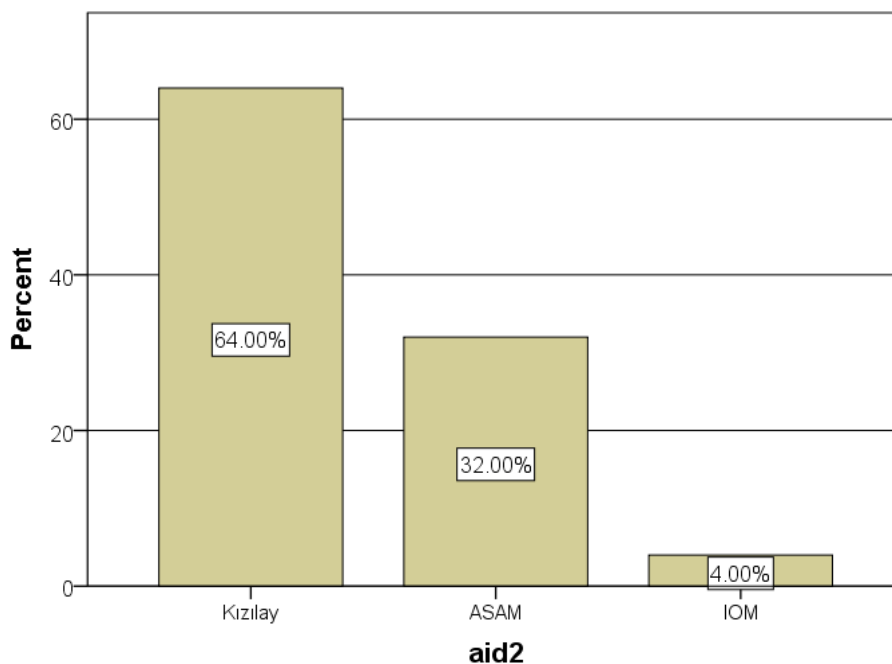
According to this data we can inference that most of Syrian refugee entrepreneurs have not received any aid organizations during they started own businesses.

Table6. Distribution of Respondents by Receiving Aid from Which Agencies

		aid2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kızılay	32	11.5	64.0	64.0
	ASAM	16	5.8	32.0	96.0
	IOM	2	.7	4.0	100.0
	Total	50	18.0	100.0	
Missing	System	228	82.0		
Total		278	100.0		



Chart 5. Percentages of Respondents by Receiving Aid from Which Agencies

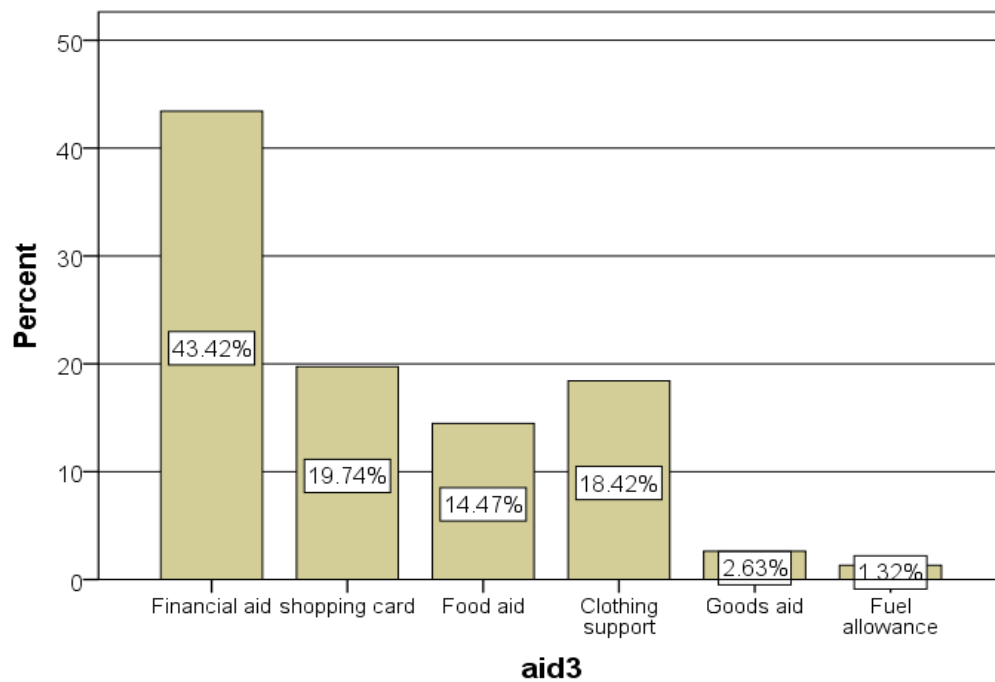


The 6. table and graphic show that 32 respondents have received aid from Kızılay, 16 respondents have received aid from ASAM, 2 respondents have received aid from IOM and 5 respondents have not answer this question. Some of respondents do not want to say the name of aid organization or do not know the name of aid organization.

