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**Characteristics, Conditions and Scope of
Refugee Entrepreneurship in the Example of
Sweden**

Doctoral dissertation

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Abstract

The research goal of this dissertation is two-fold. First, it aims to study the determinants of the refugee entrepreneurial intention in the host country. Second, it aims to examine the impact of the migration status on the formation of entrepreneurial intention. The thesis is built upon the mixed embeddedness theory with the particular focus on social embedding, and it adopts a mixed method approach. It contributes to the body of knowledge placed at the intersection of refugee entrepreneurship, immigrant entrepreneurship and entrepreneurial intention. The thesis develops further the social embedding theory by depicting its conceptualisation and demonstrating how crucial it is for the formation of entrepreneurial intention for both refugees and other categories of migrants in the host country. The thesis has proposed and successfully tested a theoretical model of social embedding explaining the formation of refugee entrepreneurial intention. The developed theoretical model of social embedding comprises a set of background factors of refugee entrepreneurial intention, *i.e.* perceived access to opportunities, perceived access to mainstream social network, acceptance of mainstream social norms, social barriers, trust in the host country, commitment to place and social support. Also, the findings suggest a career embedding concept, which is defined in this thesis as a social phenomenon of getting embedded or re-embedded in the professional career in the host country. The results point out the differences between refugees and other categories of migrants, which lie in their willingness to take risk, mental health state and experiencing of social barriers. Regardless of the migration status the same mechanisms play out in the formation of entrepreneurial intention for both refugees and other categories of migrants in the host country.

Key words

refugee entrepreneurship, refugee entrepreneurial intention, determinants of entrepreneurial intention, mixed embeddedness, social embedding, career embedding, refugee migration status, mixed methods, Sweden

Title in Polish

Charakterystyka, Warunki i Zakres Przedsiębiorczości Uchodźców na przykładzie Szwecji

Abstract in Polish

Cel badawczy niniejszej rozprawy jest dwójaki. Po pierwsze, ma na celu zbadanie uwarunkowań intencji przedsiębiorczej uchodźców w kraju przyjmującym. Po drugie, ma na celu zbadanie wpływu statusu migracyjnego na kształtowanie się intencji przedsiębiorczej. Praca opiera się na teorii zakorzenienia mieszanego, ze szczególnym uwzględnieniem zakorzeniania społecznego i przyjmuje podejście oparte na metodzie mieszanej. Wnosi wkład w zasób wiedzy, który znajduje się na przecięciu badań poświęconych przedsiębiorczości uchodźców, przedsiębiorczości imigrantów i intencji przedsiębiorczej. Praca rozwija dalej teorię zakorzeniania społecznego przedstawiając jej konceptualizację oraz pokazując, jak jest ona istotna dla kształtowania intencji przedsiębiorczej zarówno dla uchodźców, jak i innych kategorii migrantów w kraju przyjmującym. W pracy zaproponowano i pomyślnie przetestowano teoretyczny model zakorzeniania społecznego wyjaśniający kształtowanie się przedsiębiorczej intencji uchodźców. Opracowany model teoretyczny zakorzeniania społecznego obejmuje zestaw czynników tła intencji przedsiębiorczej uchodźców, tj. postrzegany dostęp do możliwości, postrzegany dostęp do głównego nurtu sieci społecznej, akceptacja norm społecznych głównego nurtu, bariery społeczne, zaufanie do kraju przyjmującego, przywiązanie do miejsca i wsparcie społeczne. Wyniki wskazują również na koncepcję zakorzeniania kariery, którą w niniejszej rozprawie zdefiniowano jako społeczne zjawisko zakorzenienia się lub ponownego zakorzenienia w karierze zawodowej w kraju przyjmującym. Wyniki wskazują na różnice między uchodźcami a innymi kategoriami migrantów, które dotyczą chęci podejmowania ryzyka, stanu zdrowia psychicznego i odczuwania barier społecznych. Niezależnie od statusu migracyjnego te same mechanizmy działają w kształtowaniu intencji przedsiębiorczej zarówno w przypadku uchodźców jak i innych kategorii migrantów w kraju przyjmującym.

Key words in Polish

Przedsiębiorczość uchodźców, intencja przedsiębiorcza uchodźców, determinanty intencji przedsiębiorczej, mieszane zakorzenienie, społeczne zakorzenianie, zakorzenianie kariery, status uchodźcy, metody mieszane, Szwecja

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1. Introduction

1.1. Arriving at the Research Problem

The number of forcibly displaced people around the world has reached 84 mln people¹, which is equivalent to the population of Germany (UNHCR 2021). Forcibly displaced people include several categories of migrants, *i.e.* internally displaced migrants (IDPs), refugees and asylum-seekers. Out of 84 mln forcibly displaced people 48 mln are internally displaced persons (IDPs), individuals who were forced to leave their home as a result of persecution, conflict, generalized violence or human rights violations, but have yet remained within the borders of their home country (UNHCR 2021). 26.6 mln² people worldwide are refugees, individuals who were forced to flee their country of origin due to war or fear of persecution on the basis of race, religion, political views or belonging to a particular social group (UNHCR 2021). 4.4 mln people worldwide are asylum-seekers, which means that they not only have left their home country due to war or fear of persecution, but they have also applied for asylum in a foreign country (UNHCR 2021).

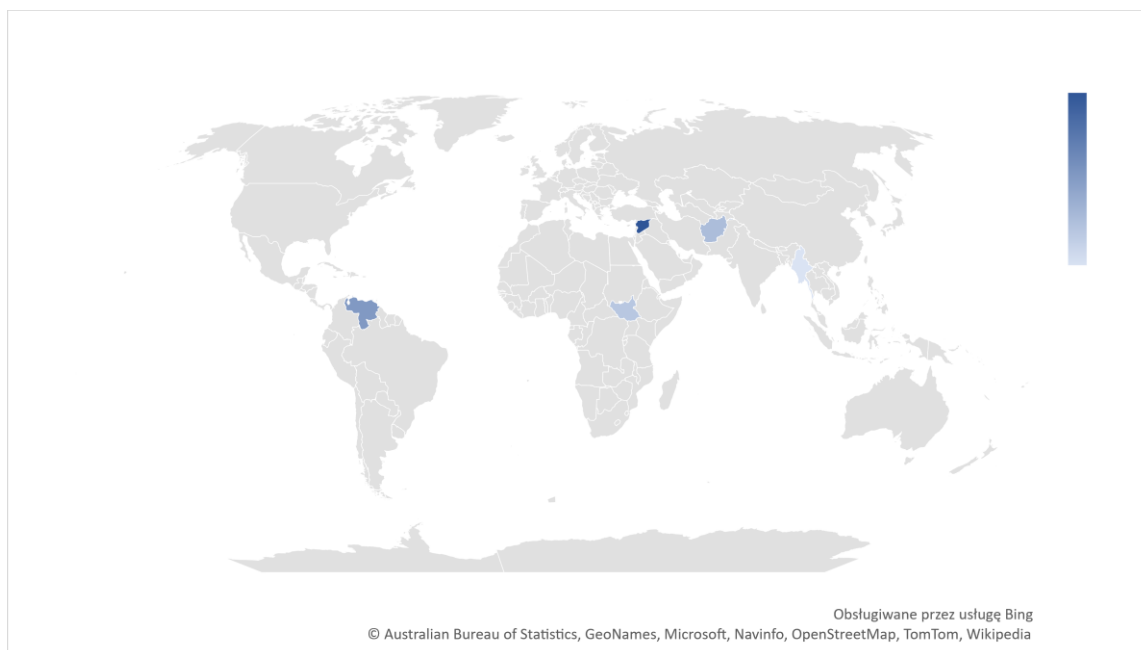
86% of refugees worldwide are hosted in the developing countries and 73% of refugees are hosted in the neighbouring countries (UNHCR 2021). The majority (68%) of all refugees come from only five countries, *i.e.* Syrian Arabic Republic (6.7 mln), Venezuela (4 mln)³, Afghanistan (2.6 mln), South Sudan (2.2 mln) and Myanmar (1.1 mln) (UNHCR 2021). Figure 1 shows five major refugee source countries in 2021, *i.e.* Syrian Arabic Republic, Venezuela, Afghanistan, South Sudan and Myanmar.

¹ All the research work conducted in this thesis has been done before the outbreak of war in Ukraine, which started on 24 February 2022, hence the presented statistics do not encompass the Ukrainian refugees. The growing number of refugees coming from Ukraine only highlight the relevance of the research dedicated to the refugee entrepreneurial intention done in this dissertation.

² Besides, there are 4.4 mln asylum-seekers, 5.7 mln Palestine refugees under UNRWA mandate and 3.9 mln Venezuelans displaced abroad excluding the Venezuelan refugees and asylum-seekers.

³ This number includes refugees, asylum-seekers and people displaced abroad from Venezuela.

Figure 1. Major refugee source countries in 2021 (in a decreasing order Syrian Arabic Republic, Venezuela, Afghanistan, South Sudan and Myanmar).

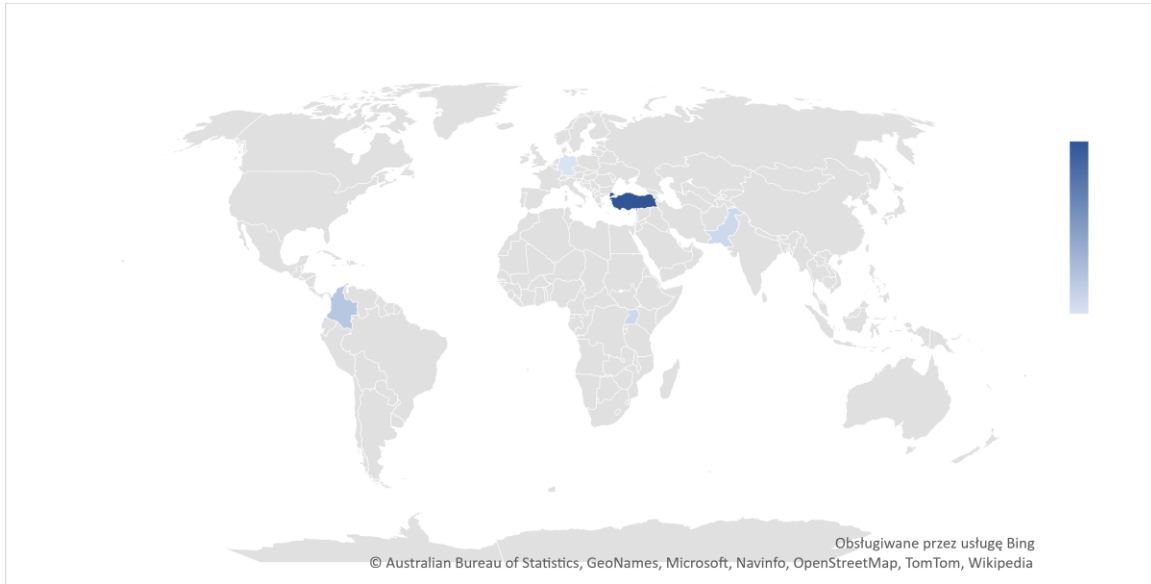


Source: Own elaboration based on UNHCR 2021.

The top four countries receiving the highest number of refugees are neighbouring countries to Syria, Venezuela, Afghanistan and South Sudan. In other words, Turkey, Colombia, Pakistan and Uganda are the top four refugee hosting countries, and Germany is the fifth country in terms of the highest number of hosted refugees worldwide⁴ (UNHCR 2021). Figure 2 presents five major refugee hosting countries in 2021, *i.e.* Turkey, Colombia, Pakistan, Uganda and Germany.

⁴ This list excludes Palestinian refugees under UNRWA's mandate. If Palestinian refugees under UNRWA's mandate were included, the list of top countries receiving refugees would be as follows: Turkey, Jordan, Colombia, Pakistan, Lebanon and Uganda (source: <https://www.amnesty.org/en/what-we-do/refugees-asylum-seekers-and-migrants/global-refugee-crisis-statistics-and-facts/> accessed on 26.01.2022).

Figure 2. Major refugee hosting countries in 2021 (in a decreasing order Turkey, Colombia, Pakistan, Uganda and Germany).



Source: Own elaboration based on UNHCR 2021.

Although this thesis is focused on the context of the European Union, Sweden in particular, it is of utmost importance to present first the global picture of refugee inflows. The statistics clearly reveal that refugee immigration has been a major challenge not in the European Union, but predominantly in the countries of the Global South. The Eurostat data from the end of 2020 point out that the total number of refugees in the European Union at the end of 2020 was 2 657 199, which constituted 0.6% of the total EU population, whereas for example only in Turkey there were 3 652 362 refugees, which constituted 4.4% of the Turkish population (Eurostat 2020).

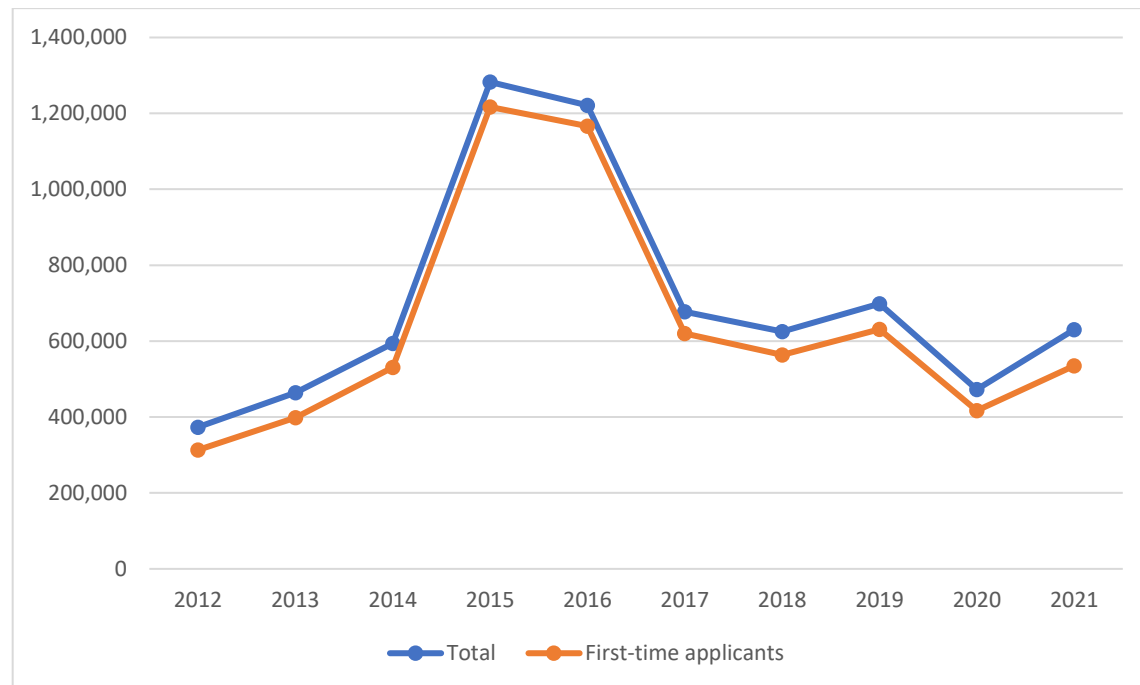
In consequence of the wars in the Middle East the EU Member States registered in 2015 in total 1 255 640 asylum applications (Eurostat 2022)⁵, whereas 162 877⁶ applications were

⁵ According to Pew Research Centre the total number of asylum applications in the EU in 2015 was 1 325 000, August, 2016, “Number of Refugees to Europe Surges to Record 1.3 Million in 2015”, <https://www.pewresearch.org/global/wp-content/uploads/sites/2/2016/08/Pew-Research-Center-Europe-Asylum-Report-FINAL-August-2-2016.pdf> accessed on 11 September 2021.

⁶ According to Eurostat there were 162 450 asylum applications in Sweden in 2015, “Asylum applicants by type of applicant, citizenship, age and sex - annual aggregated data (rounded) for 2015”,

submitted in 2015 only in Sweden (Migrationsverket 2015), country which that year received the second highest number of asylum applications *per capita* in the European Union (16.5 asylum requests per 1000 inhabitants⁷). For the sake of comparison, in Germany with the total number of 441 900 asylum applications received in 2015 this number was 5.4 asylum applications per 1000 inhabitants⁸. The unprecedented high number of asylum applications submitted in 2015 in the European Union, which is shown in Figure 3, and hence, the need to accommodate and incorporate so many newcomers into the EU labour market sparked scholarly interest in research on refugee entrepreneurship (Harima & Freudenberg, 2020; Heilbrunn et al., 2019; Sandberg et al., 2019).

Figure 3. Number of asylum applications submitted in the EU Member States between 2012 and 2021.



https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=migr_asyappctza&lang=en accessed on 27 September 2021.

⁷ Own calculation based on the number of asylum applications in 2015 in Sweden according to Migrationsverket (162 877) and the population size in 2015 in Sweden according to Statistics Sweden (9 851 017), https://www.statistikdatabasen.scb.se/pxweb/en/ssd/START_BE_BE0101_BE0101A/BefolkningR1860N/table/tableViewLayout1/ accessed on 27 November 2021. The first country with the highest number of asylum applications registered in 2015 was Hungary.

⁸ World Bank, Population of Germany in 2015 was 81 686 611, <https://data.worldbank.org/indicator/SP.POP.TOTL.FE.ZS?locations=DE> accessed on 1 February 2022.

Source: Own elaboration based on Eurostat 2021, “Asylum applicants by type of applicant, citizenship, age and sex - annual aggregated data (rounded) for 2012 to 2021, https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=migr_asyappctza&lang=en accessed on 27 September 2021.

There are four main reasons explaining the importance and the need to conduct studies within the refugee entrepreneurship research field. As Belgian academics put it, the refugee entrepreneurship in Europe “aims at killing two birds with one stone”, which means that entrepreneurship is a way to enhance the integration of newcomers and to strengthen the entrepreneurship in the host country (Wauters & Lambrecht, 2006, p. 509).

First of all, in the face of high numbers of newcomers, and thus difficulties they come across in finding a job, entrepreneurship provides a way to economic integration in the host country, in other words, starting a business activity may be a potential way for refugees to get out of unemployment (Kone et al., 2020; Zehra & Usmani, 2021). For refugees who do not speak the local language, are unfamiliar with the new context, whose diplomas are either not recognised or had been lost during a dangerous journey, or whose skills might not match the needs of the local labour market, it is a real challenge to secure a permanent job and become self-sufficient in the host country. Even though opening a business activity in the new host country is a really daunting task, some refugees, often traumatised, yet have entrepreneurial intentions.

Second, refugee entrepreneurship enhances the social integration of immigrants in the host country (Zehra & Usmani, 2021). By running their own companies in the host countries immigrants create their identity and develop social relations (Webster & Haandrikman, 2017). Although entrepreneurial intention does not always guarantee subsequent entrepreneurial activity, it is a reliable indicator of personal agency, which in turn enhances career adaptability and early integration processes (Obschonka, 2018). Entrepreneurial intention is a significant predictor of future entrepreneurial activity (Liñán & Fayolle, 2015; Obschonka et al., 2010). Entrepreneurial intention is argued to be particularly relevant for refugees who, forced to flee their home country due to war or fear of persecution, have to settle down in a completely new cultural, socioeconomic and institutional context

(Obschonka et al., 2018). Entrepreneurial intention is important not only for the self-reliance of newcomers, but for mirroring their agency and willingness to take risk (Obschonka, 2016, 2018). However, entrepreneurship especially in case of refugees may result in their de-skilling (van Riemsdijk & Axelsson, 2021).

Third, one may look at refugee entrepreneurship as a chance to contribute to economic development in the host country. Research indicates that running a business activity increases economic growth (Stuetzer et al., 2018).

The fourth reason explaining the need to conduct research within the refugee entrepreneurship area stems from the existing body of research on refugee entrepreneurship, which is considered to be an underdeveloped research field (Abebe, 2019; Heilbrunn & Iannone, 2020).

The literature review dedicated to refugee entrepreneurship conducted in this dissertation identified several research gaps of both theoretical and methodological nature. First of all, most of the concepts and theories used in refugee entrepreneurship research area come from the immigrant entrepreneurship field, however, they are applied to refugee studies in an inconsistent and chaotic way. For instance, many studies have no theoretical background at all (Alexandre et al., 2019; de Lange et al., 2020a; Gold, 1988; Kachkar, 2019; Lyon et al., 2007; Omeje & Mwangi, 2014), whereas others refer to several theoretical concepts at once without grounding them properly in the existing research literature (Heilbrunn, 2019; Sandberg et al., 2019; Wauters & Lambrecht, 2006). One of such examples is the social embeddedness theory, which has been used in the context of both immigrant and refugee entrepreneurship as a general conceptual framework, however, it still suffers from lack of detailed conceptualisation and operationalisation. This is why, in order to fill the identified research gap, this thesis based on the mixed embeddedness theoretical framework will focus on the theoretical dimension of social embeddedness in the context of refugee entrepreneurship studies.

The second research gap relates to the shortage of studies testing empirically the differences between refugees and other categories of immigrants in the context of entrepreneurship. Most of the articles dedicated to refugee entrepreneurship are based either on theoretical analyses

(Gold, 1988) or on study samples composed exclusively of refugees, which results in lack of credible comparative analysis identifying the differences between refugee and immigrant entrepreneurship (Harima, Haimour, et al., 2019; Heilbrunn, 2019; Kushnirovich et al., 2017; Sandberg et al., 2019). Therefore, to fill this research gap this thesis will use the quantitative analysis to compare refugees with other categories of immigrants across a set of identified dimensions relevant for refugee entrepreneurship.

Third, the majority of studies dedicated to refugee entrepreneurship adopt a qualitative approach, and only few studies use quantitative methods (Alexandre et al., 2019; Kachkar, 2019; Kushnirovich et al., 2017; Obschonka et al., 2018; Wauters & Lambrecht, 2006). There is one study analysing the determinants of refugee entrepreneurial intention with the use of mixed method research design (Wauters & Lambrecht, 2006). The refugee entrepreneurship field lacks comparative, quantitative and mixed method studies (Heilbrunn & Iannone, 2020). In consequence, a substantial part of findings within research on refugee entrepreneurship is not generalisable and is limited to a particular context of analysis. This is why, to fill this research gap this thesis will adopt a mixed method approach, which combines both quantitative and qualitative perspectives.

The above identified research gaps determined the choice of the research problem examined in this dissertation. **The research problem of this thesis is the analysis of the determinants of entrepreneurial intention of refugees hosted in Sweden since 2010s.** Entrepreneurial intention is understood as a general willingness to start a company in the host country. Refugees in this thesis are individuals who have applied for asylum (asylum-seekers or asylees) as well as those who have been already granted the refugee status in Sweden. Individuals holding refugee status include convention refugees (granted refuge on the basis of Geneva Convention), quota refugees (granted refuge based on the agreement with UNHCR) and others who have a residence permit on the basis of humanitarian, subsidiary or temporary protection.

This thesis will particularly focus on the newly arrived refugees who have arrived and have been hosted in Sweden since 2010s. Such a timeframe is dictated by the magnitude of forced

migration of non-EU nationals coming to the EU from culturally distant countries such as for example Syria. Within the period from 2012 to 2020 Syrians constituted the biggest group of asylum seekers in Sweden⁹. Importantly, this dissertation also uses the concept of *newly arrived immigrants*, which constitutes a broader category than the newly arrived refugees and encompasses both refugees and non-refugees. The latter relates to other categories of immigrants such as family reunion migrants, migrant workers and guest students. The term of *newly arrived immigrants* is used interchangeably with *newcomers*.

1.2. Research Goals and Adopted Methods

The research problem of this thesis is the analysis of the determinants of entrepreneurial intention of refugees hosted in Sweden since 2010s. The main research goal is two-fold. First, it aims to identify the conditions under which refugees are more likely to have entrepreneurial intention in the host country. In other words, the objective is to identify the crucial determinants of refugee entrepreneurial intention in the host country. The thesis will take into consideration both individual and contextual background determinants of refugee entrepreneurial intention. This is why, the first research question is:

1. What are the determinants of refugee entrepreneurial intention in the host country?

1a. What are the individual determinants of refugee entrepreneurial intention?

1b. What are the contextual background determinants of refugee entrepreneurial intention?

The second goal of the thesis is to understand the role the refugee migration status plays in the formation of entrepreneurial intention. After identifying the crucial determinants of refugee entrepreneurial intention in the host country the concrete goal is to examine the impact of refugee migration status on the formation of entrepreneurial intention. Therefore, the study aims to analyse the differences between refugees and other categories of immigrants across the identified dimensions. Thus, the second research question is:

⁹ Statistics Sweden, [www.scb.se](https://www.scb.se/en/finding-statistics/statistics-by-subject-area/population/population-composition/population-statistics/pong/tables-and-graphs/yearly-statistics--the-whole-country/asylum-seekers-2002-2020/), “Asylum seekers 2002-2020”, <https://www.scb.se/en/finding-statistics/statistics-by-subject-area/population/population-composition/population-statistics/pong/tables-and-graphs/yearly-statistics--the-whole-country/asylum-seekers-2002-2020/> accessed on 4 February 2022.

2. How does the refugee migration status impact the formation of entrepreneurial intention?

2a. What are the differences between refugee migration category and other migration categories across the identified determinants of entrepreneurial intention?

The thesis aims to fulfil four theoretical and two practical goals. When it comes to theoretical goals one of the main motivations is to push forward the mixed embeddedness theory (Kloosterman, 2006). The idea is to focus specifically on the dimension of social embeddedness within the mixed embeddedness theoretical framework in order to propose and test a theoretical model of social embedding explaining the formation of refugee entrepreneurial intention. The aim is to provide a detailed conceptualisation and operationalisation of the social embedding theory, which had been mostly used in the literature as a general theoretical framework.

The second theoretical goal is to contribute to the refugee entrepreneurship research field, which is an underdeveloped research area facing several theoretical and methodological challenges (for more details read Chapter 2) (Abebe, 2019; Heilbrunn & Iannone, 2020). Since most of the concepts and theories applied in the area of refugee entrepreneurship come from the immigrant entrepreneurship research, this thesis aims to create a theoretical model relevant specifically for refugee studies within entrepreneurship. Moreover, since most of the studies dedicated to refugee entrepreneurship use a qualitative approach (Heilbrunn & Iannone, 2020), the goal of the thesis is to expand this research field by using mixed methods. The biggest advantage of the mixed method research design is that the quantitative findings are generalisable to other contexts, whereas the qualitative analysis facilitates deeper understanding of the former.

Third, the thesis aims to contribute to refugee entrepreneurship research field by moving forward the theoretical analyses of differences between refugees and other categories of immigrants. In other words, this thesis will empirically test the differences between refugees and other categories of immigrants using the quantitative data. This aim has also a practical

dimension since the identification of differences between refugees and other categories of immigrants in light of entrepreneurship will facilitate the understanding how to enhance the formation of entrepreneurial intention specifically in case of refugees. These findings may be useful for the design of business accelerator support for immigrants in the host country.

Fourth, the goal of the dissertation is to test the already existing theories applied within the refugee entrepreneurship research such as importance of willingness to take risk, human capital and the opportunity entrepreneurship theory relevant for the formation of refugee entrepreneurial intention.

Last but not least, when it comes to practical goals the thesis aims to formulate a series of testable hypotheses applicable to future studies and contexts. It will also examine the research problem related to the determinants of refugee entrepreneurial intention in the context of Sweden.

The empirical analysis of the determinants of refugee entrepreneurial intention adopts a mixed method research design. In the mixed method approach the quantitative approach makes it possible to generalise findings to other contexts, whereas the qualitative approach facilitates further understanding of the obtained quantitative results and enhances the generation of new theoretical concepts (Dana & Dana, 2005; Suddaby et al., 2015). Moreover, both methods combined together complement one another and provide more reliable conclusions (Creswell, 2015).

The empirical analysis is based on three studies, two quantitative (Study One and Study Two) and one qualitative (Study Three). The two quantitative studies are based on the two secondary Swedish data sets *Invandrarindex - De nya svenskarnas röst! (Immigrant Index – The New Swedes' Voice)* collected in three regions of Sweden in 2017. The data sets used in this research project are built upon online surveys conducted in 2017 during *Språkintröduktion (Language Introduction)* and *Svenska för invandrare (Swedish for Immigrants, SFI)* classes. The first data set called *Invandrarindex Ungdomar 2017* is focused on immigrant youth (Study One), whereas the second data *Invandrarindex 2017* set provides

information about adult immigrants (Study Two). In order to learn more about the two data sets see sections 3.2.1 and 3.3.1.

The quantitative data are analysed with the use of the statistical software Statistical Package for the Social Sciences (SPSS). The adopted methods are logistic regression, multiple regression, t-tests and chi-square tests. The qualitative study is based upon the analysis of the material from 12 semi-structured interviews conducted in Sweden in 2019 and 2020 with eleven refugees and one migrant worker. The interviews were conducted as a pilot study; however, the outbreak of pandemic hindered the possibility to conduct further interviews.

1.3. Contributions

This thesis makes several contributions to refugee entrepreneurship, immigrant entrepreneurship and entrepreneurial intention research fields as well as to the body of knowledge placed at the intersection of these three strands of literature. The following section will concisely present four main theoretical and empirical contributions this thesis brings forward in the above-mentioned research fields.

First of all, the main contribution of this thesis is further development of the mixed embeddedness conceptual framework (Kloosterman et al., 1999) and its more consistent application to the research on refugee entrepreneurship (Bizri, 2017; Harima et al., 2021; Meister & Mauer, 2019; Wauters & Lambrecht, 2008). The dissertation unveils the mixed embeddedness theory to focus specifically on one of its dimensions, *i.e.* social embeddedness, which is hereby called *social embedding* to highlight the processual dimension of this phenomenon. The thesis has filled a research gap by providing a detailed conceptualisation and operationalisation of the social embedding theory, which so far had been mostly used in the literature as a general conceptual framework (Anderson & Jack, 2002). The thesis pushes the social embedding theory forward by depicting its conceptualisation and demonstrating how crucial it is for the formation of entrepreneurial intention for both refugees and non-refugees. The thesis has proposed and successfully tested a theoretical model of social embedding explaining the formation of refugee entrepreneurial intention. The developed theoretical model of social embedding covers the concepts of

perceived access to opportunities, perceived access to mainstream social network, acceptance of mainstream social norms, barriers preventing participation in social activities (social barriers), trust in the host country, commitment to place and social support.

Second, the dissertation introduces the concept of *career embedding*, which is defined in this thesis as a social phenomenon of getting embedded or re-embedded in the professional career in the host country. The career embedding relates particularly to individuals who are highly-skilled or aspire to complete higher education and plan to work in the specialised area of expertise in the host country organisation. Career embedding enables the individuals to learn the local know-how, gain professional experience, build a professional social network and build one's own trusted brand in the specific area of expertise in the host country. Usually the minimum pathway to career embedding is to master the host country language, complete formal education in the host country, and get employment in the area of expertise. The findings showed that career embedding is pointed out by refugees as one of the determinants of entrepreneurial intention in the host country.

Third, research conducted in this dissertation contributes to further development of the relatively new refugee entrepreneurship research area (Alexandre et al., 2019; Heilbrunn et al., 2019; Kachkar, 2019; Obschonka, 2018). The thesis contributes to the academic conversation about the differences between refugees and other categories of immigrants in the context of entrepreneurship (Gold, 1988, 1992; Heilbrunn, 2019; Wauters & Lambrecht, 2006, 2008). The findings show that the same correlational mechanisms guide the formation of entrepreneurial intention in case of both refugees and other categories of migrants. The identified differences between refugees and other categories of migrants lie in their willingness to take risk, mental health state and experiencing of social barriers. Additionally, findings suggest the need for further distinction between family reunion migrants who join refugees, migrant workers or native Swedes via marriage. The results also point out differences between recognised refugees and asylum-seekers, which make asylum-seekers lag behind in terms of their postponed social embedding process.

Fourth, apart from further development of mixed embeddedness and social embedding theories the results confirm other previously adopted theories in the field of immigrant and refugee entrepreneurship such as willingness to take risk (Cramer et al., 2002; Ekelund et al., 2005; Masclet et al., 2009; McCarthy, 2000; Wauters & Lambrecht, 2006), human capital (Luik et al., 2018; Ram et al., 2008; Tibajev, 2019; Unger et al., 2011; Vinogradov & Kolvereid, 2007) and the opportunity entrepreneurship theory (Sandberg et al., 2019).

Finally, the refugee entrepreneurship research field suffers from shortage of empirical, comparative, quantitative and mixed method studies dedicated to refugee entrepreneurship (Heilbrunn & Iannone, 2020). This dissertation fills the identified research gap by conducting an empirical, comparative and mixed method study shedding more light on the determinants of entrepreneurial intention in case of both refugees and non-refugees.

1.4. Thesis Outline

The dissertation consists of five main chapters, *i.e.* introduction, theoretical chapter with the literature review, empirical analysis, discussion and conclusions.

The introduction justifies the choice of the research problem briefly presenting the phenomena of forced migration and entrepreneurship. It identifies research gaps in the literature on refugee entrepreneurship, defines research goal of the thesis and presents research questions to be addressed in further chapters of the dissertation. The introduction briefly sums up the theoretical contributions and ends with this dissertation outline.

The theoretical part, chapter two, includes a detailed literature review dedicated to the determinants of the entrepreneurial intention relevant for both general population as well as immigrant population. The literature review sheds light on the intersection of entrepreneurial intention and refugee entrepreneurship research fields. The ultimate goal of the literature review is two-fold. First, the goal is to build a theoretical model explaining the formation of refugee entrepreneurial intention. Second, the aim is to formulate a series of testable hypotheses. The overview of the literature allows the development of the theoretical model of entrepreneurial intention with the focus on social embedding and willingness to take risk

based within the theoretical framework of mixed embeddedness. The theoretical section presents 23 hypotheses with the aim to test the proposed theoretical model. The literature review ends with a short section illustrating the context of Sweden as an empirical setting for the study of the determinants of refugee entrepreneurial intention.

The empirical analysis, chapter three, starts with the list of 23 hypotheses to be tested. Then, it justifies the choice of the mixed method research design and discusses its pros and cons. Essentially, the empirical analysis is composed of three studies, *i.e.* Study One, Study Two and Study Three. Studies One and Two are of quantitative nature, whereas Study Three is a qualitative one. Both quantitative studies are based on the two Swedish secondary data sets *Invandrarindex* collected in 2017 in Sweden. Both studies are presented according to the same pattern, *i.e.* presentation of the study sample, analytic strategy, descriptive statistics, analysis of missing values, results, general technical discussion and summary of the results. Study Three is based on the analysis of the series of 12 semi-structured interviews with eleven refugees and one migrant worker conducted in person and online in Uppsala and Stockholm mostly in 2019 (eleven interviews) and 2020 (one interview). The first two quantitative studies identify the relevant determinants of entrepreneurial intention and successfully test the proposed theoretical model illustrating the formation of entrepreneurial intention in case of refugees and non-refugees. The empirical model of refugee entrepreneurial intention built upon social embedding covers the concepts of perceived access to opportunities, perceived access to mainstream social network, acceptance of mainstream social norms, barriers preventing participation in social activities (social barriers), trust in the host country, commitment to place and social support. The qualitative study confirms the obtained quantitative results and enhances further understanding of the process in question, *i.e.* phenomena of social embedding and career embedding in case of refugees.

The discussion, chapter four, presents the findings obtained from three studies in reference to the broader context of the existing literature. The main purpose of chapter four is to explore the determinants of refugee entrepreneurial intention beginning with the individual determinants, going through the contextual determinants and finishing with the relevance of migration status for the formation of entrepreneurial intention. Importantly, the contextual

determinants highlight the role of social embedding, career embedding as well as contextual barriers to the formation of entrepreneurial intention. The chapter ends with the discussion about the rate of refugee entrepreneurial intention.

The thesis ends with the conclusions including the thesis' summary and reflecting upon the study limitations, policy implications and recommendations for future research. The main study limitations result from the use of the secondary data and low number of conducted interviews. The findings based on the Swedish data sets are highly context-dependent and may not have a high potential of generalisability for other countries. This is why, one of the first recommendations for future research is to test the series of hypotheses formulated in this thesis in other national contexts. It is recommended that the concept of social embedding should be treated as a two-sided process considering not only the perspective of the immigrant population, but also the one of the host society. If possible, future research should narrow down the general migratory categories of *refugees* and *non-refugees* to reflect more accurately the heterogeneity of the migratory groups. Future research would benefit from conducting longitudinal studies examining over time the nexus between entrepreneurial intention and entrepreneurial activity.

Last but not least, this thesis formulates several policy implications. It is crucial to provide both refugees and other categories of migrants with more opportunities to get embedded in the mainstream host society via either organisation of public events or increased role of business incubators in immigrant reception programs. The obtained research findings enhance the recommendation to enable refugees to enter the host labour market as fast as possible so they do not lose their agency while relying on the long-term state support (Färber & Köppen, 2020). Importantly, findings imply that there is no need to create separate business incubation or integration programs for immigrants depending on their legal refugee migration status, however, there is a need to organise more empowerment programs for immigrant women.

2. Entrepreneurial Intention of Refugees

This chapter provides an overview of the existing literature on three interrelated strands of research, *i.e.* entrepreneurial intention and its determinants, refugee entrepreneurship and determinants of refugee entrepreneurial intention. The chapter looks at the body of research through a refugee lens with the aim to propose a theoretical framework and prepare a solid ground for the empirical analysis of the determinants of refugee entrepreneurial intention.

The chapter consists of six sections. The first section presents broadly the concept of entrepreneurial intention and the most relevant research on the determinants of entrepreneurial intention bearing in mind that the central focus of the thesis will be the refugee group. The second section presents different conceptualisations of immigrants. The third section discusses the differences between refugees and other categories of immigrants in light of their entrepreneurial intention. Section number four sheds light on the emerging refugee entrepreneurship research field. The fifth section based on the literature review develops a theoretical model explaining the formation of the refugee entrepreneurial intention. The sixth section formulates a series of 23 detailed hypotheses to be tested in the empirical chapter number three. The last section of the chapter provides a brief overview of the Swedish context and Sweden based research on the determinants of entrepreneurial intention in case of both refugees and immigrants.

2.1. Entrepreneurial Intention and Its Determinants

Since entrepreneurship is an intentional behaviour scholars have been studying the concept of entrepreneurial intentions for over 30 years analysing the process of creating intention to start a business activity (Bird, 1998; Kautonen et al., 2015; Krueger et al., 2000). The findings from the literature review conducted in 2015 indicate that there are six main research paths within the entrepreneurial intention research focused on the core intention model, personal-level determinants of entrepreneurial intention, entrepreneurship education, context and institutions, entrepreneurial process, and new research areas (Liñán & Fayolle, 2015).

The core intention model refers to two main research perspectives in the field of entrepreneurial intention, which come from the field of psychology and from the entrepreneurship area. The former approach is based on Ajzen's theory of planned behaviour built upon the concept of self-efficacy introduced by Bandura (Ajzen et al., 2009; Bandura, 1982), and the latter relies upon the entrepreneurial event model (Shapero 1984; Shapero and Sokol 1982). According to the theory of planned behaviour the intention is preceded by three elements, *i.e.* attitude towards behaviour, subjective norms, and perceived behavioural control. It is a relevant theory for the entrepreneurial intention, which mediates the relationship between exogenous variables such as personal and social factors and the entrepreneurial action (or lack of it), whereas the theory of entrepreneurial event stipulates that entrepreneurial intentions depend on perceived desirability, propensity to act, and perceived feasibility (Krueger et al., 2000).

The majority of studies examining the entrepreneurial intention are based on the theory of planned behaviour (Liñán & Fayolle, 2015; Moriano et al., 2012). Many studies adopt the theory of planned behaviour together with other theoretical perspectives such as gender (Díaz-García & Jiménez-Moreno, 2010), social capital (Tatarko & Schmidt, 2015) or value theory (Schmidt et al., 2013). Other studies focus on the concept of entrepreneurial alertness (Neneh, 2019; Obschonka et al., 2017) and entrepreneurial self-efficacy (Newman et al., 2019) to explain the formation of entrepreneurial intention. Nonetheless, the theory of planned behaviour turns out to be insufficient when it comes to the assessment of the entrepreneurial intention of newly arrived refugees (Heilbrunn & Iannone, 2019).

There are various conceptualisations of the concept of entrepreneurial intention. One of the early definitions argues that intentionality is a “state of mind directing a person's attention (and therefore experience and action) toward a specific object (goal) or a path in order to achieve something (means)” (Bird, 1998, p. 442). Therefore, the establishment or development of a company means that the entrepreneurial intention took place (Bird, 1998). Intentionality manifests itself when individuals set up new ventures, however, it is much more difficult to capture the intention itself bearing in mind that the actual creation of a new

company is often unpredictable, because it depends on the emerged opportunity (Krueger et al., 2000).

Researchers have been facing the challenge how to measure the concept of entrepreneurial intention. Some of the operationalisations are based on a single question asking about the willingness to start a company, some of them rely on a series of questions asking about the steps already made to start a business activity (Arenius & Minniti, 2005), and some of them include the time limitation to start a company usually within the first two years (Schmidt et al., 2013; Tatarko & Schmidt, 2015). In the literature there is a term of ‘nascent entrepreneur’, which designates a person who has already undertaken some steps to start a company in the future (Arenius & Minniti, 2005).

Nevertheless, for some groups whose life is in transition, for example students or immigrants, it is not possible to declare the willingness to start a company within the concrete and short-term future timeframe. At the same time this inaptitude to indicate a specific future timeline does not mean that it is not worth studying their entrepreneurial intention. In such situations, scholars look at the entrepreneurial intention not as a concrete plan, but rather general aspiration to follow the entrepreneurial career (Rantanen et al., 2015). Such a general desire to become an entrepreneur is referred to in the literature as the entrepreneurial potential (Mawson & Kasem, 2019), entrepreneurial potential and willingness to engage in entrepreneurship activities (Kachkar, 2019), appetite for entrepreneurship (Alexandre et al., 2019; Wauters & Lambrecht, 2006) and entrepreneurial spirit (Alexandre et al., 2019). In fact, the general operationalisation of the entrepreneurial intention seems to be an appropriate match for the newly arrived immigrants who first need to settle down in a new socioeconomic, cultural and institutional context before they can take initial steps to enact their entrepreneurial intention.

Literature on immigrant entrepreneurship offers many explanations why some immigrants decide to create a business, and others do not. Since the main research goal of this dissertation is to examine the determinants of refugee entrepreneurial intention, the following literature review will focus on the most common and relevant theories from the perspective of the

newly arrived refugees in the host country. All the theoretical frameworks underlying the formation of entrepreneurial intention fall under either individual or contextual determinants, or the mix of both. Hence, the following sections will present the most common theoretical approaches explaining the formation of entrepreneurial intention at the individual, contextual and mixed level of analysis. The section on individual determinants will summarise the crucial information about human capital theory, personal motivation, entrepreneurial role model, and willingness to take risk. The section on contextual determinants will point out the most common theories explaining the immigrant entrepreneurial intention such as disadvantage theory, opportunity versus necessity entrepreneurship and the theory of embeddedness with the focus on social embeddedness.

The section on mixed determinants of entrepreneurial intention will shed light on the origin of mixed embeddedness theory, which will serve in this thesis as a theoretical basis for the study of determinants of refugee entrepreneurial intention. The concept of mixed embeddedness was originally coined to facilitate the understanding of the reality immigrant entrepreneurs operate in while running a business (Kloosterman et al., 1999). The authors of the concept see the emergence of immigrant entrepreneurship as a result of the interplay of changes at the socio-cultural, economic and institutional levels (Kloosterman et al., 1999). Although the concept of mixed embeddedness was not originally coined to examine the formation of immigrant entrepreneurial intention, it provides an accurate analytical framework to look at various overlapping daily realities of immigrants to observe how these realities shape the formation of immigrant entrepreneurial intention. Thus, the mixed embeddedness theory will be used as a general analytical frame to study the determinants of refugee entrepreneurial intention in the host country.

2.1.1. Individual Determinants

Human capital theory is one of the most common frameworks explaining the entrepreneurial intention (Luik et al., 2018; Ram et al., 2008; Tibajev, 2019; Unger et al., 2011; Vinogradov & Kolvereid, 2007). It underlines the importance of individual skills, knowledge and experience, thus mostly formal education and previous self-employment experience, which encourage people to engage in entrepreneurship (Davidsson & Honig, 2003). Previous

experience, not necessarily related to previous start-up experience, increases the individual's professional self-confidence motivating someone to open a company (Arenius & Minniti, 2005). Personal motivation is another complex antecedent of entrepreneurial intention covering various dimensions like for instance the most common factor, the desire of independence at work, which is universal for all entrepreneurs (Jones & Ram, 2007). Another theory in research on the determinants of entrepreneurial intention is entrepreneurial role model, which highlights the relevance of inspirational role models in one's social circle, mostly family (Bosma et al., 2012; Contín-Pilart & Larraza-Kintana, 2015; Krueger et al., 2000; Rajiman, 2001; C. K. Wang & Wong, 2004). Some researchers stress on the role of culture in understanding the antecedents of entrepreneurial intention, which argues that people with a cultural background predisposed to entrepreneurship are more likely to start a company abroad (Chand & Ghorbani, 2011; Frederking, 2004; Lechner et al., 2018; Li, 2001a; Morris & Schindehutte, 2005; Szkudlarek & Wu, 2018; Vinogradov & Kolvereid, 2007). One more common theory in research on the antecedents of entrepreneurial intention belongs to the field of psychology, and the most relevant concept for research on entrepreneurship is willingness to take risk (Cramer et al., 2002; Ekelund et al., 2005; Masclet et al., 2009; McCarthy, 2000).

Both entrepreneurs and immigrants have to take risk to start and run their own business or move to a foreign country. Willingness to take risk is one of the most relevant characteristics for the entrepreneurs (Ekelund et al., 2005; Hormiga & Bolívar-Cruz, 2014; McCarthy, 2000). Studies clearly show that entrepreneurs have a higher willingness to take risk than employees (Cramer et al., 2002). They also reveal that individuals with higher propensity to take risk are more likely to become self-employed (Caliendo et al., 2009; Masclet et al., 2009). However, this finding relates only to those who were employed before entering self-employment, and not those who were unemployed or inactive (Caliendo et al., 2009).

Since risk-taking propensity has been proven to be a relevant feature for entrepreneurs, it was posited that migratory experience might affect risk tolerance and shape the entrepreneurial attitude (Hormiga & Bolívar-Cruz, 2014). Although immigration is not a personal characteristic, it can immensely shape an individual situation, and influence the perception

of opportunities in the host country. In consequence, the immigrant status influences the risk evaluation and impacts the decision whether to pursue an entrepreneurial activity (Kushnirovich et al., 2017).

This is why, immigrants are considered to be a group of people much more likely to take risk in foreign country and open a new venture. Research points out that immigrants tend to engage in entrepreneurship proportionately much more often than the native population (Hormiga & Bolívar-Cruz, 2014). Studies confirm that immigrants perceive starting their own company as less risky than the native population does (Hormiga & Bolívar-Cruz, 2014). Nonetheless, some research built upon on the risk homeostasis theory points out that immigrants' willingness to take risk is lower than that of the native born population (Kushnirovich et al., 2017). The researchers explain that immigrants are less willing to take additional risk to open a company in the host country after already risking a lot once they took the decision to migrate (Kushnirovich et al., 2017). Other studies point out that willingness to take risk depends on a set of aspects such as personality characteristics, learning, exposure to difficult situation and business-related aspects (McCarthy, 2000) as well as age, education and gender (Batista & Umblijs, 2013).

The willingness to take risk is a challenging concept to measure, and it has been conceptualised and measured in different ways such as for example a two-fold concept of risk propensity and risk capacity understood correspondingly as the predisposition to take risks and the capacity dependent upon external factors (McCarthy, 2000). The willingness to take risk has been operationalised as the participation in the hypothetical lottery (Caliendo et al., 2009; Cramer et al., 2002). It is defined as harm avoidance used as a measure of risk aversion (Ekelund et al., 2005). The willingness to take risk can be conceptualised as readiness to change a workplace depending on the income (Ahn, 2010), fear of failure to start a company (Arenius & Minniti, 2005; Hormiga & Bolívar-Cruz, 2014) and evaluation of risky behaviour by entrepreneurs and non-entrepreneurs (Batista & Umblijs, 2013). Finally, willingness to take risk can be also conceptualised as taking financial, social, occupational and health risks as well as fast driving (Kushnirovich et al., 2017).

2.1.2. Contextual Determinants

In order to identify the antecedents of entrepreneurial intention, particularly in case of immigrants, it is not enough to only examine their personal determinants, but it is crucial to analyse the broader context they live in. The large body of existing literature points out the immigrants' overrepresentation in self-employment sector in the host countries (Andersson & Wadensjö, 2004b; Bizri, 2017; Dheer, 2018). One of the most common explanations is based on the disadvantage theory, called also discrimination theory, which argues that immigrants are more likely to start their own business to get out of unemployment or avoid lower wages (Aldrich & Waldinger, 1990; Johnson, 2000). Consequently, researchers introduced the concepts of opportunity and necessity entrepreneurship reflecting correspondingly the dynamic of pull and push factors (Reynolds et al., 2005). In other words, opportunity entrepreneurship takes place when individuals take advantage of the opportunity while still being employed in another company, whereas necessity entrepreneurship is a way to leave unemployment. Nonetheless, the above presented theories only point out the character of motivation to start a company, but do not really analyse what underlies the lack or existence of the opportunity structure, which affects the formation of entrepreneurial intention. Therefore, there is a substantial part of research which examines the determinants of entrepreneurial intention taking into consideration the embeddedness of individuals in the local context.

2.1.2.1. Embeddedness

The concept of embeddedness coined by Karl Polanyi in his book "Trade and Market in the Early Empires" (1957) was brought back to life by Mark Granovetter nearly 30 years later (Granovetter, 1985). One of the most famous quotes from Granovetter's article stipulates that: "Actors do not behave or decide as atoms outside a social context, nor do they adhere slavishly to a script written for them by the particular intersection of social categories that they happen to occupy. Their attempts at purposive action are instead embedded in concrete, ongoing systems of social relations" (Granovetter, 1985, p. 487). The scholar stresses on the fact that entrepreneurs do not act in a vacuum, so it is of utmost importance to take a broader context in which they operate into account. He distinguishes between relational and structural

embeddedness (Granovetter, 1985). The former concerns the network of economic relationships necessary to maintain to run a business, whereas the latter refers to the broader context in which these relationships take place.

Based on Granovetter's theoretical concept other scholars suggested the reconceptualisation of embeddedness. Zukin and DiMaggio propose to look at it from the cognitive, cultural, structural and political perspective (Zukin & DiMaggio, 1990). The concept of nested embeddedness introduced in the context of professorial entrepreneurship argues that "an individual is embedded in a nested structure of institutional layers, each of which may influence entrepreneurial behaviour" (Kenney & Goe, 2004, p. 692). Hess divides the concept into societal, network and territorial embeddedness referring correspondingly to cultural and political background, network of contacts, and attachment to particular place (Hess, 2004).

The concept of embeddedness states that the character, profundity and scope of individual's connections with the environment determine the business characteristics (Aldrich, H & Zimmer, 1986; Uzzi, 1997). In other words, embeddedness facilitates the comprehension of how the broader structural, political and socioeconomic system impact the entrepreneurial process (Karlsson & Dahlberg, 2003). It facilitates the understanding of how belonging to social network impacts the entrepreneurial undertakings and it helps to identify the opportunities as well as the practices used to distribute the resources (Portes & Sensenbrenner, 1993). This is because embeddedness brings forth common values such as trust and solidarity, which constitute the local belonging (Aldrich & Waldinger, 1990). Embeddedness enables learning of local norms of behaviour and raises awareness about moral obligations, benefits and responsibilities stemming from being part of a local social network (Anderson & Miller, 2003).

2.1.2.2. Social Embeddedness

Since the concept of embeddedness encompasses a wide range of factors, Jack and Anderson focus solely on social embeddedness and contend that an individual's stance in a social network conditions the knowledge and capital available for business development (Anderson & Jack, 2002). The embeddedness in the local environment, *i.e.* understanding of the local structure and its functioning, facilitates the perception and realisation of opportunities (Anderson & Jack, 2002). The researchers underline that social factors such as presence of family members in the area, children having friends, happiness about one's own life and social circle are crucial for individuals to consider the establishment of their own business (Anderson & Jack, 2002). In short, "embeddedness is a process of becoming part of the structure", which includes three elements *i.e.* comprehending the structure, performing and perpetuating the structure to create new ties, and supporting both the ties and the structure (Anderson & Jack, 2002, p. 483). Anderson and Jack argue that embeddedness is shaped by the networks, ties and relationships the entrepreneur has. In other words, social network lays out the mechanism for individuals to become embedded. In the literature one can also come across the concept of 'social support' defined as family and friends, and used in context of social embeddedness theory (Seyoum et al., 2021). Research confirms that social support is positively correlated with social entrepreneurial intention (Seyoum et al., 2021).

The concept of social embeddedness also emerges in the context of migration (Korinek et al., 2005; Lubbers et al., 2021). The embeddedness defined as a "variegated web of social ties, some of which link migrants to kin, co-villagers, and others with whom they are familiar and share a common background, and others of which link migrants to new, diverse, urban-based folks who share their new environment", was adopted in research to determine why migrants decide to stay or return to their home country (Korinek et al., 2005, p. 782). In this regard, the embeddedness covers four domains, *i.e.* household, workplace, neighbourhood and broader community (Korinek et al., 2005). Importantly, migrants might be embedded in these domains to a different extent, hence it is crucial to treat embeddedness as a complex multi-layered and dynamic concept (Ryan & Mulholland, 2015).

What matters is not just those social ties *per se* in different domains, but the value they carry, the social capital (Adler & Kwon, 2002; Gedajlovic et al., 2013; Payne et al., 2011). In fact, social capital was defined early on in the literature as the “sum of actual and potential resources embedded within, available through, and derived from the network of relationships possessed by individuals or social units” (Nahapiet & S, 1998, p. 243). In other words, social capital is embedded in the social network. Anderson and Jack argue that “local knowledge provided a key factor of profitability” and that embedding serves as a way to fill the structural gaps in the knowledge (Anderson & Jack, 2002, p. 469). Fundamentally, the academics highlight that “embedding is a two-way process of gaining credibility, knowledge and experience. Reciprocity provided the entrepreneurs with knowledge, contacts and resources, but this was only achieved when the locals knew the entrepreneurs.” (Anderson & Jack, 2002, p. 483).

One more value embedded in the social capital is trust, which has a particular significance for entrepreneurship since it reduces the transaction costs of business activities and allows the society to control malversation (Welter, 2012; Westlund & Bolton, 2003). The role of trust is to maintain the relationships within a network, which in turn enables individuals to perceive or create opportunities (Anderson & Jack, 2002) and get various kinds of support (Welter, 2012). Welter argues that trust should be seen as “the lubricant without which network activity would not be possible” (Welter, 2012, p. 197). Trust can be personal, collective and institutional, and the latter is more important for entrepreneurship since it relies upon the political, economic and legal systems, which in turn are regulated by the norms accepted and respected in the society (Welter, 2012; Welter & Smallbone, 2006). Institutional trust reflects the social respect for cultural and legal rules at the state and community level (Welter, 2012). In short, trust is a value embedded in the social network together with the social capital, which facilitates the perception and creation of opportunities. Social embeddedness enables individuals to benefit from local opportunity structures (Anderson & Jack, 2002; Wang & Altinay, 2012a). In other words, being embedded generates opportunities, but naturally it requires individual agency to take advantage of those opportunities (Anderson & Jack, 2002).

The concept of social embeddedness is very close to ‘emplacement’, which is defined as “the social processes through which a dispossessed individual builds or rebuilds networks of connection within the constraints and opportunities of a specific city” (Glick Schiller & Çağlar, 2016, p. 21). The scholars highlight the interplay of space, place and power within emplacement that are crucial for the establishment of the company. Many studies underline the role of place and engagement with place in the social embeddedness framework in the context of entrepreneurship (McKeever et al., 2015; Steyaert & Katz, 2004). McKeever uses the concept of ‘entrepreneurial embeddedness’ to draw attention to the place and community, which together lay ground for the potential entrepreneurial undertakings. In fact, he claims that context may be perceived as a resource itself by providing and constraining new opportunities (McKeever et al., 2015). The attachment to place constitutes an important element in choosing the business location. Research shows that individuals care much more about having a close family and friends’ circle than economic factors when choosing their business location (Dahl & Sorenson, 2009).

Ryan and Mulholland stress on the ‘materiality of place’, which manifests itself in various resources and opportunities specific for a particular local area where migrants live and work (Ryan & Mulholland, 2015). Depending on the social, economic and cultural context various places create different opportunities for immigrants. Robinson adopts a three-fold theoretical tool focusing on individuals, opportunities and sociocultural environment to study changes taking place at the local level (Robinson, 2010). The strong paradigm of local context and space emerges from the literature review dedicated to immigrant entrepreneurship in Nordic countries, in which rurality, landscape, neighbourhood and locality become an important unit of analysis (Webster & Kontkanen, 2021).

2.1.3. Mixed Embeddedness

Scholars moved beyond the analysis of either personal or contextual determinants, and saw the need to take several levels of analysis into account altogether. Therefore, the interactive model of ethnic business development (Waldinger et al., 1990) and later mixed embeddedness (Kloosterman et al., 1999; Kloosterman, 2003; Kloosterman & Rath, 2001) paved the way for more coherent examination of realities of immigrant businesses. The

interactive model of ethnic business development explains the creation of immigrant business focusing on “the interaction between the opportunity structure of the host society and the group characteristics and social structure of the immigrant community” (Waldinger et al., 1990, p. 47).

