The Entrepreneurial Journey of Refugee Entrepreneurship – Resilience and Embeddedness Issues

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List of Abbreviations

DMEs	Displaced Migrant Entrepreneurs
RQ	Research Questions
RP	Research Proposition
AJG	Academic Journal Guide
NGO	Non-governmental organizations

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Part 1: Introductory Paper

1 Introduction

1.1 Practical Relevance

The world is currently experiencing one of the largest refugee crises in history, and scholars have started recognizing refugees as a distinctive type of entrepreneurial agent. There are now over 117.3 million displaced people worldwide, including 43.4 million refugees globally (UNHCR, 2024). Moreover, the UNHCR has projected that by the end of 2024; there will be around 130.8 million forcibly displaced and stateless people. Particularly, due to the breakdown of political systems in the Middle East and many African countries, which resulted in the global refugee crisis in 2015, European countries have seen high levels of refugees, posing significant integration challenges for host societies. Germany is Europe's second-largest refugee host country, with over 1.3 million refugees as of 2021 (UNHCR, 2022). Moreover, as of March 2024, an estimated 1.1 million Ukrainian refugees have sought refuge in Germany (Statista, 2024). This forced displacement led to various adversities, including traumatic experiences and cultural barriers (Embiricos, 2020). As a result, refugees face significant difficulties in the labor market, which impedes their economic integration in the host country (Bakker et al., 2017).

The number of refugees across the globe has tripled over the past 10 years. The actual number is likely to be even higher, as the data only accounts for the population identified by the United Nations as forcibly displaced. Consequently, the pressing issue of how to facilitate the integration of refugees into host countries has become a prominent topic in the global political discourse. To this end, policymakers and academics are increasingly studying refugees through an entrepreneurial perspective. Over the years, numerous scholars have delved into the realm of refugee entrepreneurship, particularly in the wake of the political turmoil that exacerbated the worldwide refugee crisis in 2015.

The burgeoning interest in refugee entrepreneurship research (Abebe, 2022; Alrawadieh et al., 2019; Santamaria-Velasco et al., 2021; Freiling & Harima, 2019; Heilbrunn et al., 2019; Mawson & Kasem, 2019; Meister & Mauer, 2018; Shneikat & Alrawadieh, 2019) primarily relates to the economic crisis, political unrest, and

breakdown of political parties and systems in the Middle East and many African countries that contributed to the global refugee crisis in 2015. The term refugee is defined as a person *"owing to a well-founded fear of being persecuted 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 to avail himself of the protection of that country"* (UNHCR, 1951, p.14). The core issue of coping with an influx of refugees and their embeddedness in the host countries has rapidly entered the mainstream policy and political discussions of European countries. Accordingly, when host countries try to facilitate the economic integration of refugees, entrepreneurship can offer an effective alternative in the labor market (Meister & Mauer, 2018).

Equally, refugee entrepreneurship represents a viable integration option, as refugees often have prior entrepreneurial experience from their home countries and exhibit stronger entrepreneurial intentions than locals in the host country (Almohammad et al., 2021; Centre for Entrepreneurs, 2019; Desai, Naude & Stel, 2021; Freiling & Harima, 2019; Mawson & Kasem, 2019; Shneikat & Alrawadieh, 2019). Nonetheless, refugees still encounter enormous adversity as they have experienced the loss of a secure living environment and social status from their previous lives (Silove, Ventevogel & Rees, 2017; Alrawadieh, Karayilan & Cetin, 2019; Yeshi, 2024). As a result of this forcible displacement, refugees inevitably need to start a "new" life, essentially from nothing, in the unknown environment of the host country. Consequently, policymakers and research scholars have shown keen interest in the resilience and embeddedness of refugees through entrepreneurship.

1.2 Research Relevance

This thesis examines the need for comprehending refugee entrepreneurship studies in three noteworthy aspects. First, previous studies have demonstrated that refugee entrepreneurs face significant challenges initiating their entrepreneurial careers in the host country (Abuhussein, 2023; Almohammad et al., 2020; Alrawadieh et al., 2019; Embiricos, 2020; Heilbrunn, 2019; Nijhoff, 2021; Shepherd, Saade, & Wincent, 2020; Shneikat & Alrawadieh, 2019; Wauters & Lambrecht, 2006). Some

of the major obstacles they encounter include traumatic experiences (Freiling & Harima, 2019; George, 2012; Wauters & Lambrecht, 2008), and institutional gaps between their home country and the host country (Alrawadieh et al., 2019). Refugee entrepreneurs also continually encounter challenges in the venture development process that require the development and maintenance of long-term resilience. Scholars have acknowledged that resilience enables individuals to effectively navigate adversities. Moreover, those with this trait are better equipped for entrepreneurial activities (Ayala & Manzano, 2014; Saridakis et al., 2013). Studies also show that refugees exhibit resilience in coping with psychological trauma (Goodman et al., 2017; Munt, 2012). Notably, several earlier studies on refugee entrepreneurship have addressed resilience as an individual trait, thus, disregarding the dynamic nature of refugee entrepreneurs' resilience. For this reason, it is essential to underline the nature of this resilience, which is influenced by different factors in both home and host country settings.

Second, current studies on refugee entrepreneurship are drawing more attention to the process, intentions, and potential of refugee entrepreneurs and how they can contribute to the host country's economy (Almohammad et al., 2021; Harima & Freudenberg, 2020; Harima et al., 2021; Mawson & Kasem, 2019; Santamaria-Velasco et al., 2021). Refugee entrepreneurs often integrate better when participating in incubation programs (Harima & Freudenberg, 2020; Harima, Freudenberg, & Halberstad, 2019; Meister & Mauer, 2018; Yeshi, Harima & Freiling, 2022) or collaborating with local partners (Harima, 2022; Harima et al., 2021; Jiang et al., 2021; Mawson & Kasem, 2019; Senthanar et al., 2020). The embeddedness of refugee entrepreneurs determines how well refugees uncover opportunities to cater to entrepreneurial ventures (Harima, 2022), particularly when they leverage their skills through social networks and available resources (Jiang et al., 2021; Meister & Mauer, 2018; Ram et al., 2022). However, earlier studies have primarily emphasized the nature of the refugee entrepreneurs' embeddedness in the host country, disregarding the multifaceted embedded nature of their interactions and connections from the perspective of their home country (Harima, 2022).