Table 7. Distribution of Respondents by Kind of Receiving Aid from Agencies

		aid3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Financial aid	33	11.9	43.4	43.4
	Shopping card	15	5.4	19.7	63.2
	Food aid	11	4.0	14.5	77.6
	Clothing support	14	5.0	18.4	96.1
	Goods aid	2	.7	2.6	98.7
	Fuel allowance	1	.4	1.3	100.0
	Total	76	27.3	100.0	
Missing	System	202	72.7		
Total		278	100.0		

Chart 7. Percentages of Respondents by Kind of Receiving Aid from Agencies



The 7. table and graphic show that the answers of the question “What kind of aid have you received”;

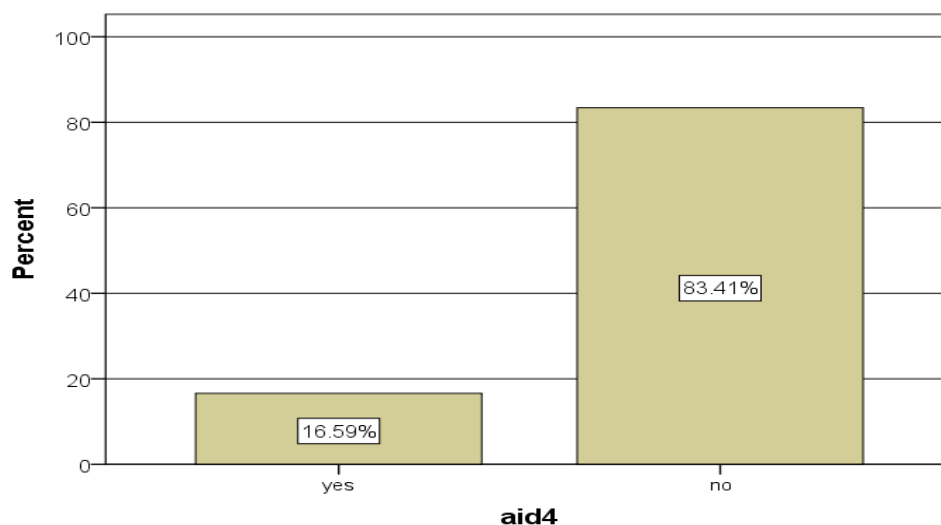
- 33 respondents have received financial aid,
- 15 respondents have received shopping card,
- 11 respondents have received food aid,
- 14 respondents have received clothing support,
- 2 respondents have received good aid and
- 1 respondents have received fuel allowance.

Although the number of respondents who answer “Yes” to the question “Have you received aid from any agencies” are 55, 76 respondents answer this question. So that 21 respondents, who did not answer other question, do not know what “aid” means or do not consider as an aid.

Table 8. Distribution of Respondents by the Sufficiency of Receiving Aid

aid4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	36	12.9	16.6	16.6
	No	181	65.1	83.4	100.0
	Total	217	78.1	100.0	
Missing	System	61	21.9		
Total		278	100.0		

Chart 6. Percentages of Respondents by the Sufficiency of Receiving Aid



The 8. table and graphic show that 36 respondents think aid from agencies are sufficient while 181 respondents do not. It shows that some of respondents who do not have received think that aid is not sufficient. These respondents answer this question based on their experiences and observations.

#### 4.2 Correlation Analysis

The correlation analysis is the statistical method used to test the linear relationship between two variables and to measure the degree of the relationship. As a result of the correlation analysis, whether there is a linear relationship and if any, Pearson Correlation Coefficient ( $r$ ) which is the degree of this relationship is between -1 and 1, is evaluated as;

- $0,000 \leq r < 0,250$  relationship is too weak
- $0,260 \leq r < 0,490$  relationship is weak

- $0,500 \leq r < 0,690$  relationship is medium
- $0,700 \leq r < 0,890$  relationship is strong
- $0,900 \leq r < 1,000$  relationship is too strong

While negative “r” means that the relationship is opposite direction, positive “r” means that the relationship is parallel direction (Kalaycı,2008)

*Table 9. Correlation between Individual Push Factors and Pull Factors*

Correlations		
		Pull factors
Individual Push Factors	Pearson Correlation	.070
	Sig. (2-tailed)	.252
	N	273

**Table 9. shows the results of Correlation between the Individual Push Factors and the Pull Factors of refugee entrepreneurs:**

There is no correlation between the pull factor (Motivation of entrepreneurship) and the Lack of Individual skills, because the Sig value (0.252) is greater than  $\alpha = 0.01$ . According to the conclusion of this analysis, only the deficiency of personal skills does not effect on Syrian entrepreneur’s motivation.