The concept of mixed embeddedness was coined to facilitate the analysis of the interplay of several spaces immigrant entrepreneurs operate in (Kloosterman et al., 1999). The authors of the concept argue that the focus on social embeddedness is not sufficient, hence it is necessary to combine it with economic, political and institutional embeddedness. In other words, they see the emergence of immigrant entrepreneurship as a result of the interplay of changes at the socio-cultural, economic and institutional levels (Kloosterman et al., 1999). The scholars stress on the crucial element of mixed embeddedness, which is the opportunity structure open to businesses with low entry barriers in terms of both financial and human capital. They show the magnitude of the institutional system, which encompasses welfare system, market organisation, rules and law enforcement, housing policy and various business-related organisations (Kloosterman et al., 1999). The opportunity structures should be studied at three levels of analysis, *i.e.* national, regional/urban, and neighbourhood level (Kloosterman & Rath, 2001).

With the intention to simplify the adoption of mixed embeddedness the academics divided it into the micro, meso and macro level, which correspond to individual resources, opportunity structure and institutional system (Kloosterman, 2010). Although this model was designed for immigrant entrepreneurship specifically, it is possible to use it for the analysis of start-ups in general (Kloosterman, 2010). The theory of mixed embeddedness has become one of the most popular theoretical frameworks to study the rise and development of immigrant businesses (Barrett et al., 2001; Baycan-Levent & Nijkamp, 2009; Brieger & Gielnik, 2021; Chreim et al., 2018; Dahles, 2013; Ley, 2006; Moyo, 2014; Price & Chacko, 2009; Ram et al., 2008, 2017; Sahin et al., 2009; Storti, 2014; Szkudlarek & Wu, 2018; Vershinina et al., 2011). The framework of mixed embeddedness has been also used in studies on refugee entrepreneurship (Bizri, 2017; Harima et al., 2021; Meister & Mauer, 2019; Wauters & Lambrecht, 2008), which will be discussed in detail in Section 2.4.

2.2. Variety of Refugee and Immigrant Categories

This section presents and discusses various categories of immigrants by looking at them from theoretical, legal and practical perspective. The aim is to explain the term *refugee* and show the heterogeneity within the refugee group. The section facilitates the understanding between refugees and other categories of migrants such as asylum-seekers, migrant workers and family reunion migrants. The ultimate goal of this section is to shed more light on various categories of migrants in order to explain the conceptualisation of refugee adopted in this dissertation.

As mentioned in the introduction, the number of forcibly displaced people around the world has reached 84 mln people, which is equivalent to the population of Germany (UNHCR 2021). Forcibly displaced people (displaced people) are individuals who were forced or obliged to leave their home due to “armed conflict, situations of generalised violence, violations of human rights or natural or human-made disasters” (Glossary on Migration No. 34, 2019, p. 55). Forcibly displaced people fall into three categories, *i.e.* internally displaced persons (IDPs), refugees and asylum-seekers. Out of 84 mln forcibly displaced people 48 mln are IDPs who constitute persons forced or obliged to leave their homes for the same reasons as displaced migrants, but have not left their home country (Glossary on Migration No. 34, 2019).

Within the displaced 26.6 mln¹⁰ individuals worldwide are refugees who were forced not only to leave their place of habitual residence, but country of origin due to war or fear of persecution on the basis of race, religion, political views or belonging to a particular social group (UNHCR 2021). According to the *1951 Convention Relating to the Status of Refugees*, the so called Refugee Convention, refugee is a person who has a “well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such

¹⁰ Besides, there are 4.4 mln asylum-seekers, 5.7 mln Palestine refugees under UNRWA mandate and 3.9 mln Venezuelans displaced abroad excluding the Venezuelan refugees and asylum-seekers.

events, is unable or, owing to such fear, is unwilling to return to it” (1951 Convention Relating to the Status of Refugees). Convention refugees are those refugees who arrive in the host country on their own and based on Geneva Convention are granted refugee status in the host country.

All the individuals who leave their country of origin because of war or fear of persecution are refugees *de facto*. Nonetheless, legally speaking, once they arrive in the host country and apply for asylum, they become only asylum-seekers. The moment they are granted asylum, they become refugees *de iure*. It means that asylum-seekers and refugees *de iure* may have different rights in the host country and different perspective of stay. Convention refugees are those who arrive in the host country on their own because they are stateless or due to fear of persecution, whereas quota refugees, also called resettled refugees or UNHCR refugees, do not come to the host state on their own, but they are sent from the refugee camp on the basis of the agreement with the United Nations High Commissioner for Refugees (UNHCR) (Bevelander, 2011b).

Legally speaking, once refugees arrive in the host country and submit the asylum application, they become asylum-seekers, also called asylees, which is the last category within the forcibly displaced constituting 4.4 mln people worldwide. Refugees become asylum-seekers from the moment they apply for asylum in a host country signatory to the Geneva Convention, which entails legal consequences regulating many aspects of their stay in a country of arrival such as work permit, job training opportunities, economic status as well as their mobility. Asylum-seekers have not only left their home country due to war or fear of persecution, but they have applied for asylum in a foreign country (UNHCR 2021).

As shown above, the refugee category itself is heterogenous in terms of the flight’s reason, state of asylum procedure and form of legal protection. The legal status, which entails other consequences for refugee rights in the host country, is one of the most important differentiating factors between refugees and other categories of immigrants. There are four legal forms of protection for refugees, *i.e.* Beneficiary of International Protection, Subsidiary Protection Status, Person under Temporary Protection and Person under Humanitarian Protection. Beneficiary of International Protection is an individual who has been granted

either refugee status or subsidiary protection status. Person under Temporary Protection is an individual who cannot benefit from protection under 1951 Convention relating to the Status of Refugees, but comes from the situation of conflict, generalised violence, disasters or other humanitarian crises and requires protection of a temporary nature, without prior individual status determination (Glossary on Migration No. 34, 2019). In such a situation states on the basis of legal arrangements offer temporary protection with no need to determine the individual's status (Glossary on Migration No. 34, 2019). Humanitarian Protection can be offered to a person or a group on the basis of "humanitarian or compassionate grounds" (Glossary on Migration No. 34, 2019).

A distinct category from forced migrants are, broadly speaking, migrant workers and family reunion migrants. Migrant workers are individuals who will work, work or have legally worked in a country other than the country where they are a national according to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3, Art. 2(1) (Glossary on Migration No. 34, 2019). The term migrant worker is preferred over the non-legal term economic migrant, because the categorisation of immigrants on the basis of a single reason for migration is too simplistic in the context of various migratory motivations difficult to separate from one another (Glossary on Migration No. 34, 2019). This is why, literature offers another non-legal term mixed migrant relating to an individual who left own's own home country due to mixed motivation stemming from both forced and voluntary migration (Hear, 1998; Mozetič, 2018).

Family reunion migrants, also called 'members of the family' or 'dependants', encompass family members who join either refugees or migrant workers living in the host country. According to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted 18 December 1990, entered into force 1 July 2003) 2220 UNTS 3, Art. 4., migrant workers are "persons married to a migrant or a national, or having with them a relationship that, according to applicable law, produces effects equivalent to marriage, as well as their dependent children or other dependent persons who are recognized as members of the family by applicable legislation or applicable bilateral

or multilateral agreements between the States concerned, including when they are not nationals of the State” (Glossary on Migration No. 34, 2019, p. 131).

In this thesis the category of refugees encompasses convention refugees, asylum-seekers, individuals granted refugee status, individuals granted residence permits for humanitarian, subsidiary or temporary protection and quota refugees. Other categories of migrants, also referred to as non-refugees in this thesis, encompass family reunion migrants, migrant workers and guest students.

2.3. Refugees Versus Other Immigrants in Light of Entrepreneurial Intention

This section presents differences between refugees and other categories of immigrants relevant for the formation of their entrepreneurial intention in the host country. First, it briefly presents the existing analyses in this regard. Second, based on the literature review the section points out 13 differences between refugees and other categories of immigrants relevant for the formation of refugee entrepreneurial intention.

The differences between refugees and other categories of immigrants have impact on their entrepreneurial potential in the host country (Gold, 1988; Wauters & Lambrecht, 2006). One of the first scholars to indicate the differences between refugees and migrant workers relevant for starting a business was Gold whose analysis was guided by an overarching assumption that refugees are involuntary migrants, whereas “economic immigrants” represent voluntary migrants (Gold, 1988). The scholar explicitly indicates six differences between refugees and other economic immigrants, however, the detailed review of his observations points out in total eight differences, *i.e.* age of particular migratory group; due to involuntary character of refugee migration higher likelihood of mismatch between the refugees’ skills and the demand of the host country labour market; lower predictability and lack of control over refugee immigration, which results in the creation of weaker refugee social networks; less opportunity to prepare for migration in case of refugees; higher likelihood of trauma in case of refugees; higher chance of bringing capital to the host country by voluntary migrants; opportunity to maintain transnational business links with the country of origin in case of

immigrants; and bigger access to state provided support like job trainings or language classes in case of refugees (Gold, 1988).

The differences between refugees and migrant workers identified by Gold were recalled 17 years later by Belgian scholars who point out six differences distinguishing refugees from “economic migrants” in the context of starting a business activity, *i.e.* weaker social network, lack of possibility to return to home country and benefit from the connection with homeland, high likelihood of trauma, smaller chance to prepare for life in the new country, no opportunity to bring valuable goods from home country, mismatch between the refugees’ skills and demand of the host country labour market (Wauters & Lambrecht, 2006). Overall, the differences between refugees and other categories of immigrants indicate that refugees face more problems than other immigrants when it comes to developing their entrepreneurial potential (Wauters & Lambrecht, 2006).

The above presented comparative analysis outlined by Wauters and Lambrecht was criticised for overgeneralisation and not taking into account the heterogeneity of the refugee group (Heilbrunn & Iannone, 2019). Research indeed shows the heterogeneity within the refugee group (Johnson, 2000; Mamgain & Collins, 2003), but despite this internal variety it is possible to identify significant differences distinguishing refugees from other categories of migrants in light of the formation of their entrepreneurial intention.

Based on the literature review this section points out 13 differences between refugees and other categories of immigrants relevant for the formation of refugee entrepreneurial intention, *i.e.* involuntary migration, no possibility to prepare for a new life in the host country, different legal status, limited mobility in the host country, higher access to state support, slower labour market integration, higher uncertainty about the future, weaker social network in the host country, limited connection with the home country, higher likelihood of mental health problems, higher chance of mismatch between skills and labour market demand, context dependent trait of the particular migration wave and immigration period. Below each dimension distinguishing refugees from other categories of migrants is discussed in detail.

Involuntary Character of Migration

The most basic difference between refugees and other categories of migrants relates to the character of migration, in other words, their motivation to migrate. Refugees are forced to flee their home country due to war or fear of persecution, whereas economic migrants leave their home country on a voluntary basis with the aim to improve their life status (Gold, 1988). Cohon recalls the expression formulated by Kunz (1973) stipulating that refugees are “pushed out of” and immigrants are “pulled away from” their country of origin (Cohon, 1981, p. 256). Nonetheless, the researcher underlines that such a clear-cut distinction may exclude many migrant workers who did not migrate on an entirely voluntary basis, but in fact were forced to migrate due to external circumstances (Cohon, 1981; Mamgain & Collins, 2003).

No Possibility to Prepare for New Life in the Host Country

Since refugees are forced to flee, they do not have opportunity to enact any long-term preparation plan, which would include learning a new language or collecting start-up capital to open a business in the host country (Gold, 1988; Wauters & Lambrecht, 2006). Most of the time they have no possibility to bring with them valuable goods or diplomas (Wauters & Lambrecht, 2006).

Legal Status

The legal status, which entails many other consequences for refugee rights in the host country is one of the most important differentiating factors between refugees and other categories of immigrants. In the host countries signatories to the 1951 Geneva Convention refugees have a different legal status from other categories of migrants who are dependent on visa regime. The refugee status entails legal consequences regulating many aspects of stay in a country of arrival such as mobility, access to state support, labour market integration and stability and length of their future stay in the host country. All these differences are discussed one by one in the text below.

Limited Mobility in the Host Country

Refugees have limited mobility in comparison to economic migrants. To some extent refugees may have influence over the country of destination (Ruiz & Vargas-Silva, 2017); however, once they settle down in the host country and apply for asylum, their mobility may be officially limited to the borders of an administrative unit. On one hand, providing asylum-seekers with accommodation, healthcare, social security and education is a substantial burden for municipalities' budget. Hence, the limited mobility of asylum-seekers seems to be a reasonable solution for municipalities, which invest resources in the integration of recent refugees (Godøy, 2017).

On other hand, research shows that limited mobility of refugees who live in economically poorer labour areas may have a negative impact on their remuneration even years later (Godøy, 2017). Future research should examine to what extent these findings are generalizable on the wider refugee and immigrant population (Godøy, 2017). Research conducted on the unaccompanied refugee minors in the context of Sweden shows that the residents of Stockholm County have a higher employment rate than other residents (Çelikaksoy & Wadensjö, 2015).

Higher Access to State Support

State support is very context dependent, however, in general refugees ought to receive certain financial support from the host state. Depending on the host country, refugees may be entitled to benefit from monthly allowances, free language classes or job-related tutoring. Once again, the scope of such a support varies from country to country, but refugees tend to be more privileged in this regard than other categories of immigrants. Gold highlights that refugees are entitled to state benefits which are usually not available for migrant workers (Gold, 1988, 1992). However, he notices that financial state aid may bring the undesirable effect by discouraging refugees from being self-reliant (Gold, 1988).

Slower Labour Market Integration

One of the priorities for the newly arrived refugees is to find employment to be self-sufficient. Legally speaking, Article 17 of the Refugee Convention stipulates that the right to work is a human right, and thus should be granted to legally recognised refugees. Nevertheless, refugees face several obstacles when trying to enter the host labour market. First, they often cannot bring with them or lose their diplomas during a dangerous journey from their home country to the host country. Second, even if they manage to bring their certificates, they often face difficulties with the recognition of the documents coming from their home country. Third, there might be a mismatch between refugees' skills and the need of the host country economy (Roth et al., 2012; Wauters & Lambrecht, 2006).

Refugees on average enter the labour market much later than other categories of migrants due to the lengthy asylum procedure. The concrete laws and time period regulating the possibility to get (self)-employed varies from country to country even within the EU. However, the general tendency shows that newly arrived refugees or family reunion migrants are forced to wait for several months or longer for a permission to work, which entails negative consequences related to future job endeavours, wages and promotion prospects of newcomers (Bakker et al., 2017). Also, refugees suffer more often from unemployment, lack of stable employment and low wages in the host country (Ortensi & Ambrosetti, 2021).

Indeed, studies pinpoint that as a result of lengthy asylum procedure, and thus longer inactivity period refugees have a weaker starting point on their professional path than economic migrants (Bakker et al., 2017). Scholars coined this phenomenon a 'refugee entry effect' or 'refugee gap' highlighting the disadvantaged position of refugees in the labour market in comparison to other categories of immigrants (Bakker et al., 2017; Dustmann et al., 2017). The analyses from the EU and the Netherlands reveal that only after 15 to 20 years the 'refugee entry effect' disappears or decreases significantly in reference to immigrants (Bakker et al., 2017; Dustmann et al., 2017). However, a study from the United Kingdom suggest a less gloomy picture of the labour market integration of refugees. It demonstrates that 8 and 15 months after obtaining the positive decision refugees are at a disadvantage on

the local labour market in comparison to immigrants, whereas after 21 months their job situation improves and is quite similar to the one of other recently arrived immigrants (Ruiz & Vargas-Silva, 2017).

Higher Uncertainty about the Future

Research shows that refugees have a strong sense of uncertainty if they have a temporary residence permit in the host country (Heilbrunn, 2019; Lyon et al., 2007). The high level of uncertainty about the future discourages them from significant and long-term investment in business activity in the host country (Lyon et al., 2007). Besides, the stability of refugees is affected when their family members cannot join them in the host country (Lyon et al., 2007).

Weaker Social Network in the Host Country

Contrary to migrant workers who benefit from long-term chain migration refugees have a much weaker social network in the host country especially in the context of the Western hemisphere (Gold, 1988; Wauters & Lambrecht, 2006). In consequence, refugees have a much smaller capacity to set up strong and formal self-help networks (Gold, 1992). Nevertheless, in other contexts such as for example in Pakistan strong migration networks and presence of many family members constitute for refugees a solid support in opening and running businesses (Zehra & Usmani, 2021).

Limited Connection with Home Country

After the flight refugees are likely to lose their social status and social network in the home country (Atasü-Topcuoğlu, 2019). Refugees usually have no possibility to return to their home country, so they cannot take advantage of transnational links in order to develop their business activity or obtain capital (Gold, 1988; Wauters & Lambrecht, 2006). Indeed, research conducted in the context of Canada confirms that the presence of refugees have the lowest impact on the host country's bilateral trade, whereas the presence of migrant workers contributes visibly to the growth of foreign trade, with the family migrants being somewhere

in between (Head & Ries, 1998). However, research done on refugees who arrived in Sweden in 1970s and 2000s shows that strong transnational connections and relevance of links with their countries of origin constituted crucial factors for refugee entrepreneurs in establishing their businesses in the host country (Sandberg et al., 2019). Thus, political situation in the country of origin, characteristics of the immigration wave and length of stay in the host country create a broader context, which either facilitates or not the connection with the country of origin.

Higher Likelihood of Mental Health Problems

Since refugees fled their country of origin due to war or fear of persecution, they are more likely than migrant workers to have mental health problems and suffer from psychological trauma (Cohon, 1981; Gold, 1988, 1992; Wauters & Lambrecht, 2006). The higher risk of trauma may hinder refugees' self-sufficiency or self-employment in the host country (Wauters & Lambrecht, 2006). In addition, tensions going on back in the home country often continue to play out in the country of asylum (Wauters & Lambrecht, 2008).

Higher Chance of Mismatch between Skills and Labour Market Demand

Since refugees are involuntary migrants, so they would not leave their country of origin unless they are forced to, there is a high chance that their skillset and knowledge will not correspond with the needs of the host country's labour market (Gold, 1988; Wauters & Lambrecht, 2006). In other words, refugees may come across serious barriers to find employment in the host country or start a business activity, which would respond to the needs of the local host population.

Context Dependent Demographic Trait of the Particular Migration Wave

Some researchers point out a demographic trait dependent upon the context of the particular migration such as for example country of origin and its socioeconomic context, type of conflict causing the refugee flight, predominant social class, age, gender and educational

background of refugees as well as the volume of migration in the host country (Desai et al., 2021; Gold, 1988; Li, 2001; Lyon et al., 2007; Miyares, 1998). For instance, Gold shows that Jewish refugees coming from the Soviet Union were on average much older than economic migrants, whereas Vietnamese refugees were one of the youngest immigration cohorts in the US since 1975 (Gold, 1988). Another study from Canada shows that various features characteristic for particular immigrant entry cohorts have impact on their entrepreneurial potential (Li, 2001). Therefore, business support needs to recognise differences between refugees in terms of different countries of origin and type of conflict that is generating new waves of refugees, as well as social class, gender, levels of education and qualifications, age, and, above all, previous business or job experience (Lyon et al., 2007).

Immigration Period

Last but not least, the immigration period is an important differentiating factor between refugees and other categories of migrants. Migrant workers arrive in periods of high labour demand, in other words, good economic times, whereas refugees come in all types of period even during economic slowdown.

To sum up, research implies that refugees have a disadvantageous position in comparison to other categories of migrants, migrant workers in particular, when it comes to developing their entrepreneurial intention (Gold, 1988; Heilbrunn, 2019; Wauters & Lambrecht, 2006). The list of characteristics distinguishing refugees from other categories of immigrants is shown in Table 1. One should bear in mind that the presented comparison is also based on the assumption that refugees are involuntary migrants, whereas migrant workers move to another country on a voluntary basis. Nonetheless, it is not always the case and the line between voluntary and involuntary migration might be blurred, which explains why in the literature there is a concept of *mixed migrants* who leave their home country due to mixed motivation stemming from both forced and voluntary migration (Hear, 1998; Mozetič, 2018).

Table 1. Main characteristics distinguishing refugees from migrant workers in light of the formation of entrepreneurial intention in the host country.

Refugees	Migrant workers
Involuntary character of migration	Voluntary character of migration
No possibility to prepare for new life in the host country	Possibility to prepare for new life in the host country
Different legal status	Different legal status
Limited mobility in the host country	Not limited mobility in the host country
Bigger access to state support	Smaller access to state support
Slower labour market integration	Faster labour market integration
Higher uncertainty about the future	Lower uncertainty about the future
Weak social network in the host country	Strong social network in the host country
Limited connection with the home country	Possible strong connection with the home country
High likelihood of mental health problems	Low likelihood of mental health problems
High chance of mismatch between the refugees' skills and the labour market demand in the host country	Lower chance of mismatch between the refugees' skills and the labour market demand in the host country
Context dependent demographic trait of the particular migration wave (e.g. country of origin and its socioeconomic context, type of conflict causing the refugee flight, predominant social class, age, gender and educational background of as well as the volume of migration in the host country)	Context dependent demographic trait of the particular migration wave (e.g. country of origin and its socioeconomic context, predominant social class, age, gender and educational background as well as the volume of migration in the host country)
Period of refugee immigration (anytime regardless of the economic situation and labour market capacity of the host country)	Period of immigration (dependent upon the economic situation and labour market capacity of the host country)

Source: Own elaboration based on the literature review.

2.4. Refugee Entrepreneurship

The analysis of the literature identified three broad research themes within the refugee entrepreneurship area, *i.e.* impact of refugee entrepreneurship on the host country, strategies of refugee entrepreneurship and determinants of refugee entrepreneurship. The latter is the broadest research area within refugee entrepreneurship dedicated to the analysis of the determinants of refugee entrepreneurial intention from the perspective of individual, contextual and mixed determinants with the focus on positive and negative determinants referred to as enablers and barriers. The two following sections will discuss correspondingly the impact and strategies of refugee entrepreneurship, and the determinants of refugee entrepreneurship.

2.4.1. Impact and Strategies of Refugee Entrepreneurship

One of the early articles discusses the impact of the Jewish refugee companies on the Dutch economy in the 1930s during the recession, and concludes that due to new competition it increased the level of antisemitism in the Netherlands (Moore, 1990). Interestingly, a more recent study examining the influence of Syrian refugees on the Turkish labour market shows that its influence has been limited (Ceritoglu et al., 2017). Other papers look at the impact of refugee entrepreneurship from the perspective of refugee camp economies, which do not encourage refugee entrepreneurship due to various limiting state policies and humanitarian aid (Werker, 2007). Academics point out that refugee camps may provide an opportunity to increase economic development of the host state (Beehner, 2015; Harb et al., 2018). For instance, research indicates how the introduction of special economic zones in refugee camps may affect positively the host state economy (Moberg et al., 2018).

There are few articles focusing on the survival strategies and success factors of refugee entrepreneurs in different time periods and different geographical contexts. One of the early analyses discusses the relevance of international support for businesses set up by Salvadorian refugees in Costa Rica in the 1980s (Basok, 1989). Research points out governmental concessions, which played an important role in the development of the bicycle industry initiated by Pakistani refugees in India (Singh, 1994). Also, the federal financial support, availability of loans and entrepreneurial training enabled refugees from former Soviet Republics to take advantage of their human capital and open small businesses in the United States (Miyares, 1998). Another study examining the strategies employed by former refugee entrepreneurs who fled from Bosnia and Herzegovina and Croatia to Serbia in the 1990s shows that they got social support from family and other refugees and later they took advantage of market opportunities, availability to a broader market and transnational trade (Predojevic-Despic & Lukic, 2018).

Other studies examining the strategies employed by refugees highlight the role of business cooperation between refugees and members of the local population, and high potential of such social enterprises, which become more credible for both refugees and the hosting community (Harima & Freudenberg, 2020). Incubation of refugee entrepreneurs is also an emerging topic in the context of refugees coming from the developing countries to the

Western hemisphere (Harima, Freudenberg, et al., 2019; Meister & Mauer, 2019). Research indicates that refugee business accelerators may empower refugees, and they differ from traditional incubators in five aspects, *i.e.* provision of the coherent business know-how, support in dealing with institutional barriers, guidance throughout the incubation process and motivational support, access to the host country's social capital, and help with non-business related matters (Harima, Freudenberg, et al., 2019). Research indicates that refugee start-ups are characterised by a "'one-way-ahead' attitude, a 'pseudo-family' business perception, and collective bootstrapping capacity", which in combination with various dimensions of social capital contribute to the successful performance of refugee business venture (Bizri, 2017, p. 863). Furthermore, the study adopts a mixed embeddedness framework to show how refugees can benefit from social capital at different levels of embeddedness in the host country (Bizri, 2017). Another study built upon the mixed embeddedness framework also points out how participation in business accelerator programs enhances the embeddedness of refugee entrepreneurs in the new host country (Meister & Mauer, 2019).

2.4.2. Determinants of Refugee Entrepreneurial Intention

This section discusses the determinants of refugee entrepreneurship, which are usually simultaneously presented from the perspective of both positive and negative determinants. In other words, papers point out both enablers and obstacles to refugee entrepreneurial intention. The studies refer to individual, contextual and mixed factors, which affect the formation of refugee entrepreneurial intention.

The analysis of the literature review indicates that previous self-employment, so the experience of running one's own business in the past, is the most common antecedent to entrepreneurial intention in case of refugees (Alexandre et al., 2019; Nijhoff, 2021). The study conducted on Syrian refugees in Lebanon shows that more than 50% of the examined interviewees have already run their own business in the past, and they would like to work in the same sector they had worked for before the refuge (Alexandre et al., 2019). The study conducted in the Netherlands shows that refugees would like to open their own company and they already have had business experience from their own home country (Nijhoff, 2021). Another common determinant of entrepreneurial intention is a financial factor, so simply the urge to make more money (Alexandre et al., 2019). Willingness to be self-reliant and

reluctance to be dependent upon the state support also play a role in determining refugees' entrepreneurial intention (Hartmann & Schilling, 2019).

Findings from the Swedish context show that starting a company by refugees is opportunity-driven rather than the result of necessity, which is often the case among migrant workers (Sandberg et al., 2019). One of the indicators proving that refugee entrepreneurship is opportunity-driven is that the interviewees started their companies after a certain period of time when they spotted an opportunity and felt ready to set up a company in the host country (Sandberg et al., 2019). In the study of refugees who arrived in Sweden in 1970s and 2000s the crucial factors for refugee entrepreneurs in establishing their businesses were strong transnational connections and relevance of links with their countries of origin (Sandberg et al., 2019). Besides, the interviewed refugee entrepreneurs mentioned the knowledge of Swedish language and Swedish legislation as significant factors in starting their own companies in the host countries (Sandberg et al., 2019). The study conducted on Syrian refugees in Lebanon points out the enablers of entrepreneurial intention related to the similar cultural background Syrian refugees share with the Lebanese society, *i.e.* Arabic language and cuisine. Even the fact of sharing the same language and cuisine constitutes an important factor in facilitating the integration and creation of social network in the host society (Alexandre et al., 2019).

Several studies examine and discuss the barriers refugees face when they consider starting a business in the host country (Ayadurai, 1998; Heilbrunn, 2019; Lyon et al., 2007; Omeje & Mwangi, 2014; Wauters & Lambrecht, 2008). Ayadurai points out the lack of start-up capital and the difficulty in promoting products or services as major obstacles mentioned by refugees (Ayadurai, 1998). Other problems include miscommunication, need to learn the local language and gain the necessary technical knowledge, lack of proper legal permissions to run a business and the undefined legal status in case of refugees not recognised by the host state (Ayadurai, 1998). Lyon points out the lack of financial capital, problems with opening a bank account and uncertainty about the future stay in the host country (Lyon et al., 2007). Refugees usually struggle to move beyond the ethnic-oriented market and they are reluctant to look for support from mainstream and local institutions (Lyon et al., 2007). The study done in the Belgian context based on interviews with refugee entrepreneurs and their advisors

highlights the barriers, which play a crucial role in hampering refugees from following an entrepreneurial path (Wauters & Lambrecht, 2008). The analysis of barriers based upon the theoretical frameworks of interactive model of ethnic business development (Waldinger et al., 1990) and mixed embeddedness (Kloosterman et al., 1999) identifies three sets of barriers falling into the categories of market opportunities and availability of entrepreneurial path, individual capital and social networks as well as institutional and societal system (Wauters & Lambrecht, 2008).

Another study examining former refugees from Bosnia and Hercegovina points out similar barriers to entrepreneurial intention, which include low start-up capital, no sufficient incentive from the state, unstable business context and complicated administrative system (Predojevic-Despic & Lukic, 2018). Contrary to findings from Sweden, for refugees in Serbia entrepreneurship was necessity-driven, however, all these barriers made refugees more willing to take risk in the host country (Predojevic-Despic & Lukic, 2018).

The study conducted on Syrian refugees in Lebanon indicates financial and administrative obstacles as well as local policies (Alexandre et al., 2019). Similar barriers are pointed out in the Dutch context where refugees have to operate in the complicated political-institutional environment, and on the top of that, the host country's language and the establishment of social connections with the mainstream society make it even harder to start a business in the Netherlands (Nijhoff, 2021). The study conducted on Somali refugees in Kenya pinpoints similar obstacles, which are language barriers and an overwhelming bureaucracy in the host country (Omeje & Mwangi, 2014). Additionally, scholars highlight the minimal literacy, which discourages immigrants from getting involved in business activity (Omeje & Mwangi, 2014). Nonetheless, the issue of bridging the social ties with the mainstream society is highlighted in case of Somali refugees in Kenya since it is crucial to establish business partnerships, obtain loans and tap into the relevant business networks (Omeje & Mwangi, 2014).

On the basis of immigrant entrepreneurship literature, Wauters and Lambrecht point out five types of motivation explaining the willingness to start a business in the host country, *i.e.*

cultural model, economic chance model, reaction model, entrepreneur model and integration model (Wauters & Lambrecht, 2006). The cultural model does not apply to refugees since it concerns those who emigrate with the concrete goal to start a business in the host country. The economic chance model relates to ethnic entrepreneurship, which emerges in response to the needs of the ethnic community willing to purchase goods imported from their home country. The reaction model corresponds with the necessity entrepreneurship, which means that immigrants are forced to start a company to avoid unemployment or discrimination in the host country labour market. The entrepreneur model relates to those who want to open a business, because they appreciate the advantages of entrepreneurship such as independence and sense of fulfilment. The integration model encourages immigrants to set up a company in the host country to facilitate their integration in the host society. In their research, Wauters and Lambrecht found that the integration model, financial motivation and the entrepreneur model played a crucial role in explaining the refugees' willingness to start a company in the host country (Wauters & Lambrecht, 2006).

On one hand, research in fact confirms that business activity facilitates the social and economic integration of refugees in the host country (Atasü-Topcuoğlu, 2019; Lyon et al., 2007; Predojevic-Despic & Lukic, 2018). A study from London shows that running a small business does not bring high profits, but helps both entrepreneurs and their employees to develop various skills (Lyon et al., 2007). Ethnic businesses stimulate money circulation and contribute to the creation of new markets, thus, they strengthen the bonds within ethnic community (Lyon et al., 2007). Nevertheless, the strong attachment of such businesses to their ethnic clientele hampers the process of tapping into wider host markets (Lyon et al., 2007). Also, qualitative research conducted in the Serbian context in the 1990s pointed out that entrepreneurship was the fastest and the most efficient way to economic integration for refugees from Bosnia and Herzegovina and Croatia (Predojevic-Despic & Lukic, 2018). On other hand, a study conducted in the Turkish context unveiled that entrepreneurship does not enhance the integration of Syrian refugees running small businesses in the host country (Atasü-Topcuoğlu, 2019). Since they operate in the informal sector it is indeed relatively easier to start a company and run it in the preliminary phase, however, in long-term perspective it does not facilitate business expansion or social and economic integration (Atasü-Topcuoğlu, 2019).

Refugees in Israel adopt the strategy of *bricolage* outside the detention camp, which means that although they operate in an institutional vacuum and face various obstacles, they carry out business activity to create their own space and give meaning to their life (Heilbrunn, 2019). The study shows that in comparison to other categories of immigrants and minority groups refugees face many more economic barriers when they tend to open a company (Heilbrunn, 2019). Importantly, their individual motivation to engage in entrepreneurial activities is embedded in the institutional context at both national and local levels (Heilbrunn, 2019).

The results reveal the motivation to own a business, the so called entrepreneurial urge, which determined the establishment of businesses in case of three refugee interviewees (Sandberg et al., 2019). One of them raised the motivation to integrate with the host society, which goes in line with other studies highlighting the willingness to integrate as a factor pulling them towards entrepreneurship (Atasü-Topcuoğlu, 2019; Sandberg et al., 2019; Wauters & Lambrecht, 2006). The economic chances model applies to solely one refugee interviewee whose business idea emerged in response to the needs of the ethnic community (Sandberg et al., 2019). Like in other studies on refugee entrepreneurs the disadvantage theory, so the necessity to engage in entrepreneurship due to unemployment or discrimination, was not relevant at all (Gold, 1988; Miyares, 1998; Sandberg et al., 2019).

In line with multiple embeddedness model the transnational character of business activity emerged as a foundation of refugee-owned businesses (Harima et al., 2021; Sandberg et al., 2019). The study reveals the importance of weak and strong ties in the host and home country for the development of refugee business activity. Weak ties (friends and business support) in the host country, and strong ties (family in the home country) are crucial for the development of refugee business activities, which have a transnational character (Sandberg et al., 2019). Importantly, the study points out that all the refugee entrepreneurs had lived for a long time in Sweden before they started their own business activity, so the proficiency in Swedish and familiarity with the institutional system are significant for their entrepreneurial journey (Sandberg et al., 2019).

Harima et al. push forward the mixed embeddedness theory and on the basis of 50 semi-structured interviews with refugee entrepreneurs living in Germany, France, and Ireland point out six models of entrepreneurial intentions built upon the multiple embeddedness of refugees combined with their entrepreneurial agency (Harima et al., 2021). They identify the following models: “value creation with homeland resources”, “acting as transnational middleman minorities”, “integration facilitation”, “qualification transfers”, “homeland-problem solving”, and “creative innovation” (Harima et al., 2021, p. 652). The study takes into consideration the embeddedness of refugees in multiple contexts, and focuses on how the opportunity structures emerging from these contexts interact with entrepreneurial agency of refugees (Harima et al., 2021). One of the main conclusions stipulates that the embeddedness of refugees in many contexts shapes their opportunity structure, however, refugees as entrepreneurial individuals have a crucial role in spotting or creating the new opportunities (Harima et al., 2021). Furthermore, in another study built upon the mixed embeddedness theory and 20 interviews with refugee entrepreneurs living in Germany Harima shows that forced separation from the country of origin results in a waste of some resources, however, the creation of new social network leads to the emergence of new opportunities in the host country (Harima, 2022). Importantly, this study reveals how the social embeddedness of refugees in their job context and support organisations facilitates the development of their institutional embeddedness (Harima, 2022).

Although the above discussed research papers examine the same research concept of the determinants of refugee entrepreneurial intention, they adopt different units of analysis when it comes to the conceptualisation of entrepreneurial intention and refugee. Most of the researchers study the attitudes and behaviours of refugee entrepreneurs running a business in the host country (Atasü-Topcuoğlu, 2019; Bizri, 2017; Fong, Busch, Armour, Cook Heffron, et al., 2008; Harima, 2022; Harima et al., 2021; Harima, Freudenberg, et al., 2019; Harima, Haimour, et al., 2019; Harima & Freudenberg, 2020; Hartmann & Schilling, 2019; Heilbrunn, 2019; Kushnirovich et al., 2017; Sandberg et al., 2019; Wauters & Lambrecht, 2008). Only few scholars focus on non-entrepreneurs to identify the determinants of entrepreneurial intention (Alexandre et al., 2019; Ayadurai, 1998; Mawson & Kasem, 2019; Obschonka et al., 2018). One study puts in the same category “someone who is considering

starting a business, who is already solo-self-employed or owns a small (for-profit or non-profit) enterprise with no more than five employees” (de Lange et al., 2020a, p. 3). A single study of qualitative nature focuses on both entrepreneurs and non-entrepreneurs (Omeje & Mwangi, 2014). One study looks at the two independent samples of non-entrepreneurs and entrepreneurs (Wauters & Lambrecht, 2006). Only one study, which uses a quantitative approach, studies the sample of both entrepreneurs and non-entrepreneurs (Kachkar, 2019).

2.5. Adopted Theoretical Framework

Based on the analysis of the body of literature at the intersection of entrepreneurial intention and refugee entrepreneurship this section develops upon the mixed embeddedness framework a theoretical model to study the formation of refugee entrepreneurial intention with the focus on the dimensions of social embedding and willingness to take risk.

2.5.1. Framework of Mixed Embeddedness

This thesis will adopt the theoretical model of mixed embeddedness to study the determinants of refugee entrepreneurial intention. The mixed embeddedness theory has been traditionally used to study the entrepreneurial activity of immigrant entrepreneurs (Kloosterman et al., 1999), so it provides an appropriate theoretical frame to examine the determinants of refugee entrepreneurial intention. The mixed embeddedness perspective allows for the holistic view at the interactions between individual, socioeconomic and politico-institutional levels, which impact all together the formation of entrepreneurial intention in the host country. The mixed embeddedness framework consists of micro, meso and macro levels, which affect one another in a dynamic process both in time and space.

There are three main reasons why mixed embeddedness theory has been chosen in this dissertation as analytical framework to study the determinants of refugee entrepreneurial intention. First, the mixed embeddedness approach underlines that individuals, immigrants in particular, do not act in a vacuum, so it is crucial to look not only at their personal characteristics and motivations, but pay close attention to the environment they live in. This is why, the mixed embeddedness framework makes it possible to include in the theoretical

model both individual and contextual determinants of refugee entrepreneurial intention. Second, the mixed embeddedness framework provides the general framework to study the phenomenon of interest, and at the same time it gives the opportunity to focus on the chosen dimensions particularly relevant for the given study. In this thesis particular attention will be given to the role of the social sphere – social embeddedness – and impact of willingness to take risk in determining the refugee entrepreneurial intention in the host country. Third, the mixed embeddedness theory has been already applied to refugee entrepreneurship research (Bizri, 2017; Harima et al., 2021; Meister & Mauer, 2019; Sandberg et al., 2019; Wauters & Lambrecht, 2008), so this thesis aims to push forward the understanding of mixed embeddedness framework in the context of refugee studies by unveiling its social embedding dimension.

2.5.2. Social Embedding

This thesis will specifically focus on and use the concept of social embedding to encompass the whole set of social factors playing a background role in the formation of entrepreneurial intention of refugees in the host country. The concept of social embedding is built upon the study of Anderson and Jack, who laid ground for ‘social embeddedness’ (A. Anderson & Jack, 2002). This thesis uses the concept of social embedding, instead of social embeddedness, to highlight two aspects. First, the adopted term of ‘social embedding’ is supposed to underline the processual nature of the construct under study. Second, it is supposed to reflect that social embedding is a two-way process of mutual exchange between refugees and the host society in which both parties build trust and can gain knowledge and experience (Anderson & Jack, 2002). The thesis assumes that social embedding plays a key background role in shaping the refugee entrepreneurial intention. Based on the literature review, the thesis suggests a concrete and extensive conceptualisation of the social embedding construct, which is built upon the interplay of perceived access to mainstream society, trust in the host country, acceptance of mainstream social norms, barriers preventing participation in social activities (social barriers), perceived access to opportunities, social support and commitment to place.

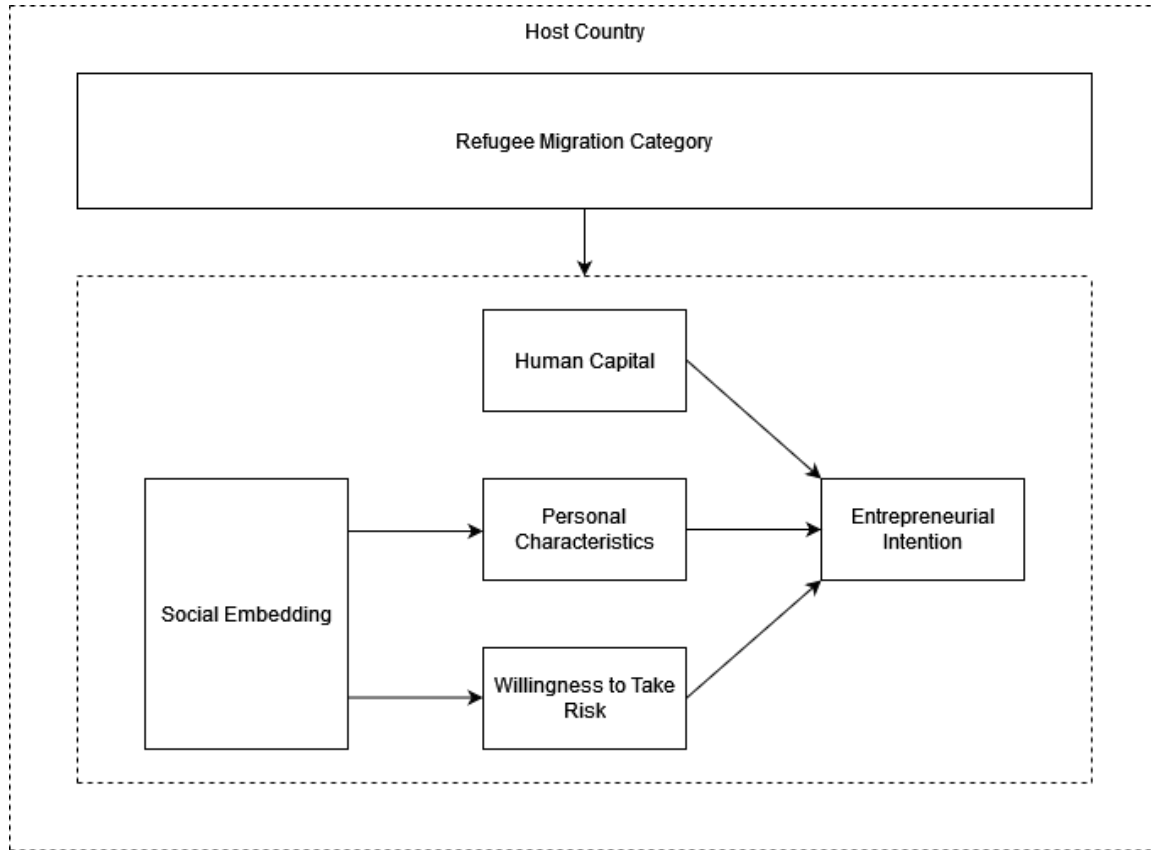
2.5.3. Willingness to Take Risk

Willingness to take risk is one of the crucial characteristics of both entrepreneurs (Ekelund et al., 2005; Hormiga & Bolívar-Cruz, 2014; McCarthy, 2000) and immigrants (Hormiga & Bolívar-Cruz, 2014). Since refugees leave their country because of war or fear of persecution, and they often engage in a dangerous journey to reach the safe destination country, one can argue that they are ready to take a bigger risk than other categories of migrants. However, research indicates that based on the risk homeostasis theory immigrants may be less willing to take risk to start a business in the host country after already putting at risk so much (Kushnirovich et al., 2017). It is interesting that the predominant theories explaining the formation of refugee entrepreneurial intention do not consider broadly the aspect of risk-taking propensity. This is why, the theoretical model used in this thesis will underline the willingness to take risk.

2.5.4. Theoretical Model of Refugee Entrepreneurial Intention

Within the framework of mixed embeddedness, the thesis develops a theoretical model of refugee entrepreneurial intention with the focus on social embedding and willingness to take risk. The model shown in Figure 4 explains the formation of refugee entrepreneurial intention determined by both direct and background factors.

Figure 4. Theoretical model of refugee entrepreneurial intention with the focus on social embedding and willingness to take risk.



Source: Own elaboration.

The direct factors predicting the entrepreneurial intention include human capital, individual characteristics and willingness to take risk in the host country. Social embedding represents a set of background determinants, which directly shape personal characteristics and willingness to take risk in the host country, and thus it plays a role in forming the entrepreneurial intention in the host country. The refugee migration category has an impact on both social embedding and individual characteristics, which in turn shape the refugee entrepreneurial intention in the host country. Broadly speaking the host country's environment provides a specific institutional, socioeconomic and cultural context for the refugees living in the host country. The country-specific context conditions the situation of refugees, and in consequence, the dynamics of their social embedding process, which eventually play a role in the formation of refugee entrepreneurial intention.

2.6. Formulation of Hypotheses

This section will formulate 23 detailed hypotheses with the aim to test the theoretical model of refugee entrepreneurial intention focusing on the constructs of social embedding and willingness to take risk, the theoretical model built upon the mixed embeddedness framework. The series of 23 detailed hypotheses is divided into five main categories developed according to the refugee entrepreneurial intention theoretical model focused on the willingness to take risk and the dimensions of social embedding. The hypotheses are grouped into five categories corresponding to the determinants of entrepreneurial intention, the determinants of willingness to take risk, the determinants of commitment to place, the determinants of perceived access to opportunities and the role of refugee migration status.

Determinants of Entrepreneurial Intention

One of the most relevant concepts for entrepreneurship research is propensity to take risk (Cramer et al., 2002; Ekelund et al., 2005; Masclet et al., 2009; McCarthy, 2000). Research points out that individuals with higher willingness to take risk are more likely to become self-employed (Caliendo et al., 2009; Masclet et al., 2009). The explanation that individuals with higher willingness to take risk are more likely to start a company relates also to immigrants (Hormiga & Bolívar-Cruz, 2014). Research highlights that being an immigrant does play a relevant role in risk evaluation in the host country (Kushnirovich et al., 2017). Also, in case of refugees tolerance for risk is related to entrepreneurial intention (Welsh et al., 2021). Thus, one can hypothesize that individuals willing to take risk are more likely to have entrepreneurial intention:

H1.a Willingness to take risk is positively related to entrepreneurial intention.

Another dimension relevant for predicting the entrepreneurial potential of an individual is leadership. In fact, one of very few studies conducted on a refugee sample highlights the importance of leadership skills for refugee entrepreneurs (Fong, Busch, Armour, Cook Heffron, et al., 2008). In case of newly arrived immigrants, refugees in particular, it is difficult to take into consideration only leadership skills since many of them had to leave their educational or professional career, and thus they have not yet had the opportunity to

gain leadership skills. This is why, in case of newly arrived immigrants it would be more accurate to consider the concept of leadership aspiration. Thus, building upon the existing research one can hypothesize that individuals with leadership aspiration are more likely to have entrepreneurial intention:

H1.b Leadership aspiration is positively related to entrepreneurial intention.

Research points out the importance of self-confidence and confidence in one's own skills for refugee entrepreneurs (Fong, Busch, Armour, Cook Heffron, et al., 2008). Previous experience, not necessarily related to previous self-employment, increases the individual's professional self-confidence motivating an individual to open a company (Arenius & Minniti, 2005). Hence, one can hypothesize that self-confident individuals positively perceiving their past professional experience are more likely to have entrepreneurial intention:

H1.c Professional self-confidence is positively related to entrepreneurial intention.

Human capital theory is a common framework used to explain the entrepreneurial intention (Luik et al., 2018; Ram et al., 2008; Tibajev, 2019; Unger et al., 2011; Vinogradov & Kolvereid, 2007). Previous self-employment experience is part of human capital, which may enable individuals to pursue an entrepreneurial path in the host country (Gold, 1988; Miyares, 1998). Existing knowledge confirms that previous self-employment experience increases the chance of engaging in entrepreneurship activities in the host country (Alexandre et al., 2019; Atasü-Topcuoğlu, 2019; Bizri, 2017; Fong, Busch, Armour, Cook Heffron, et al., 2008; Lyon et al., 2007; Shneikat & Ryan, 2018; Wauters & Lambrecht, 2006). Thus, one can hypothesize that individuals who have past experience of running a company are more likely to have entrepreneurial intention:

H1.d Previous self-employment is positively related to entrepreneurial intention.

Within entrepreneurship research scholars draw attention to the interplay of space, place and power as crucial for the establishment of the company (McKeever et al., 2015; Steyaert & Katz, 2004). Researchers claim that context may be perceived as a resource itself by providing and constraining new opportunities (McKeever et al., 2015). McKeever et al. use the concept of 'entrepreneurial embeddedness' to highlight the significance of place and

community, which together lay ground for the potential entrepreneurial undertakings. In fact, they claim that the context may be perceived as a resource itself by providing and constraining new opportunities (McKeever et al., 2015). For instance, the commitment to place constitutes an important element in choosing the business location. Hence, one can hypothesize that individuals attached or committed to a given place are more likely to have entrepreneurial intention:

H1.e Commitment to place is positively related to entrepreneurial intention.

Determinants of Willingness to take risk

The concept of social embeddedness or social embedding in this thesis relates closely to ‘emplacement’ or commitment to place (Glick Schiller & Çağlar, 2016, p. 21). Many studies stress on the role of place and engagement with place in the social embeddedness framework in the context of entrepreneurship (McKeever et al., 2015; Steyaert & Katz, 2004). Commitment to place, which can be understood as reluctance to move out from a place, may be a sign of reluctance to embrace change. Hence, one can hypothesize that individuals committed to place are less likely to take risk:

H2.a Commitment to place is negatively related to willingness to take risk.

Since embeddedness brings forth common values such as trust and solidarity, it constitutes the local belonging (Aldrich & Waldinger, 1990). In consequence, social embedding facilitates the comprehension of how the broader structural, political and socioeconomic system impact the entrepreneurial process (Karlsson & Dahlberg, 2003). Research points out that institutional trust encourages both refugees and the host society to engage in business activity (Baktir & Watson, 2021). The institutional trust constitutes trust in the host country and is a marker of newcomers’ reliance on the socioeconomic and legal system in the host country. Hence, one can hypothesize that individuals trusting the host country are more willing to take risk:

H2.b Trust in the host state is positively related to willingness to take risk.

Immigrants have to settle down in a new socio-economic and cultural context, which is for them a source of barriers preventing their participation in social activities in the host country.

Yet, research shows that immigrants are in general more likely to start a company in the host country than the native population (Hormiga & Bolívar-Cruz, 2014). Immigrants struggle to get a job, another social barrier, which often pushes them to take risk such as starting one's own company. Thus, one can hypothesize that individuals facing barriers preventing participation in social activities are more likely to be willing to take risk:

H2.c Barriers preventing participation in social activities are positively related to willingness to take risk.

Determinants of Commitment to place

McKeever et al. use the concept of 'entrepreneurial embeddedness' to draw attention to place and community, which together lay ground for future entrepreneurial undertakings. In fact, the academics claim that the context may be perceived as a resource *per se* by providing and constraining new opportunities (McKeever et al., 2015). Ryan and Mulholland stress on the 'materiality of place', which manifests itself in various resources and opportunities specific for a particular local area where migrants live and work (Ryan & Mulholland, 2015). Depending on the social, economic and cultural context various places create different opportunities for immigrants. Thus, one can hypothesize that individuals with higher perceived access to opportunities are more likely to be committed to place:

H3.a Perceived access to opportunities is positively related to commitment to place.

As mentioned above, the concept of 'entrepreneurial embeddedness' draws attention to the importance of place and community, which are found to be relevant conditions for the formation of entrepreneurial intention and entrepreneurial activity. Indeed, research findings show when choosing the business location individuals care much more about the proximity of their social circle than economic factors (Dahl & Sorenson, 2009). Social circle encompasses family or friends, in other words, trustworthy individuals whom one can rely on. Thus, one can hypothesize that individuals having social support are more committed to place than those without it:

H3.b Social support is positively related to commitment to place.

Determinants of Perceived access to opportunities

Embeddedness facilitates the comprehension of how the broader structural, political and socioeconomic system impact the entrepreneurial process (Karlsson & Dahlberg, 2003). It helps to identify the opportunities as well as the practices used to distribute the resources (Portes & Sensenbrenner, 1993). Embeddedness in the local environment facilitates the understanding of logic behind the local structure, which opens the door to the perception and realisation of opportunities (Anderson & Jack, 2002). Accordingly, since social embedding increases the perceived access to opportunities, barriers preventing participation in social activities decrease the perceived access to opportunities. Hence, one can hypothesize that individuals facing more barriers preventing their participation in social activities (social barriers) are less likely to perceive access to opportunities in the host country:

H4.a Barriers preventing participation in social activities are negatively related to perceived access to opportunities.

Embeddedness brings forth common values, trust and solidarity, which constitute the local belonging (Aldrich & Waldinger, 1990). In consequence, embeddedness facilitates learning of local norms of behaviour and raises awareness about moral obligations, benefits and responsibilities stemming from being part of a local social network (Anderson & Miller, 2003). Thus, one can hypothesize that individuals with higher acceptance of mainstream social norms are more likely to have a higher perceived access to opportunities:

H4.b Acceptance of mainstream social norms is positively related to perceived access to opportunities.

Researchers argue that trust, collective and institutional in particular, facilitates the perception and creation of opportunities (Welter, 2012; Welter & Smallbone, 2006). Research points out that institutional trust present in a diverse society can enhance entrepreneurial behaviour and benefit the whole community (Baktir & Watson, 2021). The role of trust is to maintain the relationships within a network, which in turn enables individuals to perceive or create opportunities (Anderson & Jack, 2002) and get various kinds

of support (Welter, 2012). Thus, one can hypothesize that individuals with higher trust in the host country are more likely to have a higher perceived access to opportunities:

H4.c Trust in the host country is positively related to perceived access to opportunities.

Anderson and Jack argue that social network an individual's stance in a social network conditions the knowledge and the capital available for the business development (Anderson & Jack, 2002). In other words, social network lays out the mechanism for individuals to become embedded, which means that they get the opportunity to perceive and create opportunities in the society they are part of (Anderson & Jack, 2002). The newly arrived refugees who fled their home country due to war or fear of persecution usually do not benefit from strong social networks especially during the preliminary process of settling down in the host country (Gold, 1988; Wauters & Lambrecht, 2005). In fact, former refugee entrepreneurs point out that the development of business networks with the host society constitutes a key factor to successfully run business activity (Predojevic-Despic & Lukic, 2018). Since the newcomers' social network is usually weak in the host country, it may be more accurate to use the concept of perceived access to mainstream social network to shift attention from the actual size of social network to the perception of access to the mainstream society. Consequently, building upon the social embeddedness model one can hypothesize that individuals with higher perceived access to mainstream social network are more likely to have a higher perceived access to opportunities:

H4.d Perceived access to mainstream social network is positively related to perceived access to opportunities.

Role of Refugee migration status

Research indicates that migratory experience might affect risk tolerance and shape the entrepreneurial attitude (Hormiga & Bolívar-Cruz, 2014). Although immigration is not a personal characteristic, it can immensely shape an individual situation, and influence the perception of opportunities in the host country. Refugees should be more likely to be willing to take risk since they have often lost everything before they had fled their home country.

Thus, one can hypothesize that refugees are more likely to be willing to take risk than other categories of migrants:

H5.a Refugee migration status is positively related to willingness to take risk.

Since refugees fled their country of origin due to war or fear of persecution, they are more likely than migrant workers to have mental health problems and suffer from psychological trauma (Cohon, 1981; Gold, 1988, 1992; Wauters & Lambrecht, 2006). The higher risk of trauma may hinder refugees' self-sufficiency or self-employment in the host country (Wauters & Lambrecht, 2005). In addition, ongoing tensions back in the home country often continue to play out in the country of asylum (Wauters & Lambrecht, 2008a). Thus, one can hypothesize that refugees are more likely than other categories of migrants to suffer from mental health issues:

H5.b Refugee migration status is negatively related to mental health.

Research indicates that refugees face various barriers related not only to labour market, but also regular life in the host country. On average refugees enter the labour market much later than other categories of migrants due to the lengthy asylum procedure (Bakker et al., 2017). In consequence, the initial long period of inactivity has a negative impact on the future job endeavours, wages and promotion prospects of newcomers. Scholars called this phenomenon a 'refugee entry effect' or 'refugee gap' highlighting the disadvantaged position of refugees in the labour market in comparison to other categories of immigrants (Bakker et al., 2017; Dustmann et al., 2017). Lack of early entry into the local labour market may cut down refugees' opportunities to engage in diverse social activities in the host country. Lack of employment or minimum salary, and thus shortage of money, may result in difficulties to cover the cost of participation in social events or the cost of transportation. Furthermore, many studies show that the inability to speak the local language constitutes a barrier not only in the context of the job search, but also in case of interactions with the native community (Ayadurai, 1998; Nijhoff, 2021). This is why, one can hypothesize that refugees are more likely than other categories of migrants to face more barriers preventing their participation in social activities:

H5.c Refugee migration status is positively related to barriers preventing participation in social activities.

Research shows that refugees who went through a tougher and more dangerous journey while fleeing from their home country to the country of destination are on average much more oriented towards the host society (Damen et al., 2022). In line with this logic, since refugees had to flee their home country due to war or fear of persecution, they are more likely to have more negative experiences during the flight than other categories of immigrants who did not have to undertake a dangerous journey to arrive in the host country. Consequently, refugees should be much more oriented towards the host society and its' mainstream social norms than other categories of immigrants. Additionally, refugees who decided to choose a safe country of destination on their own may be more inclined to accept the mainstream social norms of the receiving country of their own choice. The mainstream social norms represent the core values of the receiving society, and they may include for instance the attitude towards gender equality and homosexuality (Damen et al., 2022). Thus, one can hypothesize that refugee migration status is positively related to acceptance of mainstream social norms:

H5.d Refugee migration status is positively related to acceptance of mainstream social norms.

Research indicates that refugees show relatively high levels of mistrust, which can be explained by their previous experiences, being used to mistrust, not being trusted by others, not having a broad and strong social network as well as fear of unveiling the truth (Ní Raghallaigh, 2014). Furthermore, the institutional system in the host country may often exacerbate the feeling of mistrust refugees feel in consequence of a dispersal policy applied to distribute refugees in the receiving countries (Hynes, 2009; Ní Raghallaigh, 2014). Thus, one can hypothesize that refugees are more likely than other categories of migrants to have lower trust in the host country regarding their past experiences, forced flight and lack of strong social network in the host country:

H5.e Refugee migration status is negatively related to trust in the host country.