Third, the interplay between resilience and embeddedness is another untapped aspect of refugee entrepreneurship study. This interrelationship could provide

unique insights into comprehending refugee entrepreneurship. Vlasov et al., (2018) have noted that *"proactive entrepreneurship for resilience is explained as an embedding process"* (p. 338). In the realm of refugee entrepreneurship studies, researchers have explored the ideas of resilience and embeddedness independently from each other, disregarding the significance of their interrelationship, that is, how refugee entrepreneurs' resilience influences the multiple context embedding process of refugee entrepreneurship. Therefore, it is vital to comprehend the interplay of these two aspects to gain a comprehensive understanding of refugee entrepreneurship study.

Building on the discussion above, this study seeks to contribute to the research domains of refugee entrepreneurship through the lens of resilience and embeddedness. Furthermore, this study uncovers the crucial role of multi-layered resilience in the refugee entrepreneurs' home and host countries, evoking the dynamic embedded process. The findings demonstrate the dynamic nature of the embedding process and highlight the importance of creating an environment that fosters refugees' entrepreneurial activities. By recognizing the impact of these factors, scholars can work towards building a more supportive and inclusive society that empowers all refugee entrepreneurs to succeed, regardless of their backgrounds or circumstances.

1.3 Research Aims and Questions

To address the aforementioned research gap, this thesis examines four aspects of refugee entrepreneurship: (a) the topography of refugee entrepreneurship research, (b) refugee resilience (how they overcome adversity), (c) refugee embeddedness (how they integrate into the host country), and (d) the relational dynamics within refugee entrepreneurs. Therefore, this cumulative dissertation addresses the two overarching research questions (RQ):

RQ1: How does the nature of resilience evolve in the context of refugee entrepreneurship?

RQ2: How does refugee entrepreneurs' embedding process enable or constrain their entrepreneurial activities?

1.4 Structure of the Introductory Paper

The introductory paper is divided into four chapters to address the aforementioned research questions. Chapter 2 summarizes the theoretical foundations and current research status of refugee entrepreneurship. It addresses prior research findings, pertinent theories and approaches, and the evolution of the topic over time to address the emerging research subject. Moreover, Chapter 2 reviews the literature on resilience and embeddedness in refugee entrepreneurship studies. Additionally, this chapter identifies the research gaps in the current literature.

Chapter 3 illuminates the thesis's methodology. It addresses the research design, provides a comprehensive overview of the methods employed in four papers, and adeptly elucidates the relationship between the overarching research questions of the dissertations' paper and the four contributing articles, as illustrated in Figure 1.