*Table 10. Correlation between Environmental Push Factors and Pull Factors*

Correlations		
		Pull factors
Environmental Push Factors	Pearson Correlation	-.474-
	Sig. (2-tailed)	.000
	N	275

Table 10. Shows the results of Correlation between the Environmental Push Factors and the Pull Factors of refugee entrepreneurship:

There is a negative correlation (-0.474) between the Environmental Obstacles and the Motivation of Entrepreneurs because Sig (0.000) is less than  $\alpha = 0.01$ . According to the conclusion of this analysis, the environmental factors such as institutional, economical and social environment obstacles effect and increase to Syrian entrepreneur’s motivation.

### 4.3 Regression Analysis

Regression analysis is a statistical analysis method which includes the process of explaining the relationship between one of two or more variables as dependent variable and the other independent variable and explaining the relationship between them by mathematical equation. The simple regression analysis includes only one dependent variable and one independent variable. The multiple regression analysis includes one dependent variable and two or more independent variables. The regression coefficient obtained from the regression analysis shows how much the independent variable (s) affect the dependent variable. Each per change in the independent variable (s) affects the dependent variable as much as the regression coefficient.

*Table 11. The Correlation of The Dependent Factor with The Two Independent Factors*

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.514 <sup>a</sup>	.264	.258	.82389
a. Predictors: (Constant), Environmental push factors, Individual skills				

Table 11. shows the results of regression of the Pull factor (Motivation of entrepreneurs) on the Lack of Individual skills and Environmental Obstacles:

This Model Summary shows that the correlation of the dependent factor (Motivation of entrepreneurship) with the two independent factors (Lack of Individual Skills and the Environmental Obstacles) is equal to  $R = 0.514$ , in the other hand we can also notice that the  $R\text{ Square} = 0.264$  which means these two independent factors can explain about 26.4% of the changes of the Syrian refugees' motivation to be entrepreneurs.

Table 12. ANOVA Test of the Regression Model

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	65.639	2	32.820	48.349	.000 <sup>b</sup>
	Residual	183.276	270	.679		
	Total	248.915	272			
a. Dependent Variable: Pull factors						
b. Predictors: (Constant), Environmental push factors, Individual push factors						

Table 13. Regression Parameters and Their Tests

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	6.117	.233		26.232	.000
	Individual push factors	.141	.038	.201	3.733	.000
	Environmental push factors	-.572-	.059	-.526-	-9.743-	.000
a. Dependent Variable: Pull factors						

The results in the tables 12 and 13 here shows that the regression model of the Motivation of Entrepreneurship on the Lack of Individual Skills and the Environmental Obstacles represented as Linear Regression is significant which can be noticed in the table 12 (ANOVA table).

Also we can see that the two independent factors (Individual Skills and the Environmental Obstacles) both of them have significant effect on the dependent factor (Motivation of entrepreneurs), while the Lack of Individual Skills has a small effect equal to 0.141, and the Environmental obstacles has a stronger and negative

effect equal to -0.572, also we can notice that the intercept value is 6.117 and it's also significant like we notice from the last column (Sig column) in the third table (Coefficients table).

**Note:** while Sig value less than  $\alpha = 0.01$  this means the regression model and the coefficient values are significant.



## CONCLUSION AND SUGGESTIONS

Migration is becoming a growing phenomenon affecting almost all countries of the world in terms of scope and complexity. Migration, which started for economic, social or political reasons, has many economic and social impacts both in the countries of origin and in the host countries. Entrepreneurial activities of immigrants are one of the most important factors that have an impact on these effects. In today's world, immigrant entrepreneurs have become a global player that brings together global and strategic thinking and production factors, undertakes risk and management, is open to change and innovation, and whose ultimate goal is growth and development.

A recent example of the phenomenon of migration is the influx of refugees from Syria to the countries of the region with the internal turmoil that began in 2011. This affected the influx from Turkey and emigrated to Turkey about three and a half million Syrians. This situation has brought a great economic burden to the economy of Turkey. However, in recent years, some of the Syrian refugees have started to engage in entrepreneurship activities in order to make a living. This has led to increase until the immigrant entrepreneurship as never before in Turkey.