Contrary to migrant workers who benefit from long-term chain migration refugees have a much weaker social network in the host country (Gold, 1988; Wauters & Lambrecht, 2006). In consequence, refugees have a much smaller capacity to set up strong and formal self-help networks (Gold, 1992). Importantly, the size of an individual's social network conditions the knowledge and capital available for the business development (Anderson & Jack, 2002). In other words, the embeddedness in the local environment facilitates the perception and realisation of opportunities (Anderson & Jack, 2002). Hence, in case of newly arrived refugees who usually do not possess strong social network in the host country, one can hypothesize that refugees are less likely than other categories of migrants to have a high perceived access to mainstream social network:

H5.f Refugee migration status is negatively related to perceived access to mainstream social network.

The embeddedness in the local environment, which means understanding the local structure and its functioning, supports individuals in perceiving and taking advantage of opportunities (Anderson & Jack, 2002). The individual's stance in a social network has impact on the knowledge and capital available in the local community, which facilitates perception of opportunities (Anderson & Jack, 2002). Since embeddedness is shaped by the networks, ties and relationships, refugees who tend to have a weak social network in the host country, often lack access to local knowledge about opportunities. Hence, one can hypothesize that refugees are less likely to have a high perceived access to opportunities than other categories of migrants because of having weak social networks:

H5.g Refugee migration status is negatively related to perceived access to opportunities.

Depending on the host country context refugees usually have limited mobility, which means that they are bound to live in an assigned municipality in the host country (Klaesson et al., 2021). In such a situation it is more difficult for refugees to leave the designated place although they might not be particularly willing to live there. Since refugees often cannot decide about the choice of their first residence area contrary to migrant workers, one can hypothesize that refugees are less likely than other categories of migrants to have commitment to place:

H5.h Refugee migration status is negatively related to commitment to place.

High level of uncertainty about the future discourages refugees from significant and long-term investment in business activity in the host country (Lyon et al., 2007). Research shows that refugees have a disadvantageous position in comparison to other categories of migrants when it comes to developing their entrepreneurial intention because of facing more barriers to start a company in the host country (Heilbrunn, 2019; Wauters & Lambrecht, 2006). Thus, one can hypothesize that refugees are less likely to have entrepreneurial intention than other categories of migrants:

H5.i Refugee migration status is negatively related to entrepreneurial intention.

All the formulated hypotheses based on the literature review are shown below in Table 2.

Table 2. List of 23 hypotheses to be tested.

<i>No</i>	Hypotheses
1.	Determinants of entrepreneurial intention (EI)
<i>H1.a</i>	Willingness to take risk is positively related to EI.
<i>H1.b</i>	Leadership aspiration is positively related to EI.
<i>H1.c</i>	Professional self-confidence is positively related to EI.
<i>H1.d</i>	Previous self-employment is positively related to EI.
<i>H1.e</i>	Commitment to place is positively related to EI.
2.	Determinants of willingness to take risk
<i>H2.a</i>	Commitment to place is negatively related to willingness to take risk.
<i>H2.b</i>	Trust in the host country is positively related to willingness to take risk.
<i>H2.c</i>	Barriers preventing participation in social activities are positively related to willingness to take risk.
3.	Determinants of commitment to place
<i>H3.a</i>	Perceived access to opportunities is positively related to commitment to place.
<i>H3.b</i>	Social support is positively related to commitment to place.
4.	Determinants of perceived access to opportunities
<i>H4.a</i>	Barriers preventing participation in social activities are negatively related to perceived access to opportunities.
<i>H4.b</i>	Acceptance of mainstream social norms is positively related to perceived access to opportunities.
<i>H4.c</i>	Trust in the host country is positively related to perceived access to opportunities.
<i>H4.d</i>	Perceived access to mainstream social network is positively related to perceived access to opportunities.
5.	Role of refugee migration status
<i>H5.a</i>	Refugee migration status is positively related to willingness to take risk.
<i>H5.b</i>	Refugee migration status is negatively related to mental health.
<i>H5.c</i>	Refugee migration status is positively related to barriers preventing participation in social activities.
<i>H5.d</i>	Refugee migration status is positively related to acceptance of mainstream social norms.
<i>H5.e</i>	Refugee migration status is negatively related to trust in the host country.
<i>H5.f</i>	Refugee migration status is negatively related to perceived access to mainstream social network.
<i>H5.g</i>	Refugee migration status is negatively related to perceived access to opportunities.
<i>H5.h</i>	Refugee migration status is negatively related to commitment to place.
<i>H5.i</i>	Refugee migration status is negatively related to entrepreneurial intention.

Source: Own elaboration.

2.7. Context of Sweden

Since research on refugee entrepreneurship as well as refugee entrepreneurial intention, is highly contextual, this section will briefly present the existing research findings done in the context of Sweden, which provides the setting for the empirical analysis in the thesis.

2.7.1. Choice of Sweden as Empirical Background

This thesis examines the determinants of refugee entrepreneurial intention in the context of Sweden. There are several reasons for choosing Sweden as the empirical setting for the research analysis aiming to understand what determines the entrepreneurial intention in case of refugees. First, Sweden is a country, which since the Second World War has had a long tradition of welcoming refugees. In 2015 only, this small Scandinavian country received 162 877 asylum applications¹¹, and received the second highest number of asylum requests *per capita* in the European Union (16.5 asylum applications per 1000 inhabitants¹²). According to the data from 2020, the foreign-born population constitutes 19.7% of the whole Swedish population (Statistics Sweden).

Second, the Swedish state faces several challenges as a result of such a high number of newly arrived refugee. These challenges relate to the labour market integration, lack of housing and lack of educators. Third, Sweden as the country with long tradition of welcoming immigrants, both migrant workers and refugees, has one of the best data sources, which makes it possible to conduct large scale quantitative research. Sweden is one of the most egalitarian, humanitarian, and democratic countries in the world (Eger, 2009). Sweden is a highly competitive economy with highly-skilled workforce, high taxes, generous welfare system

¹¹ Migrationsverket, “Applications for asylum received 2015”, <https://www.migrationsverket.se/English/About-the-Migration-Agency/Statistics/Asylum.html> accessed on 27 November 2021. According to Eurostat there were 162 450 asylum applications in Sweden in 2015, “Asylum applicants by type of applicant, citizenship, age and sex - annual aggregated data (rounded) for 2015”, https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=migr_asyappctza&lang=en accessed on 27 September 2021.

¹² Own calculation based on the number of asylum applications in 2015 in Sweden according to Migrationsverket (162 877) and the population size in 2015 in Sweden according to Statistics Sweden (9 851 017), https://www.statistikdatabasen.scb.se/pxweb/en/ssd/START_BE_BE0101_BE0101A/BefolkningR1860N/table/tableViewLayout1/ accessed on 27 November 2021. The first country with the highest number of asylum applications registered in 2015 was Hungary.

with tax-financed education, health care, childcare, elderly care, and other social services (Andersson et al., 2010), and strong position of labour unions. Although the determinants of refugee entrepreneurial intention studied in the example of Sweden are grounded in a very specific context, the study findings may become a source of policy recommendations for other countries, which face or may face similar challenges in consequence of raising immigration from the countries of Global South to the Global North.

The following subsections will briefly present research on labour market integration and entrepreneurship in Sweden.

2.7.2. Labour Market Integration and Entrepreneurship

In Sweden immigrants and refugees have a much worse status on the job market than the native population. Research findings suggest that immigrants turn to self-employment because they cannot get any other job, for example, immigrants from non-Western countries are excessively represented in the group of self-employed in Denmark and Sweden, and their income is lower from employed immigrants (Andersson & Wadensjö, 2004c). In line with the disadvantage theory research explains that immigrants are usually at a disadvantaged position in the labour market since they are less educated and they struggle with the language barrier. The economic situation, higher number of incoming refugees in reference to the past, and discrimination do not make it easy for newcomers to find a job (Bevelander & Pendakur, 2012). Discrimination of immigrants on the Swedish labour market is given as an explanation for low labour market integration of immigrants (Bevelander & Nielsen, 2001). Another reason for low employment of immigrants in Sweden is the result of refugee dispersal policy, which most probably had a harmful effect on short-term labour market integration of refugees who lived in the area with small number of job opportunities (Bevelander, 2005). Similarly, research indicates that refugees have a higher chance to find a job in more populated areas than in small municipalities, and they are more likely to get employed in areas with, on average, lower level of education and skillset than in the areas with high education. Broadly speaking, study shows that refugees were more likely to find a job in industry in smaller municipalities, and in private sector in more populated areas (Bevelander & Lundh, 2007).

In Sweden more and more research focuses on the relationship between admission category and employment integration (Bevelander, 2011; Bevelander & Pendakur, 2014; Luik et al., 2018; Lundborg, 2007). Labour market integration is almost instantaneous for migrant workers, however, it is not such a smooth process in case of immigrants other than migrant workers and it may take about 20 years to reach the same labour market integration level as natives and migrant workers (Lundborg, 2007). Furthermore, results point out that labour market integration is faster for low educated immigrants than for high educated in comparison to the native population (Lundborg, 2007). Also, the income gap is bigger for male non-migrant workers than for female non-migrant workers in comparison to native males or females (Lundborg, 2007).

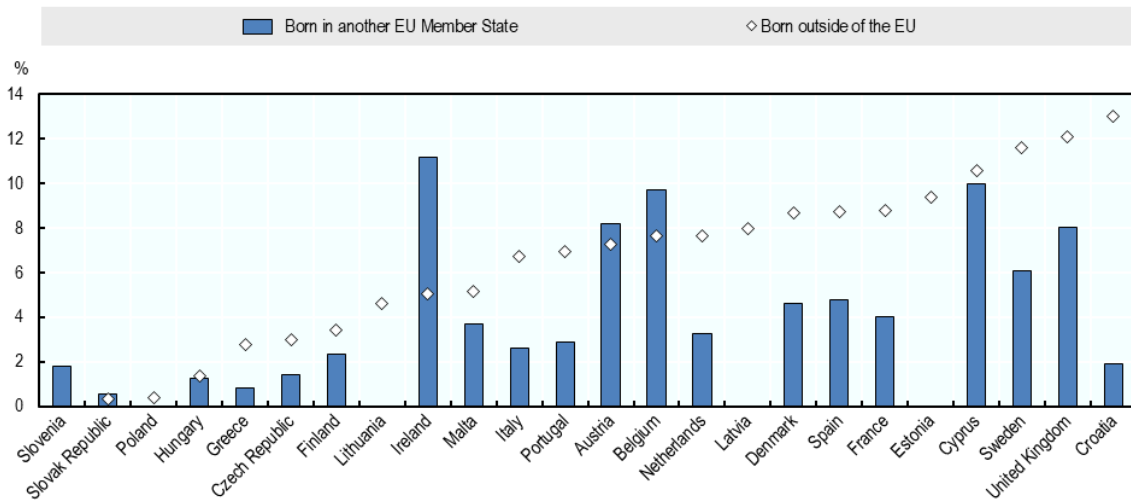
One of the studies examines the labour market integration in relation with admission category, *i.e.* resettled refugees, asylum seekers and family reunion migrants (Bevelander, 2011a). The findings show that family reunion immigrants integrate faster into the labour market than asylum seekers, whereas asylum seekers get employed faster than resettled refugees in Sweden (Bevelander, 2011a). The analysis points out that the type of selection process and social network explain the differences in the speed of labour market integration (Bevelander, 2011a). When it comes to labour market integration and earnings there are no substantial differences between asylum refugees, resettled refugees (UNHCR refugees) and family reunion migrants, which may be explained by the fact that these groups benefit from the same type of state support (Bevelander & Pendakur, 2014).

Another study confirms that labour market integration is correlated with admission status by showing the differences in employment between the native population and immigrant categories (Luik et al., 2018). Migrant workers face an employment gap of 7 per cent points in relation to the native population, whereas family reunion and humanitarian migrants face a gap of 25 per cent points in relation to the native population (Luik et al., 2018). The authors also claim that selection processes may explain the differences in employment between various admission categories (Luik et al., 2018). Interestingly, there is a study showing that Swedish mentoring programme for the newly arrived refugees does not have a tangible impact on their labour market status (Månsson & Delander, 2017).

2.7.3. Immigrant Entrepreneurship in Sweden

Sweden is one of the three top EU countries with relatively high percentage of self-employed immigrants born outside of the European Union. Figure 5 presents the percentage of self-employed immigrants between 15 and 64 years old in the EU Member States in 2016.

Figure 5. Immigrant self-employment rate (15-64 years old) (%) in EU Member States in 2016.



Source: OECD/European Union (2017), *The Missing Entrepreneurs 2017: Policies for Inclusive Entrepreneurship*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264283602-en>, p. 99

There is lots of research examining why immigrants become self-employed in Sweden and what is their performance in comparison to the native population (Andersson & Wadensjö, 2004c, 2004b, 2007; Hammarstedt, 2004). In general, highly educated immigrants coming from southern Europe and outside Europe were less likely to engage in self-employment (Hammarstedt, 2004). Also, gender and immigration period were correlated with the level of self-employment among immigrants in Sweden (Hammarstedt, 2004).

Although non-EU immigrants constitute the majority of self-employed in Sweden, they have on average lower income than the native population (Andersson & Wadensjö, 2004b). Research points out a systematic income gap between self-employed immigrants and self-

employed natives, which supports the explanation that immigrants often decide to get self-employed as a response to unemployment (Andersson & Wadensjö, 2004b, 2004c). The self-employed are mainly men, are older, live mostly outside big agglomerations and have on average a lower education level (Andersson & Wadensjö, 2004a). Findings identify the existence of income gap between self-employed natives and self-employed immigrants even after controlling for basic sociodemographic variables (Andersson & Wadensjö, 2004a). What is more, this income gap concerns both first and second generation of self-employed immigrants living in Sweden (Andersson & Wadensjö, 2004a). Research suggests that discriminatory practices used in case of immigrants in labour market may push them to go for self-employment (Hammarstedt, 2006). The results show that the ethnic and market context do not explain much individual variations in immigrant self-employment rate (Ohlsson et al., 2012).

Immigrant entrepreneurship has been a long-studied research area in Sweden, where various categories of immigrants have been hosted since the Second World War. Although the general rate of self-employment in Sweden is low in comparison to other EU Member States, the country has a relatively high rate of non-EU self-employed immigrants. Research indicates that mostly discrimination against immigrants in the Swedish labour market push them to become self-employed despite high probability of obtaining lower earnings than self-employed natives. Most of the articles on immigrant entrepreneurship related to Sweden do not distinguish refugees from other immigrants. The next chapter, empirical analysis, will examine the determinants of refugee entrepreneurial intention in Sweden with a particular focus on their social embedding to understand its role in the formation of refugee entrepreneurial intention in the host country. The empirical analysis is based on three studies, two quantitative (Study One and Study Two) and one qualitative (Study Three).

3. Empirical Analysis of the Determinants of Refugee Entrepreneurial Intention

Chapter 3 containing the empirical analysis of the determinants of refugee entrepreneurial intention is composed of four main sections. Section 3.1 sheds light on the adopted research design, explains the logic behind it and justifies the use of the mixed method approach. The three subsequent sections (3.2, 3.3 and 3.4) are dedicated to three empirical studies (Study One, Study Two and Study Three) conducted in this thesis. Further details explaining the research methods used in each study are discussed thoroughly in sections 3.2, 3.3 and 3.4.

3.1. Mixed Method Research Design

This section presents the adopted mixed method research design by discussing three main issues, *i.e.* research goals, questions and corresponding hypotheses (section 3.1.1.), steps taken in the research process (section 3.1.2.) and justification of methodological choices (section 3.1.3.). The following section restates the research problem, research goals and research questions addressed in the thesis. In response to the research questions it brings forth the hypotheses to be tested in the empirical part of the dissertation. The next section presents the adopted research design of mixed methods with the detailed explanation of the consecutive actions. The section briefly indicates the source of the analysed data, and explains the methods used in the analysis. The last section justifies the methodological choices made behind the adopted mixed method research design.

3.1.1. Research Goals, Questions and Corresponding Hypotheses

The research problem concerns the determinants of entrepreneurial intention of refugees hosted in Sweden since 2010s. Entrepreneurial intention is understood as a general willingness to start a company in the host country. Refugees in this thesis are individuals who have applied for asylum (asylum-seekers or asylees) as well as those who have been already granted the refugee status in Sweden. This thesis particularly focuses on *newly arrived refugees* who have arrived and have been hosted in Sweden since the second decade of 2000s. Importantly, this dissertation also uses the concept of *newly arrived immigrants*, which constitutes a broader category than *newly arrived refugees* and encompasses both refugees

and non-refugees. The latter relates to other categories of immigrants such as family reunion migrants, migrant workers and guest students. The term of *newly arrived immigrants* is used interchangeably with *newcomers*.

The main research goal of the thesis is two-fold. First, it aims to identify the conditions under which refugees are more likely to have entrepreneurial intention in the host country. Second, it aims to examine the impact of migration status on the formation of entrepreneurial intention. This is why, the empirical analysis addresses two main research questions with additional questions:

1. What are the determinants of the refugee entrepreneurial intention?

1a. What are the individual determinants of refugee entrepreneurial intention?

1b. What are the contextual determinants of refugee entrepreneurial intention?

2. How does the refugee migration status impact the formation of entrepreneurial intention?

2a. What are the differences between refugee migration category and other migration categories across the identified determinants of entrepreneurial intention?

The empirical analysis aims to answer the above presented research questions by testing a series of 23 hypotheses developed on the basis of the literature review. The detailed process of building all the hypotheses is explained in Section 2.6. Table 3 below presents how the formulated hypotheses correspond to the research questions.

Table 3. List of 23 hypotheses with the corresponding research questions (1a, 1b, 2).

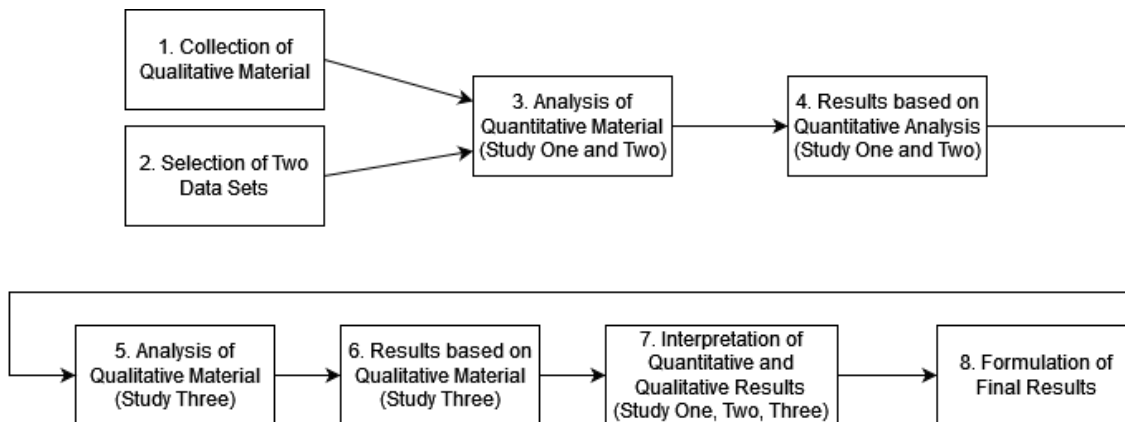
<i>No</i>	Hypotheses	1a	1b	2
1.	Determinants of entrepreneurial intention (EI)			
<i>H1.a</i>	Willingness to take risk is positively related to EI.	v		
<i>H1.b</i>	Leadership aspiration is positively related to EI.	v		
<i>H1.c</i>	Professional self-confidence is positively related to EI.	v		
<i>H1.d</i>	Previous self-employment is positively related to EI.	v		
<i>H1.e</i>	Commitment to place is positively related to EI.	v		
2.	Determinants of willingness to take risk			
<i>H2.a</i>	Commitment to place is negatively related to willingness to take risk.		v	
<i>H2.b</i>	Trust in the host country is positively related to willingness to take risk.		v	
<i>H2.c</i>	Barriers preventing participation in social activities are positively related to willingness to take risk.		v	
3.	Determinants of commitment to place			
<i>H3.a</i>	Perceived access to opportunities is positively related to commitment to place.		v	
<i>H3.b</i>	Social support is positively related to commitment to place.		v	
4.	Determinants of perceived access to opportunities			
<i>H4.a</i>	Barriers preventing participation in social activities are negatively related to perceived access to opportunities.		v	
<i>H4.b</i>	Acceptance of mainstream social norms is positively related to perceived access to opportunities.		v	
<i>H4.c</i>	Trust in the host country is positively related to perceived access to opportunities.		v	
<i>H4.d</i>	Perceived access to mainstream social network is positively related to perceived access to opportunities.		v	
5.	Role of refugee migration status			
<i>H5.a</i>	Refugee migration status is positively related to willingness to take risk.			v
<i>H5.b</i>	Refugee migration status is negatively related to mental health.			v
<i>H5.c</i>	Refugee migration status is positively related to barriers preventing participation in social activities.			v
<i>H5.d</i>	Refugee migration status is positively related to acceptance of mainstream social norms.			v
<i>H5.e</i>	Refugee migration status is negatively related to trust in the host country.			v
<i>H5.f</i>	Refugee migration status is negatively related to perceived access to mainstream social network.			v
<i>H5.g</i>	Refugee migration status is negatively related to perceived access to opportunities.			v
<i>H5.h</i>	Refugee migration status is negatively related to commitment to place.			v
<i>H5.i</i>	Refugee migration status is negatively related to entrepreneurial intention.			v

Source: Own elaboration.

3.1.2. Steps in the Research Process

Since the thesis adopts a mixed method approach it is grounded in the pragmatic scientific paradigm (Mertens & Tarsilla, 2015). A pragmatic approach looks for the best method to answer the research question by facilitating the analysis of the research problem from various perspectives. The empirical analysis, which aims to answer the above presented research questions by testing the series of 23 hypotheses relies upon three studies, two quantitative (Study One and Study Two) and one qualitative (Study Three). Both quantitative studies are based on the two Swedish secondary data sets *Invandrarindex Ungdomar* and *Invandrarindex* collected in 2017 in Sweden. The qualitative Study Three is based on the series of 12 semi-structured interviews conducted in Uppsala and Stockholm mostly in 2019 (eleven interviews) and 2020 (one interview) both in person and online. The empirical research process built upon the mixed method research design is completed in eight steps, which are shown below in Figure 6.

Figure 6. Eight steps in the mixed method empirical research process.



Source: Own elaboration.

The steps one and two were completed simultaneously. In the first step of the research process the qualitative material was collected, and, some initial observations were made relevant for the following research steps. The first research step was supposed to be a pilot study, however, due to COVID-19 pandemic there was no possibility to conduct the second round of interviews. Hence, the collected qualitative material is based on 12 semi-structured

interviews conducted with eleven refugees and one migrant worker. The interviews were conducted in person in Uppsala, Stockholm and online in 2019 and 2020. For more details about the interviews and interviewees see section 3.4.1.

In the second step, bearing in mind the adoption of mixed embeddedness theoretical framework with a particular focus on social embedding, two data sets were selected to conduct the quantitative analysis. The two data sets are secondary data sources collected within the project *Invandrarindex - De nya svenskarnas röst! (Immigrant Index – The New Swedes' Voice)*¹³. The choice fell on *Invandrarindex* data sets since they cover a broad range of diverse questions related to social issues, which facilitated the adoption of the chosen theoretical framework of mixed embeddedness with the particular focus on social embedding. The data sets used in this research project are built upon online surveys conducted in 2017 during *Språkintröduktion (language introduction)* and *Svenska för invandrare (Swedish for immigrants, SFI)* classes. The first data set called *Invandrarindex Ungdomar 2017* is focused on immigrant youth (Study One), whereas the second data *Invandrarindex 2017* set provides information about adult immigrants (Study Two). In order to learn more about the two data sets go to sections 3.2.1 and 3.3.1.

In the third step, the quantitative analysis was conducted with the goal to study the determinants of refugee entrepreneurial intention. The quantitative analysis consists of Study One and Study Two in which *Invandrarindex Ungdomar 2017* and *Invandrarindex 2017* secondary data sets were used. The series of formulated hypotheses built upon the theoretical model is tested in the quantitative analysis. In both studies, Study One and Study Two, the computation of results was done in three following stages:

- computation of descriptive statistics and examination of variables' distributions
- testing the theoretical model of refugee entrepreneurial intention with the use of binary logistic regression and multiple linear regression (MLR or multiple regression); Multiple regression is a statistical method, which uses several predictor variables to predict the outcome of an outcome variable. It provides the linear combination of predictors that correlate maximally with the continuous outcome

¹³ www.invandrarindex.se

variable (Field, 2009). Binary logistic regression is to be chosen when an outcome variable is categorical, and predictor variables are continuous or categorical (Field, 2009).

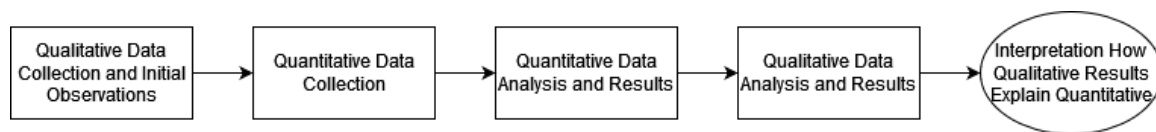
- independent means t-test (t-test) and Pearson's chi-square test were used to evaluate the differences between the refugees and other categories of migrants across the relevant social embedding dimensions and the entrepreneurial intention variable; independent t-test is to test whether two group means are different when only one predictor variable is manipulated in only two ways and only one outcome is measured (Field, 2009). Pearson's chi-square test is used to analyse frequencies in case of only categorical variables (Field, 2009).

In the fourth step the statistical results were obtained and carefully documented.

Then, in the step number five the qualitative material was analysed. The qualitative research process is divided into five main steps; *i.e.* collection of qualitative data, transcription, coding, writing down the analysis, data interpretation and formulation of results. All the semi-structured interviews were coded with the use of Dedoose software. To learn in detail about the coding process read section 3.4.3. In the sixth step the results based on the qualitative analysis are presented and discussed. The coding tree has been used to facilitate the understanding of the coding process.

The step number seven was the key step for the mixed method research design in which both quantitative and qualitative findings were interpreted together. The aim of the qualitative analysis was to understand better the quantitative findings, break down the bigger picture illustrating the formation of entrepreneurial intention into individual stories of people with refugee experience. The procedure of interpreting together the qualitative and quantitative results falls under the explanatory sequential design, which starts with the analysis of the quantitative data, which is then complemented by the qualitative findings. The aim of the explanatory sequential design is to enhance the quantitative findings with qualitative results (Creswell, 2015), which is completed in step number seven. The explanatory sequential design of the empirical analysis is presented in Figure 7.

Figure 7. Explanatory Sequential Design.



Source: Own elaboration based on (Creswell, 2015, p.60)

Finally, in the last step the concluding results were formulated and discussed in reference to the existing research literature. All the three studies are presented and discussed in detail in sections 3.2. (Study One), 3.3. (Study Two) and 3.4. (Study Three).

3.1.3. Justification of the Methodological Choices

The adoption of the mixed method approach has several benefits since it combines the best traits of the quantitative and qualitative approach, which should be perceived as complementary and not competing methods (Jick, 1979). The combination of quantitative and qualitative methods permits having two different perspectives of a research problem (Creswell, 2015). One of the biggest strengths of the mixed methods approach is the possibility to take advantage of a broader scope of tools, which enhance a deeper and more thorough understanding of the variety of social phenomena. On one hand, the use of mixed methods enables scholars to apply both a meticulous quantitative approach facilitating the analysis and comparison of obtained results. The use of the quantitative approach also facilitates the replication of results, which is done in the thesis, and it is considered to be essential for scientific research (Shanahan, 2017). On other hand, the mixed method approach allows to see the nuance and recognise the relevance of the research context (N. A. Jones et al., 2015).

The use of mixed methods allows to use both approaches in the optimal way since the qualitative approach allows the generation of new theories (Dana & Dana, 2005; Suddaby et al., 2015), whereas the quantitative method makes it possible to generalise the obtained findings. The qualitative results enhance the understanding of the statistical findings by illustrating them with individual stories. The research based on the mixed method approach

provides more data for analysis, and thus, a more comprehensive view of the phenomenon under study. Jick particularly stresses the importance of triangulation, which is enhanced with the mixed method design (Jick, 1979).

The triangulation guided the research process conducted in this thesis. The triangulation of methods related to the use of the mixed method approach, so both quantitative and qualitative analyses. The triangulation of data ensured the use of various types of data, *i.e.* two data sets based on different samples of respondents and the interviews with newly arrived immigrants. The triangulation of researchers refers to the fact that all the research developments in this project were presented at the international and national conferences as well as seminars, where there was always an opportunity to get feedback from other scholars interested in the same field of research.

3.2. Study One: Quantitative Analysis

The goal of Study One is three-fold. First, it is to examine the distribution of selected variables in the studied sample of newly arrived immigrants. Second, the study aims to identify the determinants of refugee entrepreneurial intention in the host country. Third, the goal of the study is to analyse the differences between refugees and other categories of migrants in the context of their social embedding and formation of entrepreneurial intention in the host country.

3.2.1. Study Sample

The study sample comes from the secondary Swedish data set *Invandrarindex - De nya svenskarnas röst Ungdomar 2017* (Immigrants' index – the new Swedes' voice Youth) based on the anonymous survey carried out between 11 September and 15 October 2017 across 30 out of total 290 Swedish municipalities (Arjeplog, Övertorneå, Boden, Umeå, Krokom, Ragunda, Timrå, Orsa, Falun, Älvkarleby, Vallentuna, Nacka, Gnesta, Köping, Örebro, Torsby, Sunne, Hällefors, Lysekil, City of Gothenburg, Askersund, Kinda, Gislaved, Ljungby, Höganäs, Båstad, Osby, Karlshamn, Lessebo and Mörbylånga) in three regions (Götaland, Svealand and Norrland) of Sweden. The survey sample is representative of all municipalities in Sweden, since the selection of municipalities is based on six criteria conceptualised by the University of Gothenburg (*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Ungdomar*, 2017). The criteria took into consideration the following dimensions: sample size, industry structure, region (Götaland, Svealand and Norrland), type of municipality (small, medium-sized, large, rural, large city), commuting to large cities and political control of the municipality (*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Ungdomar*, 2017).

The survey target group were 1399 immigrants (refugees and non-refugees) who came to Sweden in 2010s. The respondents were between 14 and 21 years old. They took part in the state-sponsored Swedish language classes – Språkintröduktion (Language introduction). The respondents were given a multiple-choice questionnaire of 108 questions. They filled it out through a web survey during one of the Swedish language classes on school computers. They were given 60 minutes to fill out the questionnaire. The survey was translated into six

languages, *i.e.* Swedish, English, Arabic, Dari, Somali and Tigrinya. When students selected a language other than Swedish, the Swedish text was also visible next to the translation, so the teachers were able to help students in case of any difficulties in filling out the questionnaire. A list of questions translated into English can be found in Appendix A in Table 27.

The study was conducted on a representative sample. The newly arrived immigrants who took part in the survey represent well the population of newcomers in Sweden since they live in different locations (small, medium-sized and large municipalities). More than 50% of respondents live in Sweden in rural area (52.5%), 29.5% live in urban and 18.1% in metropolitan area. The respondents come from the countries that most newly arrived immigrants came from in 2010s, which were Afghanistan, Syria and Eritrea. The respondents represent well all the students of Språkintröduktion (Language introduction). In this study sample based on respondents coming from 30 municipalities, about 12% of the total number of students attending Language Introduction classes in Sweden were enrolled (*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Ungdomar*, 2017). Since the number of students enrolled and the number of active students in a particular week in Language Introduction differed significantly, the total number of students and the number of respondents were compared, which showed that between 80% and 95% of the students took part in the survey (*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Ungdomar*, 2017).

Table 4 presents the sociodemographic characteristics of the study sample. In the sample there are many more men (75.2%) than women (24.8%). The majority of respondents are refugees (85.4%). The highest number of respondents (65.9%) came to Sweden in 2015 and 17.4% of respondents arrived to Sweden in 2017. Nearly half the respondents (41%) were born in Afghanistan, 23% in Syria, 7.5% in Eritrea, 6.2% in Iran and 4.1% in Iraq. The remaining countries of origin are Somalia, Thailand, Pakistan, Baltic region or Russia, Turkey and other countries. The number of years of schooling varies among the respondents. The highest number of respondents (39.8%) fall into the category of six to nine years of completed education. 25% of respondents had two to five years of schooling, 11% did not go

to school at all, 4.6% did only one year of schooling and only 0.8% of all respondents done ten or more years of schooling.

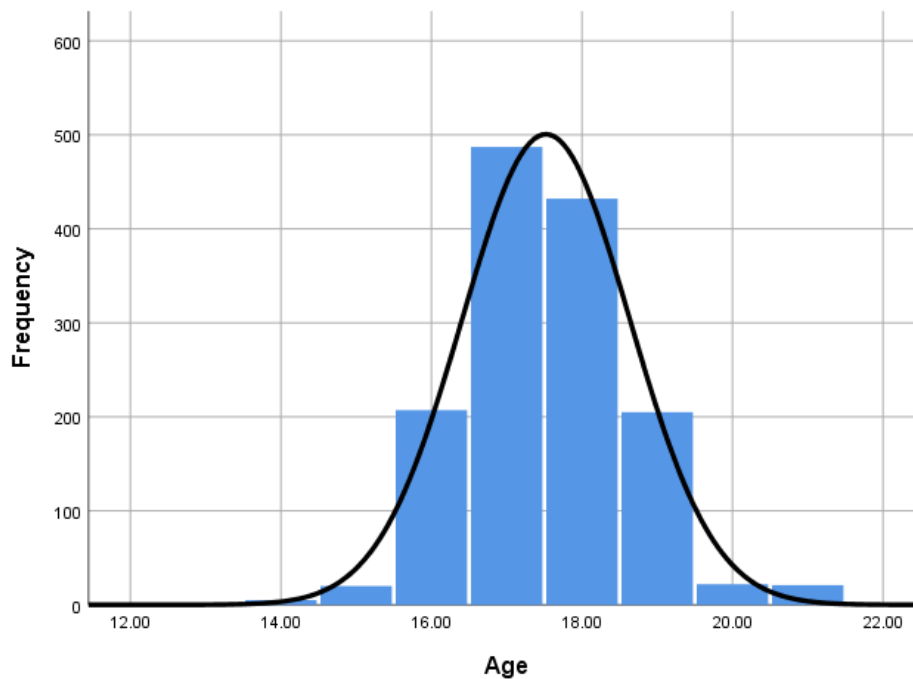
Table 4. Sociodemographic characteristics of the study sample (Study One).

Variable name	Valid Percent
Gender	
Men	75.2
Women	24.8
Migration status	
Refugee	85.6
Non-refugee	14.4
Year of arrival to Sweden	
2017	5.5
2016	17.4
2015	65.9
2014	6.9
2013	2.2
2012	0.7
2011 or earlier	1.5
Country of origin	
Afghanistan	41.0
Syria	23.0
Eritrea	7.5
Iran	6.2
Iraq	4.1
Somalia	1.9
Thailand	1.8
Pakistan	0.7
Baltic region/Russia	0.4
Turkey	0.2
Another country	13.1
Residence area in Sweden	
Metropolitan	18.1
Urban	29.5
Rural	52.5
Years of education	
0	11.0
1	4.6
2 - 5	25.0
6 - 9	39.8
10 or more	0.8

Source: Own elaboration based on *Invandrarindex Ungdomar 2017*

The distribution of age within the sample can be found in Figure 8. The largest number of respondents is 17 years old. The second largest age group is 18 years old. The frequencies of 16 and 19 years old are much lower than 17 and 18 years old.

Figure 8. Distribution of age within the sample.



$$M = 17.52; SD = 1.11; N = 1399$$

Source: Own elaboration based on *Invandrarindex Ungdomar 2017*

3.2.2. List of Variables

For the purposes of the study a following list of variables built upon the 2017 *Invandrarindex Ungdomar* data set is used:

Outcome Variable

Entrepreneurial intention (EI) – dichotomous variable measuring the willingness to start a business in Sweden operationalized as the answer to the question “Do you want to start a company in Sweden?”. The theoretical range of the variable is 0 – 1 (0 = *no* and 1 = *yes*). The original variable was recoded (for further details see Appendix A).

Predictor Variables

Determinants of Entrepreneurial Intention (EI)

Personal characteristics

- Leadership aspiration – a variable related to the possession of some leadership experience from Sweden or leadership aspiration. The theoretical range of the variable is 1 – 4 (1 = *no interest*, 2 = *interested*, 3 = *have been a leader few times*, 4 = *have been a leader regularly*). The variable was recoded based on the original question from the questionnaire (for further details see Appendix A).

Social embedding-related variables

- Perceived access to opportunities – an indicator variable related to the perception of access to opportunities in Sweden (to get a job, get education, thrive socially, get friends). The theoretical range of the variable is 1 – 3 (1 = *no access to perceived opportunity*, 2 = *so so*, 3 = *full access to perceived opportunities*). The indicator was composed of a mean of 4 ordinal variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.69).
- Perceived access to mainstream social network – an indicator variable related to the perception of access to the Swedish social network in various places. The theoretical range of the variable is 0 – 8 (0 = *no perceived access to the Swedish social*, 8 = *very high access to perceived Swedish social network*). The indicator was composed of a sum of eight dichotomous variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.73).
- Acceptance of mainstream social norms – an indicator variable related to the attitude towards norms in the Swedish society (Swedish manners, Swedish relations between men and women, Swedish moral beliefs, Swedes' view of religion) and willingness to adapt to the Swedish culture. The theoretical range of the variable is 1 – 7 (1 = *very negative*, 7 = *very positive*). The indicator was composed of a mean of 5 scale variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.74).

- Barriers preventing participation in social activities (social barriers) – an indicator variable related to the number of barriers preventing immigrants from the participation in social activities (fear of discrimination, too high cost of an activity, commuting problems, language barrier and lack of knowledge what to do in the residence area). The theoretical range of the variable is 0 – 5 (0 = *no barriers*, 5 = 5 *barriers*). The indicator was composed of a sum of 5 dichotomous variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.65).
- Trust in Sweden – an indicator variable related to the level of trust in the Swedish society, Swedish authorities and the Swedish government. The theoretical range of the variable is based on the Likert scale 1 – 7 (1 = *very little*, 7 = *very much*). The indicator was composed of a mean of 3 scale variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.86).
- Commitment to place – a dichotomous variable related to the willingness to stay in the municipality of the current residence. The theoretical range of the variable is 0 – 1 (0 = *no*, 1 = *yes*).
- Social support – an indicator variable related to the rating of the social support obtained in Sweden. The theoretical range of the variable is based on the Likert scale 1 – 7 (1 = *not good at all*, 7 = *very good*). The indicator was composed of a mean of 7 scale variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.79).

Control variables

- Gender – a dichotomous variable showing the gender of respondents. The theoretical range of variable is 0 – 1 (0 = *male*, 1 = *female*).
- Age – a scale variable showing the age of respondents. The range of variable is from 14 to 21 years old¹⁴.

¹⁴ The study sample includes respondents between 14 and 21 years old with individuals who are a little bit younger and older than the identified age range, however, these differences may be insignificant since all the respondents are participants of the state-sponsored Introduction to Swedish language.

- Year of arrival to the host country – an ordinal variable showing the year of arrival to Sweden. The theoretical range of variable is 1 – 7 (1 = 2017, 2 = 2016, 3 = 2015, 4 = 2014, 5 = 2013, 6 = 2012, 7 = 2011 or earlier).
- Residence area – a series of 3 dummy variables related to the type of residence area of respondents, *i.e.* metropolitan, urban and rural. The theoretical range of each variable is 0 – 1 (0 = *no*, 1 = *yes*). The original variables were recoded (for further details see Appendix A).

Additional variables

- Refugee migration status – a dichotomous variable related to the legal entry status received upon the arrival to Sweden. The theoretical range of the variable is 0 – 1 (0 = *non-refugee*, 1 = *refugee*). The non-refugee category encompasses family reunion migrants, migrants with work permit and guest students. The refugee category encompasses the respondents who arrived to Sweden as asylum-seekers or UNHCR refugees. The original variable was recoded (for further details see Appendix A).
- Mental health – an indicator variable related to the state of mental health in Sweden based on the period of the last two weeks. The theoretical range of the variable is 1 – 6 (1 = *very bad*, 6 = *very good*). The indicator was composed of a mean of 5 scale variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.87).

3.2.3. Analytic Strategy

The statistical analyses were divided into three parts. In the first step, the descriptive statistics were computed and the distributions of the indexes were analysed. The second step was aimed at testing the model of entrepreneurial intention. The binary logistic regressions and multiple regression analyses were employed to identify the determinants of entrepreneurial intention (*H1.b*, *H1.e*), the determinants of commitment to place (*H3.a*, *H3.b*) and the determinants of perceived access to opportunities (*H4.a* – *H4.d*). Third, the t-tests (*H5.b* – *H5.g*) and chi-square test (*H5.h*, *H5.i*) were used to evaluate the differences between refugees and other categories of migrants across the relevant social embedding dimensions and entrepreneurial intention variable in the host country.

3.2.4. Descriptive Statistics

The descriptive statistics of the entrepreneurial intention (outcome variable) and its determinants (predictor variables) are shown in Table 5. The indexes have different theoretical ranges from the biggest theoretical range such as 0 – 8 for the perceived access to mainstream social network as well as 1 – 7 for the trust in the host country, the acceptance of mainstream social norms and social support. The smallest theoretical range is 1 – 3 for the perceived access to opportunities and 1 – 4 for the leadership aspiration.

Table 5. Descriptive statistics of outcome variable and predictor variables (Study One).

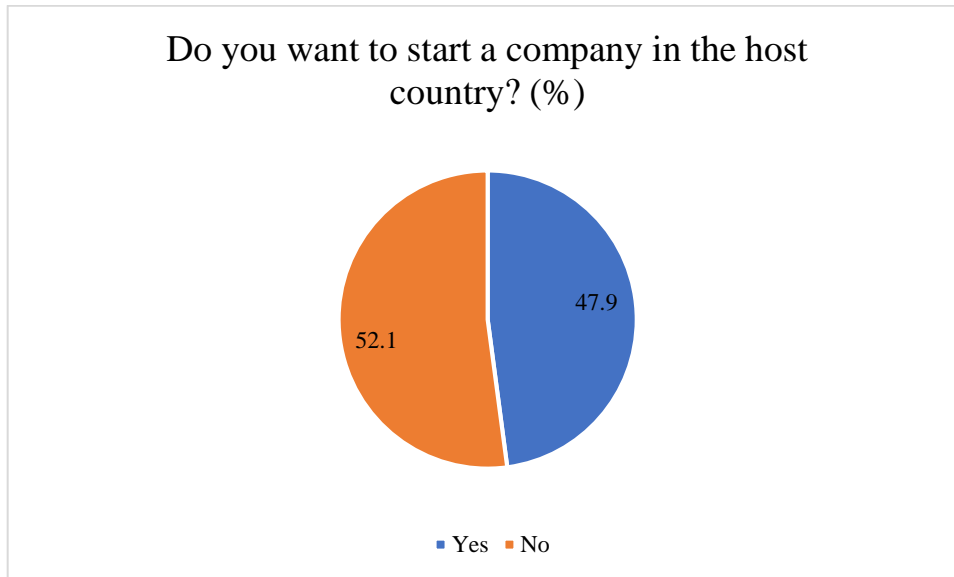
Variable name	Mean	SD	Median	Mode	Min	Max	Skewness	Kurtosis	N
Entrepreneurial intention	0.48	0.49	-	0	0	1	-	-	1046
Leadership aspiration	2	0.89	2	2	1	4	0.576	-0.435	914
Trust in the host country	5.09	1.58	5.33	7	1	7	-0.645	-0.182	797
Acceptance of mainstream social norms	5.09	1.27	5.2	7	1	7	-0.39	-0.261	812
Social barriers	1.82	1.54	2	0	0	5	0.447	-0.803	931
Perceived access to mainstream social network	3.43	2.1	3	1	0	8	0.231	-0.857	1006
Perceived access to opportunities	2.24	0.52	2.25	2	1	3	-0.241	-0.613	1001
Social support	4.87	1.63	5		1	7	-0.505	-0.857	734
Mental health	3.11	1.39	3	2	1	6	0.393	-0.807	969
Commitment to place	0.51	0.5	-	1	0	1	-	-	1106

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

The descriptive statistics of the outcome variable entrepreneurial intention are shown in Figure 9. Nearly half the respondents (47.9%) when asked whether they want to start a

company in Sweden answered positively, whereas 52.1% of the respondents answered negatively.

Figure 9. Respondents with entrepreneurial intention (%) (N = 1046).

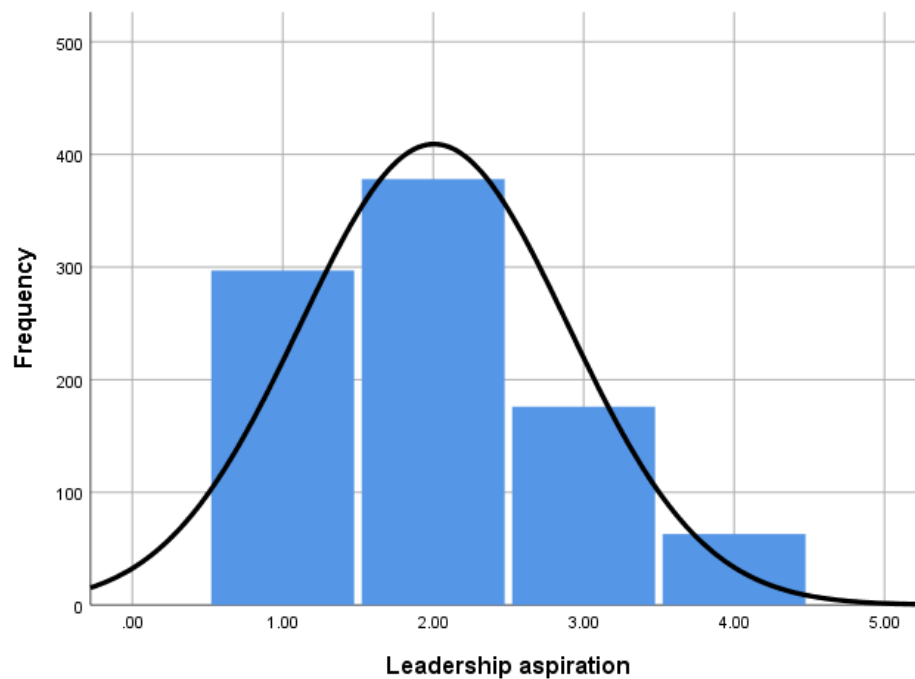


Source: Own elaboration based on *Invandrarindex Ungdomar* 2017

To see the percentage of respondents with entrepreneurial intention depending on the country of origin see Appendix A Table 28.

Figure 10 shows the distribution of leadership aspiration. The highest number of respondents fall into the mean value, so they are interested in assuming some leadership role. The second highest number of respondents do not have any leadership aspiration. Comparatively fewer respondents have some occasional and even fewer have regular leadership experience.

Figure 10. Distribution of leadership aspiration (1 – 4) within the sample (N = 914).

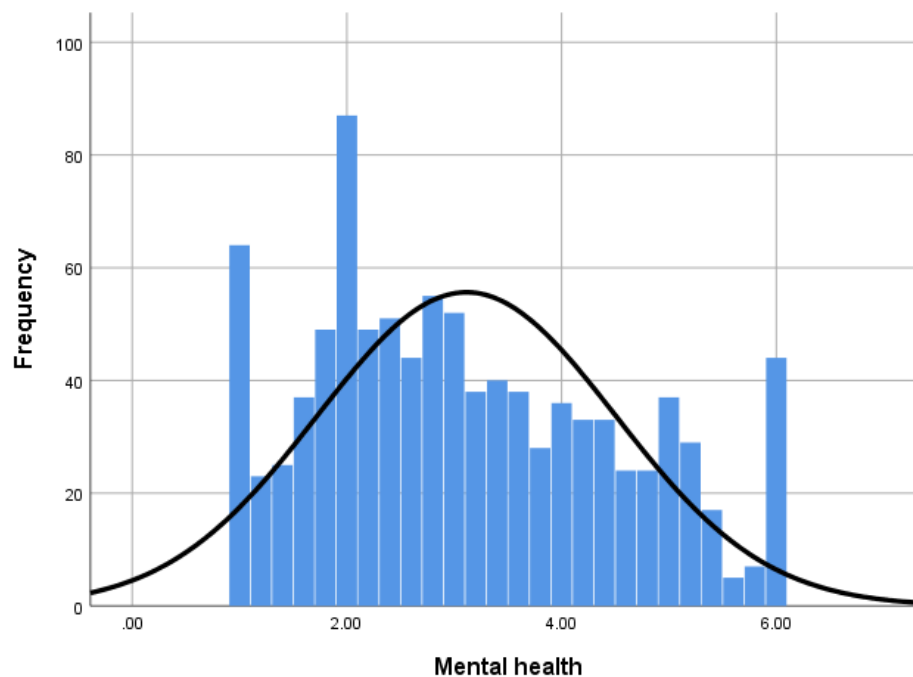


M = 2.01; SD = 0.89; N = 914

Source: SPSS outout based on *Invandrarindex Ungdomar 2017*

The distribution of mental health is found in Figure 11. The values of the distribution of mental health are not evenly distributed. The highest number of respondents reported to have a low level of mental health. The lowest number of respondents had pretty high level of mental health. The distribution of mental health suggests that quite many respondents preferred to choose extreme response items in the question about the mental health.

Figure 11. Distribution of mental health (1 – 6) within the sample (N = 969).

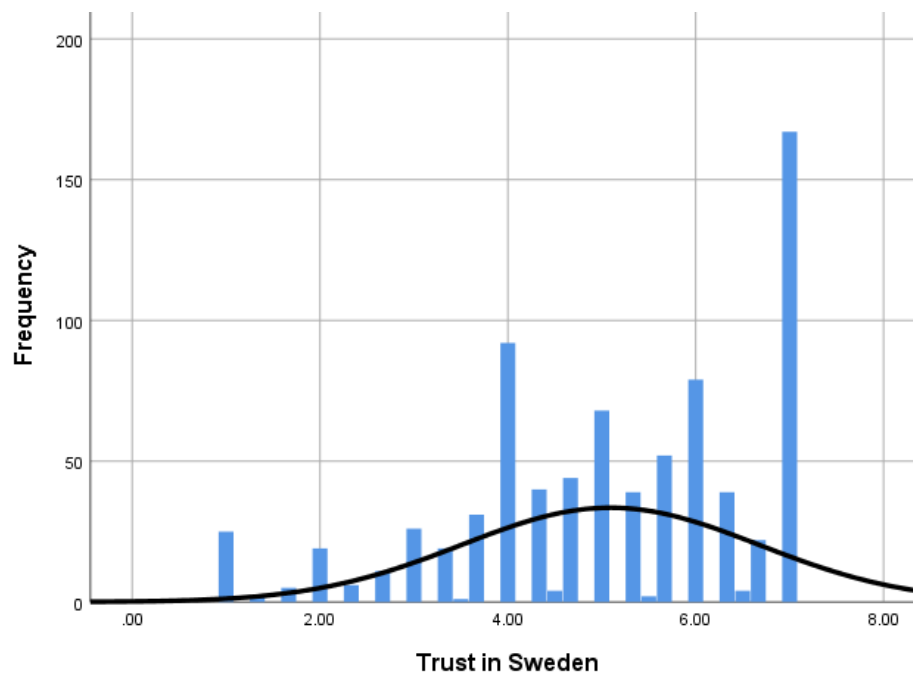


M = 3.11; SD = 1.39; N = 969

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

The distribution of trust in the host country is shown in Figure 12. The highest number of respondents fall into the maximum value of trust in the host country, so they had a high level of trust in the host country. Otherwise, the distribution of trust in the host country is more or less evenly distributed and it revolves the middle of the scale. There are rather few respondents who had a low level of trust in the host country.

Figure 12. Distribution of trust in the host country (1 – 7) within the sample (N = 797).

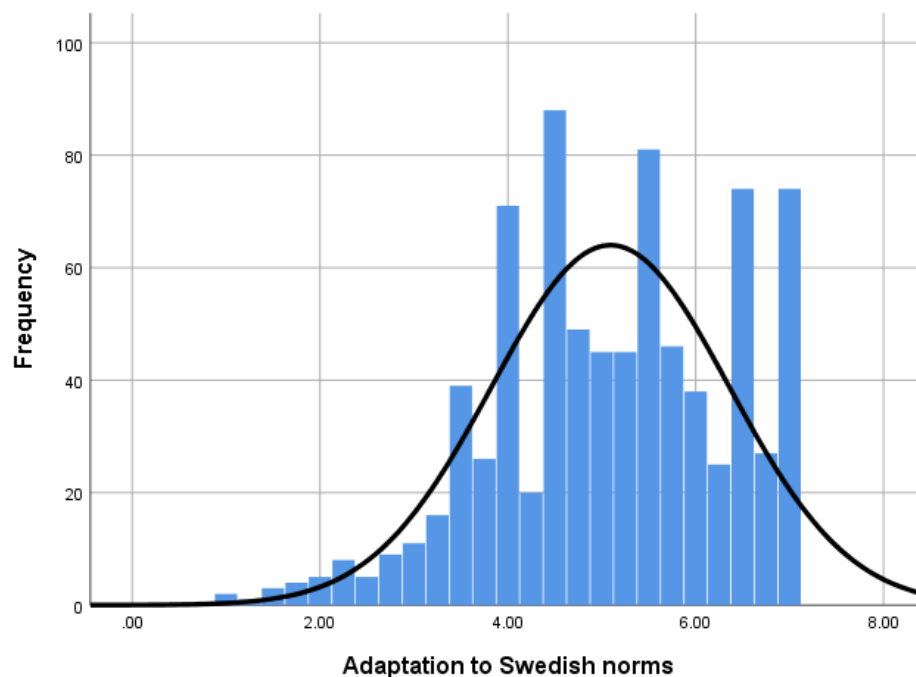


M = 5.09; SD = 1.58; N = 797

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

Figure 13 presents the distribution of acceptance of mainstream social norms. In general, the distribution of acceptance of Swedish norms is varied and is not evenly distributed. The majority of respondents fall into the upper range of values of the distribution of the acceptance of Swedish norms. There is a much smaller group of respondents who reported a low level of acceptance of Swedish norms.

Figure 13. Distribution of acceptance of Swedish norms (1 – 7) within the sample (N = 812).

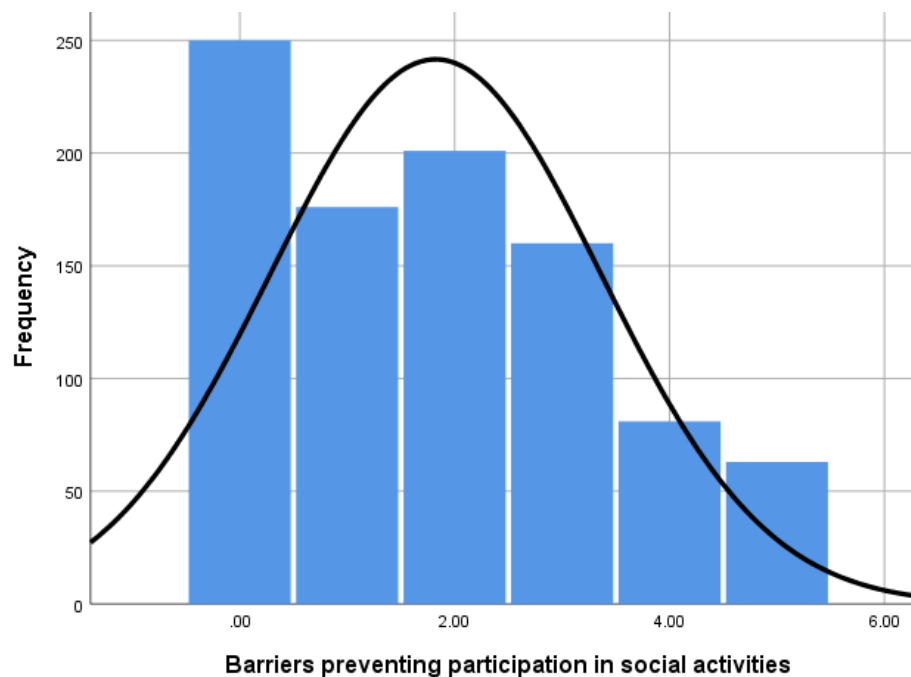


M = 5.09; SD = 1.27; N = 812

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

The distribution of barriers preventing participation in social activities is shown in Figure 14. Most of the respondents did not experience any barriers preventing participation in social activities. High numbers of respondents experienced only few barriers. A relatively low number of respondents experienced four or five barriers preventing participation in social activities.

Figure 14. Distribution of barriers preventing participation in social activities (0 – 5) within the sample (N = 931).