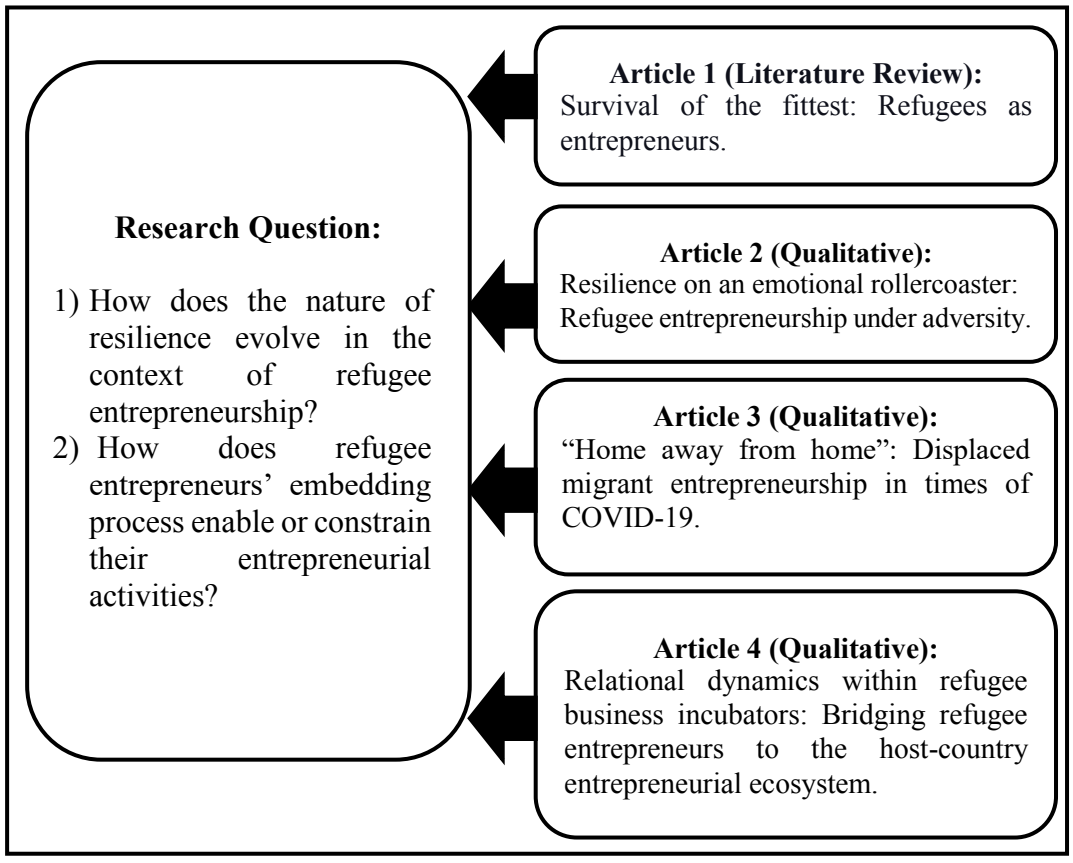

Figure 1: Overview of the four articles

Article 1: Survival of the Fittest: Refugees as Entrepreneurs (Yeshi, 2024) contributes to the critical need for a comprehensive overview of refugee entrepreneurship studies. It draws its holistic orientation from a review of the literature concerning the stabilizing factors of refugee entrepreneurship studies, an area of research that has remained relatively silent. This silence has been greater regarding aspects of the so-called "positive psychology" related to stabilizers such as hope, resilience, and embeddedness. This article emphasizes the four key elements of refugee entrepreneurs, that is, their characteristics, motivations, networks, and potentials because doing so may alleviate the disadvantages caused by the refugee status and reinforce their strengths and possibilities. Moreover, the findings identify that the literature on refugee entrepreneurship is now progressing toward the resilience and embeddedness of refugee entrepreneurs in the host country, that is, how refugees bounce back from adversity and maintain their resiliency, leading to their embeddedness through entrepreneurial endeavors. It further lays a roadmap for future research direction on refugee entrepreneurship while addressing RQ1 and RQ2.

Article 2: "Resilience on an emotional rollercoaster: Refugee entrepreneurship under adversity" (Yeshi, Harima, & Freiling, 2022) explores how refugee entrepreneurs' resilience emerges and develops; it analyzes the factors that influence the maintenance of their resilience. The findings highlight the fragile, unstable nature of refugee resilience, which is influenced by individual, relational, and institutional levels during venture development. The article reveals that resilience is not an inherent advantage of refugees, but rather refugee entrepreneurs sustain a strained relationship between maintaining and losing their entrepreneurial resilience. This study contributes to the discussions on refugee entrepreneurial resilience by theorizing it as a dynamic process and identifying multi-level influence factors. Thereby, article 2 underpins the theoretical foundation of the dissertation and addresses RQ1.

Article 3: "Home away from home": Displaced migrant entrepreneurship in times of COVID-19 (Yeshi, 2022) explores the influence of the COVID-19 pandemic on displaced migrant entrepreneurship. The term "displaced migrant entrepreneurship" in this article refers to entrepreneurs who do not have the same

(full) rights as other entrepreneurs but have still undertaken entrepreneurial activities in the host country. These entrepreneurs are mostly forcibly displaced entrepreneurs and share similar characteristics with refugee entrepreneurs but have not attained legal refugee status. This study is based on empirical research on displaced migrant entrepreneurs from India and Nepal. The findings reveal that, in contrast to other migrant entrepreneurs, displaced entrepreneurs face twofold disadvantages resulting from disconnectedness to their home countries and rootlessness in the host countries. Moreover, this study contributes to the discussion concerning the maintenance and loss of resilience, and addressing RQ1 and RQ2 by demonstrating how displaced entrepreneurs exhibited resilience and embeddedness during the pandemic.

Article 4: Relational dynamics within refugee business incubators: Bridging refugee entrepreneurs to the host-country entrepreneurial ecosystem (Jürgens, Ramalingam, Zarembski, Harima, & Yeshi, 2022) investigates the relational dynamics between refugee entrepreneurs and refugee business incubators in Germany. It elucidates the role a refugee business incubator plays in embedding refugee entrepreneurs into local entrepreneurial ecosystems while addressing interpersonal relationships. This study identifies three types of relational dynamics that characterize the operation of refugee business incubators. The study establishes that refugee business incubators could significantly contribute to integrating refugee entrepreneurs into the host country entrepreneurial ecosystem. Furthermore, using the grounded theory approach, this study provides a framework by revealing the relational dynamics within refugee entrepreneurs. Therefore, the findings of this study address RQ2.

Chapter 4 delves into the research aims and key findings of the four research articles considered in this dissertation. Consequently, it articulates the contributions of all four articles to the refugee entrepreneurship topic, as each research question and setting vary from the overarching research question of the thesis. An overview of each paper, including its publications/submission and co-authorship, is presented in Appendix 1.

Chapter 5 discusses the framework developed to illustrate refugee entrepreneurs' multi-layered resilience and dynamic embedding process, exploring the relationship within the framework. Additionally, it addresses the main contribution of this dissertation.

Finally, Chapter 6 summarizes the research implications and limitations. Additionally, it explores future research perspectives on the topic.

2 Conceptual Background of Refugee Entrepreneurship

This chapter addresses the conceptual background of refugee entrepreneurship. It will underline the topic's definition and significance of the study, as well as the distinction between refugees and other migrant entrepreneurs. Furthermore, it covers two significant discussions drawn from prior research settings on refugee entrepreneurship: the resilience and embeddedness of refugee entrepreneurship.

2.1 Refugee Entrepreneurship

Over the years, the field of refugee entrepreneurship research has seen significant progress, with a surge of emerging and rapidly advancing studies, making it a distinctive entrepreneurial agent (Abebe, 2022; Bizri, 2017; Desai, Naude & Stel, 2021; Mawson & Kasem, 2019; Nijhoff, 2021). It is an established fact that the study of refugee entrepreneurship is often fragmented due to diverse contextual backgrounds (Abebe, 2022; Desai, Naude & Stel, 2021; Harima et al., 2021). Consequently, there is a need to develop a more nuanced understanding of this topic and contextualize the term "refugee entrepreneurs". While there is no clear and commonly accepted understanding of the term "refugee entrepreneurship" in literature, it is not unusual to regard refugee entrepreneurs as persons officially recognized as refugees and starting an entrepreneurial venture. Therefore, this thesis defines them as "any asylees or refugees who have been forcibly displaced from their home country due to war, conflict, and persecution and are engaged in entrepreneurial activity in the host country".