This research among very rare studies analyzing the relation between push factors of refugee entrepreneurs and pull factors reducing these motivation factors in Turkey. The results of this research show the following:

➤ There is a significant negative effect of the deficiency of individual skills on the motivations of refugee entrepreneurs, and this supports the following hypothesis:

**H1:** Deficiency of individual skills decrease the refugee entrepreneurs' motivations.

➤ There is a significant negative effect of the environmental obstacles on the motivations of refugee entrepreneurs, and this supports the following hypothesis:



**H2:** Environmental obstacles decrease the refugee entrepreneurs' motivations

According to the findings obtained as a result of the analysis: Factors negatively affecting the motivation of Syrian refugee entrepreneurs in Gaziantep; as individual including deficiency of education, language and communication skills and also economical, governmental (institutional) and social environments negatively affect refugee entrepreneurs' motivation.

It is stated in the literature that refugee entrepreneurs make important socio-economic contributions in their host countries. However, it is obvious that these effects are mostly seen in the studies conducted in developed countries. Syrian refugees in Turkey for entrepreneurs, such as immigrant entrepreneurs to create jobs and innovation in developed countries are providing great contributions. But not produce or does not create any added value in itself approximately 3.5 million Syrian refugees should be noted that a huge burden for the Turkish economy. Syrian refugees' entrepreneurial activity in the presence of their economy as well as the burden on both Turkey Gaziantep economy / cost will reduce. Migrants will remain a cost element as they do not create any added value only when they remain immigrants. Moreover, since the immigrant entrepreneurs bring their capital to the economy, they will create employment and a new market area for the local people. Therefore, migrants should be directed to entrepreneurship. In this context, it is very important to provide trainings or courses for immigrants to become entrepreneurs.

Immigrant entrepreneurs, immigrant entrepreneurship in Turkey is not common enough, not provided enough support for immigrant entrepreneurship and that they have the same rights as local entrepreneurs. Inability to compete with domestic entrepreneurs is one of the most important problems for migrant entrepreneurs. Therefore, providing the necessary incentives, government support and financial support such as bank loans to the migrant entrepreneurs is important for the spread of migrant entrepreneurship. Again, associations/cooperatives should be established to support and solve the problems of migrant entrepreneurs. The cooperation of these associations / cooperatives with the relevant public institutions (KOSGEB (SMEDO), General Directorate of Migration Management, ISKUR, etc.) will also contribute to the rapid increase of immigrant entrepreneurship.

Immigrant entrepreneurship of the pros and cons so can be said for Turkey's economy. In particular, local entrepreneurs will have to compete with migrant entrepreneurs, perhaps losing market shares as a result of this competition. The factor that should not be forgotten here is that competition brings efficiency. In this way, perhaps domestic entrepreneurs will give more importance to innovation and R and D. Considering that refugee entrepreneurs are mostly active in low added value sectors, local entrepreneurs will be more efficient by turning to sectors with higher added value.

As a result of Gaziantep Syrian refugee entrepreneurs and the economy is concerned, both positive and negative effects on the Turkish economy. What is important here is to further increase its positive effects. This will only happen if policy makers encourage and support migrants in entrepreneurship in a more coordinated manner.

It is seen that some of the Syrian migrants work independently. Their activity as small tradesmen constitutes a serious competition problem for the local tradesmen in the same field. The tolerance shown to the taxation of these new immigrants seems to be a candidate for tension. Those who run these establishments are their citizens because of their language skills. These and other examples are often the outgoing labor migration from Turkey to Germany and brings to mind the trade networks they create there.

As a result, the remaining Syrian refugees outside flee from war to come to Turkey because of the loss of human life conditions, we know they are here. Turkey's recent foreign policy has been directed at the decisive arrival of more immigrants from these countries. These immigrants' participation in the labor market, especially income and social security and human rights, should not be regarded as compassion generosity and help to the neighbor. For this reason, it will be necessary to address the regulations based on rights and to ensure that Syrian migrants have equal rights with other citizens in order to reduce potential conflict areas within the country.

### **Limitations**

The following limitations could be noticed for this research:

➤ The number of samples were 278, which is lower than anticipated. Unfortunately, it was not obtained clear number of Syrian entrepreneurs in Gaziantep from institutions. Also, this number continuously is changing day to day. So that samples were restricted in registered in Gaziantep Chamber of Commerce. This survey started 2018 and the number of Syrian entrepreneurs who registered in Gaziantep Chamber of Commerce is 1802. And today this number is 2015.

➤ Many Syrian entrepreneurs abstained from giving sensitive information about their life and environment this resulted in many challenges during collecting the information from them and in convincing them with the importance of this research that is healthy for every participants, as this will let the NGO in asking some important questions from time to time in order to see where is the NGO position. This issue sometimes made me and our team in debt if they are really answering correctly the questions or they want to hide their information individually and environmentally.