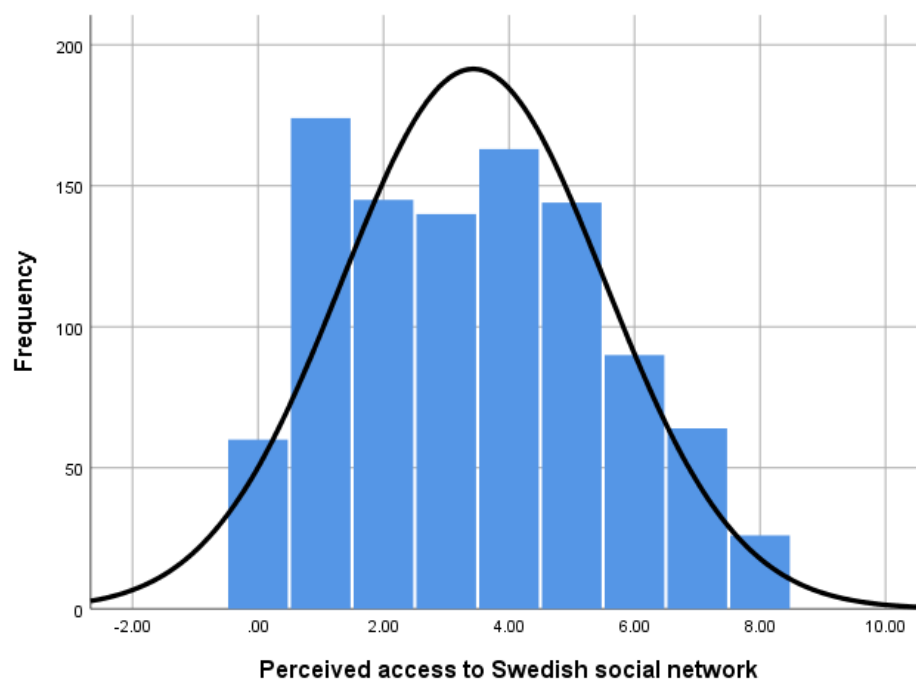


M = 1.82; SD = 1.54; N = 931

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

Figure 15 shows the distribution of perceived access to Swedish social network. The highest number of respondents perceived access to Swedish social network as pretty low. The majority of respondents fall into the middle range of the distribution. The lowest number of respondents fall into the maximum value reflecting the perceived access to Swedish social network.

Figure 15. Distribution of perceived access to Swedish social network (0 – 8) within the sample (N = 1006).

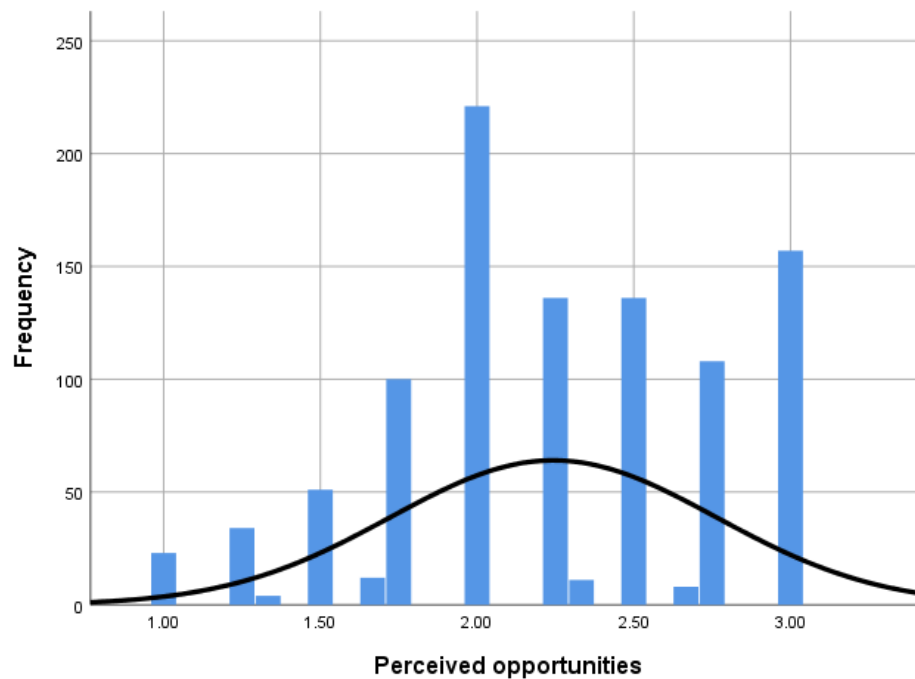


M = 3.43; SD = 2.10; N = 1006

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

The distribution of perceived access to opportunities is shown in Figure 16. In general, there are more respondents who had a relatively high perceived access to opportunities. There are fewer respondents who had a lower perceived access to opportunities. The highest number of respondents fall into the category slightly below the mean value of the scale.

Figure 16. Distribution of perceived access to opportunities (1 – 3) within the sample (N = 1001).



M = 2.24; SD = 0.52; N = 1001

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

Correlations between the determinants of entrepreneurial intention were computed to estimate the linear relationship between them and prevent any potential multicollinearity problems in the following logistic and multiple regression analyses. The values of the correlations can be found in the Table 6. The highest correlation (.431) was identified between acceptance of Swedish norms and trust in Sweden.

Table 6. Correlations of the determinants of entrepreneurial intention.

	Leadership aspiration	Commitment to place	Social support	Perceived opportunities	Barriers preventing participation in social activities	Trust in Sweden	Acceptance of Swedish norms
Commitment to place	0.008						
Social support	-0.028	.187**					
Perceived opportunities	0.000	.316**	.304**				
Barriers preventing participation in social activities	.107**	-0.027	-.195**	-.083*			
Trust in the host country	-0.019	.137**	.273**	.210**	-0.064		
Acceptance of mainstream social norms	-0.009	.174**	.231**	.275**	-0.027	.431**	
Perceived access to mainstream social network	.089**	.066*	0.067	.128**	-0.036	.099**	.151**

** $p < .01$, * $p < .05$.

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

3.2.5. Analysis of Missing Values

This section presents the analysis of missing values, which was a challenge in this study. The type of missing data mechanism in used data set relates to Missing Completely At Random (MCAR), which means that “missing observations are a random subset of all the observations, [so] the missing and observed values will have similar distributions” (Bhaskaran & Smeeth, 2014, p. 1336). The advantage of missing completely at random is that the results do not become biased due to the lack of data (Kang, 2013).

The adopted strategy to deal with the values missing completely at random in this thesis is the complete case or available case analysis, also known as listwise deletion, which means that various dimensions of a social phenomenon under study are examined with different subsets of the available database (Kang, 2013). The available case analysis, also called listwise deletion, is the most common approach in dealing with missing data (Kang, 2013).

The use of the available case analysis explains why three regression analyses conducted in the following section are built upon various study samples ($N = 903$, $N = 546$, $N = 768$). The three consecutive tables present the analyses of missing data for three studies conducted in the following section to show the adoption of the available case analysis. The three Tables 8, 9 and 10 correspond to the study of the determinants of entrepreneurial intention, the study of determinants of commitment to place and the study of determinants of perceived access to opportunities.

Table 7 shows the analysis of missing data for the study of determinants of entrepreneurial intention based on the sample $N = 903$. The table presents the analysis of missing patterns and indicates that there are 903 cases common for the selected variables, *i.e.* leadership aspiration, commitment to place, entrepreneurial intention, age, gender, year of arrival, as well as metropolitan, urban and rural area.

Table 7. Analysis of missing data for the study of determinants of entrepreneurial intention ($N = 903$).

Tabulated Patterns										
Number of Cases	Missing Patterns ^a									Complete if ... ^b
	Age	Gender	Year of arrival	Commitment to place	Metropolitan area	Urban area	Rural area	Entrepreneurial intention	Leadership aspiration	
903										903
128									X	1031
59								X	X	1090
207				X	X	X	X	X	X	1319
80			X	X	X	X	X	X	X	1399
Patterns with less than 1% cases (14 or fewer) are not displayed.										
a. Variables are sorted on missing patterns.										
b. Number of complete cases if variables missing in that pattern (marked with X) are not used.										

Source: SPSS output based on *Invandrarindex Ungdomar 2017*.

Table 8 presents the analysis of missing data for the study of determinants of perceived access to opportunities based on the sample N = 768. The table provides the analysis of missing patterns and indicates that there are 768 cases common for the selected variables, *i.e.* age, gender, year of arrival, metropolitan, urban and rural area, perceived access to mainstream social network, social barriers, acceptance of mainstream social norms and perceived access to opportunities.

Table 8. Analysis of missing data for the study of commitment to place (N = 546).

Tabulated Patterns										
Number of Cases	Missing Patterns ^a									Complete if ... ^b
	Age	Gender	Year of arrival	Commitment to place	Metropolitan area	Urban area	Rural area	Perceived access to opportunities	Social support	
546										546
60								X		606
43								X	X	1090
441									X	987
113				X	X	X	X	X		734
94				X	X	X	X	X	X	1319
80			X	X	X	X	X	X	X	1399
Patterns with less than 1% cases (14 or fewer) are not displayed.										
a. Variables are sorted on missing patterns.										
b. Number of complete cases if variables missing in that pattern (marked with X) are not used.										

Source: SPSS output based on *Invandrarindex Ungdomar 2017*.

Table 9 presents the analysis of missing data for the study of determinants of perceived access to opportunities based on the sample N = 768. The table provides the analysis of missing patterns and indicates that there are 768 cases common for the selected variables, *i.e.* age, gender, year of arrival, metropolitan, urban and rural area, perceived access to mainstream social network, social barriers, acceptance of mainstream social norms and perceived access to opportunities.

Table 9. Analysis of missing data for the study of determinants of perceived access to opportunities (N = 768).

Tabulated Patterns												
Number of Cases	Missing Patterns ^a											Complete if ... ^b
	Age	Gender	Year of arrival	Metropolitan area	Urban area	Rural area	Swedish social network	Perceived access to opportunities	Social barriers	Acceptance of mainstream social norms	Trust in the host country	
768												768
112										X	X	893
78									X	X	X	971
14								X				782
85							X	X	X	X	X	1096
209				X	X	X	X	X	X	X	X	1319
80			X	X	X	X	X	X	X	X	X	1399
Patterns with less than 1% cases (14 or fewer) are not displayed.												
a. Variables are sorted on missing patterns.												
b. Number of complete cases if variables missing in that pattern (marked with X) are not used.												

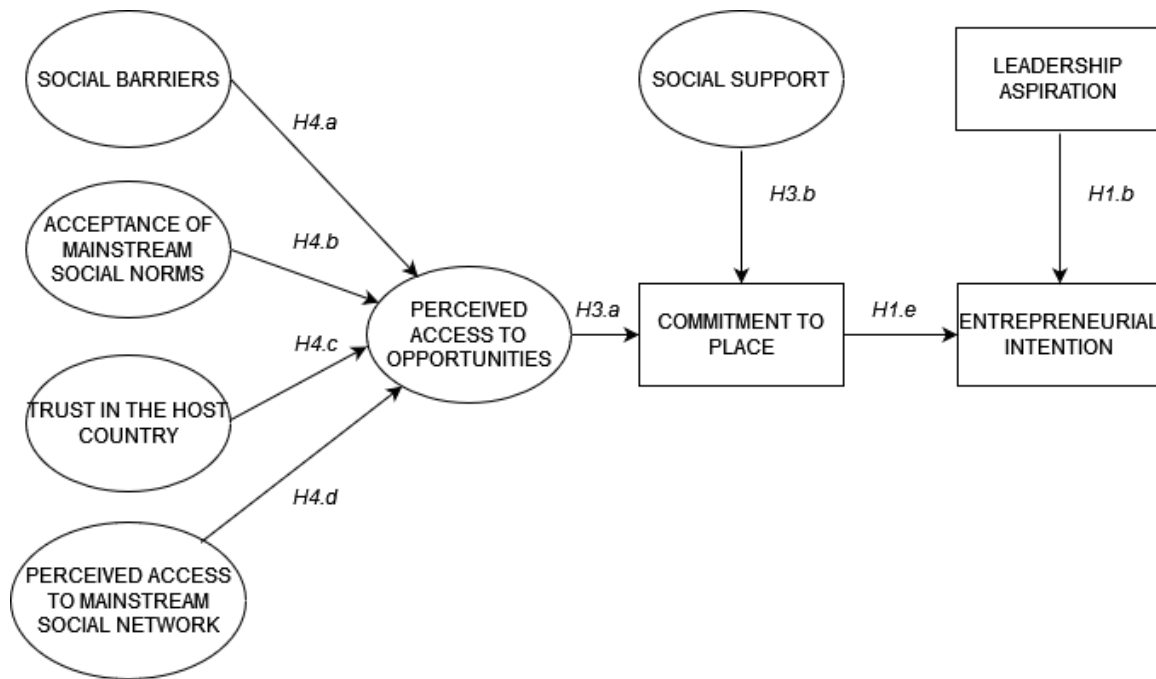
Source: SPSS output based on *Invandrarindex Ungdomar 2017*.

The tables presenting the analyses of missing patterns across the sample illustrate and explain the reason for having various size of study samples depending on the available cases in the data set.

3.2.6. Hypothesis Tests

This section will test the series of formulated hypotheses in order to examine the proposed theoretical model explaining the formation of entrepreneurial intention in case of refugees. The proposed empirical model built upon hypotheses is presented in Figure 17.

Figure 17. Empirical model of refugee entrepreneurial intention with the focus on social embedding built upon the formulated hypotheses (Study One).



Source: Own elaboration.

3.2.6.1. Determinants of Entrepreneurial Intention

The results predicting entrepreneurial intention (N = 903) are supported by the binary logistic regression analysis shown in Table 10. The model fits the data well, as evidenced by the statistically significant value of chi2 test ($p < .001$) and the statistically insignificant value of the Hosmer and Lemeshow test ($p > .05$). The model correctly classifies 56.70% of the respondents. The results show that leadership aspiration, commitment to place and gender predict the effect on the entrepreneurial intention.

H1.b has been supported. Higher leadership aspiration is positively related to entrepreneurial intention. The respondents with higher leadership aspiration are more likely to have entrepreneurial intention. Leadership aspiration significantly predicts the entrepreneurial intention ($b = 0.21$, Wald $\chi^2 (1) = 7.55$, $p = 0.006$). As leadership aspiration increases by a unit, the change in the odds of having entrepreneurial intention to not having it is 1.24.

H1.e has been supported. Commitment to place is positively related to entrepreneurial intention. The respondents committed to place are more likely to have entrepreneurial intention. Commitment to place significantly predicts the entrepreneurial intention ($b = 0.35$, Wald $\chi^2 (1) = 6.15$, $p = 0.013$). As the variable increases from no commitment to place (0) to commitment to place (1), the change in the odds of having entrepreneurial intention to not having it is 1.41.

Gender is positively related to entrepreneurial intention. The male respondents are more likely to have entrepreneurial intention. Gender significantly predicts the entrepreneurial intention ($b = -0.49$, Wald $\chi^2 (1) = 9.11$, $p = 0.003$). As gender changes from male (0) to female (1), the change in the odds of having entrepreneurial intention to not having it is 0.62. No evidence has been found that other control variables age, year of arrival to Sweden and residence area had effect on the entrepreneurial intention.

Table 10. Parameter estimates of binary logistic regression analysis predicting entrepreneurial intention (N = 903).

Entrepreneurial intention	95% CI for Odds Ratio						
	B	(SE)	p	Lower Bound	Odds ratio	Upper Bound	
Leadership aspiration	0.21 **	0.08	0.006	1.06	1.24	1.44	
Commitment to place	0.35 *	0.14	0.013	1.08	1.41	1.86	
Gender	-0.49 **	0.16	0.003	0.45	0.62	0.84	
Age	-0.06	0.07	0.353	0.83	0.94	1.07	
Year of arrival to Sweden	0.06	0.08	0.478	0.91	1.06	1.23	
Metropolitan area	0.16	0.19	0.403	0.81	1.18	1.72	
Urban area	0.21	0.16	0.182	0.91	1.23	1.68	
Constant	-0.56	0.40	0.159		0.57		

Note: $R^2 = .02$ (Hosmer & Lemeshow), $.03$ (Cox & Snell), $.04$ (Nagelkerke). Model $\chi^2 (8) = 3.9, p < .001$. * $p < .05$, ** $p < .01$, *** $p < .001$.

Source: Own calculations based on *Invandrarindex Ungdomar 2017*

3.2.6.2. Determinants of Commitment to Place

The results predicting the commitment to place (N = 546) are supported by the binary logistic regression analysis shown in Table 11. The model fits the data well, as evidenced by the statistically significant value of chi2 test ($p < .001$) and the statistically insignificant value of the Hosmer and Lemeshow test ($p > .05$). The model correctly classifies 67.80% of the respondents. The results show that perceived access to opportunities, social support and residence area predict the effect on the entrepreneurial intention.

H3.a has been supported. Perceived access to opportunities is positively related to commitment to place. The respondents with a higher level of perceived access to opportunities are more likely to be committed to place. The perceived access to opportunities significantly predicts the commitment to place ($b = 1.19$, Wald $\chi^2 (1) = 35.87, p = 0.000$). As perceived access to opportunities increases by a unit, the change in the odds of commitment to place (rather than no commitment) is 3.28.

H3.b has been supported. Social support is positively related to commitment to place. The respondents who assessed higher the social support obtained are more likely to be committed to place. The social support significantly predicts the commitment to place ($b = 0.19$, Wald $\chi^2 (1) = 10.14$, $p = 0.001$). As social support increases by a unit, the change in the odds of commitment to place (rather than no commitment) is 1.21.

The area of residence is also positively related to commitment to place. The respondents who live in the metropolitan and urban areas are more likely to be committed to place than those living in rural areas. Metropolitan residence area significantly predicts the commitment to place ($b = 0.89$, Wald $\chi^2 (1) = 10.84$, $p = 0.001$). As residence area changes from rural (0) to metropolitan area (1), the change in the odds of commitment to place (rather than no commitment) is 2.43. The urban residence area significantly predicts the commitment to place ($b = 0.45$, Wald $\chi^2 (1) = 4.39$, $p = 0.036$). As residence area changes from rural (0) to urban area (1), the change in the odds of commitment to place (rather than no commitment) is 1.56.

Table 11. Parameter Estimates of Binary Logistic Regression Analysis Predicting Commitment to place (N = 546).

Commitment to place	95% CI for Odds Ratio					
	B	(SE)	p	Lower Bound	Odds ratio	Upper Bound
Perceived opportunities	1.19 ***	0.20	0.000	2.22	3.27	4.83
Social support	0.19 **	0.06	0.001	1.08	1.21	1.37
Gender	-0.19	0.33	0.555	0.43	0.82	1.57
Age	-0.02	0.10	0.840	0.81	0.98	1.18
Year of arrival to Sweden	0.20	0.16	0.223	0.89	1.22	1.68
Metropolitan area	0.89 **	0.27	0.001	1.43	2.43	4.12
Urban area	0.45 *	0.21	0.036	1.03	1.56	2.37
Constant	-4.21	0.81	0.000		0.01	

Note: $R^2 = .13$ (Hosmer & Lemeshow), .146 (Cox & Snell), .194 (Nagelkerke). Model $\chi^2 (8) = 7.3$, $p < .001$. * $p < .05$, ** $p < .01$, *** $p < .001$.

Source: Own calculations based on *Invandrarindex Ungdomar 2017*

3.2.6.3. Determinants of Perceived Access to Opportunities

The results predicting the perceived access to opportunities ($N = 768$) are supported by the multiple linear regression analysis shown in Table 12. A multiple linear regression analysis was employed to predict the respondents' perceived access to opportunities from barriers preventing participation in social activities, acceptance of mainstream social norms, trust in the host country and perceived access to mainstream social network. All the predictors were entered simultaneously. All the predictor variables had a significant effect in the model. A significant regression equation was found ($F(9, 758) = 16.14$), $p < .001$, $R^2 = .161$. Barriers preventing participation in social activities are negatively related to perceived access to opportunities. Respondents' perceived access to opportunities increases 0.09 points for each unit of acceptance of mainstream social norms, 0.04 for each unit of trust in the host country, 0.02 for each unit of perceived access to mainstream social network.

H4.a has been supported. Barriers preventing participation in social activities are negatively related to perceived access to opportunities.

H4.b has been supported. The acceptance of mainstream social norms is positively related to perceived access to opportunities. Respondents' perceived access to opportunities increases 0.09 points for each unit of acceptance of mainstream social norms.

H4.c has been supported. Trust in the host country is positively related to perceived access to opportunities. Respondents' perceived access to opportunities increases 0.04 for each unit of trust in the host country.

H4.d has been supported. Perceived access to mainstream social network is positively related to perceived access to opportunities. Respondents' perceived access to opportunities increases 0.02 for each unit of perceived access to mainstream social network.

The perceived access to opportunities is also positively related to the residence area. The respondents who live in the metropolitan and urban area are more likely to have a higher perceived access to opportunities than those living in the rural area. Respondents' perceived

access to opportunities increases 0.28 for the change of residence area from rural (0) to metropolitan area (1). Respondents' perceived access to opportunities increases 0.16 for the change of residence area from rural (0) to urban area (1). Other control variables, *i.e.* gender, age and year of arrival did not have effect on the perceived access to opportunities.

Table 12. Coefficients of multiple regression analysis for variables predicting perceived access to opportunities (N = 768).

Perceived access to opportunities	<i>B</i>	<i>SE B</i>	β		<i>t</i>	<i>p</i>
(Constant)	1.64	0.13			12.79	0.000
Acceptance of social norms	0.09	0.02	0.22 ***		5.76	0.000
Trust in the host country	0.04	0.01	0.11 **		2.85	0.004
Perceived access to network	0.02	0.01	0.10 **		2.98	0.003
Barriers preventing participation in social activities	-0.03	0.01	-0.08 *		-2.38	0.018
Gender	0.03	0.04	0.02		0.69	0.492
Age	-0.03	0.02	-0.06		-1.77	0.078
Year of arrival to Sweden	-0.02	0.02	-0.03		-0.81	0.418
Metropolitan area	0.28	0.05	0.22 ***		5.97	0.000
Urban area	0.16	0.04	0.14 ***		4.06	0.000

Note: $R^2 = .16$ ($p < .001$). * $p < .05$, ** $p < .01$, *** $p < .001$.

Source: Based on *Invandrarindex Ungdomar 2017*

3.2.6.4. Correlations of Refugee Migration Status

H5.b has been supported. Refugee migration status is negatively related to mental health. On average, respondents with refugee status had a lower (worse) mental health ($M = 3.00$, $SE = 0.05$) than other types of migrants ($M = 3.72$, $SE = 0.12$). This difference is significant $t(204.69) = 5.63$, $p < .001$ and it represented a medium-sized effect $r = .37$.

H5.c has been supported. Refugee migration status is positively related to barriers preventing participation in social activities. On average, respondents with refugee status experienced higher barriers preventing participation in social activities ($M = 1.87$, $SE = 0.05$) than other types of migrants ($M = 1.57$, $SE = 0.13$). This difference is significant $t(929) = -2.16$, $p < .05$, however it represented a very low-sized effect $r = .07$.

H5.d has not been supported. No statistically significant evidence has been found that refugee migration status is related to acceptance of mainstream social norms. On average, respondents with refugee status declared a higher acceptance of mainstream social norms ($M = 5.12$, $SE = 0.05$) than other types of migrants ($M = 4.94$, $SE = 0.11$). This difference is not significant $t(810) = -1.50$, $p > .05$, $r = .05$.

H5.e has not been supported. No statistically significant evidence has been found that refugee migration status is related to trust in the host country. On average, respondents with refugee status had a lower trust level in the host country ($M = 5.12$, $SE = 0.06$) than other types of migrants ($M = 4.93$, $SE = 0.14$). This difference is not significant $t(795) = -1.24$, $p > .05$, $r = .04$.

H5.f has not been supported. No statistically significant evidence has been found that refugee migration status is related to perceived access to mainstream social network. On average, respondents with refugee status had lower a lower perceived access to mainstream social network ($M = 3.42$, $SE = 0.07$) than other types of migrants ($M = 3.50$, $SE = 0.17$). This difference is not significant $t(1004) = .45$, $p > .05$, $r = .01$.

H5.g has not been supported. No statistically significant evidence has been found that refugee migration status is related to perceived access to opportunities. On average, respondents with refugee status had lower perceived access to opportunities ($M = 2.24$, $SE = 0.02$) than other types of migrants ($M = 2.29$, $SE = 0.04$). This difference is not significant $t(999) = 1.03$, $p > .05$, $r = .03$.

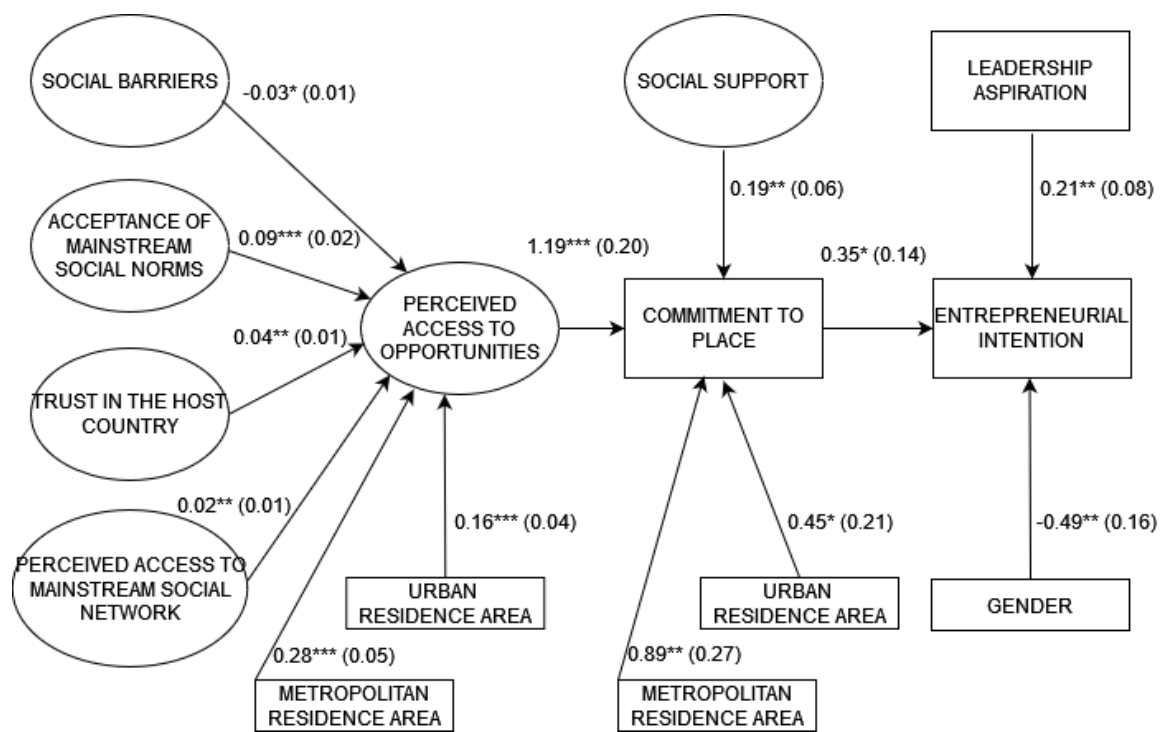
H5.h has not been supported. No statistically significant evidence has been found that refugee migration status is related to commitment to place. There was no significant association between the refugee migration status and commitment to place $\chi^2(1) = 0.31$, $p > .05$, $OR = 1.10$ (for the contingency table for refugee and commitment to place see Appendix A Table 29).

H5.i has not been supported. No statistically significant evidence has been found that refugee migration status is related to entrepreneurial intention. There was no significant association between the refugee migration status and entrepreneurial intention $\chi^2 (1) = 0.77, p > .05$, OR = 0.91 (for the contingency table for refugee and entrepreneurial intention see Appendix A Table 30).

3.2.7. Discussion of Results of Study One

The findings of Study One indicate that personal characteristics together with commitment to place play an important role in shaping the entrepreneurial intention among both refugees and other categories of migrants in Sweden. The four following subsections briefly discuss the obtained results. They present the determinants of entrepreneurial intention, commitment to place, perceived access to opportunities and the correlations of refugee migration status. Figure 18 presents the empirical model built upon all the tested hypotheses in the correlational Study One.

Figure 18. Empirical model of refugee entrepreneurial intention with the focus on social embedding (Study One).



Note: Regression coefficients are shown above with standard error. The regression coefficients are compiled across the studies. Only the supported hypotheses are shown. For additional details see tables in sections 3.2.5.1., 3.2.5.2., 3.2.5.3. and 3.2.5.4.

Source: Own elaboration based on results obtained from *Invandrarindex Ungdomar* 2017

3.2.7.1. Determinants of Entrepreneurial Intention

For the newly arrived immigrants, both refugees and other categories of migrants, leadership aspiration, commitment to place and gender had a direct effect on the entrepreneurial intention. In terms of the strength of the correlation the commitment to place had the strongest effect on the outcome variable, then leadership aspiration and gender. In accordance with the hypothesis *H1.b* the entrepreneurial intention is positively related to higher leadership aspiration. The respondents with higher leadership aspiration are more likely to have entrepreneurial intention.

After the leadership aspiration the entrepreneurial intention was also positively related to commitment to place. The hypothesis *H1.e* was supported in Study One proving that respondents committed to place were more likely to have entrepreneurial intention, which implies that the commitment to place encourages immigrants to have a positive attitude towards starting their own business activity.

Entrepreneurial intention was also positively related to gender. The female respondents were less likely to have entrepreneurial intention than their male counterparts. No evidence was found that other control variables such as age, year of arrival to Sweden and residence area (metropolitan, urban or rural) had effect on the formation of entrepreneurial intention. No evidence was found that age had effect on the outcome variable possibly due to restricted age range encompassing only young people within the studied sample. No evidence was found that year of arrival to Sweden was statistically significant. Finally, there was no evidence that residence area had effect on the entrepreneurial intention, which could be explained by the fact that when it comes to the formation of entrepreneurial intention the current residence area does not play any significant role at such an early stage of life or the effect was not found since the sample size was restricted.

3.2.7.2. Determinants of Commitment to Place

The commitment to place turned out to be a crucial determinant of the entrepreneurial intention among newly arrived immigrants in Sweden. The analyses pointed out that the commitment to place is, in turn, influenced by the perceived access to opportunities and social support.

The hypothesis *H3.a* stipulating that commitment to place is positively related to perceived access to opportunities was supported. The respondents with a higher level of perceived access to opportunities were more committed to place. Also, the hypothesis *H3.b* that the commitment to place is positively related to social support was supported. The respondents who assessed the obtained social support higher were more committed to place. The commitment to place was also positively related to the residence area. The respondents who lived in the metropolitan and urban area were more committed to place than those living in the rural area. Such a result most possibly stems from the fact that in the rural area there are simply fewer opportunities than in the metropolitan or urban area. No evidence was found that other control variables, gender, age and year of arrival to Sweden had effect on the commitment to place.

3.2.7.3. Determinants of Perceived Access to Opportunities

The perceived access to opportunities is a relevant variable particularly in case of newly arrived immigrants who settle down in a foreign country with a completely new socio-cultural and economic system. The way immigrants, either refugees or not, perceive access to opportunities in the host country is of utmost importance for the formation of their entrepreneurial intention. The findings that perceived access to opportunities is determined by perception of barriers preventing participation in social activities (social barriers), acceptance of mainstream social norms, trust in the host country and perceived access to mainstream social network.

In accordance with the hypothesis *H4.a* perceived access to opportunities is negatively related to barriers preventing participation in social activities (social barriers). In other words, the higher the perception of barriers preventing immigrants' participation in social activities the lower their perceived access to opportunities in the host country. Intuitively, higher social barriers decrease the perceived access to opportunities, whereas higher acceptance of mainstream social norms (*H4.b*), higher trust in the host country (*H4.c*) and higher perceived access to mainstream social network (*H4.d*) increase the outcome variable.

When it comes to control variables only residence area had effect on the perceived access to opportunities. Respondents living in the metropolitan or urban area were more likely to have a higher perceived access to opportunities than those from the rural area. No evidence was found that gender, age and year of arrival had effect on the perceived access to opportunities.

3.2.7.4. Correlations of Refugee Migration Status

The results showed that respondents with refugee status differ from other categories of migrants. Refugees differ from non-refugees only across two out of nine dimensions, *i.e.* mental health and perception of barriers preventing participation in social activities.

The refugee migration status is negatively related to mental health (*H5.b*). Respondents with refugee status had a lower (worse) mental health than non-refugees. This difference had a medium-sized effect, which turned out to be the biggest difference among all the tested aspects between refugees and non-refugees. Also, refugee migration status is positively related to barriers preventing participation in social activities (social barriers) (*H5.c*). Respondents with refugee status experienced higher barriers preventing participation in social activities than other types of migrants, however, this difference had only a low-sized effect.

There was no statistical evidence found that the remaining variables were related to refugee migration status. Refugee migration status was not related to acceptance of mainstream social norms (*H5.d*), trust in the host country (*H5.e*), perceived access to mainstream social network

(*H5.f*), perceived access to opportunities (*H5.g*), commitment to place (*H5.h*) and entrepreneurial intention (*H5.i*).

3.2.8. Summary of Results of Study One

The results of Study One are summarised in Table 13. The findings show that entrepreneurial intention depends on leadership aspiration, commitment to place and gender. Immigrant women are less likely to have entrepreneurial intention than immigrant men. Commitment to place is dependent upon perceived access to opportunities, social support and residence area. Perceived access to opportunities is dependent upon acceptance of mainstream social norms, trust in the host country, perceived access to mainstream social network, perception of barriers preventing participation in social activities and residence area. The findings show that refugees differ from other types of migrants in terms of the state of their mental health and perception of barriers preventing the participation in social activities. Refugees report lower level of their mental health and perceive more barriers preventing the participation in social activities than other types of migrants.

Table 13. Summary of hypotheses tested in Study One.

<i>No</i>	Hypotheses	Supported
1.	Determinants of entrepreneurial intention (EI)	
<i>H1.b</i>	Leadership aspiration is positively related to EI.	Yes
<i>H1.e</i>	Commitment to place is positively related to EI.	Yes
3.	Determinants of commitment to place	
<i>H3.a</i>	Perceived access to opportunities is positively related to commitment to place.	Yes
<i>H3.b</i>	Social support is positively related to commitment to place.	Yes
4.	Determinants of perceived access to opportunities	
<i>H4.a</i>	Barriers preventing participation in social activities are negatively related to perceived access to opportunities.	Yes
<i>H4.b</i>	Acceptance of mainstream social norms is positively related to perceived access to opportunities.	Yes
<i>H4.c</i>	Trust in the host country is positively related to perceived access to opportunities.	Yes
<i>H4.d</i>	Perceived access to mainstream social network is positively related to perceived access to opportunities.	Yes
5.	Correlations of refugee migration status	
<i>H5.b</i>	Refugee migration status is negatively related to mental health.	Yes
<i>H5.c</i>	Refugee migration status is positively related to barriers preventing participation in social activities.	Yes
<i>H5.d</i>	Refugee migration status is positively related to acceptance of mainstream social norms.	No
<i>H5.e</i>	Refugee migration status is negatively related to trust in the host country.	No
<i>H5.f</i>	Refugee migration status is negatively related to perceived access to mainstream social network.	No
<i>H5.g</i>	Refugee migration status is negatively related to perceived access to opportunities.	No
<i>H5.h</i>	Refugee migration status is negatively related to commitment to place.	No
<i>H5.i</i>	Refugee migration status is negatively related to entrepreneurial intention.	No

Source: Own elaboration.

3.3. Study Two: Quantitative Analysis

The goal of Study Two is three-fold. First, it is to examine the distribution of selected variables in the studied sample of newly arrived immigrants. Second, the study aims to identify the determinants of refugee entrepreneurial intention in the host country. Third, the goal of the study is to analyse the differences between refugees and other types of migrants in the context of the formation of entrepreneurial intention in the host country.

3.3.1. Study Sample

The study sample comes from the secondary Swedish data set *Invandrarindex - De nya svenskarnas röst 2017* (*Immigrants' index – the new Swedes' voice*) based on the anonymous survey carried out between 11 September 15 October 2017 across 30 out of total 290 Swedish municipalities (Arjeplog, Övertorneå, Boden, Umeå, Krokom, Ragunda, Timrå, Orsa, Falun, Älvkarleby, Vallentuna, Nacka, Gnesta, Köping, Örebro, Torsby, Sunne, Hällefors, Lysekil, City of Gothenburg, Askersund, Kinda, Gislaved, Ljungby, Höganäs, Båstad, Osby, Karlshamn, Lessebo and Mörbylånga) in three regions of Sweden (Götaland, Svealand and Norrland). The survey sample is representative of all municipalities in Sweden, since the selection of municipalities is based on six criteria conceptualised by the University of Gothenburg (*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Vuxna*, 2017). The criteria took into consideration the following dimensions: sample size, industry structure, region (Götaland, Svealand and Norrland), type of municipality (small, medium-sized, large, rural, large city), commuting to large cities and political control of the municipality (*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Vuxna*, 2017).

The study was conducted on a representative sample. The newly arrived immigrants who took part in the survey represent well the population of newcomers in Sweden since they live in different locations (small, medium-sized and large municipalities). The respondents come from the countries that most newly arrived immigrants have come from in 2010s, which were Syria and Eritrea. The respondents represent well all students attending Svenska för Invandrare (Swedish for Foreigners, SFI). In this study sample based on respondents coming from 30 municipalities a total of 20,348 students were enrolled in SFI classes

(*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Vuxna*, 2017). Since the number of students enrolled and the number of active students in a particular week in SFI differed significantly, the total number of students and the number of respondents were compared which showed that between 80% and 95% of the students took part in the survey (*Invandrarindex 2017 "De nya svenskarnas röst" Teknisk beskrivning Vuxna*, 2017).

The survey target group were 2.526 migrants (refugees, quota refugees, family reunion migrants, migrant workers and guest students) who came to Sweden in 2010s. The respondents were between 18 to 70 years old. They took part in the state-sponsored Swedish language classes - Svenska för Invandrare (Swedish for Foreigners, SFI). The respondents were given a multiple-choice questionnaire of 168 questions. They filled it out through a web survey during one of the Swedish language classes where SFI teachers were available and received the relevant instructions related to the survey. Respondents were given 60 minutes to fill out the questionnaire. The survey was translated into six languages, *i.e.* Swedish, English, Arabic, Dari, Somali and Tigrinya. A full list of questions translated into English can be found in Appendix B in Table 31.

The study was conducted on a representative sample. Table 14 presents the sociodemographic characteristics of the study population. The ratio of men (48.7%) and women (51.3%) is almost equal with a slight majority of women. Respondents who came to Sweden as refugees constitute 60.9%, whereas other types of migrants (non-refugees) constitute 39.1%. The category of other types of migrants – non-refugees – is composed of family reunion migrants as well as migrants with work permit and guest students. The respondents came to Sweden within the timeframe between before 2011 and 2017. The highest percentage of respondents (42.3%) arrived to Sweden in 2015, 19.2% of respondents came in 2014, 15.2% in 2016 and 10.5% in 2017.

Nearly half the respondents are of Syrian origin (45.7%). Other most frequent countries of origin are Eritrea (10.8%), Somalia (6%), countries of continental Europe (4.6%), Iraq (3.1%), Iran (3%), Afghanistan (2.7%) and Thailand (2.8%). Nearly 50% of respondents live in urban area (48.2%), 34.9% in rural area and 16.9% of the respondents live in the

metropolitan area in Sweden. More than 40% of the respondents have completed at least 13 years of education (41.2%). More than one fifth completed ten to twelve years of schooling (28.3%). 22.7% of respondents completed four to nine years of education. Only 5.3% completed one to three years of education and 2.5% did not go to school at all.

Table 14. Sociodemographic characteristics of the study sample (Study Two).

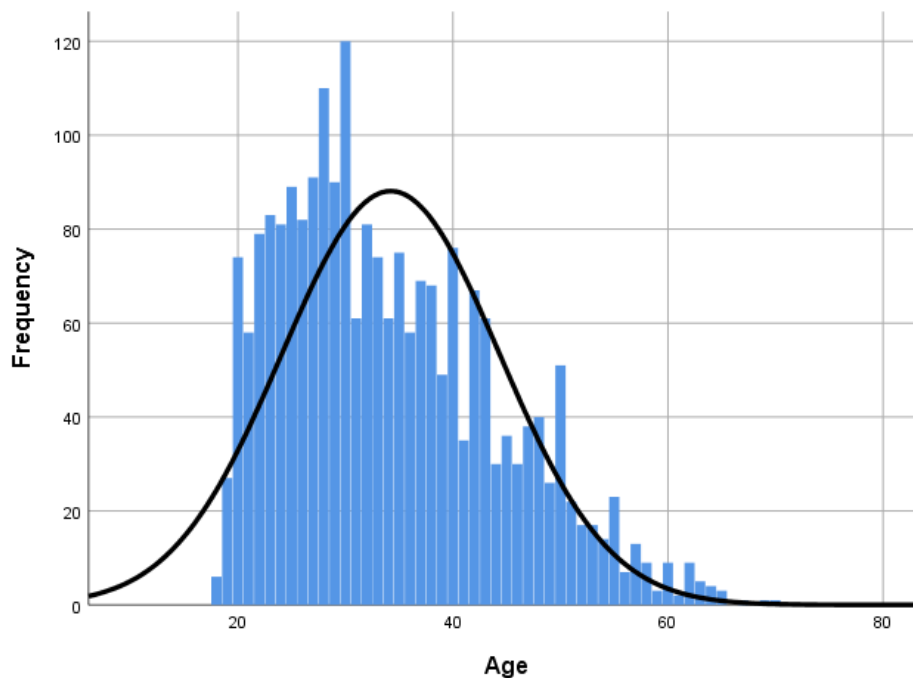
Variable name	Valid %
Gender	
Men	48.7
Women	51.3
Migration status	
Refugee	60.9
Non-refugee	39.1
Year of arrival to Sweden	
2017	10.5
2016	15.2
2015	42.3
2014	19.2
2013	5.5
2012	1.8
2011	5.6
Country of origin	
Syria	45.7
Eritrea	10.8
Somalia	6
Europa (continent)	4.6
Iraq	3.1
Iran	3
Afghanistan	2.8
Thailand	2.7
Baltic region/Russia	0.6
North America	0.5
South America	0.4
Another country*	18.8
Residence area in Sweden	
Metropolitan	16.9
Urban	48.2
Rural	34.9
Years of education	
0	2.5
1 - 3	5.3
4 - 9	22.7
10 - 12	28.3
13 or more	41.2

*outside Europe, North America, South America

Source: Own elaboration based on *Invandrarindex* 2017

The distribution of age within the sample can be found in Figure 19. The majority of respondents are between 20 and 40 years old with the highest number of respondents being in their late twenties and early thirties. The higher the age the lower the number of respondents.

Figure 19. Distribution of age within the sample (N = 2236).



M = 34.21; SD = 10.12; N = 2236

Source: Own calculations based on *Invandrarindex* 2017

3.3.2. List of Variables

For the purposes of the study a following list of variables from the 2017 *Invandrarindex* data set is used:

Outcome Variable

Entrepreneurial Intention (EI) – a dichotomous variable measuring the willingness to start a business in Sweden operationalised as the answer to the question “Do you want to start a company in Sweden?”. The theoretical range of the variable is 0 – 1 (0 = *no* and 1 = *yes*). The original variable was recoded (for further details see Appendix B).

Predictor Variables

Determinants of Entrepreneurial Intention (EI)

Personal characteristics

- Willingness to take risk – an indicator variable related to the willingness to make personal sacrifices for the opportunity of bettering one’s employment prospects. The theoretical range of the variable is 0 – 4 (0 = *not willing to take any risk*, 1 = *willing to take 1 risk*, 2 = *willing to take 2 risks*, 3 = *willing to take 3 risks*, 4 = *willing to take 4 risks*). The indicator was composed of a sum of 4 dichotomous variables (for a list see Appendix B) and the indicator had acceptable reliability (Cronbach’s alpha = 0.529).
- Leadership aspiration – a variable related to the possession of some leadership experience from Sweden or leadership aspiration. The theoretical range of the variable is 0 – 3 (0 = *no interest*, 1 = *interested*, 2 = *have been a leader few times*, 3 = *have been a leader regularly*). The variable was recoded based on the original question from the questionnaire (for further details see Appendix B).
- Professional self-confidence – an indicator variable related to the possession of previous professional experience one could benefit from in Sweden and knows how to get a job in this field. The theoretical range of the variable is 0 – 4 (0 = *very low*, 4 = *very high*). The indicator was composed of a sum of 4 dichotomous variables (for

a list see Appendix B) and the indicator has acceptable reliability (Cronbach's alpha = 0.599).

- Previous self-employment experience – a dichotomous variable related to the ownership and management of the company in the past. The theoretical range of the variable is 0 – 1 (0 = *no*, 1 = *yes*).

Contextual determinants of entrepreneurial intention in the host country

- Barriers preventing participation in social activities (social barriers) – an indicator variable related to the number of barriers preventing immigrants from the participation in social activities. Among the barriers there such factors like fear of discrimination, too high cost of an activity, commuting problems, language barrier and lack of knowledge what to do in the residence area. The theoretical range of the variable is 0 – 5 (0 = *no barriers*, 5 = *5 barriers*). The indicator was composed of a sum of 5 dichotomous variables (for a list see Appendix B) and the indicator has acceptable reliability (Cronbach's alpha = 0.679).
- Trust in Sweden – an indicator variable related to the level of trust in the Swedish society, Swedish authorities and the Swedish government. The theoretical range of the variable is based on the Likert scale 1 – 7 (1 = *very little*, 7 = *very much*). The indicator was composed of a mean of 3 scale variables (for a list see Appendix A) and the indicator has acceptable reliability (Cronbach's alpha = 0.85).
- Commitment to place – a dichotomous variable related to the willingness to stay in the municipality of the current residence. The theoretical range of the variable is 0 – 1 (0 = *no*, 1 = *yes*).

Control variables

- Gender – a dichotomous variable showing the gender of respondents. The theoretical range of variable is 0 – 1 (0 = *male*, 1 = *female*).
- Age – a scale variable showing the age of respondents. The range of variable is 18 – 70.

- Year of arrival – an ordinal variable showing the year of arrival to Sweden. The theoretical range of variable is 1 – 7 (1 = 2017, 2 = 2016, 3 = 2015, 4 = 2014, 5 = 2013, 6 = 2012, 7 = 2011 or earlier).
- Residence area – a summary indicator related to the type of residence area of respondents, *i.e.* metropolitan, urban and rural. The theoretical range of each variable is 0 – 1 (0 = *no*, 1 = *yes*). The original variables were recoded (for further details see Appendix B).

Additional variables

- Refugee migration status – a dichotomous variable related to the legal entry status received upon the arrival to Sweden. The theoretical range of variable is 0 – 1 (0 = *non-refugee*, 1 = *refugee*). The refugee category encompasses all those who ... The original variable was recoded (for further details see Appendix B).
- Mental health – an indicator variable related to the state of mental health in Sweden based on the period of the last two weeks. The theoretical range of the variable is 1 – 6 (1 = *very bad*, 6 = *very good*). The indicator was composed of a mean of 5 scale variables (for a list see Appendix B) and the indicator has acceptable reliability (Cronbach's alpha = 0.86).

3.3.3. Analytic Strategy

The analysis was divided into three stages. In the stage one, the descriptive statistics were computed to examine the distribution of the relevant variables. The second stage was aimed at testing the model of entrepreneurial intention. Binary logistic regression and multiple regression analyses were employed to identify the determinants of entrepreneurial intention (*H1.a – H1.d*) and the determinants of willingness to take risk (*H2.a - H2.c*). In the third stage, t-tests (*H5.a – H5.c, H5.e*) and chi-square tests (*H5.h, H5.i*) were used to evaluate the differences between refugees and other types of migrants across the relevant variables related to the formation of entrepreneurial intention in the host country.

3.3.4. Descriptive Statistics

The descriptive statistics of the outcome and predictor variables are shown in Table 15. The indexes have different theoretical ranges from the biggest theoretical range such as 0 – 8 for the perceived access to mainstream social network as well as 1 – 7 for the trust in the host country and social support. The smallest theoretical range is 1 – 3 for the perceived access to opportunities and 1 – 4 for the leadership aspiration.

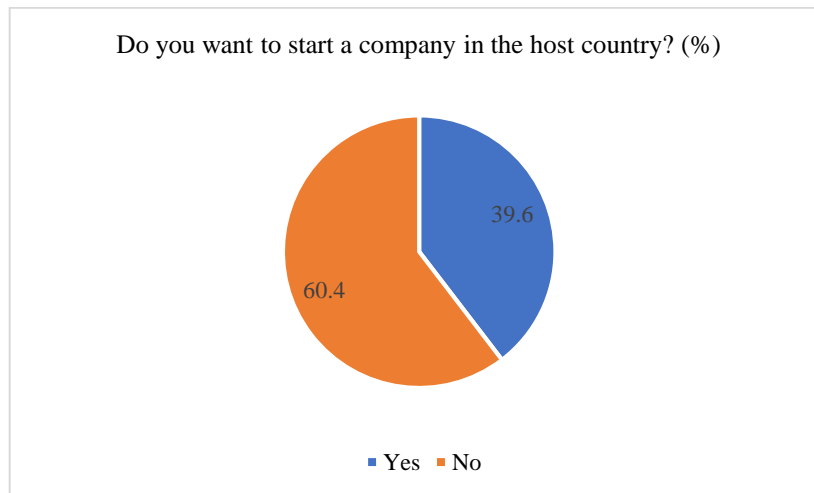
Table 15. Descriptive statistics of outcome variable and predictor variables (Study Two).

Variable name	Mean	SD	Median	Mode	Min	Max	Skewness	Kurtosis	N
Entrepreneurial intention	0.40	0.49	-	0	0	1	-	-	844
Leadership aspiration	0.7	0.8	1	0	0	3	1	0.49	1194
Professional self-confidence	2.08	1.28	2	3	0	4	-.19	-1.05	1630
Previous self-employment	-	-	-	0	0	1	-	6.82	2236
Willingness to take risk	2.09	1.25	2	2	0	4	-.03	-.99	1578
Barriers preventing participation in social activities	1.91	1.56	2	0	0	5	0.32	-.97	1224
Trust in the host country	5.67	1.43	6	7	1	7	-1.09	0.71	1033
Commitment to place	0.64	0.48	-	1	0	1	-.6	-1.65	2144
Mental health	3.38	1.31	3.2	2	1	6	0.14	-.88	1262

Source: SPSS output based on *Invandrarindex* 2017

The descriptive statistics of the outcome variable entrepreneurial intention are shown in Figure 20. More than one third of respondents (39.3%) when asked whether they want to start a company in Sweden answered positively, whereas 60.7% of respondents answered negatively.

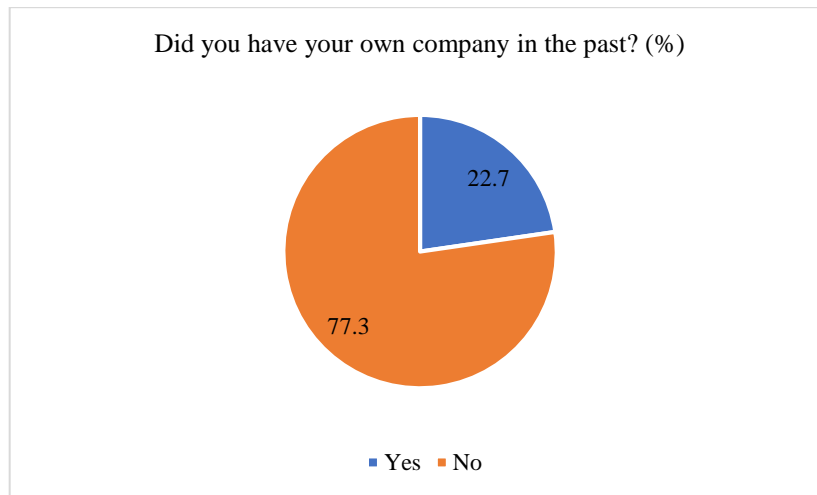
Figure 20. Respondents with entrepreneurial intention (%) (N = 844).



Source: Own elaboration based on *Invandrarindex 2017*

When asked about the previous self-employment experience 22.5% of respondents had their own company in the past and 77.5% of respondents did not. The descriptive statistics of previous self-employment are shown in Figure 22 (to see the percentage of respondents with entrepreneurial intention depending upon their country of origin, years of education, previous work experience and preferred future work see Appendix B Tables 32 – 35).

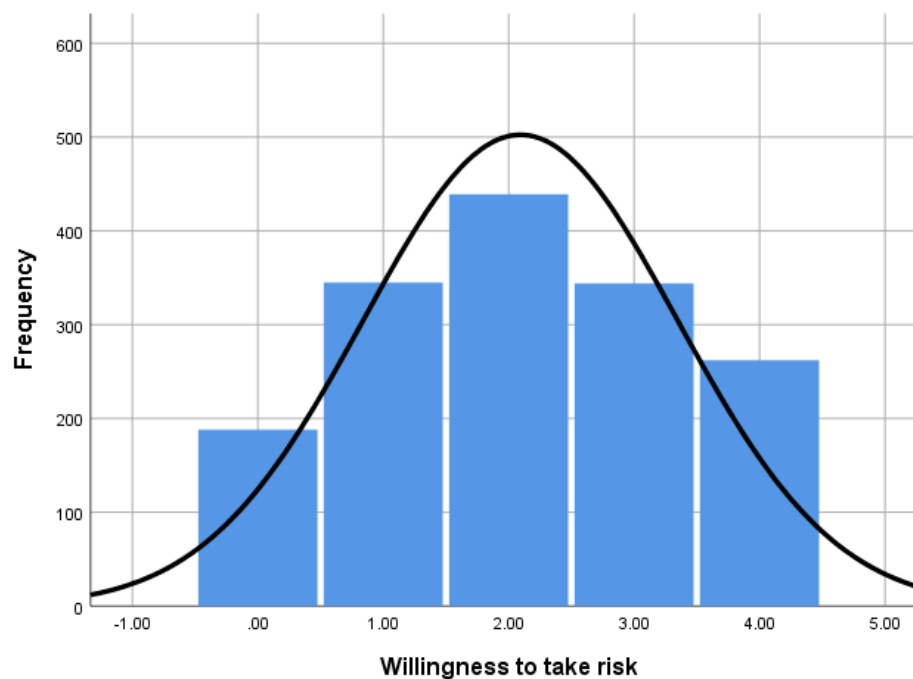
Figure 21. Respondents with previous self-employment experience (%) (N = 928).



Source: Own elaboration based on *Invandrarindex 2017*

The distribution of willingness to take risk can be found in Figure 22. The values of willingness to take risk are very close to normal distribution. The values are quite evenly distributed around the mean, however, the number of respondents who are not willing to take any risk at all is slightly lower than those who are ready to take the maximum risk.

Figure 22. Distribution of willingness to take risk (0 – 4) within the sample (N = 1578).

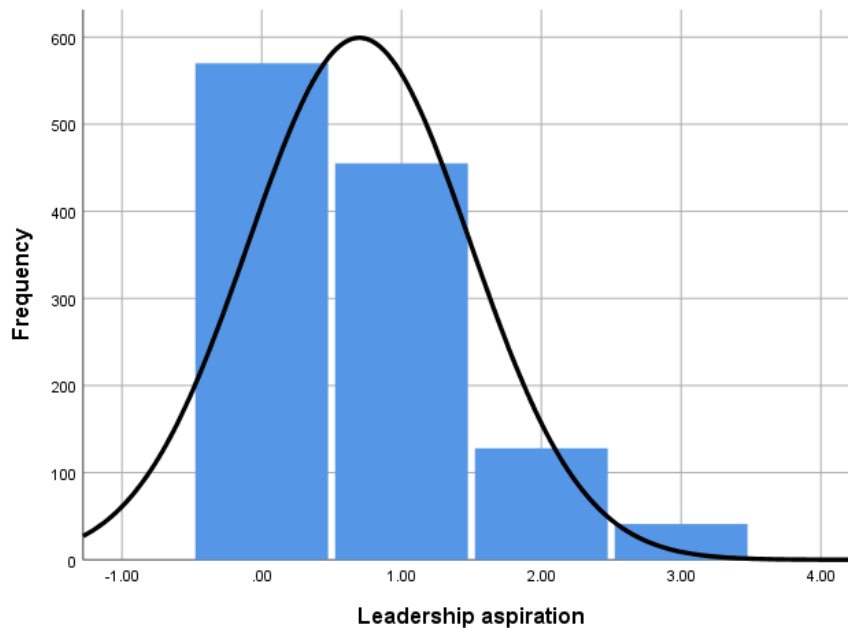


M = 2.09; SD = 1.25; N = 1578

Source: SPSS output based on *Invandrarindex* 2017

The distribution of leadership aspiration is shown in Figure 23. Most respondents do not have any leadership aspiration in the host country, however, the second highest number of respondents fall into the category of being interested in taking some leadership role. Only a few respondents have been a leader either a few times or regularly in the host country.

Figure 23. Distribution of leadership aspiration (0 – 3) within the sample (N = 1194).

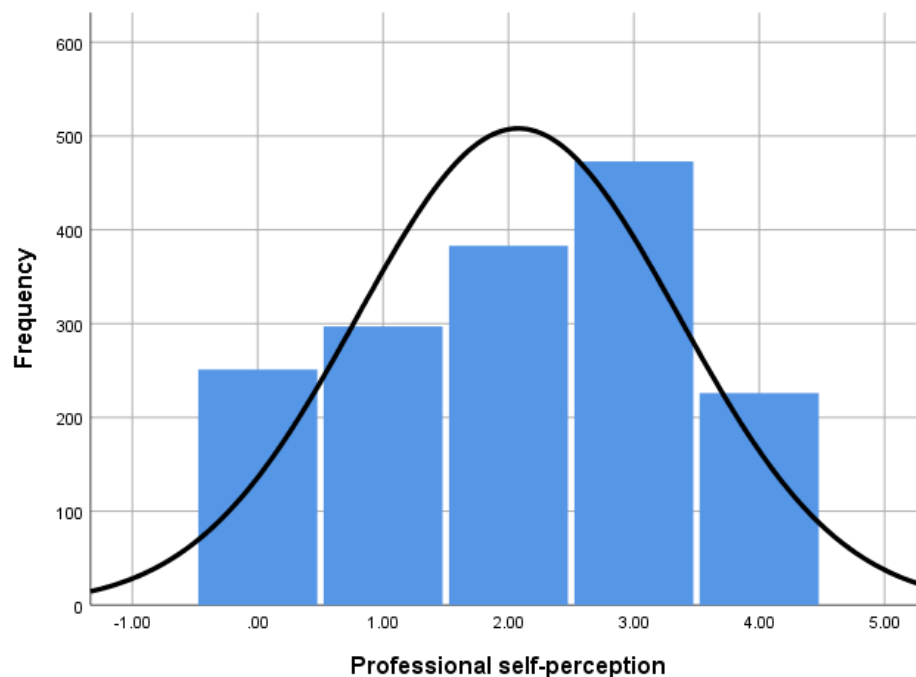


M = 0.7; SD = 0.80; N = 1194

Source: SPSS output based on *Invandrarindex* 2017

Figure 24 shows the distribution of professional self-confidence. Most of respondents show a high level of professional self-confidence with the highest number of respondents falling into the range higher than the mean value. However, comparatively fewer respondents fall into the last category of the highest self-confidence level.