Prior studies on refugee entrepreneurship have explored various aspects, such as the characteristics of refugee entrepreneurship (Bizri, 2017; Sandberg, Immonen, & Kok, 2019), their potential for entrepreneurship (Harima & Freudenberg, 2020; Santamaria-Velasco et al., 2021), their intentions (Mawson & Kasem, 2019), the obstacles they face (Almohammad et al., 2021; Alrawadieh et al., 2019; Embiricos, 2020; Shneikat & Alrawadieh, 2019), and the significance of support organizations (Harima, Freudenberg, & Halberstad, 2019; Harima et al., 2021; Jürgens et al., 2022; Meister & Mauer, 2018). Although several studies have investigated different aspects of refugee entrepreneurship, they primarily centered on the narratives

associated to the refugees' home country setting and tailored to the context-specific aspects.

Moreover, scholars researching refugee entrepreneurship often differentiated between migrant and refugee entrepreneurs, considering the former a unique entrepreneurial entity (Abebe, 2022; Desai, Naude & Stel, 2021; Freiling & Harima, 2019; Heilbrunn & Iannone, 2020; Wauters & Lambrecht, 2008). Due to being forcibly displaced, refugee entrepreneurs often face resource limitations, which make it difficult for them to restore their resources in the new environment (Wauters & Lambrecht, 2008), unlike migrant entrepreneurs. Besides this, it is the (external and internal) context with its consequences on the run of events that characterizes refugee entrepreneurship as a separate field of research. Refugees are forced to leave their home country due to persecution and often have no say in where they end up resettling. In contrast, immigrant entrepreneurs can choose their desired host country (Fuller-Love, Lim & Akehurst, 2006; Abebe, 2022). Moreover, refugees often encounter tremendous barriers in the labor market compared to migrants (Bakker et al., 2017), which drives them towards self-employment as a viable option (Backman et al., 2020). Refugee entrepreneurship is akin to necessity entrepreneurship due to the challenging circumstances that refugees face when starting a business. However, the degree to which refugee entrepreneurs' resilience and embedding process translate from their home country to the host country remains largely unexplored.

Furthermore, the research on refugee entrepreneurship accentuates that it is primarily an empirical study based on a grounded theory approach with a lens frequently drawn from studies on immigrant entrepreneurship. Over the years, scholars have employed various theories to underpin the study of refugee entrepreneurship. For instance, institution theory (de la Chaux & Haugh, 2020), bricolage (Heilbrunn, 2019; Kwong et al., 2019), entrepreneurial intentions and identity (Refai, Haloub & Lever, 2018; Mawson & Kasem, 2019), social network theory (Meister & Mauer, 2018; Sandberg et al., 2019), social capital theory (Bizri, 2017; Luseno & Kolade, 2022; Zehra & Usmani, 2021), cultural theory (Wauters & Lambrecht, 2006), cognitive dissonance theory (Qin, 2021). Notably, scholars of refugee entrepreneurship studies have recently shown significant interest in

embeddedness (Bisignano & El-Anis, 2019; Hack-Polay et al., 2019; Harima, 2022; Harima et al., 2021; Jiang et al., 2021) and resilience concepts (Shepherd, Saade, & Wincent, 2020; Yeshi et al., 2022).

Current research on refugee entrepreneurship has emphasized on investigating resilience and embedding as distinct concepts without taking into account how they are interrelated. As a result, it is crucial to demonstrate how the interaction between resilience and embedding processes from home and host countries influences the entrepreneurial activity of refugees. This understanding can provide vital insights into the challenges that refugee entrepreneurs face and help policymakers design effective policies that can support their efforts in developing sustainable businesses and contributing to the economic growth of their host countries.

2.2 Research Areas

2.2.1 Resilience of Refugee Entrepreneurship

The concept of resilience has been deemed relevant to refugee studies because of the adversities in the new settlement characterizing their socio-economic circumstances (Simich, Hamilton & Baya, 2006; Hutchinson & Dorsett, 2012). It is broadly regarded to the studies dealing with the adversity, traumata, or tragedy, and how one strives to bounce back from those impediments (Abu-Amsha, 2014; Shepherd, Saade, & Wincent, 2020).

In entrepreneurship research, scholars have revealed that resilient individuals are more likely to produce better entrepreneurial outputs and economic success (Ayala & Manzano, 2014; Saridakis et al., 2013). Since this research stream understands resilience as an inherent characteristic of entrepreneurial individuals, it does not provide explanations of "how" individual actors utilize it. The latter stream, in contrast, describes resilience as a dynamic process and understands it as a system that individuals can learn at any point in life (Flach, 1980; Happer et al., 2017). The resilience of individuals is influenced by different factors, such as access to material resources, relationships with others, peers within one's family and community, and identity (Ungar et al., 2007). By applying a notion of adaptive resilience, entrepreneurship scholars have investigated how individuals experience

"continuous transformation and learning in the aftermath of disruptions" (Korber & McNaughton, 2018, p. 1136). The resilience of entrepreneurial individuals continuously evolves and is determined by strategic choices in response to adverse situations and learning behaviors from new and uncertain circumstances (Conz, Denicolai, & Zucchella, 2017).

The concept of resilience is considered particularly relevant to refugee studies, as significant adversities resulting from persecution in the refugees' home countries and marginalization in their new settlements characterize their socio-economic circumstances (Hutchinson & Dorsett, 2012; Simich et al., 2006). Nonetheless, resilience in the context of refugee entrepreneurship has yet to be explicitly explored (Shepherd, Saade, & Wincent, 2020). Some research has been conducted on the resilience of refugees (Sleijpen et al., 2017) in refugee camps (Pasha, 2020), refugee children (Abu-Amsha, 2014; Pieloch, McCullough & Marks, 2016), refugee women (Lenette, Brough & Cox, 2013) but not explicitly in the context of refugee entrepreneurship. Shepherd, Saade, and Wincent (2020) highlighted the direct correlation that exists between entrepreneurial action and resilience outcomes under tenacious affliction. Their study uncovered that resilience outcomes are the consequences of entrepreneurial action, and refugee entrepreneurs living outside refugee camps achieve resilience outcomes that those within refugee camps cannot. Consequently, all the refugee entrepreneurs in their study now live outside refugee camps and are more or less independent. The authors further emphasized that more theoretical and empirical research is necessary to understand the different dimensions of resilience. Moreover, the question of how trauma and adversity hamper refugee entrepreneurs' activities remains open (Freiling & Harima, 2019; Yeshi, Harima & Freiling, 2022).