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## ANNEXES

## ANNEX A. QUESTIONNAIRE (ARABIC)



## Refugee Entrepreneurship in Turkey: A Case of Syrian People in Gaziantep

أقوم ببحث حول اللاجئين ورواد الأعمال. اسمي فاطمة أكيول وأنا طالبة ماجستير في إدارة الأعمال. شكرا جزيلاً لمشاركتك في هذا البحث إذا أحسست بعدم الرضى في الإجابة عن سؤال من سأتناول جميع الأجوبة بسرية تامة ولن أكشف عن هوية المجيبين. في غازي عنتاب أشكرك مسبقاً. دقيقة 20 سوالياً وتستغرق عملية الإجابة عن الأسئلة حوالي 15 يتكون هذا البحث من الأسئلة فيمكنك إهمال ذلك السؤال لمشاركتك في البحث.

الإيميل ؟

.....

\* كم عمرك؟ (1)

○ سنة 18-25

○ سنة 26-35

○ سنة 36-45

○ سنة 46-55

○ سنة 56-65

○ سنة 66 أكثر من

\* الجنس؟ (2)

○ أنثى

○ ذكر

\* ما هو بلدك الأصلي؟ (3)

.....

\* كم سنة/شهر تعيش في غازي عنتاب/تركيا؟ (4)

.....

\* (في المجموع) كم سنة حصلت على التعليم (5)

.....

\* (يرجى الانتقال إلى السؤال العاشر ، "لا" إذا قلت)؟ (منظمات) هل تلقيت أي مساعدة من وكالات (6)

○ نعم فعلاً

○ لا

\*ممن تلقيت المعونة؟ (المنظمة الدولية للهجرة ، إلخ ، ASAM ، الهلال الأحمر) (7)

\*ما نوع المساعدات التي تلقيتها؟ (8)

- مساعدة مالية
- بطاقة تسوق
- مساعدة غذائية
- دعم الملابس
- مساعدة بضائع
- بدل الوقود
- أخرى

\* هل تعتقد أن المساعدات المقدمة من الوكالات كافية؟ (9)

- نعم
- لا

\* هل سبق لك أن امتلكت شركة أو هل تملك شركة في هذه اللحظة؟ (10)

- نعم
- لا

\* يرجى اختيار الرقم الذي يمثل أفضل تمثيل لشعورك - يرجى قراءة البيانات التالية بعناية

1. لست موافقا كلياً
2. غير موافق
3. (إلى حدما) غير موافق بعض الشيء
4. غير موافق و غير معارض
5. (إلى حدما) موافق بعض الشيء؟
6. موافق
7. موافق كلياً

- 1 - 2 - 3 - 4 - 5 - 6 - 7  
 1 - 2 - 3 - 4 - 5 - 6 - 7  
 1 - 2 - 3 - 4 - 5 - 6 - 7  
 1 - 2 - 3 - 4 - 5 - 6 - 7  
 1 - 2 - 3 - 4 - 5 - 6 - 7

- لا أملك الشهادات العلمية اللازمة لدي  
 مهاراتي خاصة ببليدي ويصعب استخدامها في تركي  
 أفنقر لمهارات اللغة اللازمة للبدء بعمل خاص  
 لا يتم توفيرها بلغتي. الخدمات من غرفة التجارة ، غرفة الصناعة ، البلديات ، إلخ  
 لا أملك التواصل الاجتماعي اللازم لأصبح رجل أعمال

\* يرجى اختيار الرقم الذي يمثل أفضل تمثيل لشعورك. يرجى قراءة البيانات التالية بعناية (12)

1. لست موافقاً كلياً
  2. غير موافق
  3. (إلى حد ما) غير موافق بعض الشيء
  4. غير موافق و غير معارض
  5. (إلى حد ما) موافق بعض الشيء
  6. موافق
  7. موافق كلياً
- 1 - 2 - 3 - 4 - 5 - 6 - 7 أفنقر إلى الدعم في الموارد التي تخولني البدء بعمل خاص  
 1 - 2 - 3 - 4 - 5 - 6 - 7 (البنك) من الصعب عليّ الحصول على قرض من المصرف  
 1 - 2 - 3 - 4 - 5 - 6 - 7 لا أمتلك رأس المال الضروري لبدء عمل خاص  
 1 - 2 - 3 - 4 - 5 - 6 - 7 القواعد الترتيبية والقيود القانونية تمنعني من العمل الحر  
 1 - 2 - 3 - 4 - 5 - 6 - 7 لا يحتاج الشعب السوري إلى دفع ضريبة مقابل مكان العمل  
 1 - 2 - 3 - 4 - 5 - 6 - 7 أجد صعوبة في الحصول على نصيحة جيدة  
 1 - 2 - 3 - 4 - 5 - 6 - 7 لا أعرف أين يمكنني الذهاب للحصول على معلومات فيما يخص ريادة الأعمال