Figure 24. Distribution of professional self-confidence (0 – 4) within the sample (N = 1630).

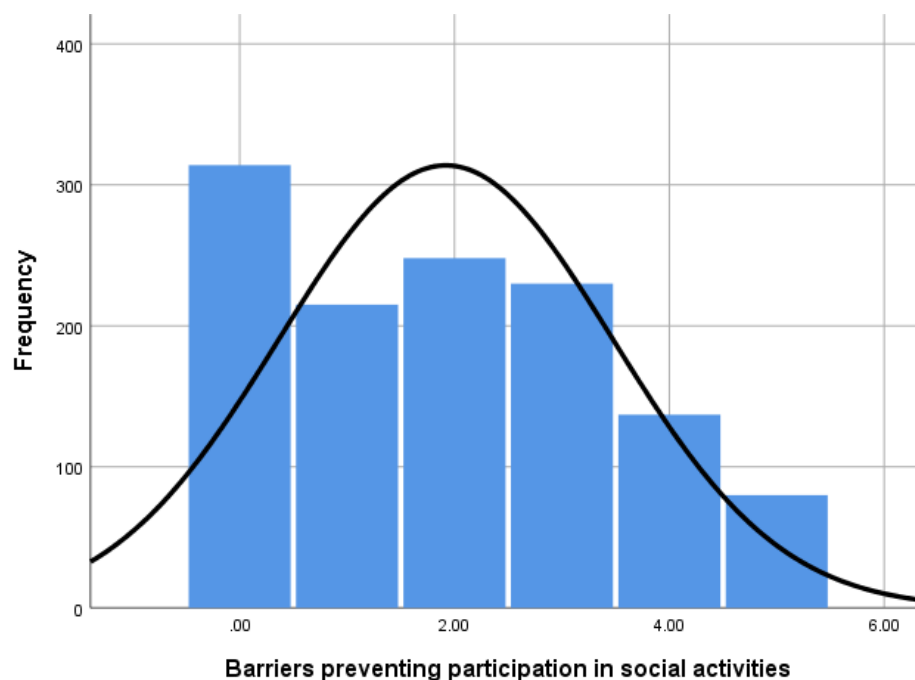


M = 2.08; SD = 1.28; N = 1630

Source: SPSS output based on *Invandrarindex* 2017

Figure 25 presents the distribution of barriers preventing participation in social activities (social barriers). The values reflecting barriers preventing participation in social activities are quite evenly distributed with the highest value at the beginning of the range indicating no barriers experienced by the respondents and the lowest value at the end of the range showing many barriers which prevented them from participating in social activities.

Figure 25. Distribution of barriers preventing participation in social activities (0 – 5) within the sample (N = 1224).

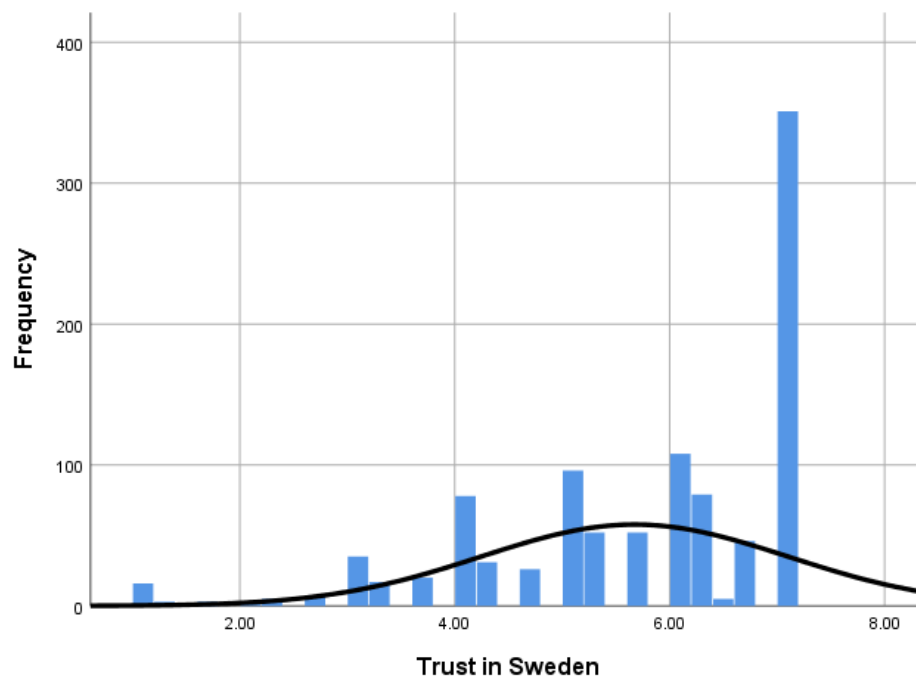


M = 1.92; SD = 1.56; N = 1224

Source: SPSS output based on *Invandrarindex* 2017

The distribution of trust in Sweden, trust in the host country, is shown graphically in Figure 26. The highest value of trust in Sweden was selected by the majority of respondents. All other frequencies lower than the maximum value are very low. Overall, the respondents had a very high level of trust in Sweden.

Figure 26. Distribution of trust in Sweden (1 – 7) within the sample (N = 1033).

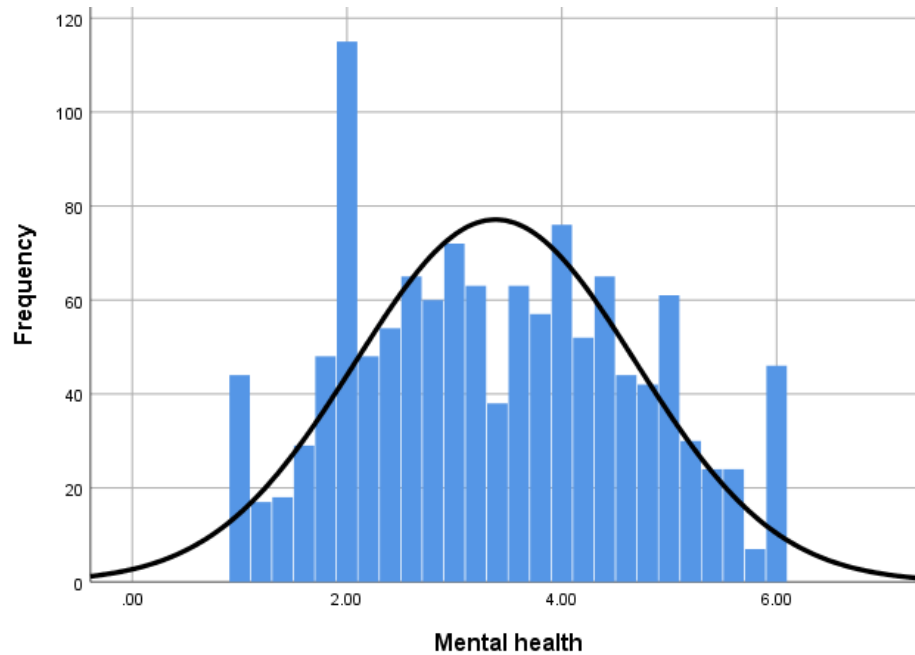


M = 5.67; SD = 1.43; N = 1033

Source: SPSS output based on *Invandrarindex* 2017

The distribution of mental health is shown graphically in Figure 27. The distribution of responses cluster around the centre, however, the minimum and maximum values are relatively high. The highest number of respondents reported their mental health to be below the mean, which is quite low.

Figure 27. Distribution of mental health (1 – 6) within the sample (N = 1262).



M = 3.38; SD = 1.31; N = 1262

Source: SPSS output based on *Invandrarindex* 2017

Correlations between the determinants of entrepreneurial intention were computed to estimate the linear relationship between them and prevent any potential multicollinearity problems in the following logistic and multiple regression analyses. The values of the correlations can be found in the Table 16. All correlations are low and they do not exceed the value of .2. The highest correlation (-.179) was identified between barriers preventing participation in social activities and trust in Sweden.

Table 16. Correlations between the determinants of entrepreneurial intention (Study Two).

	Willingness to take risk	Leadership aspiration	Professional self-confidence	Previous self- employment	Barriers preventing participation in	Trust in Sweden
Leadership aspiration	.105**					
Professional self-confidence	.165**	.098**				
Previous self-employment	.005	.035	.093**			
Barriers preventing participation in social activities	.090**	.008	-.037	.011		
Trust in Sweden	.037	-.014	.102**	.057	-.179**	
Commitment to place	-.099**	-.010	.009	-.040	-.125**	.119**

** $p < .01$.

Source: SPSS ouput based on *Invandrarindex* 2017

3.3.5. Analysis of Missing Values

This section presents the analysis of missing values, which was a challenge in in this study. The type of missing data mechanism in used data set relates to Missing Completely At Random (MCAR), which means that “missing observations are a random subset of all the observations, [so] the missing and observed values will have similar distributions” (Bhaskaran & Smeeth, 2014, p. 1336). The advantage of missing completely at random is that the results do not become biased due to the lack of data (Kang, 2013). The adopted strategy to deal with the values missing completely at random in this thesis is the complete case or available case analysis, also known as listwise deletion, which means that various dimensions of a social phenomenon under study are examined with different subsets of the available database (Kang, 2013). The available case analysis, also called listwise deletion, is the most common approach in dealing with missing data (Kang, 2013).

The use of the available case analysis explains why two regression analyses conducted in the following section are built upon various study samples ($N = 486$, $N = 1028$). The two consecutive tables present the analyses of missing data for the two studies conducted in the following section to show the adoption of the available case analysis. The two Tables 18 and 19 correspond to the study of determinants of entrepreneurial intention and the study of determinants of willingness to take risk. Although it is difficult to prove, there is a chance that one variable Refugee migration status violates the missing completely at random rule, which explains why it has not been used in the regression analyses and has been only used as a correlate in the analyses. It is possible that respondents with refugee status already being a sensitive group skipped the question related to migration status in Sweden on purpose. This issue is mentioned as one of the limitations in the last chapter of the thesis.

Table 17 presents the analysis of missing data for the study of determinants of entrepreneurial intention based on the sample N = 486. The table provides the analysis of missing patterns and indicates that there are 486 cases common for the selected predictor variables, *i.e.* age, gender, year of arrival, metropolitan, urban and rural area, previous self-employment, professional self-confidence, willingness to take risk and the outcome variable entrepreneurial intention.

Table 17. Analysis of missing data for the study of determinants of entrepreneurial intention (N = 486).

Tabulated Patterns												
Number of Cases	Missing Patterns ^a											Complete if ... ^b
	Gender	Age	Previous self-employment	Metropolitan area	Urban area	Rural area	Year of arrival to Sweden	Professional self-confidence	Willingness to take risk	Leadership aspiration	Entrepreneurial intention	
486												486
153										X		639
180								X	X	X		837
200								X	X	X	X	1998
32									X	X	X	1618
228										X	X	1568
701											X	1187
72				X	X	X	X	X	X	X	X	2236
145							X	X	X	X	X	2143
Patterns with less than 1% cases (22 or fewer) are not displayed.												
a. Variables are sorted on missing patterns.												
b. Number of complete cases if variables missing in that pattern (marked with X) are not used.												

Source: SPSS output based on *Invandrarinde* 2017.

Table 18 shows the analysis of missing data for the study of determinants of willingness to take risk based on the sample N = 1028. The table provides the analysis of missing patterns and indicates that there are 1028 cases common for the selected variables, *i.e.* age, gender, year of arrival, metropolitan, urban and rural area, commitment to place, social barriers, trust in the host country and willingness to take risk.

Table 18. Analysis of missing data for the study of determinants of willingness to take risk (N = 1028).

Tabulated Patterns											
Number of Cases	Missing Patterns ^a										Complete if ... ^b
	Gender	Age	Year of arrival	Metropolitan area	Urban area	Rural area	Commitment to place	Willingness to take risk	Social barriers	Trust in the host country	
1028											1028
189										X	1217
351									X	X	1568
430								X	X	X	1998
123							X	X	X	X	2121
70			X	X	X	X	X	X	X	X	2236
Patterns with less than 1% cases (22 or fewer) are not displayed.											
a. Variables are sorted on missing patterns.											
b. Number of complete cases if variables missing in that pattern (marked with X) are not used.											

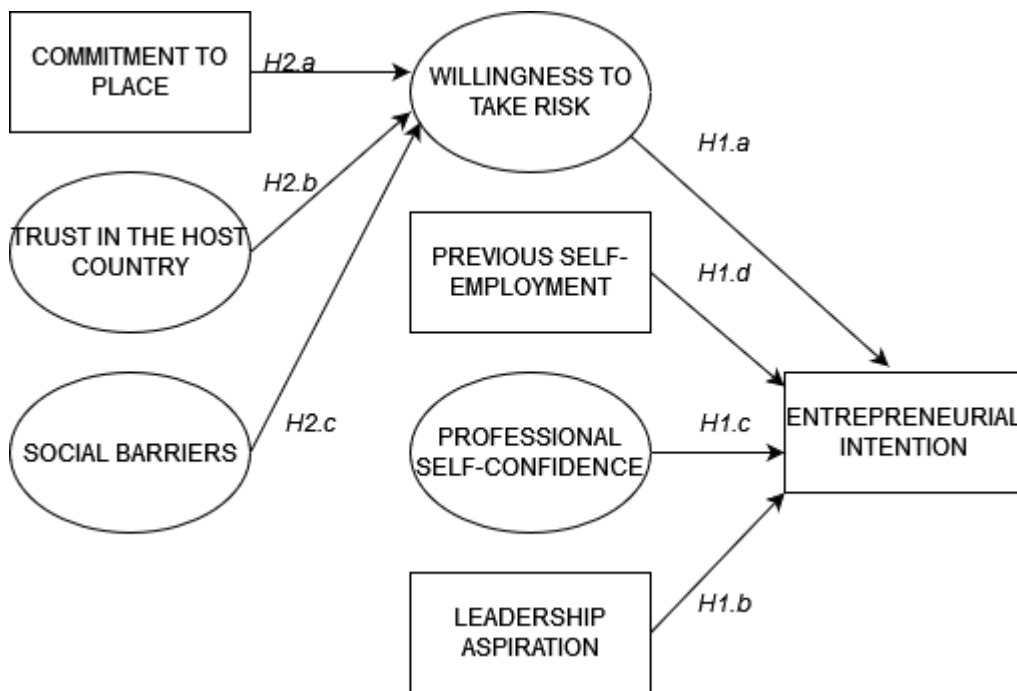
Source: SPSS output based on *Invandrarindex 2017*.

The tables presenting the analyses of missing patterns across the sample illustrate and explain the reason for having various size of study samples depending on the available cases in the data set.

3.3.6. Hypothesis Tests

This section will test the series of formulated hypotheses in order to examine the proposed theoretical model explaining the formation of entrepreneurial intention in case of refugees. The empirical model of refugee entrepreneurial intention with the focus on willingness to take risk built upon the hypotheses is presented in Figure 28.

Figure 28. Empirical model of refugee entrepreneurial intention with the focus on willingness to take risk (Study Two).



Source: Own elaboration.

3.3.6.1. Determinants of Entrepreneurial Intention

The results of the binary logistic regression analysis predicting the entrepreneurial intention (N = 486) are shown in Table 19. The model fits the data well, as evidenced by the statistically significant value of chi2 test ($p < .001$) and the statistically insignificant value of the Hosmer and Lemeshow test ($p > .05$). The model correctly classifies 70% of the respondents. The results show that willingness to take risk, higher leadership aspiration, higher professional

self-confidence, previous self-employment and age predict the effect on the entrepreneurial intention.

H1.a has been supported. Willingness to take risk is positively related to entrepreneurial intention. The respondents more willing to take risk are more likely to have entrepreneurial intention. Willingness to take risk significantly predicts the entrepreneurial intention ($b = 0.22$, Wald $\chi^2 (1) = 7.63$, $p = 0.006$). As willingness to take risk increases by a unit, the change in the odds of having entrepreneurial intention to not having it is 1.25.

H1.b has been supported. Leadership aspiration is positively related to entrepreneurial intention. The respondents with higher leadership aspiration are more likely to have entrepreneurial intention. Leadership aspiration significantly predicts the entrepreneurial intention ($b = 0.32$, Wald $\chi^2 (1) = 6.41$, $p = 0.011$). As leadership aspiration increases by a unit, the change in the odds of having entrepreneurial intention to not having it is 1.37.

H1.c has been supported. Higher professional self-confidence is positively related to entrepreneurial intention. The respondents with higher professional self-confidence are more likely to have entrepreneurial intention. Professional self-confidence significantly predicts the entrepreneurial intention ($b = 0.26$, Wald $\chi^2 (1) = 8.80$, $p = 0.003$). As professional self-confidence increases by a unit, the change in the odds of having entrepreneurial intention to not having it is 1.30.

H1.d has been supported. Previous self-employment is positively related to entrepreneurial intention. The respondents with previous self-employment are more likely to have entrepreneurial intention. Previous self-employment significantly predicts the entrepreneurial intention ($b = 0.95$, Wald $\chi^2 (1) = 13.56$, $p = 0.000$). As the variable increases from no previous self-employment (0) to previous self-employment (1), the change in the odds of having entrepreneurial intention to not having it is 2.59.

Age is also positively related to entrepreneurial intention. The older respondents are less likely to have entrepreneurial intention. Age significantly predicts the entrepreneurial

intention ($b = -0.26$, Wald $\chi^2(1) = 5.44$, $p = 0.020$). As age decreases by a unit, the change in the odds of having entrepreneurial intention to not having it is 0.97. There is no statistical evidence that other control variables, *i.e.* gender, year of arrival to Sweden and residence area have effect on the entrepreneurial intention.

Table 19. Parameter estimates of binary logistic regression analysis predicting entrepreneurial intention (N = 486).

Entrepreneurial intention	B	(SE)	p	95% CI for Odds Ratio		
				Lower Bound	Odds ratio	Upper Bound
Willingness to take risk	0.22 **	0.08	0.006	1.07	1.25	1.47
Leadership aspiration	0.32 *	0.13	0.011	1.07	1.37	1.76
Professional self-confidence	0.26 **	0.09	0.003	1.09	1.30	1.54
Previous self-employment	0.95 ***	0.26	0.000	1.56	2.59	4.29
Gender (female)	-0.08	0.22	0.707	0.60	0.92	1.41
Age	-0.03 *	0.01	0.020	0.95	0.97	1.00
Year of arrival to Sweden	0.09	0.08	0.257	0.93	1.10	1.29
Metropolitan area	-0.02	0.33	0.953	0.52	0.98	1.87
Urban area	0.13	0.22	0.561	0.74	1.14	1.75
Constant	-1.46	0.53	0.006		0.23	

Note: $R^2 = .1$ (Hosmer & Lemeshow), $.11$ (Cox & Snell), $.16$ (Nagelkerke). Model $\chi^2(9) = 59.07$, $p < .001$. * $p < .05$, ** $p < .01$, *** $p < .001$.

Source: Own calculations based on *Invandrarindex* 2017

3.3.6.2. Determinants of Willingness to Take Risk

The results predicting the willingness to take risk ($N = 1028$) are supported by the multiple regression model analysis shown in Table 20. A multiple linear regression analysis was employed to predict the respondents' willingness to take risk from barriers preventing participation in social activities, trust in the host country and commitment to place. All the predictors were entered simultaneously. Barriers preventing participation in social activities (social barriers) and commitment to place had a significant effect in the model. A significant regression equation was found ($F(8, 1019) = 8.19$), $p < .001$, $R^2 = .06$.

H2.a has been supported. There is evidence that commitment to place is negatively related to willingness to take risk. Respondents' willingness to take risk decreases 0.3 if they are committed to place.

H2.b has not been supported. There is no evidence that trust in the host country is related to willingness to take risk.

H2.c has been supported. Barriers preventing participation in social activities is positively related to willingness to take risk.

There is evidence that gender is negatively related to willingness to take risk. Women are 0.44 points less likely than men to be willing to take risk. There is also evidence that age is negatively related to willingness to take risk. Older respondents are 0.01 less likely to be willing to take risk.

Table 20. Coefficients of multiple regression analysis for variables predicting willingness to take risk (N = 1028).

Willingness to take risk	<i>B</i>	<i>SE B</i>	β		<i>t</i>	<i>p</i>
(Constant)	2.55	0.28			9.07	.000
Barriers preventing participation in social activities	0.06	0.03	0.078 *		2.50	.013
Trust in the host country	0.40	0.28	0.46		1.46	.145
Commitment to place	-0.30	0.08	-0.10 **		-3.20	.001
Gender (female)	-0.44	0.08	-0.18 ***		-5.78	.000
Age	-0.01	0.00	-0.09 **		-2.77	.006
Year of arrival to the host country	-0.05	0.11	-0.01		-0.47	.649
Metropolitan area	-0.02	0.12	-0.00		-0.20	.842
Urban area	0.09	0.08	0.04		1.08	.280

Note: $R^2 = .06$ ($p < .001$). * $p < .05$, ** $p < .01$, *** $p < .001$.

Source: Own calculations based on *Invandrarindex* 2017

3.3.6.3. Correlations of Refugee Migration Status

H5.a has been supported. Refugee migration status is positively related to willingness to take risk. On average, respondents with refugee status had a higher willingness to take risk ($M = 2.12$, $SE = 0.07$) than other types of migrants ($M = 1.83$, $SE = 0.09$). This difference is significant $t(628) = -2.63$, $p < .01$ and it represents a low-sized effect $r = .10$ ¹⁵.

H5.b has been supported. Refugee migration status is negatively related to mental health. On average, respondents with refugee status have had a lower (worse) mental health ($M = 3.25$, $SE = 0.07$) than other types of migrants ($M = 3.52$, $SE = 0.09$). This difference is significant $t(507) = 2.22$, $p < .05$ and it represents a low-sized effect $r = .10$.

H5.c has been supported. Refugee migration status is positively related to barriers preventing participation in social activities. On average, respondents with refugee status have experienced higher barriers preventing participation in social activities ($M = 1.98$, $SE = 0.09$) than other types of migrants ($M = 1.65$, $SE = 0.12$). This difference is significant $t(492) = -2.24$, $p < .05$ and it represents a low-sized effect $r = .10$.

H5.e has not been supported. Contrary to the assumption in the hypothesis, refugee migration status is positively related to trust in the host country. On average, respondents with refugee status have declared higher level of trust in the host country ($M = 5.84$, $SE = 0.08$) than other types of migrants ($M = 5.56$, $SE = 0.12$). This difference is significant $t(408) = -2.01$, $p < .05$ and it represents a low-sized effect $r = .10$.

H5.h has not been supported. Contrary to the assumption in the hypothesis refugee migration status is positively related to commitment to place. There has been a significant association between the refugee migration status and commitment to place $\chi^2(1) = 7.82$, $p < .01$, $OR =$

¹⁵ Effect size calculated according to the formula in Field A., *Discovering Statistics Using SPSS*, 3rd edition, SAGE 2009, p. 341.

0.68¹⁶. The odds of commitment to place have been 0.68 times higher for refugees than other types of migrants (for contingency table see Appendix B Table 36).

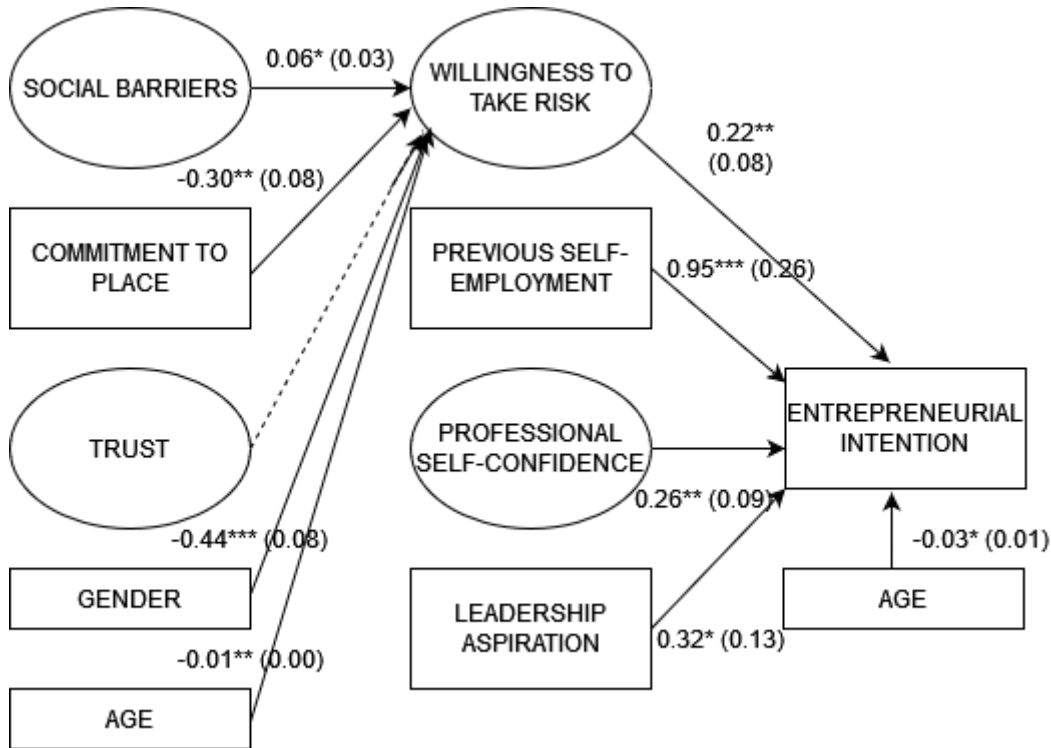
H5.i has not been supported. There has been no evidence that refugee migration status is positively related to entrepreneurial intention. There has been no significant association between the refugee migration status and entrepreneurial intention $\chi^2(1) = 1.03$, $p > .05$, $OR = 1.15$ (for contingency table see Appendix B Table 37).

3.3.7. Discussion of Results of Study Two

The findings of Study Two indicate that personal characteristics together with willingness to take risk play an important role in shaping the entrepreneurial intention among both refugees and other categories of migrants in Sweden. The three following subsections present a concise discussion of the obtained results. They discuss the determinants of entrepreneurial intention, determinants of willingness to take risk and the correlations of refugee migration status. Figure 29 presents the empirical model explaining the formation of entrepreneurial intention in case of both refugees and other categories of migrants emerged from the Study Two.

¹⁶ Odds ratio calculated according to the formula in Field A., *Discovering Statistics Using SPSS*, 3rd edition, SAGE 2009, p. 700.

Figure 29. Empirical model of refugee entrepreneurial intention with the focus on willingness to take risk built upon the formulated hypotheses (Study Two).



Note: Regression coefficients are shown above with standard error. The regression coefficients are compiled across the studies. For additional details see tables in sections 3.4.6.1., 3.4.6.2. and 3.4.6.3.

Source: Own elaboration based on results obtained from *Invandrarindex* 2017

3.3.7.1. Determinants of Entrepreneurial Intention

The personal characteristics are relevant determinants of entrepreneurial intention among immigrants, both refugees and other categories of migrants, in the host country. The willingness to take risk, leadership aspiration, professional self-confidence, previous self-employment and age influence the formation of entrepreneurial intention among newly arrived immigrants in the host country.

The findings have demonstrated that willingness to take risk is one of the relevant determinants of entrepreneurial intention. Higher willingness to take risk is positively related to entrepreneurial intention (*H1.a*). Besides, previous professional experience plays a crucial role in the potential emergence of entrepreneurial intention. Previous self-employment as well as professional self-confidence are the two variables with the highest effect on the formation of entrepreneurial intention in the host country. Previous self-employment experience has turned out to have the strongest effect on the creation of entrepreneurial intention of immigrants in the host country. Immigrants in general, regardless of their migration status, are more likely to start a company in the host country if they have previous experience in running their own company (*H1.d*).

The results have also shown that professional self-confidence matters a lot for the formation of entrepreneurial intention among immigrants. The hypothesis *H1.c* has pointed out that entrepreneurial intention is positively related to higher professional self-confidence. The professional self-confidence characterises the respondents who possess previous professional experience, perceive their skillset as beneficial to the host country and know how to get a job in their profession.

One of the last personal characteristics having effect on the potential intention to start a company in the host country is leadership aspiration. In accordance with the hypothesis *H1.b* entrepreneurial intention is positively related to higher leadership aspiration. It is an interesting variable specifically in the context of immigrants, both refugees and other categories of migrants, who have declared some level of leadership aspiration in the host country and host society. Hereby, the migratory context presents an extra challenge for the respondents and yet they show leadership aspiration.

Out of four control variables, gender, age, year of arrival and residence area only age had an effect on the entrepreneurial intention. Entrepreneurial intention is related negatively to age meaning that the higher the age the lower the willingness to start a company in the host country. Surprisingly, there has been no evidence that gender is positively related to entrepreneurial intention. Migrant women are not less likely to start a company in Sweden

than their male counterparts. It is a very interesting and important piece of information indicating that women, at least on a declaratory level, are equally interested in starting a business activity in Sweden.

Year of arrival to Sweden and residence area have not had a statistically significant effect on the entrepreneurial intention. When it comes to year of arrival the main assumption would be that the earlier the year of arrival the higher the likelihood of entrepreneurial intention among the immigrants in Sweden. However, it could possibly play both ways since those who live longer in Sweden might have more time to get a permanent job position, which is much safer and more beneficial in the Swedish context to get a long-term residence permit. According to the results, the residence area, metropolitan, urban or rural area do not have effect on the entrepreneurial intention. This lack of effect could possibly stem from the fact that pure entrepreneurial intention is not dependent upon the residence area. If entrepreneurial undertaking was in question, then the residence area would have an effect on setting up a business activity.

3.3.7.2. Determinants of Willingness to Take Risk

Willingness to take risk, a trait of temperament, is one of the determinants of entrepreneurial intention. It can be additionally stimulated depending on the environment one lives in. In case of refugees and other categories of immigrants the results have shown that barriers preventing participation in social life and commitment to place play a role in shaping their willingness to take risk. In accordance with hypothesis *H2.a* willingness to take risk is negatively related to commitment to place. The higher the commitment to place among the immigrants, the lower their willingness to take risk, which in turn affects their entrepreneurial intention. The results have supported the hypothesis *H2.c* that barriers preventing participation in social activities are positively related to willingness to take risk. In other words, immigrants when confronted with barriers preventing their participation in social life are ready to take more risk to change their life situation, and thus are also more likely to have entrepreneurial intention in the host country.

There was no statistical evidence found that trust in Sweden has had effect on willingness to take risk. The results have not supported the hypothesis *H2.b* that willingness to take risk is positively related to trust in Sweden. This lack of correlation between trust in Sweden and willingness to take risk may be explained by the distribution of the variable trust in Sweden. In Section 3.3.4. the distribution of the respondents' trust in Sweden has been analysed, and it has revealed that the overwhelming majority of respondents have the highest level of trust in Sweden. Such a distribution with the highest frequency of values at the extreme of the distribution is called ceiling effect and may explain the lack of correlation between the two variables (William R. Shadish et al., 2001).

Out of four control variables gender and age have had effect on the willingness to take risk. Migrant women were less likely to be willing to take risk than migrant men. What is more, gender has turned out to be the strongest predictor of the willingness to take risk. Age also had effect on the willingness to take risk. Older immigrants were less likely to have willingness to take risk.

3.3.7.3. Correlations of Refugee Migration Status

The results have confirmed three out of seven hypotheses about the differences between refugees and other categories of migrants.

First, in accordance with hypothesis *H5.a* refugee migration status is positively related to willingness to take risk. In other words, refugees are more likely to be willing to take risk than other categories of migrants.

Second, refugee migration status is negatively related to mental health (*H5.b*), which goes in line with the existing literature that refugees are indeed more likely to suffer from psychological trauma after the flight from the home country. After all, they flee their home country because of an ongoing war or fear of persecution.

Third, refugee migration status is positively related to barriers preventing participation in social activities (*H5.c*). Refugees face more barriers preventing their access to various social activities than other categories of migrants.

Fourth, contrary to the assumption in the hypothesis (*H5.e*) refugee migration status is positively related to trust in Sweden. Although the variable trust in Sweden was not statistically significant in the conducted logistic regression, and thus did not have effect on the willingness to take risk, it does correlate with refugee migration status. In other words, refugees have a higher level of trust towards Sweden than other categories of migrants, which may be explained by the specific context of Sweden and the fact that asylum-seekers deliberately chose Sweden as their final destination point.

Fifth, contrary to the assumption in the hypothesis (*H5.h*) refugee migration status is positively related to commitment to place. Refugees are more committed to place, their current place of stay, than other categories of migrants. Although such a result emerged as contrary to the hypothesis built upon on the theoretical argumentation, the fact that refugee migration status turned out to be positively related to commitment to place may stem from the specific context of Sweden where refugees are provided with significant state support.

Last but not least, refugee migration status is not related to entrepreneurial intention. The hypothesis *H5.i* stipulating that refugee migration status is not positively related to entrepreneurial intention was not supported. The lack of correlation between the refugee migration status and entrepreneurial intention does not come as a surprise. The sole admission status in the host country would not be enough to assess the entrepreneurial intention of various groups of migrants. However, the analysis of the migration status together with other aspects such as personal characteristics and other social variables reveal more nuances about the role the refugee migration status plays in the formation of entrepreneurial intention among the newcomers.

3.3.8. Summary of Results of Study Two

The results of Study Two summarised in Table 21 show that entrepreneurial intention is dependent upon the willingness to take risk, leadership aspiration, professional self-confidence, previous self-employment and age. The key theoretical determinant of entrepreneurial intention is willingness to take risk, which is dependent upon commitment to place, barriers preventing participation in social activities, gender and age. The findings show that refugees differ from other categories of migrants in terms of their level of willingness to take risk, mental health, barriers preventing the participation in social activities, trust in the host country and commitment to place. Refugees demonstrate higher willingness to take risk and experience higher barriers preventing the participation in social activities than other categories of immigrants. Refugee have a higher level of trust in the host country and they are more committed to place than other categories of migrants. Refugees report lower level of mental health than other types of migrants.

Table 21. Summary of hypotheses tested in Study Two.

<i>No</i>	Hypotheses	Supported
H1.	Personal characteristics are related to entrepreneurial intention (EI).	
<i>H1.a</i>	Willingness to take risk is positively related to EI.	Yes
<i>H1.b</i>	Leadership aspiration is positively related to EI.	Yes
<i>H1.c</i>	Professional self-confidence is positively related to EI.	Yes
<i>H1.d</i>	Previous self-employment is positively related to EI.	Yes
H2.	Social embedding variables are related to willingness to take risk.	
<i>H2.a</i>	Commitment to place is negatively related to willingness to take risk.	Yes
<i>H2.b</i>	Trust in the host country is positively related to willingness to take risk.	No
<i>H2.c</i>	Barriers preventing participation in social activities are positively related to willingness to take risk.	Yes
H5.	Respondents with refugee status differ from other categories of migrants.	
<i>H5.a</i>	Refugee migration status is positively related to willingness to take risk.	Yes
<i>H5.b</i>	Refugee migration status is negatively related to mental health.	Yes
<i>H5.c</i>	Refugee migration status is positively related to barriers preventing participation in social activities.	Yes
<i>H5.e</i>	Refugee migration status is positively related to trust in the host country.	No
<i>H5.h</i>	Refugee migration status is positively related to commitment to place.	No
<i>H5.i</i>	Refugee migration status is negatively related to entrepreneurial intention.	No

Source: Own elaboration.

3.4. Study Three: Qualitative Analysis

The main goal of Study Three is to analyse the determinants of entrepreneurial intention of the newly arrived immigrants in Sweden with the use of qualitative approach. This chapter consists of seven sections, which will present the study sample, sampling method, research technique and coding process, research ethics, results, discussion of results, and the summary of results. The study follows three levels of analysis adopted in two previous studies (Study One and Study Two). The three levels include the role of individual characteristics, social embedding dimensions and refugee migration status in the formation of entrepreneurial intention. As explained earlier in the dissertation, the concept of *newly arrived immigrants* refers to all immigrants who came to Sweden in 2010s when the European Union witnessed a high number of immigrants, those seeking asylum in particular. The goal of the analysis is to focus on the individuals who had to flee their country of origin due to war or fear of persecution, *i.e.* asylum-seekers, refugees and family reunion migrants who followed their refugee family members. The study also includes one interview with a migrant worker who came to Sweden in search for a safe haven for LGBT+ people (Lesbian, Gay, Bisexual, Transgender and more).

3.4.1. Study Sample

The study was based on 12 semi-structured interviews conducted by the author of the dissertation. The interviewees were 12 immigrants living in Sweden in Stockholm, Uppsala and Enköping. The study sample was diverse in terms of all the basic sociodemographic characteristics, which is shown below in Table 22. The study sample encompassed individuals with various migration statuses including four refugees, four asylum-seekers, two family reunion migrants, one quota refugee and one migrant worker. The study sample is also varied in terms of their origin. Four interviewees came from Syria, whereas other interviewees came from Eritrea, Ethiopia, Morocco, Somalia, Sudan, Uganda and Estonia. The interviewees arrived to Sweden within the time frame between 2012 and 2018, whereas seven out of twelve persons came to the host country in 2017 and 2018. The majority of the interlocutors were men, so the ratio of men and women was eight to four. Most of the interviewees were in their twenties or thirties, and only two people were 43 and 58 years old. Four interlocutors had completed higher education, four secondary education, three basic

education and one lower than basic education. Six interlocutors were married, one widowed and the others were single. Six of them had children. The majority lived in Uppsala, three in Stockholm and one in Enköping close to Uppsala.

Table 22. Sociodemographic characteristics of the interviewees.

No	Migration status	Country of origin	Year of arrival	Gender	Age	Education	Civil status	Children	City of residence
1	asylum seeker	Uganda	2018	male	21	secondary	single	0	Stockholm
2	refugee	Syria	2014	male	28	higher	married	0	Uppsala
3	family reunion migrant	Syria	2017	female	25	secondary	married	1	Uppsala
4	asylum seeker	Marocco	2015	male	25	lower than basic	single	0	Uppsala
5	asylum seeker	Somalia	2013	female	28	secondary	single	0	Enköping
6	family reunion migrant	Syria	2018	female	35	secondary	married	2	Uppsala
7	quota refugee	Ethiopia	2018	male	33/34	basic	married	2	Uppsala
8	asylum seeker	Uganda	2017	male	30+	higher	single	0	Stockholm
9	migrant worker	Estonia	2017	male	33	higher	single	0	Stockholm
10	refugee	Eritrea	2012	male	43	higher	married	6	Uppsala
11	refugee	Sudan	2015	male	33	basic	married	1	Uppsala
12	refugee	Syria	2017	female	58	basic	widowed	4	Uppsala

Source: Own elaboration.

3.4.2. Sampling Method

The study was based on the self-selected and the most diverse sample. Most of the interviewees were contacted and found via Swedish language schools in Uppsala and Stockholm, *i.e.* state supported Swedish for Immigrants (SFI) in Uppsala and voluntary Swedish language school in Stockholm. Only two interviewees were found via private connections who also had established contact with the interviewees at Swedish classes in the past. In consequence, all the interviewees represent a self-selected sample of individuals who

took part in the Swedish classes and came from the same region of Sweden. The interlocutors voluntarily agreed to have an interview with the author of this dissertation. After officially contacting schools via e-mail with a formal request to conduct interviews the author went in person to various classrooms and invited immigrant students to participate in this research project. All the schools took care of their students and set a condition that the author should not ask deeply personal questions not to make the interviewees uncomfortable in any case. In the classrooms the author introduced herself in Swedish and explained the goal of the project which was to ask about the immigrants' life in Sweden, their job-related experience and potentially business-related plans.

It was not an easy process to convince immigrants to agree for an interview due to several obstacles. First and foremost, there was a language barrier, so it was possible at the beginning to interview only those individuals who spoke either sufficient English or Swedish. Naturally, those who spoke English or Swedish were usually more educated and possibly more likely to be entrepreneurial than others. Second, immigrants, in majority refugees coming from Syria or various African countries, people who on average are much more likely to suffer from trauma, did not feel comfortable with the idea of talking to a stranger. What is more, immigrants came across the profession of a *researcher* for the first time in their life, so they had hard time understanding what it is, why anyone was interested in their story and what is the purpose of such a project. They expected help or some kind of support, and when they realised that they would not get anything in return they were not eager to share their story.

Third, the immigrants in the class were all very busy and, if they had been willing to talk at all, they had had time only right after the class. Later during the day, they worked or had family obligations. Fourth, men were more willing to have an interview than women, which explains the disproportionate ratio of men and women interviewed in this project. Last but not least, most of the interlocutors who eventually agreed for an interview, did not want to share any of their personal contacts in order to provide contact to new interviewees. For instance, two male interlocutors did not want to forward contact details to their wives (Syrian man and Eritrean man). Two Syrian women asked their relatives or friends who eventually refused to have an interview. One Syrian woman did not know any other refugees, which she

openly acknowledged. The snowballing technique, which is known to be an efficient way of acquiring new contacts in research on immigrant entrepreneurship (Babbie, 2008), did not work at all in case of refugee group.

All the contacts except one were established in person in September 2019 in Uppsala and Stockholm. Due to time limitations on the side of the interviewees five interviews were held online and one, conducted in Arabic, was held online in February 2020 after establishing the contact with an Arabic-English interpreter. All the details related to time and mode of the interviews are shown in Table 23.

Table 23. Date, language, interview form, contact source and length of the conducted interviews.

No	Interview date	Language of the interview	Interview form	Contact source	Duration of interview
1	19.09.2019	English	Whatsapp	Swedish class	45
2	12.09.2019	English	in person	SFI Lernia	52
3	13.09.2019	English	in person	SFI Lernia	81
4	13.09.2019	Swedish	in person	SFI Lernia	35
5	15.09.2019	Swedish	Skype	Private	39
6	17.09.2019	English	in person	SFI Lernia	38
7	18.09.2019	English	in person	SFI Lernia	44
8	20.09.2019	English	Whatsapp	Swedish class	62
9	20.09.2019	English	Whatsapp	Swedish class	39
10	11.09.2019	English	in person	Private	50
11	19.09.2019	Swedish	Whatsapp	SFI Lernia	67
12	19.02.2020	Arabic	Whatsapp	Swedish class	65

Source: Own elaboration.

3.4.3. Research Technique and Coding Process

The qualitative research process is divided into five main steps; *i.e.* collection of qualitative data, transcription, coding, writing down the analysis, data interpretation and formulation of results. This section will focus particularly on the presentation of semi-structured interview as a research technique used to collect the data and the coding process, which facilitated the analysis of the qualitative material.

3.4.3.1. Semi-Structured Interview

The semi-structured interview constitutes a set of pre-formulated general questions, which are posed first, and then they give the opportunity to ask follow-up open questions depending on the answers of an interviewee (Babbie, 2008; Kvale, 2007). Table 24 presents a set of questions used for the semi-structured interviews conducted in Study Three on the determinants of refugee entrepreneurial intention. The choice of questions, interview style and language register were adopted depending on the interviewee. The transcription of eleven interviews was done by an external company, whereas one interview was transcribed by the author of this dissertation since it had been conducted fully in Swedish without simultaneous interpretation into English.

Table 24. Set of general questions used in the semi-structured interviews (Study Three).

No	General Question in the Semi-Structured Interview
1	Who are you and what do you do?
2	Why and how did you come to Sweden?
3	How did your life look like after arrival to Sweden?
3.1	How long did it take to apply and obtain the residence permit in Sweden?
3.2	How did the process of settling down in Sweden look like?
4	How does your typical day look like?
5	What would you like to do in Sweden?
5.1	What kind of job would you like to have?
5.2	Are you interested in starting your own company in Sweden? Why yes or why not?
6	What is your previous work experience?
6.1	Do you have any entrepreneurial experience from your home country?
7	Do you have any entrepreneurs in the family?
7.1	Do you know any entrepreneurs in Sweden?
8	Do you know about any business accelerators in Sweden?
9	What is your social network in Sweden?
9.1	Did you come to Sweden alone or with family or friends?
9.2	Did you know anyone in Sweden before arrival?
10	What do you think about life in Sweden?
10.1	How do you like living in Sweden?
11	Is there anything else you would like to share?

Source: Own elaboration.

3.4.3.2. Coding Process

With the available transcribed material it is possible to move on to the coding process, which is “a process of categorizing segments of data with a short name that simultaneously

summarizes and accounts for each piece of data” (Charmaz, 2006, p. 43). The goal of the coding process is to translate the collected data into more theoretical concepts, constructs and categories, which condense the analysed material (Glinka & Czakon, 2021). Coding also plays an important role of cleaning and reducing the complexity of the collected data, so eventually there is no need to refer to all the data, but only relevant pieces (Glinka & Czakon, 2021). Importantly, coding is a step by step subjective process shaped by the researcher’s perception, so it does contain elements of researcher’s interpretation (Glinka & Czakon, 2021).

The coding process took five days and was divided into five stages. The thematic analysis, so the identification of themes (response patterns emerging from the material under study) within the analysed material is a crucial step in the process of code creation. The thematic analysis relied upon five steps identified in the literature, *i.e.* preliminary coding, search for themes, revision of themes, definition of themes and writing down the report (Glinka & Czakon, 2021). The coding process followed a well-established practice of identifying 1st and then 2nd order codes to eventually find aggregate dimensions in the analysed qualitative material (Gioia et al., 2012). The coding process in Study Three was conducted with the use of the Dedoose software, which facilitates the creation and assignment of codes to the selected text excerpts, and then enables the user to classify the codes according to the themes of interest.

The coding process adopted in the thesis follows the hybrid coding approach meaning that both deductive and inductive codes were used. The deductive codes are built upon the previously prepared codes related to the adopted theoretical framework and formulated hypotheses, whereas the inductive codes emerge from the analysed data, in other words, the examined context (Fereday & Muir-Cochrane, 2006). The hybrid coding process combines the use of predefined codes together with those coming from the analysis. The codes were created on the basis of incident to incident coding in which researcher extracts codes from logically connected themes (Charmaz, 2006). Incident to incident coding constitutes the most common coding approach as it corresponds with the human perception of text (Glinka & Czakon, 2021). Besides, this practice has two more advantages. The incident to incident

coding facilitates the comparison of themes within the same or different text and it is not too detailed, so it enhances the understanding of the identified social phenomenon (Glinka & Czakon, 2021).

The coding process followed three recommended practices to define the codes of 1st and 2nd order, *i.e.* logical consistency, subjective interpretation and code adequacy (Fereday & Muir-Cochrane, 2006). Table 25 shows the process how on the basis of 1st order codes, and then 2nd order codes the aggregated theoretical dimensions were created.

Table 25. Coding process built upon 1st order codes, 2nd order codes and aggregated theoretical dimensions.

1st order codes	2nd order codes	Aggregated theoretical dimensions	
long-term employment in a Swedish organisation social network Swedish education	career embedding	social embedding	Determinants of refugee entrepreneurial intention
presence of women in the labour market as a norm access to women's rights access to childcare institutions	acceptance of mainstream social norms		
temporary residence permit limited mobility language barrier lack of start-up capital bureaucracy lack of business accelerator support problem to rent a local high taxation expensive to afford employees	barriers to entrepreneurial intention	contextual barriers to entrepreneurial intention	
previous self-employment professional self-confidence entrepreneurial role model leadership aspiration financial motivation strive for independence social purpose	individual enablers	individual determinants of entrepreneurial intention	
lack of time	individual barrier		

Source: Own elaboration.

As mentioned above the coding process was guided by logical consistency, subjective interpretation and code adequacy (Fereday & Muir-Cochrane, 2006). The logical consistency stipulates that it is useful to provide a visualisation of codes by presenting them in the form of a diagram or a table with codes, which facilitates the understanding of the adopted coding approach (Glinka & Czakon, 2021). The subjective interpretation implies the need to build codes not on the basis of researcher's terminology, but expressions used by interviewees. The adequacy of the codes means that the defined codes should be consistent with everyday language, so not only researchers can read it with understanding, but non-researchers are able to understand them as well. The codes have been created according to several rules. The coding has to be accurate, which means that it should reflect the text, it cannot illustrate too lengthy pieces of text, it cannot be too general, it should be concise and it should take into consideration the context of analysis (Glinka & Czakon, 2021).

3.4.4. Research Ethics

Research ethics were crucial in the qualitative study built upon the interviews with the newly arrived immigrants, refugees in particular. Every interview started with a thanking note and a brief introduction of the research process. The interviewing process followed a confidentiality rule, thus the interviewees were informed that the interview would be anonymous (Babbie, 2008). The interviewees were informed that each interview would be transcribed and analysed. The interviewees were informed about the approximate duration of the interview, which was on average about 45 minutes. The interviewees were informed that if they would not feel comfortable with a particular question, they could refuse to answer it. One interviewee indeed refused to answer one of the questions. All the interviewees were asked for a permission to record the interview.

During the interview, the interlocutors were not asked uncomfortable questions relating for example to the details of their journey to Europe, which was by boat in case of refugees. The interviews were not supposed to force people to recall bad memories from their past. The addressed questions were broad in nature and enabled the interlocutors to share what they felt comfortable with. If the interviewees did not want to reveal more details, they were not forced to. Research shows that people with refugee experience may suffer from trauma after

having gone through distressing situations such as among others war, persecution, rape, human trafficking etc (Cohon, 1981; Gold, 1988, 1992; Wauters & Lambrecht, 2006). Every interview ended by appreciating the interviewee's time and willingness to share his or her story.

3.4.5. Results

This section presents the analysis of the qualitative material and it consists of two main parts. The first subsection is dedicated to the identification of entrepreneurial intention, character of this intention and the type of potential business one would like to start. The following subsection scrutinises the determinants of refugee entrepreneurial intention including social embedding, contextual barriers to entrepreneurial intention and individual determinants. Each area of determinants is developed further in detail.

3.4.5.1. Refugee Entrepreneurial Intention in Sweden

In total, the analysis of the qualitative material encompasses 12 interviews conducted with the newly arrived immigrants in Sweden, eleven individuals with refugee experience and one migrant worker with the EU passport who arrived in Sweden to live in a safe country for LGBT+ people. The term individuals with refugee experience (background) emerged from the analysis of the qualitative material encompassing recognised refugees, asylum-seekers, quota refugee and family reunion migrants with refugee background. The group with refugee experience includes six convention refugees, two asylum-seekers, one quota refugee and two family reunion migrants. The analysis of the qualitative material indicates that newly arrived immigrants have a high entrepreneurial potential since eight out of twelve interviewees declared having entrepreneurial intention. Importantly, refugees have a high entrepreneurial potential since seven out of eleven refugee interviewees declared having entrepreneurial intention.

Newly arrived immigrants indeed have entrepreneurial intention. However, in most of the cases their entrepreneurial intention is vague, long-term and low-priority. In other words, the interviewees would like to start a company in the future, but opening a business in the early

years of their stay in Sweden in not an option. Out of twelve interviewees eight of them declared having some entrepreneurial intention, whereas four did not have it at all. Importantly, there were visible differences between the interviewees in terms of the level of their entrepreneurial intention and the business sector they would potentially like to enter in the host country. The character of entrepreneurial intention among the interviewees varies from nascent entrepreneurs (Interviewees 6 and 9), going through those with declaratory entrepreneurial intention (Interviewees 1, 2, 3, 7, 8 and 11) and ending with those with no intention at all (Interviewees 4, 5, 10 and 12).

Six interviewees declared some level of entrepreneurial intention. Importantly, when asked about their plans in Sweden none of them pointed out entrepreneurship as a viable career option. Each interviewee mentioned first the need to get a job or education, and they shared their entrepreneurial intentions only when they were directly asked about it. Interviewee 1 is an asylum-seeker from Uganda who back home studied civil engineering for one year and in Sweden he got a job in a cleaning company in Stockholm. He had had entrepreneurial intention before he came to Sweden and his idea to set up a construction company remained the same even after the refuge: *Yeah. That's I think I something I dream about. When I walk into my future, that... Even when I just started my university, I think... I thought that maybe after my school and when I'm in my working, class time, then I can set up my own company. (...) Yeah, like, it was a construction company.* Nonetheless, he acknowledged that it is just a vague entrepreneurial intention: *Just a plan.*

So for the next five to seven years studies, another master's probably degree, if I can manage in the next five years maybe. Then try to get employed, try to get the social network going and then thinking about the plan to go, basically to own a business. (Interviewee 2)

Interviewee 2 is a Syrian refugee from Syria who came to Sweden alone. His case is exceptional since he was able to support himself from the beginning of his stay in Sweden. He worked as a freelancer dealing with social media for an online company not based in Sweden. For him having one's own business was an ideal career option. He declared having entrepreneurial intention, but his intention was very general and distant in the future going

beyond small business: *Well, of course, I do have ideas, but the idea itself evolves every year or so. So because a valid business idea within tech circle expires very quickly. So every few years something comes up. So in ten years, any idea, like any business idea I have right now, it won't be valid on the long run. So this is something, again, this is not a restaurant or food industry, nothing. No logistics, no nothing, nothing big like that. It's more of a service, service based, of course, company, online company, I would say, on a big scale like that, that actually... Let me give you the characterization of the company. That would be a big organisation that employs people from different parts of the world to perform a service, a kind of service for companies, as well as individuals. So that would be the main idea. What is it? I don't... This... Like, every year it's something different, of course.*

Interviewee 3 is a family reunion migrant who followed her husband, a refugee from Syria, and in Sweden she studied Swedish language and took care of her baby, so she did not work at a time. Back in her home country she graduated from high school and was not able to go to the university because of war. When asked about her future plans she answered that she would like to study economics or dentistry-related field to have a job anywhere in the world: *I think the economy it's a good choice because it's, like, in the whole world it's working. I need something in the whole world it's working for me. When I have to leave Sweden, I have to work to another country, I have my work. So I think maybe in the economy or maybe in something, like, about... What can I say. Like, you know, about the teeth.*¹⁷ (Interviewee 3)

The plan to pursue her education at the Swedish university was clearly her priority. She declared having entrepreneurial intention only when asked about it explicitly: *“Yes, I think about that sometimes [starting my own company]. I love to be with a special thing for me, like, a little company that have something for me, money or anything. That would be great but I need time to make this one, yes.”* (Interviewee 3)

At the beginning she said she had no idea what kind of business she could set up, but after a moment she gave two concrete ideas, both based on transnational links. Her first idea was to

¹⁷ Few excerpts from the interviews with Interviewees 3 and 6 have been used in the article (Lazarczyk-Bilal, N. & Glinka B., 2021) where Nina Lazarczyk-Bilal is the main author with 90 % contribution.

import to Sweden dentistry products: *For the teeth, or... Yes, that's the chemical things and the equipment in the general, and have it from that country, and sell it in there, in Sweden. Yes, this is one thing.* (Interviewee 3)

Her second idea was to import to Sweden female Muslim wear from Turkey and sell them to Muslim women in Sweden: *And there's another thing, I think it before coming to here. In Turkey, we have a lot of company with the wear for the Muslims women. And it's like, it's good for the life in Sweden, it's good for what you want. And me and my husband think about what we can take this company to here, to have a store in Sweden, because they have a store already in France. So they said, it's okay if you have a store with our company, with the name.* (Interviewee 3)

Her business idea would be to open a franchise of the Turkish fashion brand. Since she had lived in Turkey before coming to Sweden, she had got familiar with the Turkish context, she had learnt Turkish, and her parents and siblings still lived there.

Interviewee 7 came to Sweden as a UNHCR refugee from Somalia, where he had spent the majority of his life as a refugee from Ethiopia, his country of origin. Ironically, he had lived in Somaliland, an independent but unrecognised state by the United Nations part of Somalia. He came to Somalia as a child with his mother, whereas his father died in consequence of political persecution in Ethiopia. Like in previous cases, when asked about his future in Sweden, he said he would like to learn to become a truck driver. Only when asked explicitly about any potential business plans, he said he would like to open a restaurant since he had previous self-employment experience in running a restaurant in Somalia.

Interviewee 8 is an asylum-seeker from Uganda who left his home country due to discrimination of LGBT+ people. A psychology graduate from Uganda with management experience in banking sector got a cleaning job in Stockholm. His main plan was to pursue a master degree in Sweden to become a psychologist, which could take six years. He mentioned on his own that he had entrepreneurial intention in his home country before the refuge: *I do think about my future, of course, because before I came here, I had also a future plans, and*

one of plans was to... I wanted to employ myself, started like a research company. And since I'm professionally a psychologist, I wanted to further my education and do courses, apply for masters, like master's psychology and maybe start up a recruitment firm, or a research, a company which does all those things, recruitment, research, you know? While being in Sweden he did not give up his entrepreneurial dreams.

Interviewee 11 is a refugee from Sudan who at a time was employed in a car mechanic shop. He also had entrepreneurial intention to start a transnational business of exporting from Sweden to Africa second-hand cars and tractors. His idea was to send money to his friends in Sudan to open such shops. He roughly estimated that the start-up capital would be about 108.000 to 205.000 Swedish crowns.

The interviewees pointed out getting permanent employment in a Swedish company as their career priority and a way forward to potentially start their own company in the host country in the future. The interviewees stressed that in order to set up a business in the host country, first, they need to learn know-how and build a professional network while working in a Swedish organisation. Furthermore, the interviewees stressed on the need to complete higher education in Sweden. They claimed that the possession of the Swedish diploma would increase their chances to enter the Swedish labour market in their field of expertise.