In the emerging literature on refugee entrepreneurship, scholars generally acknowledge the importance of resilience for coping with adverse situations and engaging in entrepreneurial activities. They have predominantly treated refugees' resilience as an individual trait that facilitates their career adaptability (Obschonka et al., 2018), entrepreneurial intention (Mawson & Kasem, 2019), or entrepreneurial action (Alkhaled, 2019). However, understanding the resilience of individuals as a process is essential to advancing refugee entrepreneurship research, since engaging in entrepreneurial activities requires refugees to rebuild their

resilience over time. By investigating Palestinian refugee entrepreneurs in Lebanon, Shepherd, Saade, and Wincent (2020) significantly contributed to developing an understanding of refugee entrepreneurs resilience as a process. Their study revealed that refugee entrepreneurs need to develop their social capabilities to achieve resilience outcomes, and resilience outcomes recursively enhance entrepreneurial actions. Although their study demonstrated a positive cycle in which refugees develop resilience through their entrepreneurial activities, there is still little knowledge of how individual refugees can maintain or lose their resilience during the course of their entrepreneurial activities.

The aforementioned, sometimes rather adversarial, context of refugee entrepreneurship explains why resilience may play a central role as a construct that influences entrepreneurship processes and results. Refugees undergo an uncertain and unprecedented experience, encountering many physical, social, psychological, and economic risks on their escape routes. Moreover, where they obtain permission to stay in a country is unclear and whether integration in a host country is possible or not remains open for a rather long time (Strang & Ager, 2010; Freiling & Harima, 2019; Freudenberg & Halberstadt, 2018). Refugees have a propensity to bounce back, especially refugee entrepreneurs who perceive opportunities rather than difficulties and are enthusiastic to deliver positive changes in their unknown careers (Yeshi, 2022; Yeshi, Harima & Freiling, 2022). Therefore, refugee entrepreneurs resilience in both home and host country settings is a significant factor, with the potential to induce a vibrant outcome in their "new" lives.

2.2.2 Embeddedness of Refugee Entrepreneurship

The concept of embeddedness clarifies how social structures affect the economic aspects of life, particularly in terms of relational and structural embeddedness (Granovetter, 1985). Embeddedness refers to individuals utilizing their social connections to establish a linkage with the environment around them (Uzzi, 1996). This concept has attracted significant interest in entrepreneurship research (Anderson & Jack, 2002; Azmat & Fujimoto, 2016; Kalantaridis & Bika, 2006; Korsgaard et al., 2022; Wigren-Kristoferson et al., 2022). Korsgaard et al. (2022) revealed that embeddedness in entrepreneurship studies illustrates how business engagement is ingrained in an individual's social relationships. It is also worth

noting that scholars have emphasized that being embedded in a system can create reliance and limit access to opportunities and resources. Furthermore, Simsek, Lubatkin, and Floyd (2003) identified conceivable classifications of embeddedness, including structural (refers to the overall structure of a network), relational (refers to the personal connections and interactions between individuals), and cognitive (denotes the similarities in how firms represent, interpret, and comprehend different systems between actors).

Additionally, the embeddedness concept has been crucial in comprehending the social framework and networks in migration entrepreneurship research (Kalantaridis & Bika, 2006; Lassalle et al., 2020; Ruben, Van Houte, & Davids, 2009). It is instrumental in understanding how migrants approach entrepreneurship by developing mixed embeddedness (Kloosterman & Rath, 2001; Kloosterman, 2010). Migrant entrepreneurs can access ethnic networks and socio-cultural and institutional settings in multiple contexts (Kloosterman & Rath, 2010). Ethnic networks, socio-economic factors, and the local institutional environment of the host country also influence migrant entrepreneurial activities. In other words, migrant entrepreneurs are deeply rooted in the social, cultural, and ethnic networks of different country settings. Thus, the mixed embeddedness approach has gained popularity as a theoretical framework for examining the study of migration entrepreneurship (Price & Chacko, 2009; Bagwell, 2018; Bisignano & El-Anis, 2019). However, recent studies have pointed out that the concept fails to account for the evolving nature of the mixed embeddedness of migrant entrepreneurs, as it primarily focuses on entrepreneurial prospects while overlooking constraints in multiple contexts (Harima, 2022; Korsgaard et al., 2022).

Furthermore, recent studies have expanded the scope of this concept by applying it to the field of refugee entrepreneurship (Harima, 2022; Harima et al., 2021; Jiang et al., 2021; Jürgens et al., 2022; Meister & Mauer, 2018; Ram et al., 2022). This approach has yielded valuable insights into the role of social networks and institutions in shaping the outcomes of refugee entrepreneurial activities. By drawing on the concept of embeddedness, researchers are able to provide a more nuanced understanding of the challenges and opportunities facing refugee entrepreneurs. However, refugee entrepreneur embeddedness differs substantially

from that of a migrant entrepreneur because refugees are not deemed to be embedded in either their home or host countries (Harima, 2022; Heilbrunn & Iannone, 2020; Meister & Mauer, 2018).

Notably, recent studies have addressed that the embeddedness of a concept not only showcases its networks and potential but also considers its limitations through a dynamic process involving multiple contexts of embeddedness (Harima, 2022; Korsgaard et al., 2022; Wigren-Kristoferson et al., 2022). For instance, Harima (2022) underscores how the multiple embeddedness of refugee entrepreneurs in their home and host countries can affect their ability to overcome challenges and take advantage of opportunities. Through this lens, their embeddedness can be seen as a dynamic process of navigating enabling and constraining factors. Moreover, the extensive research on embeddedness has centralized the facet of potential while overlooking the possibility of disruptive situations (Jiang et al., 2021; Wigren-Kristoferson et al., 2022), and specifically not addressing the home country setting of the entrepreneur's cognitive process. Therefore, navigating the notion of disembeddedness and reembeddedness (Haunschild, 2004) is applicable to comprehending the dynamic processes of refugee entrepreneurs in both home and host country contexts (Harima, 2022).