\* يرجى اختيار الرقم الذي يمثل أفضل تمثيل لشعورك. يرجى قراءة البيانات التالية بعناية (13)

1. لست موافقاً كلياً
  2. غير موافق
  3. (إلى حد ما) غير موافق بعض الشيء
  4. غير موافق و غير معارض
  5. (إلى حد ما) موافق بعض الشيء
  6. موافق
  7. موافق كلياً
- 1 - 2 - 3 - 4 - 5 - 6 - 7 لا أعتقد أن العمل الخاص يشكل نشاطاً مربحاً  
 1 - 2 - 3 - 4 - 5 - 6 - 7 الأعمال الحرّة لا تسري في دمي  
 1 - 2 - 3 - 4 - 5 - 6 - 7 لم أفكر مسبقاً بتكوين عمل خاص  
 1 - 2 - 3 - 4 - 5 - 6 - 7 يمكنك جني أموال أكثر فقط في حال كنت تعمل لحسابك الخاص  
 1 - 2 - 3 - 4 - 5 - 6 - 7 أريد أن أصبح غنياً  
 1 - 2 - 3 - 4 - 5 - 6 - 7 هي الطريقة الوحيدة للخروج من الوظيفة (ريادة الأعمال) الأعمال الحرّة  
 1 - 2 - 3 - 4 - 5 - 6 - 7 لا يوجد إمكانيات كافية في سوق العمل  
 1 - 2 - 3 - 4 - 5 - 6 - 7 لدي صعوبات في تقييم سوق العمل

\* يرجى اختيار الرقم الذي يمثل أفضل تمثيل لشعورك. يرجى قراءة البيانات التالية بعناية (14)

1. لست موافقاً كلياً
2. غير موافق
3. (إلى حد ما) غير موافق بعض الشيء

4. غير موافق و غير معارض
5. (إلى حد ما) موافق بعض الشيء
6. موافق
7. موافق كلياً

1 - 2 - 3 - 4 - 5 - 6 - 7	أريد تسريع اندماجي في المجتمع التركي
1 - 2 - 3 - 4 - 5 - 6 - 7	أرى بأن كوني رجل أعمال سيساعدني في عملية اندماجي
1 - 2 - 3 - 4 - 5 - 6 - 7	أريد الحصول على الاستقلالية
1 - 2 - 3 - 4 - 5 - 6 - 7	لدي إمكانيات كافية حول سوق العمل
1 - 2 - 3 - 4 - 5 - 6 - 7	لدي بالأساس وظيفة لائقة بالفعل
1 - 2 - 3 - 4 - 5 - 6 - 7	من بين العديد من الخيارات المختلفة، أود أن أكون رجل أعمال
1 - 2 - 3 - 4 - 5 - 6 - 7	إن مهنة رجل الأعمال جذابة بالنسبة ل
1 - 2 - 3 - 4 - 5 - 6 - 7	ستكون أكثر من المساوي (المحاسن) كوني رجل أعمال فهذا يعني أن المزايا
1 - 2 - 3 - 4 - 5 - 6 - 7	كوني رجل أعمال فهذا سيشكل رضاً كبيراً بالنسبة لي

\* يرجى اختيار الرقم الذي يمثل أفضل تمثيل لشعورك. يرجى قراءة البيانات التالية بعناية (15)

1. لست موافقا كلياً
2. غير موافق
3. (إلى حد ما) غير موافق بعض الشيء
4. غير موافق و غير معارض
5. (إلى حد ما) موافق بعض الشيء
6. موافق
7. موافق كلياً

1 - 2 - 3 - 4 - 5 - 6 - 7	لا يوجد طلب لخدماتي و منتجاتي
1 - 2 - 3 - 4 - 5 - 6 - 7	بشكل عام ، يفضل الشعب السوري شراء أو الحصول على الخدمات من مكان عملي
1 - 2 - 3 - 4 - 5 - 6 - 7	لا يفضل الشعب التركي الشراء أو الحصول على الخدمات من مكان عملي
1 - 2 - 3 - 4 - 5 - 6 - 7	الشعب التركي لديه تصورات سلبية تجاهي
1 - 2 - 3 - 4 - 5 - 6 - 7	أخشى من مشاعر المعادين للمهاجرين