The two nascent entrepreneurs did not only express willingness to start their own company, but they undertook first steps to set up a business. Interviewee 6 is a Syrian family reunion migrant who back home had worked as a model before marriage and afterwards she took care of the house. She arrived in Sweden following her husband, a refugee from Syria, who wanted to start a repair point of electronics in Sweden. Together with her husband they started looking for a local for the repair point and some business support.

Interviewee 9, a second nascent entrepreneur, is a migrant worker from Estonia who chose to live in Sweden to feel free as an LGBT+ person. He worked as a nurse and chef in Sweden, and he also planned to open a restaurant with Russian and Estonian cuisine in Stockholm. He already found business partners who would bring start-up capital: *I already know one sponsor*

who is interested to invest into the restaurant venue and... No, I don't have even one crown to spend on that, but I do have contacts and people who desire to invest. Exactly, it's my own personal contacts and I know those people long time and they are also actually immigrants, but they live in Sweden already a long time, so they are like locals. (Interviewee 9)

He had ideas for the food menu and he started collecting information about the application for alcohol license, which is a lengthy, expensive and crucial step in opening a restaurant in Sweden: *I'm trying to open my restaurant, my venue and the problem is that now I'm facing the fact, that I need to apply for alcohol license. And now I'm in the process of figuring out how to do it. I know it's already very complicated and also very expensive so... (Interviewee 9)*

However, at the same time he admitted that he was not fully committed to this business idea since the successful start of the restaurant is not only dependent upon him and he has many potential ideas: *But I don't know how long it takes, when my goal will be successful, because it's... I have many plans and many ideas, but a lot depends of the finances and a lot depends on, of course, my abilities and the people I co-work with and so on. So I have a lot of ideas at this point. (Interviewee 9)*

The interviewees with no entrepreneurial intention constitute a small, but diverse group. Interviewee 4 is a refugee from Morocco who came to Sweden in order to improve his economic situation. He had been learning to become a truck driver in Sweden. Interviewee 5 is a refugee woman from Somalia who worked as a preschool teacher on a temporary position and was learning to become a nursery teacher. These two refugees from Morocco and Somalia came to Sweden without basic and higher education correspondingly, so their main goal was to acquire concrete skills and get permanent employment in the host country.

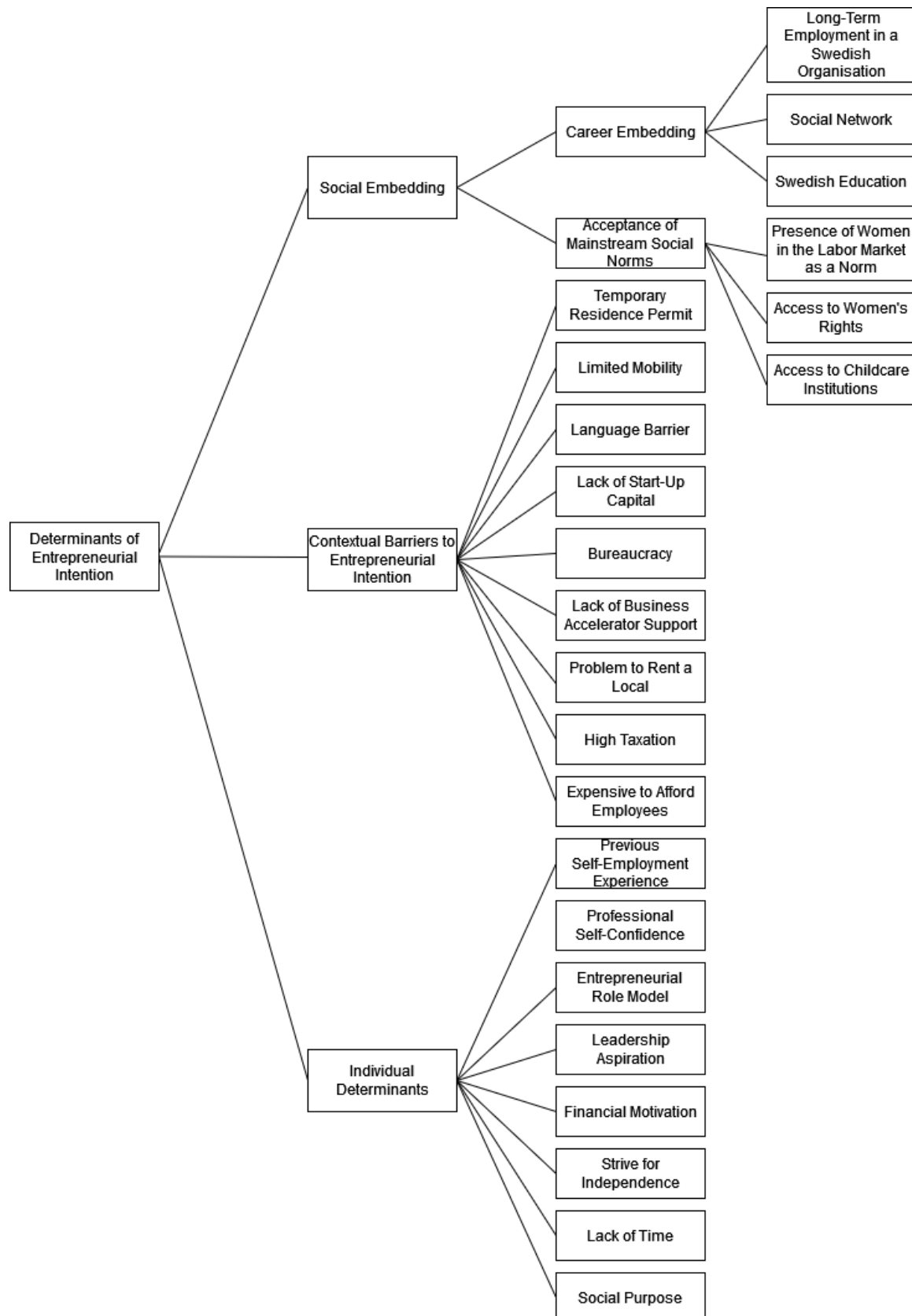
Interviewee 10 is a political refugee from Eritrea, an engineer experienced in urban planning who fought hard to get a job in the same field in the host country. Thus, he invested his time and energy to get a diploma in urban planning from a Swedish university and he wanted to get a job in his area of expertise, however, he was jobless at the time of the interview. The

last interviewee with no intention to start any business activity is a Syrian refugee, a widow, aged 58 who suffered from several health issues, so she did not intend to undertake any paid activity. She did not work either in Syria.

3.4.5.2. Determinants of Refugee Entrepreneurial Intention in Sweden

The analysis of the qualitative material pointed out three main research themes within the determinants of refugee entrepreneurial intention, *i.e.* relevance of social embedding for the formation of refugee entrepreneurial intention, contextual barriers to the development of entrepreneurial intention and personal determinants, which are presented in Figure 30 together with their themes. The following subsections will discuss step by step the results revolving the identified themes for social embedding, contextual barriers and personal determinants.

Figure 30. Code tree of the determinants of refugee entrepreneurial intention.

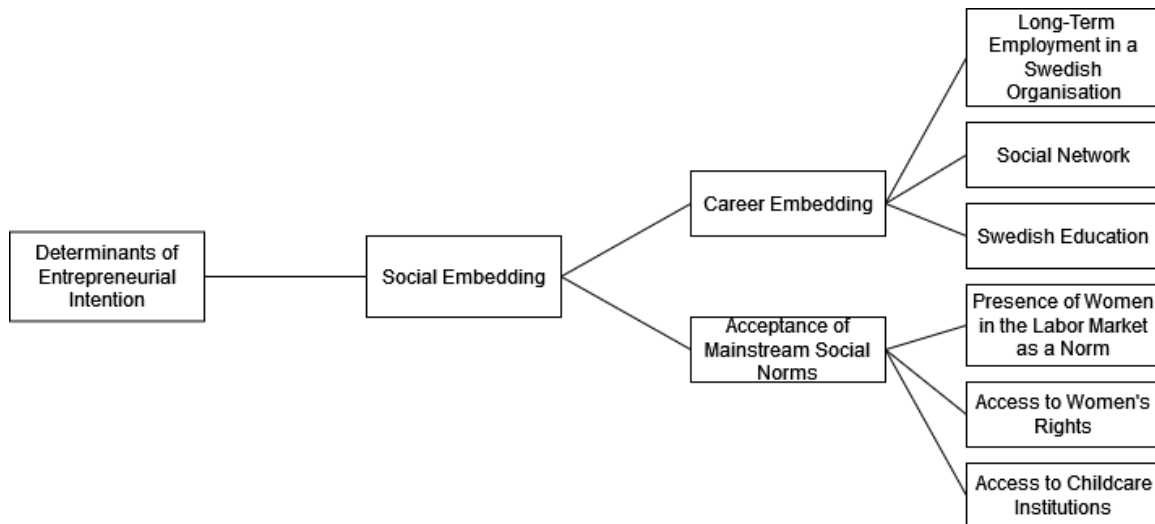


Source: Own elaboration.

3.4.5.2.1. Social Embedding

The analysis of the interviews with refugees confirmed the overarching theory of social embedding, shown in Figure 31, which covers the broad concepts of career embedding and acceptance of mainstream social norms. Social embedding turned out to be particularly significant for refugees, their family members and asylum-seekers whose highest priority was to settle down in a new host country. For many the necessity to start over building their private and professional life discouraged them from following their pre-migration plans: *I have talked to most of the people here, we are almost in the same situation and you realize that many people just... Their dreams are cut short or they just give up because of the long process and how it is so difficult to establish themselves here. (...) But when you go to a new place, you're definitely not aware of anything so you just start, I think, from scratch. And I think it also hinders you from getting to set up your company.* (Interviewee 1)

Figure 31. Code tree of social embedding as one of the determinants of refugee entrepreneurial intention.



Source: Own elaboration.

Career Embedding

One of the most significant findings, which emerged from the analysis of the interviews with the newly arrived immigrants was the concept of career embedding. It turned out to be an issue repeated by several newly arrived immigrants who would like to go beyond a traditional small business idea, and start a venture in high-tech, consulting industry or open a franchise. Interviewees stressed on the need to embed first their career in Sweden, which would entail easier access to Swedish social network and opportunity to build one's own trusted brand in the local Swedish society. The interviewees underlined the need to get employed in a Swedish company, complete education in Sweden and learn Swedish language fluently.

Employment in a Swedish Organisation

Long-term employment in a Swedish company was perceived as an important development phase in planning to start one's own business in the future. The employment provides a professional and personal growth opportunity, such as learning local know-how, gaining professional experience and building a professional social network. All these three steps are relevant for starting a company in the host country. The interviewees stressed on the need to work for at least two to five years in a Swedish company to gain knowledge about the local market and start one's own business: (...) *I think you most definitely you have to first get employed and maybe first pick up knowledge of how things are made in the company. (...) So you can go and work for five years, you can work for two years, but know, you know, in two years you're gonna have enough knowledge on how to run your companies, on how to set up your company and I think it's a good idea to be employed fast.* (Interviewee 1)

The necessity to gain experience in a local company is of utmost importance specifically for those individuals who plan to enter sectors other than just sales and trade: *Get yourself recognized more, get yourself trusted to start actually your own business, because the environment that I work in, it's really difficult to get your feet into. It's not that I started restaurant (...).* (Interviewee 1)

But if there is a possibility to create your own business, like when you say open a business, like shopping centre, that is a general one, anyone can do, open shopping centres. But others, they need to [be] experienced people. (Interviewee 10)

Interviewee 10 used to be an engineer setting a master plan for the city in Eritrea. He openly said that without getting employed in an engineering company in Sweden he cannot even think of starting his own business consistent with his educational background: *Yes, it doesn't come to my mind, creating my company, because first I have to be employed in my profession. To be settled, you have to be employed. (Interviewee 10)*

Interviewee 1 who left Uganda after completing 1st year of civil engineering also stressed the need to gain know-how from locally based companies: *Like, if you're setting up a company, an engineering company, maybe you want to get help, advice, how things, how companies here work, what kind of company you want to set up. So if you don't have any company you can reach to, you can talk to, I think it hinders you from achieving your dream and making difficult because you just... if you don't know what engineering companies here in Sweden do and you just set up your company according to what you think, like, you take your knowledge from your own country and you're applying it here, I think you will set up a low standard company or something that is not right. (Interviewee 1)*

One of the interviewees highlighted the need to work in Swedish company to build one's own trusted personal brand as a precondition to follow the entrepreneurial dreams in the host country: *So, of course, my choice would be to have my own company, to be an entrepreneur, but you have a reality check going on here. You're in Sweden, you came from Syria, what's your chances to get in the cycle and actually get trusted enough to start your own business? You need a native level of trust. You need a native level of a circle, of a network to get your thing going. (Interviewee 1)*

Social Network

Apart from learning local know-how the career embedding is crucial for building a professional social network, which was highlighted by several interviewees: *And for the next five or six years, I would say, the goal is to get employed by a Swedish company to get running, to build that network. Because working online and building network sucks, it doesn't work at all. So you need to work for a Swedish institute or establishment company, whatever. So, Swedish cycle, then you get the contacts.* (Interviewee 1).

The interviewees shared a common view that it is difficult to establish a relationship with Swedes: *What works the best here is good connections (...) So basically, you need to build your social network, which is pretty hard here. So yeah, that would be really difficult mission.* (Interviewee 1)

Interviewees discussed social network not necessarily in terms of their career embedding, however, collecting information about their perceived access to Swedish social network is an important factor in understanding their attitude towards entrepreneurship in the host country. In general, all the interviewees except the Interviewee 9, migrant worker, had a small social network mostly limited to their close family members and few friends usually coming from the same country of origin. The interviewees did not have friends among Swedes with the exception of Interviewee 6, female family reunion migrant from Syria, who despite being a Muslim sent her children to a Christian school attended only by Swedish children. Nevertheless, the general perception about building a social network in Sweden was rather sceptical. The interviewees shared a common view that it is difficult to establish a relationship with Swedes: *(...) the social life is quite low here. It's difficult to get to know and get to be friends close to Swedes, because of the... It's basically a cultural thing.* (Interviewee 2)

Also, one of the interviewees indicated lack of time as an obstacle to socialise and meet new people in Sweden, both Swedes and other immigrants: *Because everyone [refugees], they're*

running to work, to school, to family, to children, everything. Because no time here, everything is crowd. (Interviewee 7)

Swedish Education

Nonetheless, before getting a relevant job in the local market it is necessary to complete education in Sweden. Obtaining diplomas from Swedish institutions is important not only for those who have not completed yet their education cycle, but also for those who have been university graduates: *What works the best here is (...) proper Swedish paper document. So the plan now for me is to get this paper, probably finish. I'm trying now, so maybe three, four months, like, I get done with this SFI thing and probably get back to my studies. (Interviewee 1)*

Even interviewees who managed to have their national educational certificates recognised in Sweden underlined the necessity of having originally Swedish diplomas, which are much more trusted than Syrian documents: Have you validated these diplomas? Have you authenticated them, here in Sweden? *Yeah, I did. I did everything, (...) It's tough when you don't have some paper, Swedish paper. It's really important that you have... Like, what an IT engineering document from Syria would do for you in a country like Sweden? It's still an untrusted document. (Interviewee 2)*

Acceptance of Mainstream Social Norms

Presence of Women in the Labour Market as a Norm

In the two interviews with female family reunion migrants from Syria the theme of acceptance of mainstream social norms came up in the context of immigrant women. Since they both came from Syria, country with traditional perception of women as a housewife, they arrived in Sweden where there is equality between men and women. Both interviewees expressed the willingness to work in Sweden although at the same time they admitted that if they were back in Syria, they would not work professionally. As Interviewee 3 put it openly:

They [women from her family] work here in Sweden because they have to, but in the general [according to the Syrian culture], they doesn't work. (...)

Despite coming from the same cultural context, the interviewees pointed out different reasons for their motivation to enter the labour market in Sweden. On one hand, Interviewee 3 stressed on the personal motivation dictated by the particular situation in the host country. She explained that first of all, Syrian women in Sweden decide to look for a job in order to contribute to the family budget, which is not enough when supported only by one family member. She also stressed on different weather conditions, long period of darkness and coldness force people to spend a lot of time indoors without any ongoing activities, which eventually increases the likelihood of suffering from depression: *Because they don't have enough money for live in Sweden and they have a long time without anything. Yes. It will be pooring for her, for the woman. And you know, in the winter here, we doesn't accept the winter here yet. It's too hard for us, you know, so it make sometimes depression for us. Yes, and the big shock for us because the winter is too hard in here, in Sweden* (Interviewee 3). Interviewee 3 implied that the long period of darkness and tough weather conditions encourage women to engage in paid labour to avoid boredom, loneliness and risk of depression.

Access to Women's Rights

Interviewee 6, on other hand, underlined women's rights in Sweden as an invaluable asset, and thus the personal independence and possibility to decide about one's own life which comes with that: *Honestly, I also feel happy. I have here, in Sweden, what I didn't have in my country, that women's right. I struggled in Syria to have my rights. Here, they are delivered to you. You have them.* (Interviewee 6)

She shared that back in Syria, once she got married, she was forced to give up her professional career: *Yeah, I stopped working get the day I got married, because there, it's not usual for the girl to work as a model. So his family said "She has to stop", so the neighbours and people you know, stop speaking bad about us. So I stopped.* (Interviewee 6)

Access to Childcare Institutions

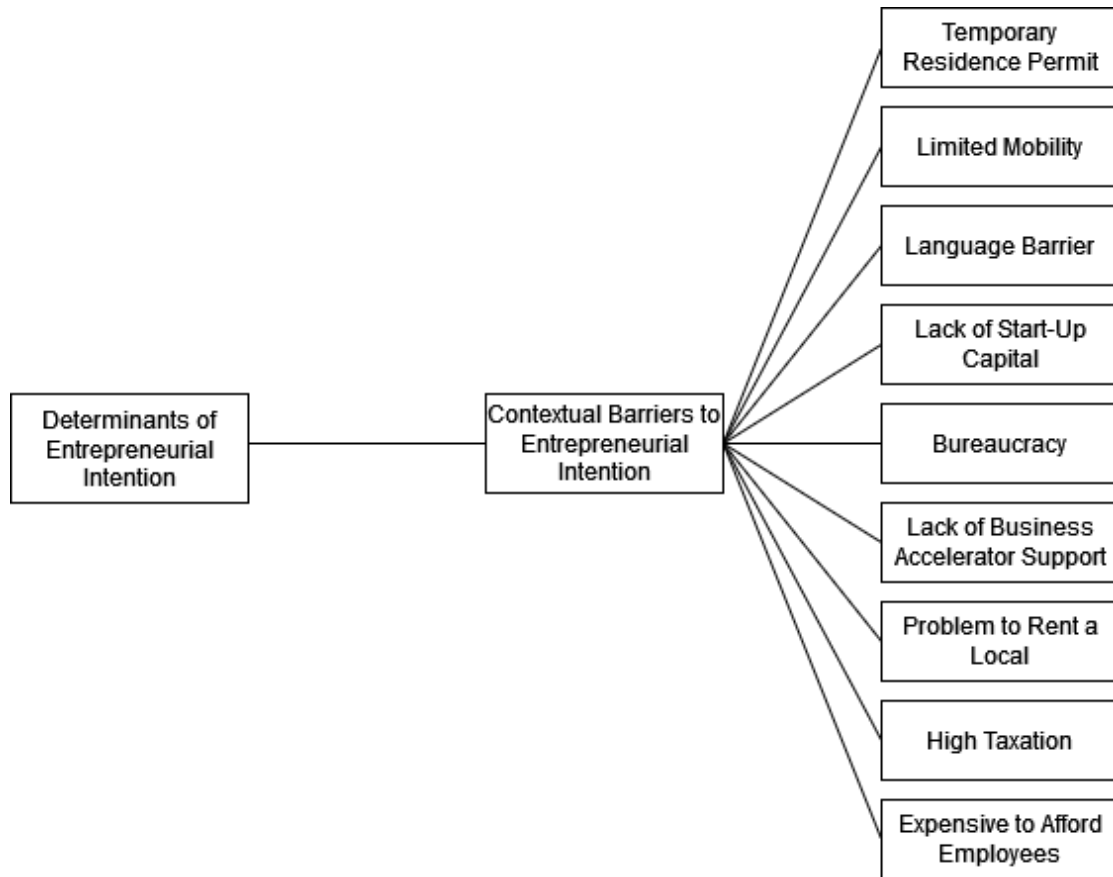
The Interviewee 6 also underlined the access to childcare institutions, so women are free from the constant responsibility for children: *They [Swedish state] help you to do anything you want. And we're now thinking, where can I put my son, what to do with him? You have kindergarten and after that, if you are working, you can put him for free with the teachers. So something might look small, but I think it's huge for women, especially women who came from Middle East.* (Interviewee 6)

She explained that in Syria there is a general social perception that a mother should stay at home and take care of her children especially if she has a son. In consequence, the duty of childcare hampers women from developing their professional career: *There, you can't do anything with your son, you have to stay at home, with your son, not doing anything, because if you put him in kindergarten, that will cost you a lot of money, a lot. And it's only for until 12 o'clock. What can I do with him the rest of the day, if I want to work? So there, if you are a mother, you will not find many opportunities, working opportunities. Here... I like it here. You can have your chance.*

3.4.5.2.2. Contextual Barriers to Entrepreneurial Intention

Another predominant theme, which emerged in the interviews, relates to the contextual barriers which stop people from having and developing entrepreneurial intention in the host country. The interviewees mentioned the following barriers: temporary residence permit and limited mobility, language barrier, lack of business accelerator support, lack of start-up capital and bureaucracy. Additionally, two nascent entrepreneurs pointed out the problem to rent a local, high taxation and high cost of having employees in Sweden. Figure 32 presents the code tree for contextual barriers to entrepreneurial intention. All the contextual barriers to entrepreneurial intention will be presented in detail in the following subsections together with the corresponding interview excerpts.

Figure 32. Code tree of contextual barriers to refugee entrepreneurial intention.



Source: Own elaboration.

Temporary Residence Permit and Limited Mobility

Besides social embedding the crucial dimension determining future plans in the host country, entrepreneurial intention included, is the legal status of newcomers. The type of legal status and length of residence permit have impact on the freedom of mobility and mental health of the newcomers in the host country. Individuals with legal admission categories of asylum-seeker, refugee granted temporary residence permit or a family reunion migrant with temporary residence permit report high levels of uncertainty about the future, which instils in them fear to be sent back to the country of origin or the reluctance to travel outside Sweden. In consequence, the uncertainty about their future and limited mobility is a source of excessive stress.

The female family reunion migrant with temporary residence permit in Sweden disclosed that she was too afraid of travelling outside Sweden before she would get Swedish citizenship and Swedish passport: *But I think, I feel like I am... I will go out from this country, they will take me and waste me in the another country. Maybe will be back me to Syria. And it's freezing me, you know, because I don't want to be in Syria. Not because... It's my country, okay, but there's a war, you don't know what is the war. And I have a child, it's too hard to me. And I think all the time, I need that permit, I can't go to another country because I'm Syrian. I don't have even a passport for my child. Okay? So I think all the time, I think all the time.* (Interviewee 3)

Another female family reunion migrant from Syria with temporary residence permit was also afraid of being sent back to war-torn Syria: [Interviewer] And how the fact that now you have a permit for one and a half year, how does it affect you? *It's not very good, especially with the rumors you hear all the time. "They are not going to extend it. They are going to send you back to Syria". But I always keep in mind that they treat each person by itself, his own conditions, own situation. But honestly, I'm not very relaxed, because of it. In August it will end, so I will have to apply for it.* (Interviewee 6)

The temporary residence permit in case of the individuals who were forced to leave their home country due to war or fear of persecution keeps them in the state of constant emergency, which makes it difficult to make long-term career plans and commit to the place they live in: *Yeah, you don't know if you are staying, leaving, but you have to do your best anyway, as you are going to stay forever.* (Interviewee 6)

The biggest challenge besides the language is your status in the country. So there's nothing you can do when you're not fully committed to stay in the country. (Interviewee 8)

The analysis of the qualitative material indicates that the legal status is not a source of uncertainty for refugees granted permanent residence and migrant workers coming from the EU Member States. One of the interviewees wanted to stay in Sweden for next few years until he would get Swedish citizenship, so the uncertainty about his future country of

residence did not stop him from having entrepreneurial intention, which could be also explained by the industry sector and type of business he was interested in. He visualised setting up an international company in high-tech industry, which would not have headquarters in Sweden, a country with high taxes: *For the next five to seven years [plans to stay in Sweden]. Yeah, because when you start your own company on such a big scale, it's like the headquarters are not gonna be here. There's no chance any big scale company wouldn't have this... Like a Sweden and as its headquarters, because taxes again. So for the next five to seven years studies, another master's probably degree, if I can manage in the next five years maybe. Then try to get employed, try to get the social network going and then thinking about the plan to go, basically to own a business.* (Interviewee 2)

Also, the migrant worker with the EU passport had a freedom to travel around, so the commitment to place was dependent on his financial success, and not legal status in Sweden: *Yes, if I find a way to earn very good amount of money per month, I stay until I die. If I don't succeed, I think I move to next page somewhere else. Maybe I move to Kraków, I don't know.* (Interviewee 9)

Language Barrier

The lack of Swedish proficiency turned out to be an indistinct matter in the examined qualitative material. On one hand, the analysis indicates that it is enough to speak English to live in Sweden: *And again, you can do everything here so you're not actually forced to learn the language.* (Interviewee 2)

But in general, almost all Swedish people can speak English, so it's not a problem for you to communicate with them. (Interviewee 5)

On other hand, while it is possible to manage everyday activities such as for example shopping, or bank-related issues in English, one needs to be fluent in Swedish to find employment especially in highly-skilled industry: *Like why I haven't learned the language until five years past, like why haven't you learned the language? Well, basically everyone*

speaks English here. But when it comes to the working. Yeah, environment, for some reason you need Swedish. Like, of course you need Swedish, but when everything, like you're fine pulling banks, you're fine talking in the streets, in the shops, at the bars, everywhere. You're fine with English. (Interviewee 2)

Even though the work itself does not require Swedish proficiency it is important to communicate in Swedish with other colleagues at work: *So it's a more of a technical side of the kind of job I do. Still, you need Swedish to communicate with your colleagues. It's very important for Swedes to communicate during work, like many... I would say here, they don't care if you can do the job as much as they can communicate and feel, I would say, comfortable around you. That's the word. (Interviewee 2)*

With Swedes, for communication you have to speak Swedish. For example, I prefer English. (Interviewee 10)

When it comes to the opportunity to learn Swedish, one of the crucial differences between asylum-seekers and other groups of migrants is that the former are not entitled to attend state-sponsored Swedish classes, which becomes the reason for their delayed embeddedness in the society: *(...) if you seek an asylum in a country, you are in over 80% intending to stay in the country and they are aware of that. So why can't it be that they can allow the people to study the language? I think people in camps do that, but people don't go to camps (...) So if you [plan] to setting up your company, you realize here many people, almost everyone speaks Swedish, everything's done in Swedish. (Interviewee 1)*

The lack of flexibility of SFI study program was brought up by one of the highly skilled refugee: *This is my third time now trying SFI, so it was both like... It was too slow, or I had something else to do. I needed to do some kind of work, I needed to travel. I worked, for example, as a political correspondent in Switzerland (...) about Syria. So I needed to travel a lot back in 2016 and 2017. So I was doing SFI, then something came up at work and I needed to ... And generally they don't allow you to do it on your own. Like, you ask like "Can I just do the exams" and like "Just give me a material and I will study". They don't go with*

like how you prefer. You need to stick up and show up to class, because the system is designed for the general, I would say, stereotype of a refugee, basically. (Interviewee 2)

The opinions about the quality of SFI teaching style differ among the interviewees. The Interviewee 1 was satisfied about the teaching methods in SFI, however, he only complained about the insufficient number of hours: *And also, like right now, I can realize that after I started going to SFI, like, I can see it better, it's better than just sitting on the internet and self-study. So you engage with the teacher, you can hear the pronunciation of the words. So he teaches, but we only do it twice a week.* (Interviewee 1)

He also mentioned that there is shortage of schools: *The first of all, they're not enough schools.* (Interviewee 1)

Lack of Start-Up Capital

The lack of start-up capital turned out to be one of the biggest barriers to start a company in the host country. Lack of financial capital was mentioned by asylum-seekers, family reunion migrants and refugees in seven different interviews: *Yeah, just the money [is the obstacle].* (Interviewee 4)

The time and the money, yes [are the only obstacle]. (Interviewee 3)

No, only money [response to the question about obstacles to entrepreneurial intention]. (Interviewee 5)

I don't have money here in Sweden. It's very difficult in Sweden [to open a shop]. (Interviewee 11)

Another interviewee highlighted that since refugees receive minimum financial support from the state, they are only able to cover their basic expenses without the option to save some money and invest in the business start-up: *And the second one, when people come here, they*

have financial help. So the help, the little help they get from the migration is used carefully for their basic needs, they have to pay for rent, a lot of stuff, so it's difficult to save and allocate a certain amount of money to setting up a business or a company. So, I think lack of financial aids also hinders setting up company here. (Interviewee 1)

The interviewees stressed on the need to have savings to collect start-up capital in order to open a company in Sweden: *I think it will only be possible, like, if right now I'm working so I can make savings to start my own company. (Interviewee 1)*

You know, I had that plan, but it's depending on your financial level. If I have a good financial, I mean good money, I can open that. (...) To rent house is very expensive, to get some materials is expensive. So if I work and get the money, I have to try. (Interviewee 7)

I need a lot of money and a lot of resources if I'm gonna start my own company. Maybe the bank or someone could borrow me money, or if I save it. But yeah, it's hard to save money in Sweden. (Interviewee 4)

Although saving money seems to be a challenging task for the newly arrived immigrants in Sweden, the option of obtaining a bank loan seems to be almost impossible: *I'm not so sure if I can be able, as an asylum seeker, to get a loan from the bank. I don't think I can be able to get it there. (Interviewee 1)*

And the other problem is the bank. You came, you have, let's say, one hundred thousand crowns. You want to open something, you need more. You go to the bank, and they say, "Okay, we will give you, but we need the working contract that you have a job". Okay, well, if I have a job, how can I open my own business? I can't be... So, you don't have funding. No, no one here to help you, if you want to do that. Yeah, that's the general. (Interviewee 6)

Finally, for asylum-seekers, refugees and their family reunion migrants it is usually impossible to borrow money from friends or family since all those people lost their assets during the war or the costly flight from home country: *(...) our friends or our family, we all*

came from the same situation. War, our money was taken. You know, our things, our jewelry were robbed from us. So, you can't find in your family or your friends someone who has money to give you, for like a year. They can't, they can't do that. (Interviewee 6)

Bureaucracy

The studied qualitative material revealed differences of opinion related to the Swedish bureaucracy, which most probably depend on the formal type of the company. Some interviewees considered the formal process to open a company to be difficult: *I know different guys. Some will say bureaucracy will kill you. Some say no, it's the easiest thing ever. And what's the factors that are separating these two? Basically there's factors that why this guy says bureaucracy kills. Then there is a problem, you know? So yeah, basically there's some bureaucracy problems. (Interviewee 2)*

No, it's not easy [formalities, bureaucracy, the process to start a company]. (Interviewee 5)

However, there were several voices claiming that it is easy to register a company in Sweden: *It's difficult to open a business in Morocco and in Sweden it's easy. (Interviewee 4)*

I think besides the language it would be easy (...) and I expect at least a certain moral standard, which is not followed by some countries. And when you do research or when you look at the performance index of the world, Sweden is one of the countries where opening up a business is very easy. (Interviewee 8)

And also, the hindrances, when you look at the African continent, maybe Asia but I will talk about Africa, and the biggest problem in Africa is corruption, and bureaucrats and unnecessary bureaucracy. So, when you think about that and compare to Sweden, So I think in that regard, besides the language, things might be easier. (Interviewee 8)

I don't know, I'm not hundred percent sure, but I think it does not matter, because I see many immigrants opening their own businesses here and I heard that it's super easy to open or register the company, it's not a problem. (Interviewee 9)

Lack of Business Accelerator Support

Only one interviewee tried to receive help from the local organisation providing start-up support, and that attempt was eventually unsuccessful. In order to obtain support from the organisation, it was first necessary to have an adequate business location, which the interviewee together with her husband did not have yet: *Yeah, we did. There is one. They told us... What is it? I can't remember the name of it. But they said and they help starting people. We talked to them and they said "Okay, find the location and give us the idea, we will make our study. Then we will see if we will help you or not". So we are trying to find that location. (Interviewee 5)*

Problem to Rent a Local

The problem to rent a local was mentioned in only one interview as the obstacle to develop further refugee entrepreneurial intention and start a company, a repair shop in Uppsala: *And the other one, you don't have many locals here, places for... If you want to rent a place, there is not many. (...) Nearby, not in the center, nearby. And if you find a place, the owner will ask you for a lot of money, to let you rent it. (Interviewee 5)*

The interviewee did not say it explicitly, but the excerpt subtly implies some sort of discrimination towards the newcomers and reluctance to rent them out a place: *Yeah, we are trying. We found a place a few weeks ago and the owner didn't ask much. But when we say okay, let's do the contract, it's "No, I want to sell the shop". My husband now is looking for another cities, like where his parents live. And I can't remember the name of the city, his friend lives there. So we dropped the idea of opening in Uppsala, we are going to another city, to try that. (Interviewee 5)*

High Taxation

One interviewee, a Syrian refugee, a freelancer who had a long-term vision to start a company in high-tech sector, pointed out high taxes as an obstacle to start a business in Sweden: *Yeah, because when you start your own company on such a big scale, it's like the headquarters are not gonna be here. There's no chance any big scale company wouldn't have this... Like a Sweden and as its headquarters, because taxes again.* (Interviewee 2)

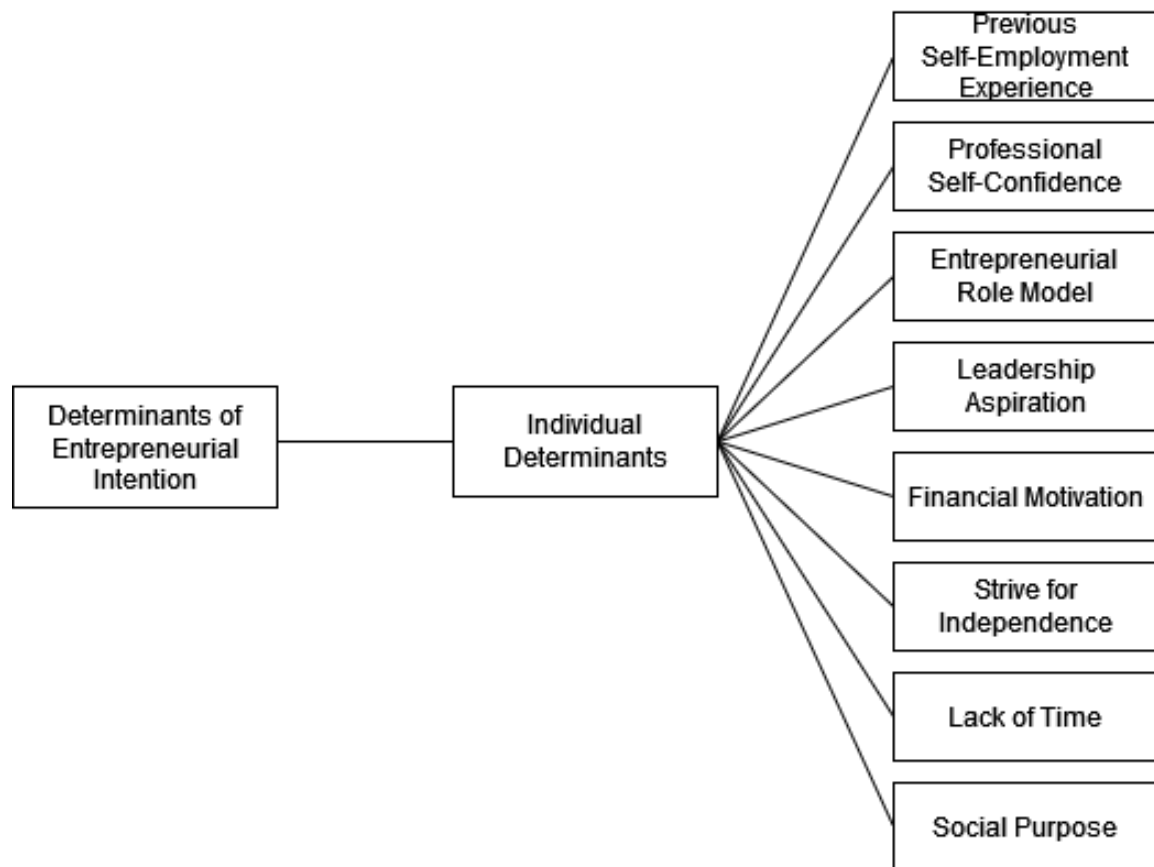
Expensive to Afford Employees

Interviewee 3, a Syrian family reunion migrant, whose uncle opened a meat shop in Sweden, explained that he failed due to extremely high costs of having employees in a company in Sweden.

3.4.5.2.3. Individual Determinants

Individual determinants emerged as an important set of factors related to the formation of refugee entrepreneurial intention. The identified individual determinants are: previous self-employment, professional self-confidence, entrepreneurial role model, leadership aspiration, financial motivation, strive for independence, lack of time and social purpose. Figure 33 provides a code tree for contextual barriers to entrepreneurial intention. All the individual determinants of entrepreneurial intention will be reported in the following subsections together with the corresponding interview excerpts.

Figure 33. Code tree of individual determinants of refugee entrepreneurial intention.



Source: Own elaboration.

Previous Self-Employment Experience

Out of all twelve interviewees only three had a previous self-employment experience, *i.e.* running a restaurant in Somalia (Interviewee 7), a bar in Uganda (Interviewee 8), and a grocery shop in Sudan (Interviewee 11). All three had entrepreneurial intention in Sweden, however, as mentioned above entrepreneurship was not their first career choice in the host country. A UNHCR refugee from Somalia who ran his restaurant for three years (Interviewee 7) had in mind a similar type of small business, which was a restaurant with Ethiopian cuisine, a refugee from Sudan (Interviewee 11) who had a grocery shop in Sudan wanted to export second-hand vehicles from Sweden to African countries, whereas the asylum-seeker from Uganda, who had ran a bar for two and a half years and had employed five people, wanted to start a significantly different business in Sweden, a recruitment company.

The theme of previous self-employment emerged also in the interviews with two women, family reunion migrants who joined their refugee husbands in Sweden. Not interviewees, but their husbands had previous self-employment experience of running their own business back in Syria. In case of Interviewee 3 who together with her husband wanted to import dentistry products or Muslim wear to Sweden, her husband had a mechanic shop for trucks back in Syria. In the second case, the husband who tried to open a repair shop in Sweden had run the same business in his home country.

Professional Self-Confidence

The interviews with three interlocutors revealed the importance of professional self-confidence for the formation of their entrepreneurial intention. The professional self-confidence was a valuable asset in reflecting upon entrepreneurial intention regardless of the legal migration status in the host country. The quota refugee in Sweden felt very confident about his capability of running a restaurant in Sweden since he had done it before in Somalia: *Yeah, I was managing my own restaurant, and I then I was working as the chief waiter, I was a waiter before I worked in the hotel. I was a waiter and then after that I was the chief waiter, supervisor of the hotel. Yeah, so I can work that all.* (Interviewee 7)

Another interlocutor, asylum-seeker, admitted that the possession of management experience from the banking sector and entrepreneurship experience from running his own bar enabled him to acquire a very useful set of skills: *First of all, I had... In my banking field I was a relationship manager. But before that, I also managed a team of ten guys in a project. So, when it comes to management, I had some skills. I have some skills of management. So, when it comes to my own business, I had to use the necessary skills I had, to make it run. So, I wouldn't say I was a very successful manager. Of course, there are always challenges, those challenges when it comes to money, like managing, customer expectations, you know? When you're running a service-oriented business, there are a lot of challenges. In most cases we learn through challenges, so I learnt a lot. I also discovered a lot about my entrepreneur skills.* (Interviewee 8)

Migrant worker from Estonia did not have any previous self-employment experience, but he gained a lot of experience working in various restaurants as a chef, which eventually gave him a confidence boost to start his own restaurant in Sweden: *(...) I have a long history working in the restaurants, and I think this inspiration has just come with many years. I think it's simply a lot of experience, which wants to come out in a way I see, because I think I know how to run the kitchen very good and how to make it desirable.* (Interviewee 9)

Interviewee 9 even admitted that although he did not conduct any research about the restaurant market in Stockholm, he held a strong belief in the successful outcome of his planned business endeavour: *So I know two kitchens the best, so maybe I should do what I do the best. Well, maybe not. I don't know. I have not done any research in the Swedish market. I don't know what is the demand here or if there is any demand at all, because maybe there is too many restaurants already. But that's my side, but I'm strong willed and maybe that's what I could do. I mean, that's my plan here, in Sweden. Maybe that's my niche and maybe that's how I could earn money. So I'll try my luck with this idea.* (Interviewee 9)

Entrepreneurial Role Model

The theme of entrepreneurial role models as one of the entrepreneurial intention determinants emerged many times in the studied material. The issue of entrepreneurial role model was only once explicitly pointed out as a source of inspiration to start one's own company: *No, I was inspired. The only person who inspired me to set up, like this firm, worked with a professor in a research organization (...). He was really my friend. He always give me work, some deals. So, he inspired me a lot and I learnt a lot from him.* (Interviewee 8)

Otherwise, the concept of entrepreneurial role model unfolded in the interviews in response to the question about the possession of entrepreneurs within the social circle. The most common answers related to family members: husbands (Interviewees 3, 6, 12), fathers (Interviewees 2, 3), relatives (Interviewees 3, 5, 6), acquaintances back in the home country (Interviewees 8, 11), and acquaintances in the host country (2, 3, 4, 5, 6, 7, 8, 9, 10, 11). The refugee from Syria used to help his father, the university professor, in running a side business,

an internet café in Syria: *And of course, I was more responsible of, I would say, running the whole thing. So, I was basically responsible for the whole thing and I was leaving, because I knew I want to finish my education. I want to pursue a career in the areas I would like and it's not my dad's thing. So, it was more a business that okay, do you want to work? Like don't go and work for someone, we can start something, you can you like computers and stuff, because I was 18 at that time. I wanted something related to that and my dad was like "Yeah, do you want to start an internet café."* (Interviewee 2)

The female refugee from Somalia used to help in running the family shop back in Somalia. Importantly, while the refugee from Syria (Interviewee 2) had entrepreneurial intention, the refugee woman from Somalia did not have such an intention and planned to get a permanent position as a preschool teacher (Interviewee 5).

All three interviewed women from Syria (Interviewees 3, 6, 12) were married to entrepreneurs who had ran their own successful businesses back in home country: *Because my husband, he work in Syria, but he leave everything and go out. He have like, two big shop. What can I say... Store, like, a store, okay? For... About the cars and the parts of cars, the bigger cars. And he leave it, all of them, and go out from Syria because he will go in army, the army wants him, yes?* (Interviewee 3)

Leadership Aspiration

The theme of leadership aspiration emerged only once in the interview with a quota refugee from Somalia. He talked about the leadership experience he had gained when he held the position of refugee community leader in the refugee camp in Somalia: *Actually, I was also a community leader, that's one. And in the refuge in Somaliland, I was the chairman of the refugees. I was communicating when the delegation came from (...) from Nairobi or something. I was one of participates representing the refugees. So, I was a chairman for four years, and then leading the community, communicate with the government, with the UNHCR, just as a channel between the refugee and the UNHCR. Yeah, I was like that also. So mostly I passed my time working.* (Interviewee 7)

Financial Motivation

Two interviewees, refugee and migrant worker, mentioned explicitly that generating profit is their main motivation to start a company: *Yeah, of course, that's the number one reason [money]. And you live in a very heavily taxed and governmentally regulated country. So, this would be like thirty three percent, it's a really big number here.* (Interviewee 2)

It would be good income for me and it would keep me motivated to do the job, because very often, with a low salary, I lose my motivation and I think maybe it's time to go to new place, new country. I focus on new things, because I lose my motivation to work. For example, in Estonia. Why I immigrated is that, also I had a big motivation crisis to work for the little money. I mean, I did not feel that I should waste my days and time for doing something which is not profitable and doesn't satisfy me. (Interviewee 9)

I don't have a idealistic idea, that I should feed our planet with the tastiest food. I don't have this idealistic thoughts that I want to make people happy with my delicious best food in the planet. I want to earn money. That's my honest opinion and desire. (Interviewee 9)

Strive for Independence

The strive for independence was recognised to be a part of personal motivation to set up a company in several interviews. The interlocutors mentioned the attraction of being one's own boss: *At one time I owned like a bar. So much as I worked, I had it as side business, so I've always wanted to employ myself, to be my own boss, things like that and I had that professional dream. Like setting up a business in my my professional career, you know?* (Interviewee 8)

You know, they were different people I've been working with. I can tolerate very different people. I don't have a big issue with that, but I do wish to also be my own boss a little bit also, yes. But, it's obviously giving a lot of stress and responsibility. (Interviewee 9)

One interviewee highlighted the possibility to decide about one's own working schedule: *But if you're self-employed, then you can manage your time and think in a business way, it's how you can connect your company to how you can expand your businesses in terms of profits. So I think it's better if somebody is self-employed compared to just being employed by someone (...).* (Interviewee 1)

Strive for independence and flexibility were mentioned during interview: *Of course. I would say, it would be tough for me to work for an employer after 10 years of freelancing. Like of course, I'm still an employee, but it's different. I choose my own hours. I'm more free, I would say, flexible. So it would be tough to maintain a nine to five job. That's the thing. So, of course, my choice would be to have my own company, to be an entrepreneur (...).* (Interviewee 2)

One interviewee also mentioned the possibility to achieve a better work-life balance as an advantage of having one's own company: *So I need to make some of ... Yes, some of balance about the both of them [family and work]. And I need, like, a work from the home without, you know, without do something big and special a lot. I will start with a little things and then will be bigger, bigger. Maybe I will start with my husband to help me or something like that. He will support me for these things, I think that.* (Interviewee 3)

Lack of Time

The lack of time to plan and take steps to have or develop further the entrepreneurial intention emerged in several interviews: *The time and the money, yes [are the only obstacle].* (Interviewee 3)

All the interviewees were really busy and barely had time to agree for an interview. When asked about their typical day the interviewees gave the following answers: *So I wake up at six and prepare myself. By seven we are on the road going to the client. And then, we're in my work (...), so we finish by five, six in the evening. Yeah, Monday to Friday. And Saturday we don't.* (Interviewee 1)

I get up at 7, and then start school. (...) Eight hours of school, until 5. And then after I go to the gym. I come home, I eat and then go to bed. (Interviewee 4)

I wake up at five thirty and I run to the bus at seven thirty. At seven I get a SMS where I'm gonna work and then I go at seven thirty. I don't know in which school I will work and if it will be tough. I need to work eight hours a day, so I can afford for my family. In the evenings I focus on my family. (Interviewee 5)

Because everyone, they're running to work, to school, to family, to children, everything. Because no time here, everything is crowd. (Interviewee 7)

The typical day is that from morning till maybe three or four I'm at school, and then all the rest of the time I am at work. So quite boring life at the moment, but it's normal to be an immigrant and have a little bit more stress and not so much fun than normal people should or would have. (Interviewee 9)

4 hours for studying and 8 hours of work [talking about the typical day]. (Interviewee 11)

The only exception was a Syrian refugee who worked as an online freelancer in a company Sweden, so his work schedule seemed to be a more flexible, however, he was also very busy by late hours: *So, I would say, I wake up at five thirty, I read for about an hour, then drink my coffee, breakfast, go to school until twelve, get back home. I used to train, now I don't. So, from one o'clock until ten, nine during the weekdays I work. So, until ten, eleven, sometimes twelve and then I go to sleep. So this is a typical day. (Interviewee 2)*

Social Purpose

Only one interviewee pointed out a social purpose as a motivation to start his company: *Like, one of my motivations here, that if I start it here is far more better compared to situation in Africa, I'm talking of the roads and talking of the buildings, of how they are set up. So I think if I can be able to set up a company that can transfer techniques from Europe, and kind of*

way of building things and how they last long and transfer them to Africa, I think it can be a good way for me to contribute to growth of the African countries. (Interviewee 1)

3.4.6. Discussion of Results of Study Three

Based on the analysis of the qualitative material there are three main themes, which will be presented in the following discussion of Study Three, *i.e.* determinants of entrepreneurial intention, impact of migration status on the entrepreneurial intention and high rate of refugee entrepreneurial intention. The core qualitative analysis dedicated to the determinants of entrepreneurial intention encompasses the phenomenon of social embedding, contextual barriers to refugee entrepreneurial intention as well as individual determinants of entrepreneurial intention, which will be discussed step by step in the following text.

3.4.6.1. Determinants of Refugee Entrepreneurial Intention

The analysis of the qualitative material based on 12 interviews pointed out three main research themes within the determinants of refugee entrepreneurial intention, *i.e.* relevance of social embedding for the formation of entrepreneurial intention, contextual barriers to the development of entrepreneurial intention and individual determinants. The following subsections will discuss the findings related to social embedding, contextual barriers and personal determinants of refugee entrepreneurial intention.

3.4.6.1.1. Social Embedding

The social embedding, known broader as (social) embeddedness, has been identified in the literature as a significant dimension for immigrants to develop their business activity (Anderson & Jack, 2002; Granovetter, 1985; Wang & Altinay, 2012). Interviewees put emphasis on the need to get settled first in the host state to be able to formulate a concrete entrepreneurial intention. For many of them the necessity to start over building their private and professional life discourages them from following their pre-migration plans, which had included among others for example starting one's own company: (...) *But when you go to a new place, you're definitely not aware of anything so you just start, I think, from scratch. And I think it also hinders you from getting to set up your company. (Interviewee 1)*

The overarching theory of social embedding emerged from the analysis of the interviews with the newly arrived immigrants, individuals with refugee experience in particular. Social embedding turned out to be particularly significant for refugees, their family members and asylum-seekers whose highest priority was to settle down in the new host country and it was necessary to potentially start a company in the host country in the future. None of the interviewees mentioned the willingness to open a business to get out of unemployment or avoid discrimination in the labour market. Thus, like in previous findings based in the Swedish context the disadvantage theory did not find confirmation in this analysis (Sandberg et al., 2019). Contrary to the research underlining the entrepreneurship as an integration tool (Sandberg et al., 2019; Wauters & Lambrecht, 2006), none of the interviewees raised such an argument in favour of business establishment.

Social embedding is built upon the concepts of career embedding, social network and acceptance of mainstream social norms.

Career Embedding

One of the most significant findings, which emerged from the analysis of the interviews with the newly arrived immigrants was the concept of career embedding. The need to become socially embedded in the host country related to career embedding, defined as a social phenomenon of getting embedded or re-embedded in the professional career in the host country to at least the same level as in the pre-migration life. The career embedding relates particularly to individuals who are highly-skilled or aspire to complete higher education and plan to work in the specialised area of expertise in the host country organisation. Usually the minimum pathway to career embedding is to master the host country language, complete formal education in the host country, and get employment in the area of expertise.

The need of career embedding was repeated by several newly arrived individuals with refugee background who would like to go beyond a traditional small business idea, and start a venture in high-tech, consulting industry or open a franchise. Interviewees stressed on the

need to embed first their career in Sweden, which would enable them to have easier access to the Swedish social network. The access to the mainstream social network via professional environment would facilitate the process of building one's own trusted brand in the local Swedish society. The interviewees underlined the need to get employed in a Swedish company, complete education in Sweden and learn Swedish fluently.

Long-term employment in a Swedish company was perceived as an important development phase in planning to start one's own business in the future. The employment provides a professional and personal growth opportunity, such as learning local know-how, gaining professional experience and building a professional social network. All these three steps are relevant for starting a company in the host country. The interviewees stressed on the need to work for at least two to five years in a Swedish company to gain knowledge about the local market and start one's own business, which goes in line with previous findings (Schmidt & Müller, 2021). The necessity to gain experience in a local company is of utmost importance specifically for those individuals who plan to enter sectors other than just sales and trade. Apart from learning the local know-how, the career embeddedness is crucial for building a professional social network. The interviewees shared a common view that it is difficult to establish a relationship with Swedes.

Furthermore, the interviewees stressed on the need to complete higher education in Sweden. They claimed that the possession of the Swedish diploma would increase their chances to enter the Swedish labour market in their field of expertise. Although some of them had already completed the university degree back in their home country and they managed to validate the diploma in the host country, yet they planned to study in Sweden. They claimed that the possession of the Swedish diploma would increase their chances to enter the Swedish labour market in their field of expertise. They admitted that the value of the diplomas from their home country such as Syria, Eritrea or Uganda is extremely low and even after validation the foreign diplomas are not trusted in Sweden. In fact, research points out that refugees suffer from devaluation of their capital and loss of social status (Eggenhofer-Rehart et al., 2018). Highly-skilled refugees face employment problems due to a lack of appropriate job-related certifications and language barrier (Gold, 1994).

Social Network

The weak social network is one of the distinguishing characteristics between refugees and migrant workers who are more likely to benefit from long-term chain migration (Gold, 1988; Wauters & Lambrecht, 2006). In general, all the interviewees with refugee background had a small social network mostly limited to their close family members and few friends usually coming from the same country of origin. The interviewees did not have friends among Swedes with the exception of Interviewee 6, female family reunion migrant from Syria, who despite being a Muslim sent her children to a Christian school attended only by Swedish children. Nevertheless, the general perception about building a social network in Sweden was rather sceptical.

Acceptance of Mainstream Social Norms

Previous results point out the change of women's situation in refuge as they become more independent and sometimes take over the role of family decision-makers (Omeje & Mwangi, 2014). In the two interviews with female family reunion migrants from Syria the theme of acceptance of mainstream social norms came up in the context of women's position in the Swedish society. Both female family reunion migrants came from Syria, country with traditional perception of women's role as a housewife, and they arrived in Sweden where there is equality between men and women. Both interviewees expressed the willingness to work in Sweden although at the same time they admitted that if they were back in Syria, they would not work professionally. The female interviewees with refugee experience mentioned relevant factors related to acceptance of mainstream social norms. They both highlighted that contrary to their country of origin, in Sweden it is completely normal and desired that women are professionally active. One woman pointed out the necessity to contribute to the family budget, which is otherwise insufficient when supported only by one family member. Importantly, access to childcare infrastructure enables women to start working. The other female interviewee also appreciated the guaranteed access to women's rights in Sweden, so they can decide about themselves, their professional career in particular.

3.4.6.1.2. Contextual Barriers to Entrepreneurial Intention

The contextual barriers to entrepreneurial intention, emerged from the interviews with individuals with refugee background, include language barrier, lack of time, and difficulty to rent a local for business activity. They also encompass migration status and type of residence permit (presented independently in the second subsection of the discussion), lack of access to financial start-up capital, bureaucracy, lack of business accelerator support or lack of knowledge about its existence, high taxation, and high costs of employment other workers.

Research points out language barrier as one of the most common obstacles to entrepreneurship in the host country (Alrawadieh et al., 2019; Wauters & Lambrecht, 2006). The key barrier mentioned by almost all the interviewees was, in fact, the communication in the host country language. On one hand, the analysis indicates that it is enough to speak English to live in Sweden and deal with everyday matters, however, when it comes to employment it is crucial to be proficient in Swedish. When it comes to the opportunity to learn Swedish, one of the crucial differences between asylum-seekers and other groups of migrants is that asylees are not entitled to attend the state-sponsored Swedish classes (SFI), which becomes the reason for their delayed social embedding in the society. The opinion about the quality of teaching Swedish were divided. One highly-skilled interviewee complained about the lack of flexibility in pursuing Swedish classes, whereas another interlocutor was satisfied with the study program, and only pointed out the insufficient number of schools offering Swedish classes.

Most of the interviewees also mentioned lack of time as a barrier to even reflect upon the future plans, entrepreneurial plans included. They all were either studying Swedish or some other requalification courses, so each person except the eldest female interlocutor were extremely busy during the day. On top of that, some of them had family obligations.

The problem to rent a business local for immigrants was identified in previous research (Kachkar, 2019). Only one interviewee whose husband was a nascent entrepreneur trying to open a repair electronic shop mentioned the problem to find the premises for business

activity, and inexplicitly implied that the owner of one of the potential places eventually withdrew from the transaction most probably due to the client's refugee background.

The most frequently mentioned barrier to entrepreneurial intention raised by the interviewees with refugee background was lack of access to financial start-up capital. For asylum-seekers, refugees and their family reunion migrants neither obtaining a bank loan nor borrowing money from friends or family is possible. Their relatives and close ones are usually in the similar situation having lost everything they owned before the war. Interviewees mentioned bureaucracy as one of the barriers although the opinions were divided (Omeje & Mwangi, 2014; Wauters & Lambrecht, 2006). Lack of business accelerator support or lack of knowledge about its existence came up during the interviews existence (Fong, Busch, Armour, Cook Heffron, et al., 2008; Kachkar, 2019; Lyon et al., 2007; Omeje & Mwangi, 2014). Finally, high taxation and high costs of employing workers were mentioned as the barriers to entrepreneurship.

3.4.6.1.3. Individual Determinants

Theory of human capital model, which stresses on formal education, skills and previous self-employment experience plays a significant role in forming the entrepreneurial intention among refugees settled in the host country (Alexandre et al., 2019; Wauters & Lambrecht, 2006). Findings from the analysed qualitative material give support to the human capital theory, previous self-employment in particular. Importantly, the financial motivation, in other words, the ambition to make more money was the most frequently raised argument to engage in entrepreneurial activity. The entrepreneurial urge to become an entrepreneur and be independent at work (Wauters & Lambrecht, 2006), entrepreneurial role models (Alexandre et al., 2019) and professional self-confidence stemming from the acquired professional experience (Arenius & Minniti, 2005) also emerged from the analysed material. Finally, one of the female interlocutors mentioned the attraction of keeping work-family life balance. Only one interviewee pointed out a social purpose as a motivation to start his company.