Refugee entrepreneurs experience disembeddedness when there is a disconnection between social and institutional environments. Conversely, reembeddedness refers to utilizing existing resources. Furthermore, Korsgaard et al., (2022) also underscore the need to view embeddedness as an ongoing dynamic process that includes both embedding and disembedding while underlining the interconnectedness of embedding and disembedding trajectories. In other words, the sense of detachment experienced by refugee entrepreneurs from their native lands can be regarded as the disembeddedness phenomenon. However, refugee entrepreneurs, upon reembedding, leverage their pre-existing resources, such as those from their countries of origin. Therefore, it is crucial to acknowledge the intricate process involved in the multiple embeddedness of refugee entrepreneurs, which stems from their connections to their home and host countries. This dynamic relationship is paramount to comprehending the prevailing embedded nature of refugee entrepreneurship research.

3 Methodical Design

This chapter explains the research design and methodological orientation of the four contributing articles. Additionally, it elucidates the relationship between each article's findings and the overarching research question of this dissertation.

3.1 Research Approach

This research applied systematic inductive qualitative methods within the social constructivist paradigm (Kukla, 2000; Gioia et al., 2013) for three articles and conducted a literature review for one article. The social constructivist paradigm forms the basis of qualitative research methodology (Achtenhagen et al., 2007), which draws on the fact that knowledge is socially constructed, and that one acts through human interaction rather than individual observation. This approach is not only valuable for exploring nuanced social and cultural issues and understanding individual perceptions but also for uncovering the frequently hidden motivations and attitudes that drive human behavior. It provides a unique perspective that can be particularly interesting for researchers in the fields of the social sciences, psychology, and entrepreneurship. Thus, employing a qualitative research approach is instrumental for explorative studies, particularly when examining relatively new and intricate phenomena (Corbin & Strauss, 1990; Dana & Dana, 2005), as is the case for refugee entrepreneurship studies.

This research study seeks to comprehensively understand the dynamic nature of resilience and embeddedness in refugee entrepreneurship. It investigates how individuals develop resilience and embeddedness, necessitating an understanding of how refugee entrepreneurs perceive their situations and subjectively choose their actions. The social constructivist paradigm, which emphasizes the role of individual perceptions and actions in shaping reality, was a fitting theoretical framework for this study. Hence, this study uses the inductive approach to consider the richness of the data. The inductive approach implies taking account of every possible reason, such as observation and pattern recognition from the data, to create a concrete research proposition by empirically analyzing the data in the most plausible context. Suddaby, Bruton, and Si (2015) asserted that it is more likely that qualitative research can build new conceptual frameworks and theoretical

constructs. However, grounded theory is a method of analyzing qualitative research that builds new theories or conceptual frameworks into a dynamic inductive model by scrutinizing raw data and explaining phenomena by means of thorough investigation (Charmaz, 2006; Gioia et al., 2013).

In addition, in line with qualitative research, this study adheres to an interpretivist paradigm, which allows for a deep understanding of underlying meanings and explores diverse perspectives. The interpretivist paradigm is a philosophical approach to understanding human behavior and the social world (Leitch, Hill & Harrison, 2010). It posits that reality is socially constructed and individuals actively create meaning through interactions, thereby focusing on interpretation and prioritizing abstract comprehension over specific explanations. This paradigm recognizes that we construct reality by interpreting facts and actions, thus, highlighting the importance of context, breadth, depth, power, and relevance in theoretical analysis. It acknowledges the inherent subjectivity in theorizing and recognizes researchers' experiences, perspectives, and interactions, including their positions, shape their interpretations. Hence, this approach encourages insightful theoretical interpretations of research subjects, thereby providing a thorough understanding of the social world.

This research also employed a literature review. This method is appropriate since it reduces potential biases and contributes to a better understanding of the reviewed topic. Furthermore, it adheres to a predefined structure when analyzing current literature, demonstrating transparency in the procedure (Kraus et al., 2020; Tranfield et al., 2003). As a result, the review helps identify new categories to consolidate different content based on previous research settings, build new categories, and transform them into a meta-level perspective. This method is also widely used in entrepreneurship studies (Champenois et al., 2020; Chavoushi et al., 2021; Korber & McNaughton, 2018; Kraus et al., 2020).

Moreover, the data triangulation method was employed to enhance the validity and reliability of the empirical data and core research findings (Golafshani, 2003). For instance, one approach utilized by the author involved printing out all the focus cases on paper and collaborating with co-authors to develop theoretical categories. Additionally, the author also adapted the research findings based on the feedback

received from attending the research seminars and conferences. Further procedures are outlined in each contributing article. This validation reinforces the credibility of this research.

3.2 Method-Oriented Overview of the Four Articles

Article 1, *"Survival of the Fittest: Refugees as Entrepreneurs" (Yeshi, 2024)* is a literature review guided by two research questions: 1) How does the refugee entrepreneurship study evolve over time? The review enables the researchers to identify and select pertinent literature for a specific research question (Tranfield et al., 2003). The main goal of the literature review is to synthesize the individual findings to shed more light on the broader aspect. The peculiarity is that it follows a predefined structure in analyzing the current literature, reflecting transparency in the procedure (Pittaway et al., 2014; Tranfield et al., 2003). The study synthesized the academic journal article on refugee entrepreneurship listed in the academic journal Guide (AJG) from the field of "entrepreneurship and small business management." The AJG is one of the widely recognized and finest business journals published by the Chartered Association of Business Schools (Aldairany, Omar & Quoquab, 2018). The chosen journals in AJG were determined using a comprehensive methodology based on metrics and reflecting the opinions of subject-matter experts. Therefore, this study considered AJG-ranked journals because all the published papers are peer-reviewed journal articles that have undergone a rigorous academic process. This study reveals that the focus on refugee entrepreneurship studies has shifted from barriers to examining the resilience and embeddedness of refugee entrepreneurs in the host country.