في حال رغبتك بمعرفة أكثر حول البحث و النتائج أو كان لديك أسئلة أو تعليقات فلا تتردد. شكراً جزيلاً لمشاركتك  
بالتواصل معي عبر البريد الإلكتروني  
[fatmakyl@hotmail.com](mailto:fatmakyl@hotmail.com)

Link for filling questionnaire in Arabic:

[https://docs.google.com/forms/d/1ounuGxu8IdTpSgPBwSVd3nHbp\\_N6NsvkuNot2P96SV4/viewform?edit\\_requested=true](https://docs.google.com/forms/d/1ounuGxu8IdTpSgPBwSVd3nHbp_N6NsvkuNot2P96SV4/viewform?edit_requested=true)



## ANNEX B. QUESTIONNAIRE (ENGLISH)



### Refugee Entrepreneurship in Turkey : A Case of Syrian People in Gaziantep

Thank you very much for taking part in this survey. My name is Fatma Akyol and as a master's student in the Business at Gaziantep University, I am doing research in immigrant(refugee) entrepreneurship in Gaziantep, Turkey. All answers will be handled in strict confidentiality and all respondents will stay anonymous. If you feel uncomfortable while answering a question, feel free to skip it. The survey consists of 15 questions and will be take about 20 minutes to complete. I would like to thank you in advance for your time.

1. How old are you? \*
  - 18 to 25 years old
  - 26 to 35 years old
  - 36 to 45 years old
  - 46 to 55 years old
  - 55 to 65 years old
  - More than 66 years old
2. Are you...
  - Female
  - Male
3. What is your country of origin? \*
 

.....
4. How many months/years have you lived in Gaziantep, Turkey? \*
 

.....
5. How many years have you had education (in total)? \*
 

.....
6. Have you received any aid from agencies? (If you say "no" please skip to 10th question) \*
  - Yes
  - No
  - Diğer:
7. From who did you receive aid (Kızılay, ASAM, IOM,etc..)?
 

.....
8. What kind of aid have you received ?
  - Financial aid

- Shopping card
- Food aid
- Clothing support
- Goods aid
- Fuel allowance
- Diğer:

9. Do you think aids from agencies are enough? \*

- Yes
- No

10. Have you previously owned a business or do you own a business at this moment? \*

- Yes
- No

11. Please carefully read the following statements. Please select the number that best represents how you feel. \*

1. I totally disagree
2. I disagree
3. I somewhat disagree
4. I neither agree nor disagree
5. I somewhat agree
6. I agree I totally agree
7. I don't want to answer this question

I don't have necessary diplomas with me	1 - 2 - 3 - 4 - 5 - 6 - 7
My skills are country-specific and difficult to use in Turkey	1 - 2 - 3 - 4 - 5 - 6 - 7
I lack language skills needed to start a business	1 - 2 - 3 - 4 - 5 - 6 - 7

Services such as Chamber of Commerce, Chamber of Industry, Municipalities, etc. are not provided in my language	1 - 2 - 3 - 4 - 5 - 6 - 7
I don't have the necessary social network to become an entrepreneur	1 - 2 - 3 - 4 - 5 - 6 - 7

12. Please carefully read the following statements. Please select the number that best represents how you feel. \*

1. I totally disagree
2. I disagree
3. I somewhat disagree
4. I neither agree nor disagree
5. I somewhat agree
6. I agree I totally agree
7. I don't want to answer this question

I lack supporting resources to start a business	1 - 2 - 3 - 4 - 5 - 6 - 7
It is difficult for me to obtain a loan from a bank	1 - 2 - 3 - 4 - 5 - 6 - 7
I don't have the necessary start-up capital to start a business	1 - 2 - 3 - 4 - 5 - 6 - 7
Turkish rules and legal restrictions prevent me from self-employment	1 - 2 - 3 - 4 - 5 - 6 - 7
Syrian people don't need to pay tax for workplace.	1 - 2 - 3 - 4 - 5 - 6 - 7
It is difficult for me to gain good advice	1 - 2 - 3 - 4 - 5 - 6 - 7
I don't know where to go for information on entrepreneurship	1 - 2 - 3 - 4 - 5 - 6 - 7

13. Please carefully read the following statements. Please select the number that best represents how you feel. \*

1. I totally disagree
2. I disagree
3. I somewhat disagree
4. I neither agree nor disagree
5. I somewhat agree
6. I agree I totally agree
7. I don't want to answer this question