3.4.6.1.4. Migration Status and Entrepreneurial Intention

As research argues there is high heterogeneity within the refugee group (Harima, Freudenberg, et al., 2019; Heilbrunn & Iannone, 2020; Lyon et al., 2007), and hereby the findings underline specifically the differences coming from the type of the legal migration status, and thus, the length of residence permit in Sweden. In total, the analysis of the qualitative material encompasses 12 interviews conducted with the newly arrived immigrants in Sweden, eleven refugees and one migrant worker with the EU passport who arrived in Sweden to live in a safe country for LGBT+ people. Within the group of individuals with refugee experience there are six convention refugees, two asylum-seekers, one quota refugee and two family reunion migrants who joined their husbands who had been granted the refugee status in Sweden.

Bearing in mind that the female family reunion migrants also left the war-torn Syria and witnessed the atrocities of war, their motivation to flee the home country to save their life, and then the post-migration experience should be similar to some extent to the one of their refugee husbands. Thus, such dimensions as fear for one's own life and the one of family members, weak social network in the host country, no possibility to go back to the home country and high uncertainty about the future are similar dimensions in case of refugees and their re-joined family members. In this regard, the analysis of the interviews indicates that while comparing refugees with other categories of immigrants with the aim to study their entrepreneurial intention it is crucial to distinguish between the family reunion migrants re-joining either refugees, migrant workers, or native Swedes through marriage.

Also, it is valuable to test the differences between convention refugees and quota refugees in the context of the entrepreneurial intention formation, however, the qualitative material including only one interview with a quota refugee does not provide enough data to study such differences. Hence, the convention refugees, asylum-seekers, both family reunion migrants who joined refugees and a quota refugee will sometimes be referred to as individuals with refugee experience in further discussion.

The analysis of the qualitative material revealed significant differences between asylum-seekers and recognised refugees. These differences relate to the access to the state support, which is not available for asylum-seekers waiting several months for the final asylum decision. Asylum-seekers do not get any financial help from the state and they cannot participate in neither state-sponsored introductory program nor Swedish classes. If they work to support themselves, they do not receive their monthly salary via their own bank account, because without having a national identity number (in Swedish *person number*), they cannot open a bank account. And they will not get the state identity number without the positive decision granting the refugee status.

The analysis only signals some significant aspects related to the variety of migrant workers in the context of the formation of their entrepreneurial intention. The migrant worker has decided to live in Sweden since it is a safe country for LGBT+ people. Naturally, solely one interview with a migrant worker is definitely not a source of comparative analysis between refugees and migrant worker, however, it provides some interesting nuance in the perception of migrant worker, and thus, indicates some of the issues important for the discussion about the determinants of refugee entrepreneurial intention.

To sum up, the most poignant issue related to the differences between the individuals with various migration status is the length of the residence permit. Only four interviewees, convention refugees, were granted the permanent residence permit. Otherwise, due to the temporariness of the granted residence permit and fear of being sent back to the war-torn home country, the interlocutors admitted the feeling of anxiety and high uncertainty about their future stay in Sweden, which in consequence has impact on their entrepreneurial intention. This finding goes in line with previous research highlighting the uncertainty about future expressed by refugees, which discourages them from making long-term investments in potential business activity in the host country (Lyon et al., 2007).

3.4.6.2. High Rate of Refugee Entrepreneurial Intention

Previous findings on refugee entrepreneurial appetite clearly show that refugees have a high entrepreneurial potential (Alexandre et al., 2019; Kachkar, 2019; Mawson & Kasem, 2019; Wauters & Lambrecht, 2006). The analysis of the qualitative material also indicates that the newly arrived immigrants have a high entrepreneurial potential since eight out of twelve interviewees admitted that they would like to start their own company in the host country. Individuals with refugee experience have a high entrepreneurial potential taking into consideration that seven out of eleven interviewees – excluding the migrant worker – acknowledged having entrepreneurial intention in the host country.

Although the response related to entrepreneurial intention is high among the interlocutors, the interviews revealed that starting a company was not a top priority for most of them. Six interviewees declared some level of entrepreneurial intention, however, when asked about their plans in Sweden none of them pointed out entrepreneurship as a viable career option. The analysis of the qualitative material indicates that in nearly all cases the entrepreneurial intention is only a vague, long-term and low priority plan. In other words, the interviewees would like to start a company in the future, but opening a business in the early years of their stay in Sweden was not an option. Indeed, findings based on the refugees arrived in earlier cohorts reveal that refugees started their own business activity within five to ten years since the arrival to Sweden (Sandberg et al., 2019). In this analysis, only one interviewee with refugee experience, female family reunion migrant together with her refugee husband, planned and started to embody the entrepreneurial idea of opening an electronic repair shop in Uppsala in Sweden. Other interviewees with entrepreneurial intention underlined the urgent need to get employment in a Swedish organisation. In fact, previous research also indicates that employment leads to self-reliance of refugees (Edd et al., 2008) and may eventually end up with the start of one's own company if individuals have an entrepreneurial motivation (Sandberg et al., 2019).

3.4.7. Summary of Results of Study Three

The analysis of the qualitative material confirms the applicability of the mixed embeddedness model to study the determinants of refugee entrepreneurial intention (Bizri, 2017; Harima et

al., 2021; Meister & Mauer, 2019; Wauters & Lambrecht, 2008). The findings shed light on social embedding, which encompasses career embedding, social network and acceptance of mainstream social norms. The findings give further insight into the concept of social embedding by unveiling the new concept of *career embedding*, which is crucial for the formation of refugee entrepreneurial intention. The concept of career embedding relies upon three main components, *i.e.* long-term employment in a Swedish organisation, social network and Swedish education. In other words, individuals with refugee background stress on the need to obtain a permanent employment in a Swedish organisation, build a professional social network and complete their formal education in Sweden. These steps are supposed to facilitate them the formation of concrete entrepreneurial intention, which is declared by most of the interviewees, but at the same time this intention is of vague and low-priority character.

The analysed material supports the existing studies within the refugee and immigrant entrepreneurship research describing various barriers to entrepreneurial intention. The contextual barriers to entrepreneurial intention include temporary residence permit, limited mobility, language barrier, lack of start-up capital, bureaucracy, lack of business accelerator support, difficulty to rent a local for business activity, lack of access to financial start-up capital, bureaucracy, high taxation, and high costs of having employees.

Besides, the analysis of the qualitative material confirms the importance of individual determinants relevant for the formation of entrepreneurial intention in case of individuals with refugee experience and immigrants. The identified personal determinants include previous self-employment experience, professional self-confidence, entrepreneurial role model, leadership aspiration, financial motivation, strive for independence, lack of time and social purpose.

The results draw attention to the heterogeneity of the refugee group in terms of their exact legal status (asylum-seeker, convention refugee, quota refugee, family reunion migrant joining a refugee fellow) and the length of the granted residence permit (temporary or permanent). Findings imply that these aspects are significant for the formation of entrepreneurial intention in case of people with refugee experience.

4. Discussion

The main research problem in this thesis concerns the determinants of entrepreneurial intention of refugees hosted in Sweden since 2010s. Entrepreneurial intention is understood as a general willingness to start a company in the host country, whereas refugees include both asylum-seekers and individuals granted refugee status. The main research goal is two-fold and it is reflected in the research questions addressed below:

1. *What are the determinants of refugee entrepreneurial intention?*

1a. What are the individual determinants of refugee entrepreneurial intention?

1b. What are the contextual background determinants of refugee entrepreneurial intention?

2. *How does the refugee migration status impact the formation of entrepreneurial intention?*

2a. What are the differences between refugee migration category and other migration categories across the identified determinants of entrepreneurial intention?

In order to answer the addressed research questions the thesis has adopted a mixed method approach, which has come under the form of three independent studies, two quantitative ones (Study One and Study Two) and qualitative study (Study Three). The empirical part consists of three studies relying upon the overarching theoretical framework of mixed embeddedness, which has turned out to be the right choice to study the determinants of refugee entrepreneurial intention. The goal of the empirical part of the dissertation has been to test a further developed model of mixed embeddedness with the focus on the concept of social embedding. In total, there were 23 detailed hypotheses tested in two quantitative studies (Study One and Two) followed by the qualitative study (Study Three), which facilitated the understanding of why entrepreneurial intention is (or not) an interesting choice for refugees and what it means to have entrepreneurial intention. This discussion will put together the results obtained from the analysis of Study One, Study Two and Study Three with the aim to shed more light on the formation of entrepreneurial intention in case of refugees. Section 4.1.

will discuss the determinants of refugee entrepreneurial intention together with the role of refugee migration status and Section 4.2. will briefly present the rate of refugee entrepreneurial intention.

4.1. Determinants of Refugee Entrepreneurial Intention

The three studies rely upon the overarching theoretical framework of mixed embeddedness to study the determinants of refugee entrepreneurial intention (Kloosterman et al., 1999). The sections below discuss the role of individual determinants, social embedding, career embedding, barriers to entrepreneurial intention and refugee migration status in the formation of entrepreneurial intention. The results obtained from the quantitative and qualitative studies complement each other at each level of analysis.

4.1.1. Individual Determinants of Entrepreneurial Intention

The findings obtained from the quantitative analyses revealed that individual determinants are the strongest and most crucial factors for the formation of entrepreneurial intention in case of both refugees and other categories of immigrants. The findings obtained in quantitative and qualitative studies go in line with the emerging body of literature on refugee entrepreneurship. Refugee entrepreneurship research field highlights the impact of previous self-employment in shaping the formation of refugee entrepreneurial intention in the host country (Alexandre et al., 2019; Sandberg et al., 2019; Wauters & Lambrecht, 2006). Previous self-employment experience has had the strongest effect on the formation of entrepreneurial intention (*H1.d*) for both refugees and other categories of migrants, which also found confirmation in the qualitative material. Likewise, the impact of professional self-confidence stemming from the acquired professional experience emerged from Study Two (*H1.c*) and interviews as a relevant factor for the start-up consideration (Arenius & Minniti, 2005). Both studies supported the relevance of leadership aspiration for the formation of entrepreneurial intention (*H1.b*), which is an example of the replication highly demanded in social science research (Wieczorkowska-Wierzbińska, 2012; Wieczorkowska et al., 2016). Since propensity to take risk has been found to be a crucial dimension for entrepreneurs (Ekelund et al., 2005; Hormiga & Bolívar-Cruz, 2014; McCarthy, 2000), it was posited that

migratory experience might affect risk tolerance and shape the entrepreneurial attitude of newcomers in the host country (Hormiga & Bolívar-Cruz, 2014). Research shows that immigrants tend to get involved in business activities on average more often than the host society (Hormiga & Bolívar-Cruz, 2014). On one hand, literature points out that immigrants perceive opening a business as less risky than the host society does (Hormiga & Bolívar-Cruz, 2014). On the other hand, according to the risk homeostasis theory the immigrants' risk-taking proclivity is lower than that of the hosting population, which is explained by the fact that immigrants already risked a lot once they took the decision to migrate (Kushnirovich et al., 2017). Nevertheless, the findings from Study Two indicate that willingness to take risk has had a positive effect on the entrepreneurial intention in case of all the newly arrived immigrants (*H1.a*). Thus, the results contribute to the strand of research highlighting the higher risk-taking propensity of immigrants. Research indicates that various barriers made refugees more willing to take risk in the host country (Predojevic-Despic & Lukic, 2018). Indeed, findings from Study One show that willingness to take risk is dependent upon barriers preventing participation in social activities (*H2.c*), which means that the existence of social barriers increases immigrants' willingness to take risk.

The analysis of the qualitative material has drawn attention to the importance of entrepreneurial role models within the close social circle either among family members or friends (Alexandre et al., 2019). The interviews also raised the relevance of such factors as the financial motivation, strive for independence (willingness to be one's own boss), which guarantees flexibility at work while being an entrepreneur as well as the aspiration to solve social problems. Unlike in previous research (Sandberg et al., 2019; Wauters & Lambrecht, 2006), the entrepreneurship was not mentioned to be an effective integration tool in Sweden. On the contrary, social embedding of both refugees and other categories of migrants enhances the formation of entrepreneurial intention in their case, which will be discussed in the following section.

Research indicates that the highest likelihood of entrepreneurial intention is among male refugees with previous self-employment experience and entrepreneurial role models within the family (Wauters & Lambrecht, 2006). In Study One gender has had a strong effect on the

outcome variable signalling that women were less likely to have entrepreneurial intention than men. In general, men tend to be more inclined towards entrepreneurship than women. The newly arrived immigrants in Sweden came mostly from Afghanistan and other geographically and culturally distant countries, where the role of woman still tends to be perceived in a traditional way usually as a housekeeper and caregiver. The change of the women's role as a result of life in refuge was raised in the interviews with female interlocutors who as family reunion migrants joined their refugee husbands in Sweden. Hence, the cultural aspect may also explain the lower rate of entrepreneurial intention among the female respondents. In Study Two gender has not had any effect on the outcome variable of entrepreneurial intention, but it has had a negative effect on willingness to take risk indicating that female immigrants were less likely to be willing to take risk than their male counterparts. Last but not least, in Study Two with a much broader age range from 18 to 70 years old, age was statistically significant for entrepreneurial intention, and it indicated that the older the individuals, the less likely they are to have entrepreneurial intention. In Study One age did not have any effect on the variables of interest since the study sample included solely immigrant youth.

4.1.2. Social Embedding and Entrepreneurial Intention

Social embedding built upon the concept of (social) embeddedness, has been pointed out in the literature as a substantial dimension for immigrants to develop their businesses (Anderson & Jack, 2002; Granovetter, 1985; Wang & Altinay, 2012). Importantly, social embedding is a two-sided process of exchanging information, experience and trust between immigrants and the host society, which facilitates the creation and seizure of entrepreneurial opportunity (Anderson & Jack, 2002). Trust plays an important role to maintain the relationships within a network, which enables individuals to perceive or create opportunities (Anderson & Jack, 2002) and get various kinds of support (Welter, 2012). Social embeddedness enables individuals to benefit from local opportunity structures (Anderson & Jack, 2002; Wang & Altinay, 2012). In other words, being embedded generates opportunities, but naturally it requires individual agency to take advantage of those opportunities (Anderson & Jack, 2002). Social embedding has turned out to be particularly significant for refugees, their family

members and asylum-seekers whose highest priority was to settle down in a new host country. Social embedding is an immense challenge for refugees, who contrary to migrant workers, do not benefit from long-term chain migration, and thus, have a much more limited social network in the host country (Gold, 1988; Wauters & Lambrecht, 2006). In consequence, refugees have a much smaller capacity to set up strong and formal self-help networks (Gold, 1992). All three studies have revealed the importance of social embedding, which is a necessary background precondition for the newly arrived immigrants in Sweden to be able to form a concrete entrepreneurial intention.

Academics stress on the interplay of space, place and power which are crucial for the establishment of the company. Many studies underline the role of place and engagement with place in the social embeddedness framework in the context of entrepreneurship (McKeever et al., 2015; Steyaert & Katz, 2004). The concept of social embedding relates closely to commitment to place since the context may be a resource itself by providing and constraining new opportunities (McKeever et al., 2015). The attachment to place constitutes an important element in choosing the business location. Depending on the social, economic and cultural context various places create different opportunities for immigrants. Robinson adopts a three-fold theoretical tool focusing on individuals, opportunities and sociocultural environment to study changes taking place at the local level (Robinson, 2010). The strong paradigm of local context and space emerges from the literature review dedicated to immigrant entrepreneurship in Nordic countries, in which rurality, landscape, neighbourhood and locality become an important unit of analysis (Webster & Kontkanen, 2021). Findings indicate that commitment to place, which is a part of the social embedding phenomenon, has a direct impact on entrepreneurial intention (*H1.e*) for both refugees and other categories of migrants. Commitment to place is dependent upon perceived access to opportunities (*H3.a*) and social support (*H3.b*), and it is higher in case of immigrant individuals who live in urban or metropolitan residence area than in case of immigrants living in the rural area. Perceived access to opportunities is dependent upon barriers preventing participation in social activities (social barriers) (*H4.a*). Also, perceived access to opportunities is dependent upon the type of residence area, so individuals living in the metropolitan or urban area have a higher access to perceived opportunities than those living in the rural area.

Research shows that higher level of trust in the host country increases perceived access to entrepreneurial opportunities (Kwon & Arenius, 2010). Findings indicate that trust in the host country has been related to perceived access to opportunities (*H4.c*). Perceived access to opportunities is dependent upon the acceptance of mainstream social norms (*H4.b*). Also, the perceived access to opportunities has been dependent upon the perceived access to the mainstream social network (*H4.d*). Interviewees discussed the social network issues not only in the context of their career embedding, however, collecting information about their perceived access to Swedish social network is an important factor in understanding their attitude towards entrepreneurship in the host country. Other researchers also mention the usefulness of parts of interviews, which at first do not directly relate to refugee entrepreneurship, however, eventually they turn out to be extremely useful in understanding the influence of refugee experience on the formation of entrepreneurial intention and further entrepreneurial activities (Harima, Haimour, et al., 2019; Wauters & Lambrecht, 2008).

4.1.3. Career Embedding and Entrepreneurial Intention

The mixed method approach has shed more light on the concept of social embedding, and let uncover from the analysis of the qualitative material the concept of career embedding. Career embedding has been defined in this thesis as a social phenomenon of getting embedded or re-embedded in the professional career in the host country to at least the same level as in the pre-migration life. The career embedding relates particularly to individuals who are highly-skilled or aspire to complete higher education and plan to work in the specialised area of expertise in the host country organisation. Career embedding enables the individuals to learn the local know-how, gain professional experience, build a professional social network and build one's own trusted brand in the specific area of expertise in the host country. Usually the minimum pathway to career embedding is to master the host country language, complete formal education in the host country, and get employment in the area of expertise.

Existing literature highlights that proficiency in the host country language is considered to be the key determinant of future career (Alexandre et al., 2019; Sandberg et al., 2019). Previous research indicates that employment leads to self-reliance of refugees (Fong, Busch, Armour, Cook Heffron, et al., 2008) and may eventually end up with the start of one's own

company if individuals have an entrepreneurial motivation (Sandberg et al., 2019). Existing literature points out the need to work for at least two to five years in a Swedish company to gain knowledge about the local market and potentially start one's own business (Schmidt & Müller, 2021).

In the analysed qualitative material, the employment in a Swedish company in the area of interest was perceived by the newly arrived immigrants to be an important development phase in planning to start one's own business in the future in the host country. The necessity to gain experience in a local company is of utmost importance specifically for those individuals who plan to enter sectors other than just sales and trade. Apart from learning the local know-how the career embedding is crucial for building a professional social network. The interviewees shared a common view that it is difficult to establish a relationship with Swedes.

Research points out that refugees suffer from devaluation of their capital and loss of social status (Eggenhofer-Rehart et al., 2018). It is common knowledge that highly-skilled refugees face employment problems due to a lack of appropriate job-related certifications and language barrier (Gold, 1994). The interviewees stressed on the need to complete higher education in Sweden. They claimed that the possession of the Swedish diploma would increase their chances to enter the Swedish labour market in their field of expertise. Although some of them had already completed the university degree back in their home country and they managed to validate the diploma in the host country, yet they planned to study in Sweden. Interlocutors confirmed that the possession of the Swedish diploma would increase their chances to enter the Swedish labour market in their field of expertise. They admitted that the value of the diplomas from their home country such as Syria, Eritrea or Uganda is extremely low and even after their validation they are not trusted in Sweden.

4.1.4. Barriers to Entrepreneurial Intention

According to disadvantage or discrimination theory social barriers push migrants to start their own company if they cannot find any other form of employment in the host country (Fong, Busch, Armour, Cook Heffron, et al., 2008; Gold, 1988; Wauters & Lambrecht, 2006). Social

barriers play a double role as background factors shaping the determinants of entrepreneurial intention. The results from three studies showed that background factors determining the entrepreneurial intention of the newly arrived immigrants are based on the interplay between social barriers and social embedding. On one hand, the quantitative analyses indicated that barriers preventing participation in social activities, in short social barriers, increase the willingness to take risk (*H2.c*). On other hand, social barriers decrease the perceived access to opportunities in the host country (*H4.a*), which definitely limits the scope of perceived opportunities to engage in new undertakings. The analysis of the quantitative findings in light of the qualitative material suggests that the disadvantage theory is not applicable in the Swedish context, in which refugees do not decide to start a company as a response to the unemployment.

One of the key barriers pointed out in research is communication in the host country language (Alrawadieh et al., 2019; Omeje & Mwangi, 2014; Wauters & Lambrecht, 2006). Indeed, almost all the interviewees mentioned necessity to speak Swedish to function at work on a daily basis in Sweden. The social barriers in the host country were mentioned several times by refugees in the context of entrepreneurial intention. Lack of time and problem to rent the premises for the business activity were also mentioned in the interviews.

Although the opinions were divided interviewees mentioned bureaucracy as one of the barriers to entrepreneurial intention in the host country (Omeje & Mwangi, 2014; Wauters & Lambrecht, 2006). Lack of business accelerator support or lack of knowledge about its existence came up during the interviews existence (Fong, Busch, Armour, Cook Heffron, et al., 2008; Kachkar, 2019; Lyon et al., 2007; Omeje & Mwangi, 2014). Finally, high taxation and high costs of employing workers were mentioned as the barriers to entrepreneurship. The most common barrier to entrepreneurial intention raised by the interviewees with refugee background was lack of access to financial start-up capital. For asylum-seekers, refugees and their family reunion migrants neither obtaining a bank loan nor borrowing money from friends or family was possible. Their relatives and close ones were usually in the similar situation having lost everything they owned before the war.

4.1.5. Migration Status and Entrepreneurial Intention

One of the core questions posed in this thesis is how the refugee migration status impacts the formation of entrepreneurial intention. The crucial difference between refugees and other categories of migrants relates to their motivation to migrate. In short, refugees are forced to flee their home country due to war or fear of persecution, whereas migrant workers leave their home country on a voluntary basis with the aim to improve their life status (Gold, 1988). Cohon recalls the expression formulated by Kunz (1973) stipulating that refugees are “pushed out of” and immigrants are “pulled away from” their country of origin (Cohon, 1981, p. 256). However, in fact the famous theory about pull and push factors in the context of migration was borrowed from Ravenstein (Grigg, 1977).

Since refugees are forced to flee, they do not have opportunity to enact any long-term preparation plan, which would include learning a new language or collecting start-up capital to open a business in the host country (Gold, 1988; Wauters & Lambrecht, 2006). Most of the time they have no possibility to bring with them valuable goods or diplomas (Wauters & Lambrecht, 2006). In consequence, they are likely to lose their social status and social network in the home country (Atasü-Topcuoğlu, 2019). And subsequently after reaching the host country they do not have extensive social network and they have to rebuild their life from scratch. The legal admission category with the appropriate length of the residence permit entails further consequences for the newly arrived immigrants.

Before delving into the discussion about the role of migration status in shaping entrepreneurial intention, it is necessary to recall the definitions of refugee used in this thesis. In the quantitative part of the empirical analysis there is a simple distinction between refugees and non-refugees. The concept of refugee encompasses several legal categories of entry into the host state, *i.e.* asylum-seekers, recognised refugees on the basis of the Geneva Convention (convention refugees), UNHCR refugees (quota refugees), and those who have a residence permit for humanitarian, subsidiary or temporary protection. The category of non-refugees includes family reunion migrants, migrant workers, and guest students. Such a conceptualisation of the refugee group was determined by the secondary data sets used for the analysis. The qualitative study left space for more nuance in the conceptualisation of

refugees allowing for the distinction between the convention refugees, asylum-seekers and quota refugee. Additionally, the qualitative material included two interviews with two family reunion migrants who had joined in Sweden their family members granted refugee status. Thus, the term individuals with refugee background (experience) emerged from the analysis of the qualitative material encompassing recognised refugees, asylum-seekers, quota refugee and family reunion migrants with refugee background.

Broadly speaking, the quantitative material indicates that the empirical models underlying the formation of entrepreneurial intention are applicable for all the newly arrived immigrants, both refugees and other categories of migrants. In other words, the mechanisms, which drive the formation of the entrepreneurial intention in case of newly arrived immigrants are the same regardless of their migration status. Although the empirical models emerged from the analysis are applicable to both refugees and other categories of migrants, there are some statistically significant differences between refugees and other categories of migrants. The findings supported the differences between refugees and other categories of migrants in terms of their willingness to take risk, state of mental health and encountered social barriers. As expected, refugees were more willing to take risk (*H5.a*), reported lower level of their mental health (*H5.b*) and experienced higher barriers preventing the participation in social activities (*H5.c*) than other types of migrants.

As research argues there is heterogeneity within the refugee group (Harima, Freudenberg, et al., 2019; Heilbrunn & Iannone, 2020; Lyon et al., 2007), and the qualitative analysis sheds more light on the differences stemming from the type of the legal migration status, and thus, the length of residence permit in Sweden. The analysis revealed significant differences between asylum-seekers and recognised refugees. These differences relate to the access to the state support, which is not available for asylum-seekers waiting several months for the final asylum decision. Asylum-seekers do not get any financial help from the state and they cannot participate in neither state-sponsored introductory program nor Swedish classes. If they work to support themselves, they do not receive their monthly salary via their own bank account, because without having a national identity number (in Swedish *person nummer*), they cannot open a bank account. And they will not get the state identity number without the positive decision granting the refugee status.

Scholars notice that such a clear-cut distinction between refugees and economic migrants may oversee the situation of many individuals who did not migrate on an entirely voluntary basis, but in fact they were forced to migrate due to external circumstances (Cohon, 1981; Mamgain & Collins, 2003; Mozetič, 2018). Naturally, solely one interview with a migrant worker is definitely not a source of comparative analysis between refugees and migrant workers, however, it provides some interesting nuance about the perception of migrant workers, who are sometimes called mixed migrants (Mozetič, 2018). The analysis signals some significant aspects related to the variety of migrant workers in the context of the formation of their entrepreneurial intention. The migrant worker has decided to live in Sweden since it is a safe country for LGBT+ people.

Previous research highlights the uncertainty about future expressed by refugees, which discourages them from long-term investments in potential business activity in the host country (Lyon et al., 2007). The key identified factor shaping the differences within the refugee group was the temporariness of the granted residence permit and fear of being sent back to the war-torn home country, the interlocutors admitted the feeling of anxiety and high uncertainty about their future stay in Sweden, which in consequence has impact on their entrepreneurial intention.

4.2. Rate of Refugee Entrepreneurial Intention

Previous research, both qualitative and quantitative, indicates high entrepreneurial potential of refugees, which is about 80% (Kachkar, 2019), 75% (Wauters & Lambrecht, 2005), 71% (Alexandre et al., 2019), and 100% in case of all the participants from the qualitative study (Mawson & Kasem, 2019). The findings from this dissertation go in line with previous research, however, in comparison to the cited figures the results from this analysis are visibly lower. Findings from all three studies reveal a significant rate of entrepreneurial intentions among the newly arrived immigrants. In all three studies the entrepreneurial intention was operationalised as a question *Do you want to start a company in Sweden?* with the possible answers *yes* or *no* in Study One and Study Two, and as an open question in the qualitative Study Three. In Study One 47.9% of all the respondents declared having entrepreneurial intention, whereas in Study Two 39.6% of all the respondents expressed entrepreneurial

intention and 22.7% of all the respondents had previous self-employment experience. In Study Three eight out of twelve respondents considered starting a company in the host country, whereas seven out of eleven individuals with refugee experience had entrepreneurial intention.

The fact that newly arrived refugees, who arrived in the host country in 2010s, have entrepreneurial intention is a significant predictor of their future entrepreneurial activity (Liñán & Fayolle, 2015; Obschonka et al., 2010). Entrepreneurial intention is relevant not only for the self-reliance of newcomers, but for mirroring their agency and willingness to take risk (Obschonka, 2016, 2018). Although the entrepreneurial intention does not always guarantee subsequent entrepreneurial activity, it is a reliable indicator of personal agency, which in turn enhances career adaptability and early integration processes (Obschonka, 2018). The newly arrived refugees need time and knowledge to settle down in a new country before they undertake any entrepreneurial action, so it is crucial to identify the determinants of the refugee entrepreneurial intention.

The positive responses about the entrepreneurial intention obtained in the qualitative study shed more light on the findings from the quantitative study. Although the response related to entrepreneurial intention is high among the interlocutors, the interviews revealed that starting a company was not a top priority for most of them. Six interviewees declared some level of entrepreneurial intention, however, when asked about their plans in Sweden none of them pointed out entrepreneurship as a viable career option. The analysis of the qualitative material indicates that in nearly all cases the entrepreneurial intention was only a vague, long-term and low priority plan. In other words, the interviewees would like to start a company in the future, but opening a business in the early years of their stay in Sweden was not an option, which goes in line with research on refugees arrived in earlier cohorts, which reveal that refugees started their own business activity within five to ten years after the arrival to Sweden (Sandberg et al., 2019).

5. Conclusions

5.1. Main Outcomes

Entrepreneurship understood as the entrepreneurial behaviour and individual agency is one of the most valuable skills in the today's world of dynamic changes in the era of global migrations, climate change and technological innovations (Obschonka et al., 2017). Entrepreneurial intention is extremely important for refugees, who in consequence of war or fear of persecution, have to leave their home country, often undertake a dangerous journey, and eventually can do nothing else but start over their life in a foreign country. Although the majority of refugees worldwide (73%) flee and live in the neighbouring countries¹⁸, it is crucial to pay close attention to the refugees who reach further countries and seek asylum in the geographically, socially, economically and culturally distant countries from their own homeland.

For individuals with refugee experience who do not speak the local language and do not understand neither the local socioeconomic nor the institutional context it is tremendously difficult to rebuild their daily routine in a completely distinct environment. The biggest challenge is to become self-reliant, in other words, get a job and become financially independent. Nonetheless, for refugees whose educational background does not match the needs of the local market, whose diplomas have been lost under dangerous circumstances or have not been recognized in the host country, it is a major challenge to obtain a permanent job in the host country. Opening a business in a foreign country may be a way to get out of unemployment (Kone et al., 2019). However, not all the immigrants consider following the entrepreneurial path. Why some of the immigrants would like to start a company in the host country, whereas others do not take such an option into account? It is an intriguing question, which becomes further complicated once we add the dimension of refuge, thus a different migratory experience and refugee migration legal status.

¹⁸ UNHCR 2022, last update from 18 June 2021, <https://www.unhcr.org/figures-at-a-glance.html> accessed on 1 February 2022.

This thesis attempts at answering the following research questions: (1) *What are the determinants of refugee entrepreneurial intention?* and (2) *How does refugee migration status impact the formation of entrepreneurial intention?*. The thesis adopts the overarching theoretical framework of mixed embeddedness to answer the addressed questions, and it uses the mixed method approach. In total, the empirical analysis relies upon three studies; the first two studies are quantitative (Study One and Study Two) and the third one is of qualitative nature (Study Three). The empirical part of the dissertation is grounded in the context of one of the EU Member States, *i.e.* Sweden.

This thesis makes five main contributions to the body of knowledge placed at the intersection of three strands of literature, *i.e.* refugee entrepreneurship, immigrant entrepreneurship and entrepreneurial intention. First, based on the mixed embeddedness theory the thesis has proposed and successfully tested a theoretical model of social embedding explaining the formation of refugee entrepreneurial intention. Importantly, the model has stressed on the sequential order of processes leading to the formation of entrepreneurial intention, in which the construct of social embedding plays a crucial role. The study has filled a research gap by providing a detailed conceptualisation and operationalisation of the social embedding theory, which so far had been mostly used in the literature as a general theoretical framework. The developed social embedding theoretical model covers all together the concepts of perceived access to opportunities, perceived access to mainstream social network, acceptance of mainstream social norms, social barriers, trust in the host country, commitment to place and social support. The proposed theoretical model has been supported by the series of tested hypotheses, which are presented in Table 26.

Table 26. Summary of hypotheses tested in Study One (S1) and Study Two (S2).

<i>No</i>	Hypotheses	Overall	S1	S2
		Supported		
1.	Determinants of entrepreneurial intention (EI)			
<i>H1.a</i>	Willingness to take risk is positively related to EI.	Yes	NA	Yes
<i>H1.b</i>	Leadership aspiration is positively related to EI.	Yes	Yes	Yes
<i>H1.c</i>	Professional self-confidence is positively related to EI.	Yes	NA	Yes
<i>H1.d</i>	Previous self-employment is positively related to EI.	Yes	NA	Yes
<i>H1.e</i>	Commitment to place is positively related to EI.	Yes	Yes	NA
2.	Determinants of willingness to take risk			
<i>H2.a</i>	Commitment to place is negatively related to willingness to take risk.	Yes	NA	Yes
<i>H2.b</i>	Trust in the host country is positively related to willingness to take risk.	No	NA	No
<i>H2.c</i>	Barriers preventing participation in social activities are positively related to willingness to take risk.	Yes	NA	Yes
3.	Determinants of commitment to place			
<i>H3.a</i>	Perceived access to opportunities is positively related to commitment to place.	Yes	Yes	NA
<i>H3.b</i>	Social support is positively related to commitment to place.	Yes	Yes	NA
4.	Determinants of perceived access to opportunities			
<i>H4.a</i>	Barriers preventing participation in social activities are negatively related to perceived access to opportunities.	Yes	Yes	NA
<i>H4.b</i>	Acceptance of mainstream social norms is positively related to perceived access to opportunities.	Yes	Yes	NA
<i>H4.c</i>	Trust in the host country is positively related to perceived access to opportunities.	Yes	Yes	NA
<i>H4.d</i>	Perceived access to mainstream social network is positively related to perceived access to opportunities.	Yes	Yes	NA
5.	Role of refugee migration status			
<i>H5.a</i>	Refugee migration status is positively related to willingness to take risk.	Yes	NA	Yes
<i>H5.b</i>	Refugee migration status is negatively related to mental health.	Yes	Yes	Yes
<i>H5.c</i>	Refugee migration status is positively related to barriers preventing participation in social activities.	Yes	Yes	Yes
<i>H5.d</i>	Refugee migration status is positively related to acceptance of mainstream social norms.	No	No	NA
<i>H5.e</i>	Refugee migration status is negatively related to trust in the host country.	No	No	No
<i>H5.f</i>	Refugee migration status is negatively related to perceived access to mainstream social network.	No	No	NA
<i>H5.g</i>	Refugee migration status is negatively related to perceived access to opportunities.	No	No	NA
<i>H5.h</i>	Refugee migration status is negatively related to commitment to place.	No	No	No
<i>H5.i</i>	Refugee migration status is negatively related to entrepreneurial intention.	No	No	No

Source: Own elaboration.

Second, the dissertation introduces the concept of *career embedding*, which is defined in this thesis as a social phenomenon of getting embedded or re-embedded in the professional career in the host country. The career embedding relates particularly to individuals who are highly-skilled or aspire to complete higher education and plan to work in the specialised area of expertise in the host country organisation. Career embedding enables individuals to learn the local know-how, gain professional experience, build a professional social network and build one's own trusted brand in the specific area of expertise in the host country. Usually the minimum pathway to career embedding is to master the host country language, complete formal education in the host country, and get employment in the area of expertise. The findings showed that career embedding is pointed out by refugees as one of the determinants of entrepreneurial intention in the host country.

Third, when it comes to impact of refugee migration status on the formation of entrepreneurial intention, the results indicate that, in fact, the same correlational mechanisms guide the formation of entrepreneurial intention in case of both refugees and other categories of migrants. The identified differences between refugees and other categories of migrants lie in their willingness to take risk, mental health state, and experiencing of social barriers. Additionally, the findings suggest the need for further distinction between family reunion migrants who join refugees, migrant workers or native Swedes via marriage. They also point out differences between recognised refugees and asylum-seekers, which make asylum-seekers lag behind in terms of their postponed social embedding process.

Fourth, besides the mixed embeddedness and social embedding theories the results confirm other previously adopted theories such as importance of willingness to take risk, human capital and the opportunity entrepreneurship theory relevant for the formation of refugee entrepreneurial intention.

Fifth, it is one of very few studies to examine the determinants of refugee entrepreneurial intention with the use of the mixed method approach. Most of the studies on refugee entrepreneurship and entrepreneurial intention adopt a qualitative approach (Heilbrunn & Iannone, 2020). Only few studies use quantitative methods in analysing the determinants of

refugee entrepreneurial intention (Alexandre et al., 2019; Kachkar, 2019; Kushnirovich et al., 2017; Obschonka et al., 2018; Wauters & Lambrecht, 2006). There is one study analysing the determinants of refugee entrepreneurial intention with the use of mixed method research design (Wauters & Lambrecht, 2006).

To sum up, the main contribution of this dissertation is further development and application of the existing mixed embeddedness conceptual framework to research on the determinants of entrepreneurial intention of newly arrived refugees. This thesis pushes the mixed embeddedness theory forward by demonstrating how crucial it is for the newly arrived refugees, and how social embedding and career embedding shape the formation of their entrepreneurial intention. The findings show that the same correlational mechanisms guide the formation of entrepreneurial intention in case of both refugees and other categories of migrants in the context of Sweden.

5.2. Practical Implications

The research findings have several practical implications relevant for the potential entrepreneurial activity of newly arrived immigrants in Sweden. First, it is of utmost importance to provide newcomers with more opportunities to get embedded in the mainstream host society. Higher perceived access to mainstream social network is positively correlated with higher perceived access to opportunities, which means that newly arrived immigrants who feel that they are in touch with local Swedes, are more likely to perceive opportunities in their community. Being part of the mainstream social network indeed gives access to local capital, in other words, knowledge about various opportunities only local people are aware of. What is more, being part of the mainstream social network is not only a way of acquiring knowledge about local opportunities, but it might be a good point of departure to create new opportunities for example in cooperation with people from the local population.

One of the practical implications emerging from the research conducted in this thesis is to organise various public events at the community level, so the local Swedish society and newly arrived immigrants get a chance to interact, get to know each other and exchange

experience and knowledge. Such regular local interactions could potentially lay ground for future social or business undertakings. In fact, previous research findings have already recommended the development of social networks and peer-to-peer support as a way to enhance social and career embedding of immigrants in the host country (Mesfin, 2020). Practices enhancing the social embedding of (non)-refugees should take place in the EU Member States across diverse policy areas in cooperation with authorities and civil society actors at both local and regional level (Pasetti & Conte, 2021).

The second practical implication emerging from this dissertation is to increase the role of business incubators in immigrant reception programs. The analysed qualitative material showed that individuals can possibly get support from business accelerators once they have prepared the business plan or have rented the premises to run the business activity. However, there are groups, newly arrived immigrants in particular, that need a concrete support to write down a business plan or rent a place to run their business activity. Business incubator is a player, which could naturally create social networks and connect host society individuals with newcomers by providing common space for those interested in business activity as well as those aspiring to gain new competences or improve their skills. Research shows that business accelerators via knowledge transfer, creation of social networks, and financial support enhance the self-employment of immigrants (Harima, Freudenberg, et al., 2019). Nevertheless, it is not only crucial to increase the role of business accelerators, but increase the awareness of newcomers about the existence of such organisations. This thesis supports the recommendations formulated in the past to provide newcomers with information packages about self-employment in the host country, and even devote more attention to self-employment during the mandatory state-sponsored welcome programs (Wauters & Lambrecht, 2008).

The third practical implication stemming from this thesis relates to the finding, which shows that the same correlational mechanisms guide the formation of entrepreneurial intention in case of both refugees and non-refugees. Such findings may be explained by two aspects. First, regardless of the legal migration status immigrants in Sweden can benefit from free state-sponsored Swedish language classes. Second, contrary to many other EU Member

States, asylum-seekers in Sweden once they officially apply for asylum, they have a right to work in Sweden and do not need to wait for many months for a final asylum decision to be able to legally work in the host country. Thus, the obtained research findings indirectly provide support for the recommendation to enable both asylum-seekers and refugees to enter the host labour market as fast as possible so they do not lose their agency while relying on the long-term state support (Färber & Köppen, 2020).

Another practical recommendation stemming from the finding that the same correlational mechanisms guide the formation of entrepreneurial intention in case of both refugees and non-refugees implies that there is no need to create separate business incubation, or more broadly, integration programs for immigrants depending on their legal refugee migration status. The findings imply that any other categorisation than legal migration status such as for example gender, country of origin or language ability may be much more significant for the design of business incubation programs for immigrants (Haseki et al., 2020), which is in fact an example of customisation.

When it comes to gender dimension, the research findings in this thesis go in line with previous studies showing that women are less likely to have entrepreneurial intention than men. Hence, another implication is to create more activities or programs empowering women who come to Sweden as immigrants.

Last but not least, the conducted research analysis implies that there is a need for a more business-friendly atmosphere in which starting one's own company would be less costly and more attractive for individuals opening small businesses. Also, the microcredit scheme could effectively encourage immigrants, who usually have no start-up capital, to develop and translate their entrepreneurial intention into an actual business activity (Wauters & Lambrecht, 2008).

5.3. Study Limitations

The research conducted in this thesis suffers from several limitations, which will be discussed in relation to the quantitative and qualitative studies as well as the overall analysis. In case

of the quantitative examination the main shortcomings stem from the use of the secondary data and relate to the absence of theoretical framework guiding the development of the questionnaires, single-item concept operationalisation, and relatively high number of missing values. The correlational study has rather low internal validity. The biggest shortcoming of the qualitative part is the low number of interviews and the issue of the self-selected sample. Overall, it is a study conducted on the basis of the Swedish data, so the findings are context-dependent and they may not have a high potential of generalisability.

The quantitative analysis is based on the secondary data, two data sets, which had been collected and prepared by a Swedish research firm *Invandrarindex*. The usage of secondary data deprives the researcher of the possibility to have an impact on the type, formulation and order of the survey questions, and thus the research scope and operationalisation of concepts in use. The quantitative analysis built upon two studies faces four main limitations stemming from the use of the secondary data.

First, the analysis of questionnaires for both data sets clearly indicates that they were not built upon any theoretical framework, but with the aim to collect as much information as possible about the newcomers in Sweden. In consequence, the data is very broad, but fragmentary and missing nuance. For example, it is impossible to accurately measure the level of entrepreneurial intention in the host country. The dependent variable, the entrepreneurial intention in the host country, was operationalised on the basis of the single question *Do you want to start a company in Sweden?* with only three possible response options *yes*, *no* and *I do not know*. While the operationalisation based on a single item is acceptable, the reliability of such a concept is low (Morianio et al., 2012). It would be helpful if there had been additional questions shedding more light on the stage of entrepreneurial intention addressing for example the potential starting date of planned business activity and preferred business sector. Also, the questions about the motivation to start a company, family business role models and a series of questions assessing the preference of employment versus entrepreneurship in Sweden would bring added value to the examination of the determinants of entrepreneurial intention.

Another shortcoming of the quantitative analysis, particularly in Study Two, is a high number of missing values. Nevertheless, none of the variables used in the studies had a response rate lower than 25% of all the given responses. Since there is a high number of missing values in both studies (Study One and Study Two) there were not enough degrees of freedom to run structural equation modelling. Also, the low number of the degrees of freedom made it impossible to control for country of origin and refugee migration status in the regressions. Although it is difficult to prove, there is a chance that in Study Two the variable refugee migration status violates the missing completely at random rule, which explains why it has not been used in the regression analyses and has been only used as a correlate in the analyses. It is possible that respondents with refugee status already being a sensitive group skipped the question related to migration status in Sweden on purpose.

The two final limitations of the quantitative analysis concern the concept measurement. It is important to bear in mind that the respondents' self-reported measures of items do not present the objective truth about reality. Also, the analysis is cross-sectional, which means that the collected data are examined at a single point in time, so it does not show how predictor variables related to social embedding shape the formation of entrepreneurial intention over time.

The use of secondary data sets deprives the researcher of the possibility to have an impact on the type, formulation and order of the survey questions, and thus the research scope and operationalisation of the concepts in use. It definitely puts limitations on the whole research process and the scope of the conducted research. However, most probably it would not be possible to collect independently such an enormous amount of data due to financial constraints and difficult access to the refugee group. Refugees constitute a vulnerable group of individuals who were forced to flee their home country due to war or fear of persecution, undertook a dangerous journey to arrive in the host country and went through a lengthy and scrupulous asylum-seeking procedure. They are much more likely to suffer from mental health problems or trauma in comparison to other social groups. In the situation of high uncertainty and overall hostile political and social attitude towards refugees in the EU, they are not likely to disclose the details of their refuge and life in the host country.

The qualitative analysis also faces several limitations. First, the findings have a low generalisability potential since the sample of twelve interviewees was not saturated and was self-selected. The majority of interviewees were found via Swedish language schools and they spoke English. Men were more willing than women to take part in the interview, and most likely more self-confident people agreed for an interview. It was difficult to find interviewees due to trust issue. Even though some of the interviewees agreed to talk, they did not want to fully disclose their story and were not so open to talk. Refugees were in general unwilling to share their personal story with a stranger. What is more, the concept of a 'researcher' was quite new to most of them, which created some mistrust and lack of understanding what would be the actual purpose of the interview.

Language was a crucial aspect for the qualitative part of the study. Eight out of twelve interviews were conducted in English and only three interviews were held in languages other than English, *i.e.* Swedish and Arabic. The fact that most of the interviewees knew English is a source of selection bias since knowledge of English is a relevant skill for any foreigner in Sweden and it facilitates the communication with the locals. Nonetheless, some of the interviewees were not really fluent in English, which had an impact on the flow of the interviews. Naturally it is much more challenging to express some details or feelings in a foreign language. Similar problem occurred during the interviews held in Swedish, both conducted with the assistance of a native Swede. Both interviewees had lower intermediary level of Swedish, which did not let them express freely. The interview held in Arabic, which was done with the participation of a professional interpreter, did not create difficulties in understanding each other, but the presence of the interpreter had an impact on the dynamic of the interview. In consequence, it was more difficult to draw interviewee's attention to the core issue of this research study.

All the interviewees were adult migrants and they lived or worked in Stockholm and Uppsala in the metropolitan and urban areas. The findings would be more robust if the sample was bigger and more diverse in terms of interviewees' age, gender, educational level, and migration statuses including more quota refugees and migrant workers.

The limitations of the qualitative study are due to the outbreak of pandemic COVID-19 and the impossibility to travel to Sweden to conduct more interviews with refugees. It was very challenging to convince people to participate in the interview even when it was done in person. Interviewees did not want to share contact details of their friends or family members, hence, the snowball technique did not work at all in search for new interviewees. This is why, it was even more challenging and eventually impossible to contact new refugee interviewees online during the pandemic.

Overall, research conducted in this thesis is based on the Swedish data, so it is highly context dependent, and thus, the findings are not fully generalisable to other countries. Sweden is a country with a long history of receiving immigrants, refugees included, and a particular historical, economic and socio-political context. Finally, it is a cross-sectional analysis since all the used data were collected at one point in time, which hinders the study of the entrepreneurial intention as a processual concept.

5.4. Further Research

Research analysis conducted in this thesis points out several directions for future research. First, since the research analysis is done in the context of Sweden, the results are not fully generalisable and cannot be directly translated into other national contexts. Thus, the analysis of factors leading to the formation of entrepreneurial intention in case of refugees and non-refugees should be done in the context of other countries. The series of 23 hypotheses formulated in the thesis can be applied to the data sets collected in other countries.

Second, the concept of social embedding, which is a set of background factors leading to the formation of entrepreneurial intention, is not a one-sided phenomenon dependent only on the immigrant community. It is a two-sided process, which should consider the behaviour and perceptions of the host society to adequately assess how the perceived access to opportunities, perceived access to mainstream social network, acceptance of mainstream social norms, commitment to place, social support and trust in the host country are co-created by the host country individuals. Additionally, the host society might have different attitudes

towards refugees and other categories of immigrants, which is worth considering in the social embedding analysis and its' relevance for the formation of entrepreneurial intention.

Third, future research when examining the differences between various categories of immigrants in the host country should narrow down the general migratory categories of *refugees* and *non-refugees* to avoid the loss of nuance in case of asylum-seekers as well as family reunion migrants who followed either refugees, migrant workers or native Swedes.

Finally, future research dedicated to the determinants of entrepreneurial intention in case of refugees would benefit substantially from longitudinal studies, which would enable to follow and study the subsequent stages refugees go through from declarative entrepreneurial intention to entrepreneurial activity across time. It would be valuable to move beyond pure entrepreneurial intention to intention-action research in case of entrepreneurship research.

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Appendix

Appendix A: Study One

Table 27 shows the list of *Invandrarindex Ungdomar 2017* survey questions with available answers and response rate (valid per cent).

Table 27. List of Invandrarindex Ungdomar 2017 survey questions with available answers and response rate (valid per cent).

Variable	Question	Answers	Response rate (valid %)
q01	Gender	0=Male, 1 = Female	100
q02	How old are you?	14 - 21	100
q03	In which country were you born?	0=Another country, 1=Iraq, 2=Iran, 3=Afghanistan, 4=Pakistan, 5=Baltic region/Russia, 6=Syria, 7=Turkey, 8=Somalia, 9=Eritrea, 10=Thailand	88.5
q04	In which country you lived before coming to Sweden?	0=Another country, 1=Iraq, 2=Iran, 3=Afghanistan, 4=Pakistan, 5=Baltic region/Russia, 6=Syria, 7=Turkey, 8=Somalia, 9=Eritrea, 10=Thailand	96.9
q05	For how many years you had gone to school before coming to Sweden?	1=I did not go to school, 2=1 year, 3=2-5 years, 4=6-9 years, 5=10 or more years	94.5
q06	For how many years you have gone to gymnasium in Sweden?	1=Shorter than 1 year, 2=1 year, 3=2 years, 4=3 years, 5=4 or more years	95.1
q07	When did you come to Sweden?	1=2016, 2=2015, 3=2014, 4=2013, 5=2012, 6=2011 or earlier, 7=2017	94.3
q08	You came to Sweden...	1=together with my father/mother, 2=together with my brother/sister without parents or relatives	93.6

q09_01	Can you rate your accommodation? Answer a scale between 1-7 where 1 means not at all good and 7 means fantastic good.	1=not good at all, ..., 7=fantastic	53.8
q10_01	Staff in the accommodation	1=not good at all, ..., 7=fantastic	44.5
q10_02	Good man	1=not good at all, ..., 7=fantastic	37
q10_03	Specially appointed custodian	1=not good at all, ..., 7=fantastic	35.7
q10_04	Social worker	1=not good at all, ..., 7=fantastic	40.8
q10_05	School and teachers	1=not good at all, ..., 7=fantastic	46.9
q11	Do you think you get help you need for your accommodation?	1=Yes, 2=No	48
q12	You came to Sweden as a refugee?	1=Yes, 2=No	91.9
q13	You came here with the help of UNHCR or other way	1=Yes, 2=No	78.1
q14	Have you obtained residence permit in Sweden?	1=Yes, 2=No	90.8
q15_1	What was the most important for you when you chose to come to Sweden? My parents or relatives chose	0=No, 1=Yes	89.3
q15_2	Work	0=No, 1=Yes	89.3
q15_3	Studies	0=No, 1=Yes	89.3
q15_4	I had family/relatives	0=No, 1=Yes	89.3
q15_5	It is easier to get asylum/residence permit here than in other countries	0=No, 1=Yes	89.3
q15_6	Better chances to have a good life here than in other countries	0=No, 1=Yes	89.3
q15_7	I had heard good things about Sweden	0=No, 1=Yes	89.3
q15_8	Safety	0=No, 1=Yes	89.3
q15_9	Chance	0=No, 1=Yes	89.3
q15_10	Don't know	0=No, 1=Yes	89.3
q15_11	I didn't have any choice	0=No, 1=Yes	89.3
q15_12	Other reason	0=No, 1=Yes	89.3
q16_01	How likely are you to recommend another person in your situation to come to Sweden? Answer a scale between 1-7 where 1 means not at all likely and 7 means absolutely probable	1=Not at all possible, ..., 7=Absolutely possible	88.7
q17	When you came to Sweden, the municipality arranged accommodation for you, did you live in the Migration Board's accommodation or did you arrange accommodation in another way?	1=The municipality arranged accommodation, 2=Migration's Board accommodation, 3=Accommodation was arranged differently, 4=Do not know	87.9
q18_01	How well do you feel that you were able to influence your situation where you lived during the first year?	1=Not at all, ..., 7=Very much	46.2

	How was your time in Migration Board's accommodation when it comes to		
q19_01	Accommodation	1 - 3; 1=bad, 2=so so, 3=good	24.6
q19_02	Food	1 - 3	24.6
q19_03	Activities	1 - 3	24.6
q19_04	Treatment	1 - 3	24.6
q19_05	Get answers to questions	1 - 3	24.6
q19_06	Opportunity for privacy	1 - 3	24.6
q19_07	Your finances/money	1 - 3	24.6
q19_08	Help from lawyer / legal assistance	1 - 3	24.6
q19_09	Help from good man / specially appointed guardian	1 - 3	24.6
q19_10	Transport (car, bus)	1 - 3	24.6
q19_11	As a whole (All together at the Migration Board)	1 - 3	24.6
q20	Do you have access to electronic identification (BankID / eID)?	1=Yes, 2=No, 3=DK	24.1
q21	Which contact paths would you like to use when you want to get in touch with an authority?		23.9
q22_1	Which of the following do you use? Skype		23.4
q22_2	Which of the following do you use? e-post (mail)		23.4
q22_3	Which of the following do you use? Facebook		23.4
q22_4	Which of the following do you use? Messenger		23.4
q22_5	Which of the following do you use? Facetime		23.4
q22_6	Which of the following do you use? WhatsApp		23.4
q22_7	Which of the following do you use? Some other app for communication		23.4
q23	Has anyone from your family applied for (connection) to come to Sweden?		85.1
q24_1	Have any of these applied: My mum/dad		24.7
q24_2	Have any of these applied: My wife/husband		24.7
q24_3	Have any of these applied: My daughter/son		24.7
q24_4	Have any of these applied: Siblings (brother or sister)		24.7
q24_5	Have any of these applied: Other relative		24.7
q25	What was the result of the application?		23.1
q27	What do you think about living in Sweden?	1=Bad, 2=So so, 3=Good	81.6
q28	Do you feel safe in Sweden?	1=Yes, 2=No, 3=DK	81.6
q29	Do you think that you will live in Sweden in 5 years?	1=Yes, 2=No, 3=DK	81.1
q30	Do you think that it is easy to meet Swedes?	1=Yes, 2=Neither easy nor difficult, 3=No, 4=DK	81.1
q31	Do you have a smartphone?	1=Yes, 2=No, 3=DK	80.8
q32	Which land do you live in?		80.3
q33	Which municipality do you live in Blekinge?		

q34	Which municipality do you live in Dalarna?		
q35	Which municipality do you live in Gävleborg?		
q36	Which municipality do you live in Halland?		
q37	Which municipality do you live in Jämtland?		
q38	Which municipality do you live in Jönköping county?		
q39	Which municipality do you live in Kalmar county?		
q40	Which municipality do you live in Kronobergs?		
q41	Which municipality do you live in Norrbotten county?		
q42	Which municipality do you live in Skåne?		
q43	Which municipality do you live in Stockholm county?		
q44	Which municipality do you live in Södermanlands county?		
q45	Which municipality do you live in Uppsala county?		
q46	Which municipality do you live in Värmland?		
q47	Which municipality do you live in Västerbotten county?		
q48	Which municipality do you live in Västernorrland county?		
q49	Which municipality do you live in Västmanland county?		
q50	Which municipality do you live in Västra Götaland?		
q51	Which municipality do you live in Örebro county?		
q52	Which municipality do you live in Östergötland?		
q53	What do you think about the municipality?	1=Bad, 2=So so, 3=Good, 4=DK	79.3
q55	Do you want to stay in the municipality?	1=Yes, 2=No, 3=DK	79.1
q56_1	Why do you want to leave? To have work/get a job	0=No, 1=Yes	15
q56_2	To study/go to school	0=No, 1=Yes	15
q56_3	To get different accommodation	0=No, 1=Yes	15
q56_4	Too little to do	0=No, 1=Yes	15
q56_5	I have friends/relatives somewhere else	0=No, 1=Yes	15
q56_6	Other reason	0=No, 1=Yes	15
q57_1	What do you miss in the municipality? Relatives/friends	0=No, 1=Yes	76.7
q57_2	Work	0=No, 1=Yes	76.7
q57_3	Things to do in free time	0=No, 1=Yes	76.7
q57_4	My own accommodation	0=No, 1=Yes	76.7
q57_5	Trade	0=No, 1=Yes	76.7
q57_6	Studies	0=No, 1=Yes	76.7
q57_7	I don't miss anything	0=No, 1=Yes	76.7
q57_8	Other	0=No, 1=Yes	76.7
q59_01	What is your impression of Sweden?	1 - 7	76.6

q60	What will you do after you finish language introduction?	1=Study at a college preparation program in high school, 2=Study at another introductory program, 3=Study at adult education, 4=Work, 5=DK	74.8
q62	Do you want to study at the university or high school after gymnasium?	1=Yes, 2=No, 3=DK	74.8
q63_1	In which area you want to educate yourself? I don't want to/cannot/will not educate myself after gymnasium	0=No, 1=Yes	73.2
q63_2	Administration, economics, law	0=No, 1=Yes	73.2
q63_3	Building and construction	0=No, 1=Yes	73.2
q63_4	Data/IT	0=No, 1=Yes	73.2
q63_5	Cleaning	0=No, 1=Yes	73.2
q63_6	Industry	0=No, 1=Yes	73.2
q63_7	Transport	0=No, 1=Yes	73.2
q63_8	Nature use	0=No, 1=Yes	73.2
q63_9	Pedagogical profession	0=No, 1=Yes	73.2
q63_10	Lawyer	0=No, 1=Yes	73.2
q63_11	Doctor or nurse	0=No, 1=Yes	73.2
q63_12	Culture, media, design (e.g. journalist)	0=No, 1=Yes	73.2
q63_13	Natural science	0=No, 1=Yes	73.2
q63_14	Sales, purchasing and marketing	0=No, 1=Yes	73.2
q63_15	Inom vilket område vill du utbilda dig? Hotel, restaurant, catering	0=No, 1=Yes	73.2
q63_16	Other	0=No, 1=Yes	73.2
q64	Do you want to start your own company in Sweden?	1=Yes, 2=No, 3=DK	74.8
q65	How do you live today?	1=Alone, 2=Municipality/Youth housing, 3=Live with wife/husband/partner/sambo, 4=Live with siblings/parents/relatives, 5=with a friend, 6=with children	74.6
q67_1	What would make you stay in the county? Opportunity for work	0=No, 1=Yes	69.1
q67_2	Opportunity for education	0=No, 1=Yes	69.1
q67_3	That family and friends live in the municipality	0=No, 1=Yes	69.1
q67_4	Easy to meet new friends	0=No, 1=Yes	69.1
	In the municipality where you live, what is the possibility for you to		
q68_01	Get a job	0=DK, 1=Bad, 2=So so, 3=Good	66.3
q68_02	Get education	0=DK, 1=Bad, 2=So so, 3=Good	65.5

q68_03	Thrive socially	0=DK, 1=Bad, 2=So so, 3=Good	60.8
q68_04	Get friends	0=DK, 1=Bad, 2=So so, 3=Good	61
	Where do you meet Swedes?	0=DK, 1=No, 2=Yes	
q69_01	At school	0=DK, 1=No, 2=Yes	66.9
q69_02	In the town/community	0=DK, 1=No, 2=Yes	56
q69_03	At my home	0=DK, 1=No, 2=Yes	47.8
q69_04	At Swedes' home	0=DK, 1=No, 2=Yes	47.6
q69_05	At cafe or restaurant	0=DK, 1=No, 2=Yes	51.5
q69_06	In the shop	0=DK, 1=No, 2=Yes	52
q69_07	When I do sports	0=DK, 1=No, 2=Yes	54.8
q69_08	In the association I am a member of	0=DK, 1=No, 2=Yes	42
q70	Have you ever had to seek care but haven't done it?	1=Yes, 2=No	72.5
q71	Why not?	0=Other reason, 1=Didn't have time, 2=Didn't have money, 3=Hard to take me to the health centre/hospital	26.9
q72_01	How do you feel your general health is?	1 - 5	71.6
q73_01	I have felt glad and in a good mood	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Often, 6=All the time	69.3
q73_02	I have felt calm and relaxed	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Often, 6=All the time	69.3
q73_03	I have felt active and powerful	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Often, 6=All the time	69.3
q73_04	I have felt fresh and well-rested when I woke up	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Often, 6=All the time	69.3
q73_05	My everyday life has been filled with things that interest me	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Often, 6=All the time	69.3
q74_01	Failed visit due to fear of being badly treated/treated	1=Yes, 2=No	66.5
q74_02	Failed to attend because it is too expensive to attend	1=Yes, 2=No	66.5
q74_03	Missed visit because it is too difficult to get to and from the activity	1=Yes, 2=No	66.5

q74_04	Declined visit because it is difficult to understand what staff or participants say or to make me understand because we do not speak the same language	1=Yes, 2=No	66.5
q74_05	Refused visit because I do not know what to do in my spare time where I live	1=Yes, 2=No	66.5
q75	Did you exercise before coming to Sweden?	1=Yes, 2=No	66.3
q76	Have you exercised here in Sweden?	1=Yes, I have tried sport, but only once or a few times, 2=Yes, I have tried sport several times, 3=No, but I am interested in sport, 4=No and I am not interested in sport	66.3
q78	Have you been active in sports as a leader, coach, board member or similar since you came to Sweden?	1=Yes, I have tried sport, but only once or a few times, 2=Yes, I have tried sport several times, 3=No, but I am interested in sport, 4=No and I am not interested in sport	65.3
	Now we want you to think back on the last six months. Has any of this happened to you?		
q80_01	Someone has threatened me	0=Don't want to answer, 1=No, 2=Yes	60.7
q80_02	Someone has stolen from me	0=Don't want to answer, 1=No, 2=Yes	59.8
q80_03	I have been subjected to abuse	0=Don't want to answer, 1=No, 2=Yes	59.5
q80_04	I have been subjected to sexual violence / exploitation	0=Don't want to answer, 1=No, 2=Yes	59.6
	How often do you feel safe in the following places?		
q81_01	At home	1=Never, 2=rarely, 3=often, 4=always	58.9
q81_02	In my neighbourhood	1=Never, 2=rarely, 3=often, 4=always	56.2
q81_03	In town and centre	1=Never, 2=rarely, 3=often, 4=always	55.7
q81_04	In the bus, train and similar	1=Never, 2=rarely, 3=often, 4=always	56.2
q81_05	Online	1=Never, 2=rarely, 3=often, 4=always	54
q81_06	On the way to or from work or school	1=Never, 2=rarely, 3=often, 4=always	57.3
q81_07	At work or at school	1=Never, 2=rarely, 3=often, 4=always	55.9

q81_08	At the training or other organized leisure activity	1=Never, 2=rarely, 3=often, 4=always	56.5
q82	Do you belong to any religion?	1=Yes, Christianity, 2=Yes, islam, 3=Yes, other religion, 4=I am not religious	61.2
q83_01	How much is religion important in your life?	1=Not at all important, 2 - 7=Very important	62
q84_01	Politicians who do not believe in God are unsuitable as politicians	1=I do not agree, ..., 7=I fully agree	59.5
q84_02	People who believe in other religions are just as good people as I am	1=I do not agree, ..., 7=I fully agree	59.5
q84_03	When it is difficult to find a job, men should be given priority over jobs before women	1=I do not agree, ..., 7=I fully agree	59.5
q84_04	In general, men are better political leaders than women	1=I do not agree, ..., 7=I fully agree	59.5
q84_05	A university education is more important for a boy than for a girl	1=I do not agree, ..., 7=I fully agree	59.5
q85	Perhaps it is interesting to know what the Swedish people think about the questions you have just answered. Most Swedes think that God is unimportant in their lives. Most Swedes also think it's okay with homosexuality, divorce and rallying	1 - 3	
q86_01	Swedish habits and traditions	1 - 7	58
q86_02	Relations between men and women in Sweden	1 - 7	58
q86_03	Swedes' morality	1 - 7	58
q86_04	Swedes' view of religion	1 - 7	58
q87_01	Immigrants should receive support to preserve their culture in Sweden	1 - 7	57
q87_02	Immigrants who come to live in Sweden should adapt to Swedish culture	1 - 7	57
q88_01	Swedish government	1=Very little, ... 7=Very much	56.5
q88_02	Swedish authorities	1=Very little, ... 7=Very much	55
q88_03	Swedes in general	1=Very little, ... 7=Very much	56.7
q89_01	Sports association	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	56.2
q89_02	Religious association	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	56.2
q89_03	Humanitarian association (Red Cross, FN etc)	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	56.2

q89_04	Refugee association	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	56.2
q89_05	Political association	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	56.2
q90-q106	Questions related to the consumption of drugs (not at all related to research completed in this thesis)		

Source: Based on *Invandrarinindex Ungdomar 2017* with own translation from Swedish to English.