Article 2, *"Resilience on an Emotional Rollercoaster: Refugee Entrepreneurship under Adversity" (Yeshi, Harima, & Freiling, 2022)* applied the qualitative research approach following the grounded theory (Gioia et al., 2013; Glaser & Strauss, 1967; Kukla, 2000). It explores how refugee entrepreneurs' resilience emerges and develops and investigates the factors that influence resilience maintenance. This study addresses two research questions: 1) How does resilience emerge in the context of refugee entrepreneurship? 2) Which factors influence the maintenance of refugee entrepreneurial resilience, and how do they influence it?

To consider a sufficient level of variety and to identify patterns in rich data, this study rests on 52 qualitative interviews with refugee entrepreneurs in Germany using the snowball sampling strategy (Biernacki & Waldorf, 1981). The interviewees identified in this study are refugees and asylum-seekers in the early phase of business venturing. These interviews have been collected and anonymized at the authors' research institute. The data collection took place between 2016 to 2018 from sources all across Germany. Two interviewees were interviewed three times by different interviewers over time, which makes 48 unique interviewees in this study. Out of 48 interviewees, there are 42 males and 6 females. Most interviewees arrived in Germany between 2014-16, with an average age of 26-40. As for the country of origin, the highest number of interviewees are from Syria (30), followed by Iran (6), Afghanistan (3), and different other countries such as Tibet, Jordan, Serbia, and Congo. Moreover, most interviewees were well educated, with 25 holding a university degree. This study used the qualitative software tool MAXQDA and Microsoft Excel for data analysis. Before going through the initial analysis in the MAXQDA software, all the German language interviews were translated into English since the interviews were conducted in German (27) and English (25).

There are three distinct steps involved in the data analysis process. The first step consists of word-by-word or line-by-line coding, and we used MAXQDA software for this process. This step generated 3,738 initial codes that were derived in the analysis process. The second step involved extracting the initial codes to MS Excel to generate the second-order analysis. The second order analysis is about screening all the coding and selecting the most significant codes that are directly relevant to the core of the study. It requires a decision from the conceptual point of view in narrowing down a large amount of data by categorizing the focused coding analytically (Gioia, Corley & Hamilton, 2013). The mind map tool was used in the final step to define the aggregate theme. All the second order coding were then imported into the mind map tool for the theoretical coding. The emerging categories were then clustered into an aggregate theme concerning their specific properties and categories that are relevant to each other, keeping the conceptual background in mind. The study then derived three distinctive levels of resilience in refugee

entrepreneurship: *(a) individual, (b) relational, and (c) institutional levels of resilience.* Table 1 illustrates the information of all the interviewees.

Refugee Entrepreneur	Country of Origin	Gender	Age	Arrival Year	Education Qualification	Business Idea	Interview Language
RE-1	Syria	Male	35	2015	Bachelor	Trading and Retailing	ENG
RE-2	Syria	Male	29	2015	O-Level	Automobile Retailing	GER
RE-3	Syria	Male	33	2016	Master	Health Device	ENG
RE-4	Syria	Male	31	2016	Bachelor	Gastronomy	GER
RE-5	Syria	Male	43	2016	A-Level	Trading	GER
RE-6	Syria	Male	33	2016	Bachelor	Gastronomy	ENG
RE-7	Afghanistan	Female	28	2015	Bachelor	Social Initiative for Women	ENG
RE-8	China	Male	30	2015	O-Level	Gastronomy	ENG
RE-9	Syria	Female	24	2016	Bachelor	Health Device	ENG
RE-10	Serbia	Female	28	2002	O-Level	Gastronomy	GER
RE-11	Iraq	Male	42	2015	AS-Level	Gastronomy	GER
RE-12	Congo	Male	37	2009	Master	Trading and Retailing	ENG
RE-13	Iraq	Male	21	2015	A-Level	Phone Retailer	GER
RE-14	Iran	Male	44	2012	A-Level	Handicraft	GER
RE-15	Iran	Male	29	2015	Master	Service Sector	ENG
RE-16	Syria	Male	31	2015	Master	Gastronomy	ENG
RE-17	Iran	Female	39	2009	Bachelor	Art Education	GER
RE-18	Jordan	Male	30	2015	A-Level	Trading and Retailing	GER
RE-19	Iran	Male	43	2009	A-Level	Animation Company	GER
RE-20	Syria	Male	37	2014	O-Level	Construction Company	GER
RE-21	Syria	Male	42	*N/A*	*N/A*	E-commerce Business	ENG
RE-22	Syria	Male	28	2015	Bachelor	Cheese Factory	ENG
RE-23	Syria	Male	46	2014	*N/A*	Chocolate Company	ENG
RE-24	Syria	Male	41	2015	*N/A*	Education Agency	ENG
RE-25	Syria	Male	30	2015	Bachelor	Online-platform	ENG
RE-26	Syria	Female	35-40	2015	*N/A*	Gastronomy	GER
RE-27	Syria	Male	50-55	2015	*N/A*	Gastronomy	ENG
RE-28	Syria	Male	40	2014	Bachelor	Art Café	ENG
RE-29	Syria	Male	32	2017	Bachelor	Agricultural Machine	GER