I don't think being self-employed is a profitable activity	1 - 2 - 3 - 4 - 5 - 6 - 7
Entrepreneurship doesn't run in my blood	1 - 2 - 3 - 4 - 5 - 6 - 7
I have never thought about being self-employed	1 - 2 - 3 - 4 - 5 - 6 - 7
You can only make big money if you are self-employed	1 - 2 - 3 - 4 - 5 - 6 - 7
I want to become rich	1 - 2 - 3 - 4 - 5 - 6 - 7
Entrepreneurship is the only way out of employment	1 - 2 - 3 - 4 - 5 - 6 - 7
There are not enough possibilities on the labour market	1 - 2 - 3 - 4 - 5 - 6 - 7
I have difficulties assessing the labor market	1 - 2 - 3 - 4 - 5 - 6 - 7

14. Please carefully read the following statements. Please select the number that best represents how you feel. \*

1. I totally disagree

2. I disagree
3. I somewhat disagree
4. I neither agree nor disagree
5. I somewhat agree
6. I agree I totally agree
7. I don't want to answer this question

I want to fasten my integration into Turkish society	1 - 2 - 3 - 4 - 5 - 6 - 7
I think that being an entrepreneur helps my integration	1 - 2 - 3 - 4 - 5 - 6 - 7
I want to gain independence	1 - 2 - 3 - 4 - 5 - 6 - 7
I have enough possibilities on the labor market	1 - 2 - 3 - 4 - 5 - 6 - 7
I already have a decent job	1 - 2 - 3 - 4 - 5 - 6 - 7
A career as entrepreneur is attractive for me	1 - 2 - 3 - 4 - 5 - 6 - 7
Being an entrepreneur would entail great satisfactions for me	1 - 2 - 3 - 4 - 5 - 6 - 7
Being an entrepreneur implies more advantages than disadvantages	1 - 2 - 3 - 4 - 5 - 6 - 7
Among various options, I would rather be an entrepreneur	1 - 2 - 3 - 4 - 5 - 6 - 7

15. Please carefully read the following statements. Please select the number that best represents how you feel. \*

1. I totally disagree
2. I disagree
3. I somewhat disagree

4. I neither agree nor disagree
5. I somewhat agree
6. I agree I totally agree
7. I don't want to answer this question

There is no demand for my products or services	1 - 2 - 3 - 4 - 5 - 6 - 7
Generally Syrian people prefer to buy or to take services from my workplace	1 - 2 - 3 - 4 - 5 - 6 - 7
Turkish people don't prefer to buy or to take services from my workplace	1 - 2 - 3 - 4 - 5 - 6 - 7
Turkish people have negative perceptions toward me	1 - 2 - 3 - 4 - 5 - 6 - 7
I am afraid of anti-immigrant sentiments	1 - 2 - 3 - 4 - 5 - 6 - 7

You have reached the end of the survey. Thank you very much for your participation. If you would like to know more about the research and results or if you have questions or comments, feel free to contact me on fatmakyl@hotmail.com .

Link for filling questionnaire in English:

<https://docs.google.com/forms/d/1Btvi7BVUxAZiDdhOwQ60BYVOL-kx0EAyCaAFrp1SeM/edit>

## VITAE

Fatma Akyol was born in 1988 in Gaziantep. She completed his primary, secondary and high school education in Gaziantep. In 2013, she graduated the Department of Business Administration at Gaziantep University, The Economics and Administrative Sciences. While studying at the university, she started to work as a project assistant at Gaziantep Metropolitan Municipality. She has worked as a project expert and quality internal auditor at the same institution for nine years. In the same time she participated in a lot of social projects about Syrian and Turkish people as a project coordinator. Currently, she has participated in TUBITAK project as a reseracher. In 2015, she started her master's degree in Business Administration in English at Gaziantep University, Institute of Social Sciences. She speaks fluent English, beginner German and Hungarian languages.

## ÖZGEÇMİŞ

Fatma Akyol 1988 yılında Gaziantep'te doğdu. İlkokul, ortaokul ve lise eğitimini Gaziantep'te tamamladı. 2013 yılında Gaziantep Üniversitesi, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü'nden mezun oldu. Üniversite eğitimi devam ederken Gaziantep Büyükşehir Belediyesi'nde proje asistanı olarak işe başladı. Dokuz yıldır aynı kurumda proje uzmanı ve kalite iç denetçisi olarak çalışmaktadır. Aynı zamanda Suriyeli ve Türklere yönelik birçok projede proje koordinatörü olarak görev almıştır.. Şu anda bir TÜBİTAK projesinde araştırmacı olarak görev yapmaktadır. 2015 yılında Gaziantep Üniversitesi, Sosyal Bilimler Enstitüsü, İşletme Ana Bilim Dalı, İngilizce İşletme Tezli Yüksek Lisans Programı'na başladı. Kendisi iyi derecede İngilizce ve başlangıç seviyesinde Almanca ve Macarca bilmektedir.