Table 28 shows the percentage of respondents with entrepreneurial intention depending on their country of origin within the group of their co-nationals and across the sample. The biggest percentage of respondents having entrepreneurial intention come from Afghanistan and Syria and they correspondingly constitute 42.7% and 21.9% of all the respondents with entrepreneurial intention across the sample. In the following countries there are respondents with entrepreneurial intention who constitute at least 50% within the communities of their co-nationals in the host country: Iran (52.6 %), Afghanistan (51.2%), Thailand (50%), Somalia (50%), Iraq (50%) and Syria (38.6%).

Table 28. Percentage of respondents with entrepreneurial intention depending on their country of origin within the group of their co-nationals (% within country of origin) and across the sample (% within sample) (N = 940).

Country of origin		EI	No EI	Total
Iraq	Count	20	20	40
	% within country of origin	50.0%	50.0%	100.0%
	% within sample	4.5%	4.0%	4.3%
	% of Total	2.1%	2.1%	4.3%
Iran	Count	30	27	57
	% within country of origin	52.6%	47.4%	100.0%
	% within sample	6.8%	5.4%	6.1%
	% of Total	3.2%	2.9%	6.1%
Afghanistan	Count	189	180	369
	% within country of origin	51.2%	48.8%	100.0%

	% within sample	42.7%	36.2%	39.3%
	% of Total	20.1%	19.1%	39.3%
Pakistan	Count	2	5	7
	% within country of origin	28.6%	71.4%	100.0%
	% within sample	0.5%	1.0%	0.7%
	% of Total	0.2%	0.5%	0.7%
Baltic region / Russia	Count	2	1	3
	% within country of origin	66.7%	33.3%	100.0%
	% within sample	0.5%	0.2%	0.3%
	% of Total	0.2%	0.1%	0.3%
Syria	Count	97	154	251
	% within country of origin	38.6%	61.4%	100.0%
	% within sample	21.9%	31.0%	26.7%
	% of Total	10.3%	16.4%	26.7%
Turkey	Count	2	1	3
	% within country of origin	66.7%	33.3%	100.0%
	% within sample	0.5%	0.2%	0.3%
	% of Total	0.2%	0.1%	0.3%
Somalia	Count	11	7	18
	% within country of origin	61.1%	38.9%	100.0%
	% within sample	2.5%	1.4%	1.9%
	% of Total	1.2%	0.7%	1.9%
Eritrea	Count	25	28	53
	% within country of origin	47.2%	52.8%	100.0%
	% within sample	5.6%	5.6%	5.6%
	% of Total	2.7%	3.0%	5.6%
Thailand	Count	9	9	18
	% within country of origin	50.0%	50.0%	100.0%
	% within sample	2.0%	1.8%	1.9%
	% of Total	1.0%	1.0%	1.9%
Another country	Count	56	65	121
	% within country of origin	46.3%	53.7%	100.0%
	% within sample	12.6%	13.1%	12.9%
	% of Total	6.0%	6.9%	12.9%

Total	Count	443	497	940
	% within country of origin	47.1%	52.9%	100.0%
	% within sample	100.0%	100.0%	100.0%
	% of Total	47.1%	52.9%	100.0%

Source: SPSS output based on *Invandrarindex Ungdomar 2017*

Variable List and Recoding Schemes

- **Entrepreneurial Intention (EI)** – a variable based on the question “Do you want to start your own company in Sweden?” (q64). The respondents were given the following response options:

1 = “Yes”

2 = “No”

3 = “Don’t know”

The variable q74 was recoded into a dichotomous variable where values 2 and 3 were recoded into 0 (0 = *No* and 1 = *Yes*). The examination of the correlations between originally coded variable entrepreneurial intention, recoded variable entrepreneurial intention and other variables showed that there are practically no differences between the results.

- **Leadership aspiration** – a variable based on the question “Have you been active in sport as a leader, coach, board member or similar since you came to Sweden?” (q78). The respondents were given the following response options:

1 = “Yes, on one or a few occasions”

2 = “Yes, I have been regular”

3 = “No, but I am interested in being one”

4 = “No and I am not interested in being one”

The values were recoded as following:

1 = *No and I am not interested in being one*

2 = *No, but I am interested in being one*

3 = *Yes, on one or a few occasions*

4 = *Yes, I have been regular*

- **Perceived access to opportunities** – an indicator variable is based on the question “In the municipality where you live, what is the possibility for you to:”

“Get a job” (q68_01)

“Get education” (q68_02)

“Thrive socially” (q68_03)

“Get friends” (q68_04)

The respondents were given the following response options for each item:

0 = “Don’t know”

1 = “Bad”

2 = “So so”

3 = “Good”

The values of 0 and 2 were recoded as 2. The variables’ values were recoded as following:

1 = *Bad*

2 = *So so*

3 = *Good*

- **Perceived access to mainstream social network** – an indicator variable is based on the question “Where do you meet Swedes?” with the eight following items:

“At school” (q69_01)

“In the town/municipality” (q69_02)

“At home” (q69_03)

“At Swedish home” (q69_04)

“In the café or restaurant” (q69_05)

“In the shop” (q69_06)

“When I do sports” (q69_07)

“In the association I am a member of” (q69_08)

The respondents were given the following response options for each item:

0 = “Don’t know”

1 = “No”

2 = “Yes”

The values of 0 and 1 were recoded as 0. The variables’ values were recoded as following:

0 = *No*

1 = *Yes*

- **Acceptance of mainstream social norms** – an indicator variable is based on two questions (q0154_01 - 04 and q0155_02).

The first question is “What kind of attitude do you have to the following things?” with the four following items:

“Swedish manners” (q86_01)

“Relations between men and women in Sweden?” (q86_02)

“Swedes' moral beliefs?” (q86_03)

“Swedes' view of religion?” (q86_04)

The respondents were given the following response options for each item:

1 = “very negative”

2 = “negative”

3 = “quite negative”

4 = “neither negative nor positive”

5 = “quite positive”

6 = “positive”

7 = “very positive”

The second question is “Immigrants who come to live in Sweden should adapt to Swedish culture?” (q87_02) with the following response options:

1 = “I strongly disagree”

2 = “I disagree”

3 = “I disagree a little bit”

4 = “I neither agree nor disagree”

5 = “I agree a little bit”

6 = “I agree”

7 = “I strongly agree”

- **Barriers preventing participation in social activities (social barriers)** – an indicator variable is based on the question “Have you ever refrained from any leisure activity in Sweden (e.g. sports club or other association activities) due to:”

“fear of being badly treated?” q74_01

“too expensive to attend” q74_02

“too difficult to get to and from the activity” q74_03

“difficult to understand what staff or participants say or make me understand because we do not speak the same language” q74_04

“I don't know what are the things I can do in my spare time where I live” q74_05

The respondents were given the following response options for each item:

1 = “Yes”

2 = “No”

The values were recoded as following 0 = *No*, 1 = *Yes*.

- **Trust in Sweden** – an indicator variable is based on the question “How much do you trust...”

“the Swedish government” (q88_01)

“the Swedish authorities” (q88_02)

“Swedes in general” (q88_03)

The respondents were given the following response options on the basis of the Likert scale:

1 = “Very little”

...

4 = “Neutral”

...

7 = “Very much”

- **Commitment to place** – a variable is based on the question “Do you want to stay in the municipality?” (q55) with the three response options:

1 = “Yes”

2 = “No”

3 = “Don’t know”

The variable values of 2 and 3 were recoded into 0 (0 = *No*, 1 = *Yes*).

- **Social support** – an indicator variable is based on the question “Now, we want you to rate on the same scale between 1 – 7 where 1 means *not good at all* and 7 *fantastic* with the following response items”:

Staff in the accommodation (q10_01)

Good man (q10_02)

Specially appointed custodian (q10_03)

Social worker (q10_04)

School and teachers (q10__05)

Control Variables

- **Gender** – a dichotomous variable based on the question “Gender” (q01) where the response options were:

1 = “Female”

2 = “Male”

The variable was recoded as following 0 = *Male*, 1 = *Female*.

- **Residence area** – a series of three dummy variables is based on the question “Which municipality in [a given region] you live in?” (q33 – q52). The municipalities were categorized on the basis of the classification prepared and updated in 2017 by the Swedish Association of Local Authorities and Regions (Sveriges Kommuner och Regioner, (SKR))¹⁹:

A = Municipalities located in big cities and nearby

B = Municipalities located in smaller cities and nearby

C = Municipalities located in rural areas

¹⁹ <https://webbutik.skr.se/sv/artiklar/kommungruppsindelning-2017.html> (accessed on 20 May 2020).

All the municipalities were recoded on the basis of the above presented typology as following:

1 = *Metropolitan area*

2 = *Urban area*

3 = *Rural area*

The *Rural area* was chosen to be the reference category. Each item had the following response options:

0 = *No*

1 = *Yes*

Additional Variables

- **Refugee migration status** – a variable is based on the question “You came to Sweden as a refugee?” (q12) with the following response options:

1 = “Yes”

2 = “No”

The variable was recoded as following:

0 = *Non-refugee*

1 = *Refugee*

The values of 2 and 3 were recoded into 0, and the respondents who gave the response with the value 3 were removed from the studied sample.

- **Mental health** – an indicator variable based on the question “How did you feel for last 2 weeks?” with the five corresponding items:

“I felt glad and in good mood.” (q73_01)

“I felt calm and relaxed.” (q73_02)

“I felt active and powerful.” (q73_03)

“I felt refreshed and refreshed when I woke up.” (q73_04)

“My daily life was filled with things that interest me.” (q73_05)

The respondents were given the following response options for each item:

1 = “Never”

2 = “Sometimes”

- 3 = “Less than half time”
- 4 = “More than half time”
- 5 = “Mostly”
- 6 = “All the time”

- **Country of origin** – a summary indicator related to the country or region of origin, *i.e.* Iraq, Iran, Afghanistan, Pakistan, Baltic region/Russia, Syria, Turkey, Somalia, Eritrea, Thailand and Another country.

Table 29 shows contingency table for refugee migration status and commitment to place.

Table 29. Contingency table for refugee migration status and commitment to place variables.

		Commitment to place		
		.00	1.00	Total
Refugee	0	84	81	165
	1	457	484	941
Total		541	565	1106

Source: Own calculations based on *Invandrarindex Ungdomar 2017*

Table 30 shows contingency table for refugee migration status and entrepreneurial intention.

Table 30. Contingency table for refugee migration status and entrepreneurial intention variables.

		Entrepreneurial intention		
		0	1	Total
Refugee	0	83	79	162
	1	462	422	884
Total		545	501	1046

Source: Own calculations based on *Invandrarindex Ungdomar 2017*

Appendix B: Study Two

The list of survey questions together with available answers and response rate (valid per cent) is shown in Table 31.

Table 31. List of Invandrarindex 2017 survey questions with available answers and response rate (valid per cent).

Variable	Survey question	Answers	Response rate (valid %)
q01	Gender	0=Male, 1=Female	100
q02	Age	18 – 70	89.2
q03	Country of origin	0=Another country, 1=Iraq, 2=Iran, 3=Afg, 4=Baltic region/Russia, 5=Syria, 6=Turkey, 7=Somalia, 8=Eritrea, 9=Thailand	97.1
q05	When did you come to Sweden?	1=2017; ...; 7=2011 or before	88.5
q07	You came to Sweden as a ...	1=Refugee; 2=Family reunion migrant; 3=with a work permit or as a guest student; 4=DK	45.8
q08	You came to Sweden ...	1=with the help of UNHCR; 2=Other	25.3
q09	Why you decided to leave your country?	0=Other, 1=Work environment; 2=Study environment; 3=Danger in my home country; 4=Unemployment; 5=War, unrest	25.3
q10	Did you decide yourself to move to Sweden or was it someone else?	1=Myself, 2=Someone else, 3=Myself and others	25.3
q11_1	Why you chose Sweden and not other country? Work	0=No, 1=Yes	42.6
q11_2	Why you chose Sweden and not other country? Studies	0=No, 1=Yes	42.6
q11_3	Why you chose Sweden and not other country? I had family/relatives/friends here	0=No, 1=Yes	42.6
q11_4	Why you chose Sweden and not other country? It is easy to get asylum/residence permit	0=No, 1=Yes	42.6
q11_5	Why you chose Sweden and not other country? Better chances for good life than in other countries	0=No, 1=Yes	42.6
q11_6	Why you chose Sweden and not other country? I could afford to go to Sweden	0=No, 1=Yes	42.6

q11_7	Why you chose Sweden and not other country? I have heard good things about Sweden	0=No, 1=Yes	42.6
q11_8	Why you chose Sweden and not other country? Chance	0=No, 1=Yes	42.6
q11_9	Why you chose Sweden and not other country? I did not have a choice	0=No, 1=Yes	42.6
q11_10	Why you chose Sweden and not other country? Other reason	0=No, 1=Yes	42.6
q12_1	If you hadn't chosen Sweden, where would you have gone? Germany	0=No, 1=Yes	40.3
q12_2	Australia	0=No, 1=Yes	40.3
q12_3	France	0=No, 1=Yes	40.3
q12_4	Netherlands	0=No, 1=Yes	40.3
q12_5	Finland	0=No, 1=Yes	40.3
q12_6	Canada	0=No, 1=Yes	40.3
q12_7	UK	0=No, 1=Yes	40.3
q12_8	Spain	0=No, 1=Yes	40.3
q12_9	USA	0=No, 1=Yes	40.3
q12_10	Norway	0=No, 1=Yes	40.3
q12_11	Denmark	0=No, 1=Yes	40.3
q12_12	Italy	0=No, 1=Yes	40.3
q12_13	Greece	0=No, 1=Yes	40.3
q12_14	Hungary	0=No, 1=Yes	40.3
q12_15	Turkey	0=No, 1=Yes	40.3
q12_16	Russia	0=No, 1=Yes	40.3
q12_17	I would have stayed in my home country	0=No, 1=Yes	40.3
q12_18	No other country	0=No, 1=Yes	40.3
q12_19	Other	0=No, 1=Yes	40.3
q13_1	What picture of Sweden you had before you came to Sweden? Safe and stable country	0=No, 1=Yes	42.6
q13_2	What was your image of Sweden before you came here? An equal country	0=No, 1=Yes	42.6
q13_3	What was your image of Sweden before you came here? A country with good study opportunities	0=No, 1=Yes	42.6
q13_4	What was your image of Sweden before you came here? A country with a high standard of living	0=No, 1=Yes	42.6
q13_5	What was your image of Sweden before you came here? A country with good job opportunities	0=No, 1=Yes	42.6
q13_6	What was your image of Sweden before you came here? Freedom of religion	0=No, 1=Yes	42.6
q13_7	What was your image of Sweden before you came here? A democratic country	0=No, 1=Yes	42.6
q13_8	What was your image of Sweden before you came here? A nice and clean country	0=No, 1=Yes	42.6
q13_9	What was your image of Sweden before you came here? Had no picture of Sweden	0=No, 1=Yes	42.6

q14_1	Where did you get information about Sweden before you decided to come here? Family (husband, partner, etc.)	0=No, 1=Yes	42.6
q14_2	Where did you get information about Sweden before you decided to come here? Friends	0=No, 1=Yes	42.6
q14_3	Where did you get information about Sweden before you decided to come here? Organization in my home country	0=No, 1=Yes	42.6
q14_4	Where did you get information about Sweden before you decided to come here? Actively searched for information on the internet	0=No, 1=Yes	42.6
q14_5	Where did you get information about Sweden before you decided to come here? Social Media	0=No, 1=Yes	42.6
q14_6	Where did you get information about Sweden before you decided to come here? News	0=No, 1=Yes	42.6
q14_7	Where did you get information about Sweden before you decided to come here? Another way, namely	0=No, 1=Yes	42.6
q15_01	How much knowledge/information about Sweden do you think you had before you came here?	1=no knowledge, 2=..., 5=A lot of knowledge	
q16_01	Did you feel safe with your choice of Sweden before you came here?		
q17_01	Do you think that Sweden as a country to live in is better or worse than the image you had of Sweden before you came here?	1=Much worse, 2=Worse, 3=same as other, 4=better, 5=much better	42.6
q18_01	How likely is it that you would recommend another person in your situation to come to Sweden?	1=Not at all likely, 2=..., 3=..., ..., 7=Absolutely likely	42
q19	When you came to Sweden, did you choose to have your own accommodation or live in the Migration Board accommodation?	1=My own accommodation, 2=Migration Board accommodation	41.8
q20_01	How good do you feel about being able to influence your situation while staying in the accommodation?	1=Not at all likely, 2=..., 3=..., ..., 7=Absolutely likely	20
q21_01	How was your time in the Swedish Migration Agency's accommodation when it comes to ... Tick each line Accommodation	1=Bad, 2=So so, 3=Good	18.8
q21_02	Food	1=Bad, 2=So so, 3=Good	18.8
q21_03	Activities	1=Bad, 2=So so, 3=Good	18.8
q21_04	Treatment	1=Bad, 2=So so, 3=Good	18.8
q21_05	Get answers to questions	1=Bad, 2=So so, 3=Good	18.8
q21_06	Environment for private life	1=Bad, 2=So so, 3=Good	18.8
q21_07	Your finances/money	1=Bad, 2=So so, 3=Good	18.8
q21_08	Help of lawyer/legal assistance	1=Bad, 2=So so, 3=Good	18.8
q21_09	Transportation (car, bus)	1=Bad, 2=So so, 3=Good	18.8
q21_10	As a whole (All together at the Migration Board)	1=Bad, 2=So so, 3=Good	18.8

q22	When you moved out of the Migration Board residence, did you choose to live in the same municipality as when you lived with the Migration Board?	1=Yes, 2=No, 3=Still living with the Swedish Migration Board, 4=DK	19.9
q23	Do you have electronic ID? (Bank ID/eID)	1=Yes, 2=No, 3=DK	39.9
q24	Have you joined the Tax Agency's My messages App? (Kivra)	1=Yes, 2=No, 3=I have tried it doesn't work, 4=DK	39.9
q25	Which contact channels would you like to use when you want to get in touch with an authority?	1=Paper letter, 2=Personal visit, 3=fast call, mobile phone, smartphone, 4=Computer	39.7
q26	Which of the following do you use?	0=Some other app for communication, 1=Skype, 2=e-post(mail), 3=FB, 4=Messenger, 5=FaceTime, 6=Whatsapp	39.2
q27	Has anyone in your family applied to the Migration Board for you to come to Sweden?	1=Yes, 2=No, 3=DK	39.7
q28_1	your wife/husband	0=No, 1=Yes	11.9
q28_2	your daughter/son	0=No, 1=Yes	11.9
q28_3	your mother/father	0=No, 1=Yes	11.9
q28_4	other relative	0=No, 1=Yes	11.9
q29	What was the decision?	1=Neg, 2=Pos, 3=No decision	11.4
q31	How do you think it is to live in Sweden?	1=Bad, 2=So so, 3=Good	38.9
q32	Do you feel safe in Sweden?	1=Yes, 2=No, 3=DK	38.9
q33	Do you think that you will live in Sweden in 5 years?	1=Yes, 2=No, 3=DK	38.8
q34	Do you think that it is easy to meet Swedes?	1=Yes, 2=No, 3=DK	38.8
q35	Do you send money to your relatives in other countries?	1=Yes, 2=No, 3=DK	38.6
q36	Do you have a smartphone (mobile phone wiith Internet)?	1=Yes, 2=No, 3=DK	38.6
q37	Which land you live in?		96.2
q38	Which municipality you live in Blekinge?		
q39	Which municipality you live in Dalarna?		
q40	Which municipality you live in Gävleborg?		
q41	Which municipality you live in Halland?		
q42	Which municipality you live in Jämtland?		
q43	Which municipality you live in Jönköpings?		
q44	Which municipality you live in Kalmar?		
q45	Which municipality you live in Kronobergs?		
q46	Which municipality you live in Norrbottens?		
q47	Which municipality you live in Skåne?		
q48	Which municipality you live in Stockholm county?		
q49	Which municipality you live in Södermanland county?		

q50	Which municipality you live in Uppsala county?		
q51	Which municipality you live in Värmland county?		
q52	Which municipality you live in Västerbotten county?		
q53	Which municipality you live in Västernorrlands county?		
q54	Which municipality you live in Västmanlands county?		
q55	Which municipality you live in Västra Götaland county?		
q56	Which municipality you live in Örebro county?		
q57	Which municipality you live in Östergötland county?		
q58	What do you think about the municipality?	1=good, 2=so so, 3=bad, 4=DK	94.7
q60	Do you want to stay in the municipality?	1=Yes, 2=No, 3=DK	94.2
q61_1	Why you want to leave? To get a job	0=No, 1=Yes	11.4
q61_2	Why you want to leave? To study/go to school	0=No, 1=Yes	11.4
q61_3	Why you want to leave? To get different accommodation	0=No, 1=Yes	11.4
q61_4	Why you want to leave? To little to do	0=No, 1=Yes	11.4
q61_5	Why you want to leave? You have friends in a different place	0=No, 1=Yes	11.4
q61_6	Why you want to leave? Another reason	0=No, 1=Yes	11.4
q62_1	What do you miss in the community? Relatives/friends/family	0=No, 1=Yes	91.2
q62_2	What do you miss in the community? Work	0=No, 1=Yes	91.2
q62_3	What do you miss in the community? Things to do in free time	0=No, 1=Yes	91.2
q62_4	What do you miss in the community? Own apartment	0=No, 1=Yes	91.2
q62_5	What do you miss in the community? Trade	0=No, 1=Yes	91.2
q62_6	What do you miss in the community? Studies	0=No, 1=Yes	91.2
q62_7	What do you miss in the community? I do not miss anything	0=No, 1=Yes	91.2
q62_8	What do you miss in the community? Other, namely	0=No, 1=Yes	91.2
q64	For how many years you went to school before you came to Sweden?	1=0, 2=1-3, 3=4-9, 4=10-12, 5=13 or more	37.9
q65	Have you completed university or high school?	1=Yes, 2=No	25.4
q66_1	In which area you have educated yourself before coming to Sweden? No special education	0=No, 1=Yes	37.2
q66_2	Administration, economics, law	0=No, 1=Yes	37.2
q66_3	Building and construction	0=No, 1=Yes	37.2
q66_4	Data/IT	0=No, 1=Yes	37.2
q66_5	Cleaning	0=No, 1=Yes	37.2
q66_6	Industry	0=No, 1=Yes	37.2

q66_7	Transport	0=No, 1=Yes	37.2
q66_8	Nature use?	0=No, 1=Yes	37.2
q66_9	Teaching	0=No, 1=Yes	37.2
q66_10	Health and hospital	0=No, 1=Yes	37.2
q66_11	Culture, media, design (e.g. journalists)	0=No, 1=Yes	37.2
q66_12	Natural science work	0=No, 1=Yes	37.2
q66_13	Sales, purchasing, marketing	0=No, 1=Yes	37.2
q66_14	Hotel, restaurant, OOH (out of home)	0=No, 1=Yes	37.2
q66_15	Others, namely	0=No, 1=Yes	37.2
q67_1	In which area you have got professional experience before coming to Sweden? No experience	0=No, 1=Yes	36.7
q67_2	Administration, economics, law	0=No, 1=Yes	36.7
q67_3	Building and construction	0=No, 1=Yes	36.7
q67_4	Data/IT	0=No, 1=Yes	36.7
q67_5	Cleaning	0=No, 1=Yes	36.7
q67_6	Industry	0=No, 1=Yes	36.7
q67_7	Transport	0=No, 1=Yes	36.7
q67_8	Land management	0=No, 1=Yes	36.7
q67_9	Teaching	0=No, 1=Yes	36.7
q67_10	Health and hospital	0=No, 1=Yes	36.7
q67_11	Culture, media, design (e.g. journalists)	0=No, 1=Yes	36.7
q67_12	Work in natural sciences	0=No, 1=Yes	36.7
q67_13	Sales, purchasing, marketing	0=No, 1=Yes	36.7
q67_14	Hotel, restaurant, OOH (out of home)	0=No, 1=Yes	36.7
q67_15	Others, namely	0=No, 1=Yes	36.7
q68	Did you have your own company before coming to Sweden?	1=Yes, 2=No	36.7
q69	For how many years you had your company before coming to Sweden?	1=Less than 1, 2=1-4, 3=5-8, 4=9 or more	8.4
q70	Your company dealt with export or import?	1=Yes, 2=No	8.4
q72	Did you have employees?	1=Yes, 2=No	8.2
q73	How many employees?	1=1-3, 2=4-10, 3=11-49, 4=50 or more	4.8
q74	Do you want to start your own company in Sweden?	1=Yes, 2=No, 3=DK	36.4
q75	Do you have enough money to start your own company?	1=Yes, 2=No, 3=DK	14.4
q76	If you were to borrow money to start your own company, would you borrow from...	1=Bank, 2=Relative or friend, 3=Both bank and relative, 4=DK	14.4
q77	Do you have a relative who runs a company in Sweden?	1=Yes, 2=No	14.2
q78_1	What kind of help do you need to start your own company? Network	0=No, 1=Yes	13.8
q78_2	What kind of help do you need to start your own company? Capital	0=No, 1=Yes	13.8
q78_3	What kind of help do you need to start your own company? Language	0=No, 1=Yes	13.8

q78_4	What kind of help do you need to start your own company? Consulting	0=No, 1=Yes	13.8
q78_5	What kind of help do you need to start your own company? No help	0=No, 1=Yes	13.8
q79	Do you have a job now while studying SFI?	1=Yes, 2=No	35.6
q80	Do you think that the job corresponds with your education and qualifications?	1=Yes, 2=No, the work is more qualified, 3=No, the work is less qualified, 4=No, I really have another vocational education	13.5
q81	How did you get a job (Have you had several jobs, answer for the first one)	0=Other, 1=via employment services and their partners, 2=my own contacts, network, 3=ad, 4=via sport club or association	12.4
q82	The job, is it as blue collar or white collar?	1=blue, 2=white	5.5
q83_01	What is your impression of working in Sweden?		6.5
q84	What do you want to do in Sweden?	1=work with the same thing as before, 2=work with sth dif, 3=Educate myself, 4=DK, 5=Don't understand	70.6
q85_1	In which area you want to work in Sweden? I do now want to/cannot/will not work	0=No, 1=Yes	48.7
q85_2	Administration, economics, law	0=No, 1=Yes	48.7
q85_3	Building and construction	0=No, 1=Yes	48.7
q85_4	Data/IT	0=No, 1=Yes	48.7
q85_5	Cleaning	0=No, 1=Yes	48.7
q85_6	Industry	0=No, 1=Yes	48.7
q85_7	Transport	0=No, 1=Yes	48.7
q85_8	Nature use	0=No, 1=Yes	48.7
q85_9	Teaching	0=No, 1=Yes	48.7
q85_10	Health and hospital	0=No, 1=Yes	48.7
q85_11	Culture, media, design (e.g. journalists)	0=No, 1=Yes	48.7
q85_12	Natural science work	0=No, 1=Yes	48.7
q85_13	Sales, purchasing, marketing	0=No, 1=Yes	48.7
q85_14	Hotel, restaurant, OOH (out of home)	0=No, 1=Yes	48.7
q85_15	Others, namely	0=No, 1=Yes	48.7
q86	Do you have a driving license?	1=Both Swedish and foreign, 2=Swedish, 3=foreign, 4=No	69.9
q87	Where did you study in Sweden to get your driving license?		9.8
q88	Are you planning to get a Swedish driving license?	1=Yes, 2=No, 3=DK	66.5

q89	How do you intend to train and practice in order to take a driving license?		56.7
q90	Have you been in touch with the Employment Service?	1=Yes, 2=No	69.1
q91_01	Do you want to work in the profession you already have education/experience in even if it means you must: Move	1=Yes, 2=No, 3=DK	68
q91_02	Commute	1=Yes, 2=No, 3=DK	68
q91_03	Go for further education	1=Yes, 2=No, 3=DK	68
q91_04	Practice without full pay	1=Yes, 2=No, 3=DK	68
q92	Do you know how to do to get a job in your profession?	1=Do not have profession, 2=Yes, 3=No	67.1
q93	Have you received any information about the unions' work in Sweden (the social partners) and what it might mean to join a trade union?	1=Yes, 2=No, 3=DK or don't understand	67.1
q94	Do you have any education or professional experience from your home country that you can benefit from in Sweden?	1=Yes, 2=No, 3=DK or don't understand	66.2
q95	Have you had your education or professional experience mapped and assessed in Sweden? (Validated)	1=Yes, 2=No	46.8
q96	Would you like to have it mapped or assessed?	1=Yes, 2=No, 3=DK	46
q97	Where would you turn to get it mapped and assessed?	0=Someone else, 1=Employment service, 2=Migration Board, 3=SFI teacher, 4=Integration officer, 5=Komvux, 6=Uni and high school council, 7=high school or uni, 8=welfare board of directors, 9=company	43.3
q98_1	Who or what was it that charted or judged? (Please tick several answers) The Employment Service	0=No, 1=Yes	39.3
q98_2	Migration Board	0=No, 1=Yes	39.3
q98_3	SFI teacher	0=No, 1=Yes	39.3
q98_4	Integration officer	0=No, 1=Yes	39.3
q98_5	Komvux	0=No, 1=Yes	39.3
q98_6	University and high school council	0=No, 1=Yes	39.3
q98_7	High school or university	0=No, 1=Yes	39.3
q98_8	Social Board of Directors	0=No, 1=Yes	39.3
q98_9	Company	0=No, 1=Yes	39.3
q98_10	Different, namely	0=No, 1=Yes	39.3
q99_1	How did you know where to go to get your education or professional experience mapped out and assessed? Friends / acquaintances	0=No, 1=Yes	42.1
q99_2	Employment Office	0=No, 1=Yes	42.1
q99_3	SFI teacher	0=No, 1=Yes	42.1
q99_4	Integration officer	0=No, 1=Yes	42.1
q99_5	Komvux	0=No, 1=Yes	42.1

q99_6	Migration Board	0=No, 1=Yes	42.1
q99_7	Website InformationSverige.se	0=No, 1=Yes	42.1
q99_8	Something else	0=No, 1=Yes	42.1
q0100_1	Do you live alone?	0=No, 1=Yes	64.6
q0100_2	Do you live with your wife/husband/partner/sambo?	0=No, 1=Yes	64.6
q0100_3	Do you live with sisters/brothers/relatives?	0=No, 1=Yes	64.6
q0100_4	Do you live with friend?	0=No, 1=Yes	64.6
q0100_5	Do you live with children?	0=No, 1=Yes	64.6
q0101	Do you live in your own apartment or in Migration Board apartment?	1=Live in one's own accommodation with own contract, 2=Live with someone I know, family, friend, second hand contract, 3=Live in the Migration Board's accommodation	64.6
q0102	Did you arrange accommodation yourself or did the municipality do it?	1=Myself or the person I know, 2=municipality	61
q0110	Is it important for you to get information in your own language?	1=Yes, 2=No	59.5
q0113_01	How satisfied are you with your housing area?	1=..., 2=..., ..., 7=...	57.2
q0114_01	Playground	1=Yes, 2=No, 3=DK	57.8
q0114_02	Green area	1=Yes, 2=No, 3=DK	57.8
q0114_03	Public transport	1=Yes, 2=No, 3=DK	57.8
q0115_01	Do you miss any of the following in your area? Grocery store	1=Yes, 2=No, 3=DK	57.3
q0115_02	Health centre	1=Yes, 2=No, 3=DK	57.3
q0115_03	Green area	1=Yes, 2=No, 3=DK	57.3
q0115_04	School	1=Yes, 2=No, 3=DK	57.3
q0115_05	Meeting place	1=Yes, 2=No, 3=DK	57.3
q0116	Do you have access to a car?	1=Yes, 2=No	56.7
q0121_01	How do you feel your general health is?	1=Very bad, 2=Bad, 3=Fairly, 4=Good, 5=Very good	58.7
q0130	Have you ever had to seek medical care but have not done it?	1=Yes, 2=No	56.1
q0133	Have you ever had to seek dental care but haven't done it?	1=Yes, 2=No	55.5
q0136_01	How did you feel for last 2 weeks? I felt glad and in good mood.	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Mostly, 6=All the time	53.9
q0136_02	How did you feel for last 2 weeks? I felt calm and relaxed.	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Mostly, 6=All the time	53.9

q0136_03	How did you feel for last 2 weeks? I felt active and powerful.	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Mostly, 6=All the time	53.9
q0136_04	How did you feel for last 2 weeks? I felt refreshed when I woke up.	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Mostly, 6=All the time	53.9
q0136_05	How did you feel for last 2 weeks? My daily life was filled with things that interest me.	1=Never, 2=Sometimes, 3=Less than half time, 4=More than half time, 5=Mostly, 6=All the time	53.9
q0137_01	Have you ever refrained from any leisure activity in Sweden (e.g. sport club or other association activities) due to: fear of being badly treated?		52.3
q0137_02	too expensive to attend	1=Yes, 2=No	52.3
q0137_03	too difficult to get to and from the activity	1=Yes, 2=No	52.3
q0137_04	difficult to understand what staff or participants say or make me understand because we do not speak the same language	1=Yes, 2=No	52.3
q0137_05	I don't know what are the things I can do in my spare time where I live	1=Yes, 2=No	52.3
q0138_01	Have you done sport before coming to Sweden as a child?	1=Yes, 2=No	51.8
q0138_02	Have you done sport before coming to Sweden as an adult?	1=Yes, 2=No	51.8
q0139	Have you done sport activities in Sweden?	1=Yes, I have tried sports, but only once or a few times, 2=Yes, I have exercised several times, 3=No, but I am interested in sport, 4=No and I am not interested in sport	51.8
q0141	Have you been active in sport as a leader, coach, board member or similar since you came to Sweden?	1=Yes, on one or a few occasions, 2=Yes, I have been regular, 3=No, but I am interested in being one, 4=No and I am not interested in being one	50.9
q0142	Do you live together with children?	1=Yes, 2=No	50.9
	Have you participated in a study circle or other arrangement organized by a study association? Study associations are ABF, Studieförbundet Adult School, Student Promotion, Citizens' School, Folkuniversitetet, Sensus Study Association, Bilda, NBV, Ibn Rush	1=Yes, 2=No, 3=DK	48.8
q0148	Have you ever attended a course at a folk high school?	1=Yes, 2=No, 3=DK	45.7

q0149_01	Make sure everyone who wants a job gets it?	1 - 10 (1=not at all state's resp., 10=state's resp.)	47.2
q0149_02	Make sure the sick get the care they need?	1 - 10	47.2
q0149_03	Make sure the elderly get a reasonable standard of living?	1 - 10	47.2
q0149_04	Make sure the unemployed have a reasonable standard of living?	1 - 10	47.2
q0149_05	Ensure that working parents get adequate childcare?	1 - 10	
q0149_06	Make sure those who have to temporarily take care of a sick family member get paid leave?	1 - 10	
q0150_01	The Government and Riksdag should take measures to reduce income inequalities.	1 - 10	
q0151	Do you belong to any religion?	1 - 10	
q0152_01	How important is God in your life?	1 - 10	46.2
q0153	Kanske är det intressant att veta vad svenska folket tycker om de frågor du just har svarat på. De flesta svenskar tycker att Gud är oviktig i deras liv. De allra flesta svenskar tycker också att det är okej med homosexualitet, skilsmässor och samla		
q0154_01	What kind of attitude do you have to the following things? Swedish manners	1=very negative, ..., 7=very positive	54.6
q0154_02	Relations between men and women in Sweden?	1=very negative, ..., 7=very positive	54.6
q0154_03	Swedes' moral beliefs?	1=very negative, ..., 7=very positive	54.6
q0154_04	Swedes' view of religion?	1=very negative, ..., 7=very positive	54.6
q0155_01	Immigrants should receive support to preserve their culture in Sweden	1=very negative, ..., 7=very positive	44.7
q0155_02	Immigrants who come to live in Sweden should adapt to Swedish culture	1=very negative, ..., 7=very positive	43.8
q0156_01	Swedish government	1=very negative, ..., 7=very positive	43.1
q0156_02	Swedish authorities	1=very negative, ..., 7=very positive	43.1
q0156_03	Swedes in general	1=very negative, ..., 7=very positive	43.8
q0157_01	Are you a member of any sport club?	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	42.8
q0157_02	Are you a member of any religious association (church, mosque, etc)	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	42.8
q0157_03	Are you a member of any humanitarian organization (Red Cross, FN, etc)	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	42.8

q0157_04	Are you a member of any immigrant association?	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	42.8
q0157_05	Are you a member of any political organisation?	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	42.8
q158	Are you a member of any labour union?	1=Yes, 2=No, but I would like to be a member, 3=DK, 4=No	42

Source: Based on *Invandrarindex 2017* with translation from Swedish to English.

Table 32 shows the percentage of respondents with entrepreneurial intention depending on their country of origin within the group of their co-nationals and across the whole sample. The biggest percentage of respondents having entrepreneurial intention come from Syria and they constitute 49.7% of all the respondents with entrepreneurial intention across the sample. In the following countries there are respondents with entrepreneurial intention who constitute more than 50% within the communities of their co-nationals in the host country: Thailand (60%), Somalia (50%), Iraq (54.5%), Syria (37.6%), Afghanistan (36.8%), Iran (25.9%).

Table 32. Percentage of respondents with entrepreneurial intention depending on their country of origin within the group of their co-nationals (% within country of origin) and across the sample (% within sample) (N = 844).

Country of origin		EI	No EI	Total
Iraq	Count	12	10	22
	% within country of origin	54.5%	45.5%	100.0%
	% within sample	3.6%	2.0%	2.6%
Iran	Count	7	20	27
	% within country of origin	25.9%	74.1%	100.0%
	% within sample	2.1%	3.9%	3.2%
Afghanistan	Count	7	12	19
	% within country of origin	36.8%	63.2%	100.0%
	% within sample	2.1%	2.3%	2.3%
Baltic region /Russia	Count	3	1	4
	% within country of origin	75.0%	25.0%	100.0%
	% within sample	0.9%	0.2%	0.5%
Syria	Count	165	274	439

	% within country of origin	37.6%	62.4%	100.0%
	% within sample	49.7%	53.5%	52.0%
Turkey	Count	2	10	12
	% within country of origin	16.7%	83.3%	100.0%
	% within sample	0.6%	2.0%	1.4%
Somalia	Count	19	19	38
	% within country of origin	50.0%	50.0%	100.0%
	% within sample	5.7%	3.7%	4.5%
Eritrea	Count	43	34	77
	% within country of origin	55.8%	44.2%	100.0%
	% within sample	13.0%	6.6%	9.1%
Thailand	Count	9	6	15
	% within country of origin	60.0%	40.0%	100.0%
	% within sample	2.7%	1.2%	1.8%
Europa (continent)	Count	10	27	37
	% within country of origin	27.0%	73.0%	100.0%
	% within sample	3.0%	5.3%	4.4%
North America (continent)	Count	1	3	4
	% within country of origin	25.0%	75.0%	100.0%
	% within sample	0.3%	0.6%	0.5%
South America (continent)	Count	0	1	1
	% within country of origin	0.0%	100.0%	100.0%
	% within sample	0.0%	0.2%	0.1%
Another country (outside Europe, North America and South America)	Count	54	95	149
	% within country of origin	36.2%	63.8%	100.0%
	% within sample	16.3%	18.6%	17.7%
Total	Count	332	512	844
	% within country of origin	39.3%	60.7%	100.0%
	% within sample	100.0%	100.0%	100.0%

Source: Own elaboration based on *Invandrarindex* 2017

Variable List and Recoding Schemes

- **Entrepreneurial Intention (EI)** – a variable based on the question “Do you want to start your own company in Sweden?” (q74). The respondents were given the following response options:

1 = “Yes”

2 = “No”

3 = “Don’t know”

The variable q74 was recoded into a dichotomous variable where values 2 and 3 were recoded into 0 (0 = *No* and 1 = *Yes*). The examination of the correlations between originally coded variable entrepreneurial intention, recoded variable entrepreneurial intention and other variables showed that there are practically no differences between the results.

- **Willingness to take risk** – an indicator variable based on the question “Do you want to work in the profession you already have education/experience in even if it means you must”:

1 = “Move” (q91_01)

2 = “Commute” (q91_02)

3 = “Go for further education” (q91_03)

4 = “Practice without full pay” (q91_04)

The respondents were given the following response options to each item:

1 = “Yes”

2 = “No”

3 = “Don’t know”

- **Leadership aspiration** – a variable based on the question “Have you been active in sport as a leader, coach, board member or similar since you came to Sweden?” (q0141). The respondents were given the following response options:

1 = “Yes, on one or a few occasions”

2 = “Yes, I have been regular”

3 = “No, but I am interested in being one”

4 = “No and I am not interested in being one”

The values were recoded as following:

0 = *No and I am not interested in being one*

1 = *No, but I am interested in being one*

2 = *Yes, on one or a few occasions*

3 = *Yes, I have been regular*

- **Professional self-confidence** – an indicator variable based on four questions:

“What do you want to do in Sweden?” (q84) with the following response options:

1 = “Work with the same thing as before I came here”

2 = “Work with something different”

3 = “Educate myself”

4 = “Do not know”

5 = “Do not understand the question”

The variable was recoded into a dichotomous variable where values from 2 – 5 were recoded as 0, and 1 as 1.

“Do you know how to do to get a job in your profession?” (q92) with the following response options:

1 = “Don’t have profession”

2 = “Yes”

3 = “No”

The variable was recoded into a dichotomous variable where 1 and 3 were recoded as 0, and 2 as 1.

“Do you have any education or professional experience from your home country that you can benefit from in Sweden?” (q94) with the following response options:

1 = “Don’t know”

2 = “Yes”

3 = “No”

The variable was recoded into a dichotomous variable where 1 and 3 were recoded as 0, and 2 as 1 (0 = *No*, 1 = *Yes*).

“Have you had your education or professional experience mapped and assessed in Sweden?” (q95) with the following response options:

1 = “Yes”

2 = “No”

The values were recoded as following 0 = *No*, 1 = *Yes*.

- **Previous self-employment** – a variable is based on the question “Did you have your own company before coming to Sweden?” (q68) with the following response options:

1 = “Yes”

2 = “No”

The variable was recoded as following (0 = *No*, 1 = *Yes*).

- **Barriers preventing participation in social activities (social barriers)** – an indicator variable is based on the question “Have you ever refrained from any leisure activity in Sweden (e.g. sports club or other association activities) due to:”

“fear of being badly treated?” q0137_01

“too expensive to attend” q0137_02

“too difficult to get to and from the activity” q0137_03

“difficult to understand what staff or participants say or make me understand because we do not speak the same language” q0137_04

“I don't know what are the things I can do in my spare time where I live” q0137_05

The respondents were given the following response options for each item:

1 = “Yes”

2 = “No”

The values were recoded as following 0 = *No*, 1 = *Yes*.

- **Commitment to place** – a variable is based on the question “Do you want to stay in the municipality?” (q60) with the three response options:

1 = “Yes”

2 = “No”

3 = “Don’t know”

The variable values of 2 and 3 were recoded into 0 (0 = *No*, 1 = *Yes*).

- **Gender** – a dichotomous variable based on the question “Gender” (q01) where the response options were:

1 = “Female”

2 = “Male”

The variable was recoded as following 0 = *Male*, 1 = *Female*.

- **Residence area** – a series of three dummy variables is based on the question “Which municipality in [a given region] you live in?” (q33 – q52). The municipalities were categorized on the basis of the classification prepared and updated in 2017 by the Swedish Association of Local Authorities and Regions (Sveriges Kommuner och Regioner, (SKR))²⁰:

A = Municipalities located in big cities and nearby

B = Municipalities located in smaller cities and nearby

C = Municipalities located in rural areas

All the municipalities were recoded on the basis of the above presented typology as following:

1 = *Metropolitan area*

2 = *Urban area*

3 = *Rural area*

The *Rural area* was chosen to be the reference category. Each item had the following response options:

0 = *No*

²⁰ <https://webbutik.skr.se/sv/artiklar/kommungruppsindelning-2017.html> (accessed on 20 May 2020).

1 = *Yes*

List of Additional Variables

- **Refugee migration status** – a variable is based on the question “You came to Sweden as a ...” (q07) with the following response options:

1 = “Refugee”

2 = “Family reunion migrant”

3 = “With a work permit or as a guest student”

4 = “I don’t understand the question”

The variable was recoded into a dichotomous variable with the following values:

0 = *Non-refugee*

1 = *Refugee*

The values of 2 and 3 were recoded into 0, and the respondents who gave the response with the value 3 were removed from the studied sample.

- **Mental health** – an indicator variable based on the question “How did you feel for last two weeks?” with the five corresponding items:

“I felt glad and in good mood.” (q0136_01)

“I felt calm and relaxed.” (q0136_02)

“I felt active and powerful.” (q0136_03)

“I felt refreshed and refreshed when I woke up.” (q0136_04)

“My daily life was filled with things that interest me.” (q0136_05)

The respondents were given the following response options for each item:

1 = “Never”

2 = “Sometimes”

3 = “Less than half time”

4 = “More than half time”

5 = “Mostly”

6 = “All the time”

- **Previous employment** – a summary indicator related to the type of previous professional experience, *i.e.* administration, economics, law; building and

construction; data/it; cleaning; industry; transport; land management; teaching; health and hospital; culture, media, design; work in natural sciences; sales, purchasing, marketing; hotel, restaurant, out of home (OOH). The theoretical range of each dichotomous variable is 0 – 1 (0 = *no*, 1 = *yes*).

- **Prospective employment** – a summary indicator related to the type of prospective professional experience, *i.e.* administration, economics, law; building and construction; data/it; cleaning; industry; transport; land management; teaching; health and hospital; culture, media, design; work in natural sciences; sales, purchasing, marketing; hotel, restaurant, out of home (OOH). The theoretical range of each dichotomous variable is 0 – 1 (0 = *no*, 1 = *yes*).
- **Education** – variable is based on the question “For how many years you went to school before you came to Sweden?” (q64). The respondents were given the following response options:
 - 1 = “0 years/no school at all”
 - 2 = “1 - 3”
 - 3 = “4 - 9”
 - 4 = “10 - 12”
 - 5 = “13 or more”

The variable was recoded into a series of 5 dummy variables related to the number of years of completed education, *i.e.* 0 years, 1 – 3 years, 4 – 9 years, 10 – 12 years and min. 13 years. The base category is min. 13 years of education. The theoretical range of each dummy variable is 0 – 1 (0 = *no*, 1 = *yes*).

The interaction of entrepreneurial intention and years of education is presented in Table 33. The highest percentage of respondents who have entrepreneurial intention have 13 or more years of education, which means that people with higher education are those who most often would like to start a company in Sweden. 26.8% of respondents with ten to twelve years of education have entrepreneurial intention. 28.6% of respondents with four to nine years of education have entrepreneurial intention. Only 2.1% and 4.5% of respondents have entrepreneurial intention correspondingly among the respondents who have no education at all and have only from one to three years of completed education.

Table 33. Percentage of respondents with entrepreneurial intention depending on the number of years of education (N = 844).

Years of education	EI	No EI
0	2.1%	2.5%
1 - 3	4.5%	5.3%
4 - 9	28.6%	18.4%
10 - 12	26.8%	29.1%
13 or more	38.0%	44.7%
Total	100.0%	100.0%

Source: Own calculations based on *Invandrarindex* 2017

The percentage of respondents with entrepreneurial intention depending upon the field of previous work experience is shown in Table 34. The highest number of respondents (16.9%) who declared entrepreneurial intention has previous work experience in sales, purchasing and marketing. 14.8% of respondents who have previous work experience in building and construction have entrepreneurial intention. 14.5% of respondents with no previous work experience have entrepreneurial intention. 14.2% of respondents with entrepreneurial intention have previous work experience in hotel, restaurant and out of home sector. The lowest percentage of respondents with entrepreneurial intention have previous work experience in science related field.

Table 34. Percentage of respondents with entrepreneurial intention depending upon the field of previous work experience (N = 844).

Field of previous work experience*	EI	No EI
No previous job experience	14.5	21.7
Administration, economics, law	9.0	9.6
Building and construction	14.8	8.0
Data/IT	3.0	5.1
Cleaning	5.1	4.9
Industry	10.5	8.0
Transport	6.3	4.5
Land management	6.3	5.7
Teaching	12.7	15.2
Healthcare	5.4	6.8
Culture, media, design	4.2	2.1
Science related work	1.2	1.0
Sales, purchasing, marketing	16.9	13.9
Hotel, restaurant, out of home	14.2	5.7
Other	15.1	13.9

*The total percentage exceeds 100% since the respondents were able to select more than 1 field of previous work experience.

Source: Own calculations based on *Invandrarindex* 2017

The crosstabulation of entrepreneurial intention and field of future preferred work is shown in Table 35. The highest percentage of respondents with entrepreneurial intention (23.2%) would like to work in sales, purchasing and marketing in the host country. The second biggest percentage of respondents with entrepreneurial intention (17.9%) would like to work in healthcare sector, however, it does not necessarily mean that these respondents would like to open a company in healthcare sector. The lowest percentage of respondents with entrepreneurial intention (1.8%) would like to work in science related field.

Table 35. Percentage of respondents with entrepreneurial intention in relation with the field of prospective work (N = 844).

Field of prospective work*	EI	No EI
I do not want to/cannot/will not work	0	2.3
Administration, economics, law	8.9	9.5
Building and construction	17.3	8.7
Data/IT	4.8	6.5
Cleaning	9.5	4.2
Industry	14.9	11
Transport	11.9	9.1
Land management	10.1	6.5
Teaching	14.9	27.4
Healthcare	17.9	18.6
Culture, media, design	4.2	2.3
Science related work	1.8	1.9
Sales, purchasing, marketing	23.2	8
Hotel, restaurant, out of home	19	13.3
Other	12.5	11.0

*The total percentage exceeds 100% since respondents were able to select more than 1 field of prospective work.

Source: Own calculations based on *Invandrarindeks* 2017

Table 36 shows the contingency table for refugee migration status and commitment to place.

Table 36. Contingency table for refugee migration status and commitment to place.

		Commitment to place		
		.00	1.00	Total
Refugee	.00	121	276	397
	1.00	242	377	619
Total		363	653	1016

Source: SPSS output based on *Invandrarindex* 2017

Table 37 shows contingency table for refugee migration status and entrepreneurial intention.

Table 37. Contingency table for refugee migration status and entrepreneurial intention.

		Entrepreneurial intention		
		.00	1.00	Total
Refugee	.00	209	123	332
	1.00	296	202	498
Total		505	325	830

Source: SPSS output based on *Invandrarindex* 2017