RE-30	Syria	Male	43	2014	A-Level	Platform for Film production	ENG
RE-31	Syria	Male	40	2015	Master	Gastronomy	GER
RE-32	Iran	Male	43	2013	Bachelor	Export Business	GER
RE-33	Syria	Male	38	2013	Bachelor	Architectural Services	ENG
RE-34	Syria	Male	29	2015	Bachelor	Refugee Magazine	GER
RE-35	Iran	Male	38	2013	Bachelor	Goldsmith	GER
RE-36	Syria	Male	37	2014	Bachelor	Import and Export	GER
RE-37	Afghanistan	Male	30	2015	Bachelor	Bridging refugees and Germans	ENG
RE-38	Syria	Female	21	*N/A*	O-Level	Bridging Refugees and NGO's	ENG
RE-39	Palestine	Male	51	*N/A*	*N/A*	Language Project	ENG
RE-40	Afghanistan	Male	29	N/A	*N/A*	Trading Business	ENG
RE-41	*N/A*	Male	*N/A*	2016	*N/A*	Gastronomy	GER
RE-42	Syria	Male	41	2016	*N/A*	Gastronomy	GER
RE-43	Serbia	Male	*N/A*	1992	*N/A*	Taxi Company	GER
RE-44	Syria	Male	30	*N/A*	Bachelor	Trading Business	ENG
RE-45	Syria	Male	*N/A*	1996	Bachelor	Social Initiative for Women	GER
RE-46	Syria	Male	46	2002	*N/A*	Gastronomy	GER
RE-47	Syria	Male	29	2016	Bachelor	Gastronomy	ENG
RE-48	Syria	Male	27	2015	Bachelor	Trading	ENG

Table 1: Overview of the interview for Article 2.

Article 3, *"Home away from home: Displaced migrant entrepreneurship in times of COVID-19" (Yeshi, 2022)* is an empirical study that explores the influence of the COVID-19 pandemic on displaced entrepreneurship. This study raises two research questions: 1) What are the challenges faced by displaced migrant entrepreneurs during the COVID-19 pandemic? 2) How are displaced migrant entrepreneurs dealing with the COVID-19 pandemic? This study applied the inductive qualitative research following the social constructivist paradigm (Gioia, Corley & Hamilton, 2013). The author conducted ten qualitative with Tibetan displaced migrant entrepreneurs from India and Nepal. According to the UNHCR (2022), 72% of the global displaced population resides in neighboring countries and 83% of the world's refugees are hosted in low and middle-income countries. Accordingly, the selected interview partners have been displaced in the host country for many more decades,

making them viable interview partners for the study. All of the interviews were conducted virtually using platforms like Zoom, Google Meet, and Facebook because a partial lockdown was still in place during the research study. The data was collected between June and September 2020. There are nine males and only one female among the ten interviews. The interviewees ranged in age from 26 to 58.

MAXQDA, a qualitative software tool, and Microsoft Excel were used to analyze the data. It applied the three-step coding process: First-order category, second-order category, and aggregated dimensions. Furthermore, secondary sources such as interviewees' business websites and social media accounts were used when finalizing the aggregated themes to enhance the study's quality and validate the outcome. Thus, the study identified three mechanisms of the displaced entrepreneurs during COVID-19: *a) Disconnectedness from their homeland, b) Rootlessness in the host country, and c) Reassessing the resource at hand.* Table 2 illustrates the overview of the interviewees.

Interviewee	Gender	Age	COB	COR	Business
DME-1	Male	52	India	India	Glass beat manufacturer
DME-2	Female	33	Tibet	India	Cargo business
DME-3	Male	28	Nepal	Nepal	Tour and travel
DME-4	Male	28	Tibet	India	Traditional guitar (Export)
DME-5	Male	35	Tibet	Nepal	Handicraft
DME-6	Male	58	Nepal	Nepal	Carpet industry
DME-7	Male	26	India	India	Grocery delivery
DME-8	Male	51	India	India	Chili/spicy product
DME-9	Male	36	Tibet	India	Sustainable designer
DME-10	Male	34	India	India	Real estate

Table 2: Overview of the interview for Article 3.

Article 4, *"Relational dynamics within refugee business incubators: Bridging refugee entrepreneurs to the host-country entrepreneurial ecosystem," (Jürgens et al., 2022)* uses a qualitative inductive approach to investigate the research question: 1) How relational dynamics are constructed between refugee entrepreneurs and refugee business incubators? 2) Which factors influence these relational dynamics constructively or disruptively? In total, seven interviewees were gathered between November 2019 and January 2020. Interviewees include four managers of refugee business incubator and three refugee entrepreneurs. Five interviews were conducted in person, and two were conducted virtually. The business incubator selected for this study are MoveOn, ActNow, and Kultur vor Ort e.V. These business incubators are all based in Germany.

The data analysis consisted of three steps following the Gioia et al. (2013) method. First, the initial data was paraphrased from sections of interviews about relational dynamics in business incubators while attempting to retain the original phrases and wording used by respondents. The initial coding generated 419 codes throughout the process. Second, the initial codes generated in the first step were used to create the second-order categories. This process enabled multiple authors to discuss various data interpretation means and consolidate different approaches to understand the observed reality. It identified a total of 11 second-order themes. Finally, by grouping second-order themes into relational mechanisms within refugee incubation programs, the aggregate dimensions were generated. This process went through many iterative rounds before the four final aggregate themes were finalized. This study also considered the triangulation method to enhance the validity and reliability of the core research findings (Golafshani, 2003). The interviewees' overview is illustrated in Table 3.

Interviewee	Gender	COO	Arrival
Entrepreneur A	Male	Syria	2015
Entrepreneur B	Male	Syria	2015
Entrepreneur C	Male	Syria	2014
Manager A	Female	Germany	N/A
Manager B	Male	Germany	N/A
Manager C	Male	Germany	N/A
Manager D	Female	Germany	N/A

Table 3: Overview of the interview for Article 4.

3.3 Relationship of the Introductory Paper and Contributing Articles

This cumulative dissertation is constructed from the findings of four contributing articles on refugee entrepreneurship. Each contributing article addresses a distinct research question, contributing to the overarching understanding of this topic.

Previous research on refugee entrepreneurship studies has predominantly concentrated on the resilience and embeddedness of refugees in their host countries while overlooking the essential dynamic processes in the context of their home countries. The two concepts have been examined independently, and their interrelationship still needs to be thoroughly explored. To understand the holistic overview of the nature of resilience and the dynamic process of embeddedness in the context of refugee entrepreneurship, this dissertation, by means of the four articles, aims to contribute to the following: a) the topography, b) resilience, c) embeddedness, and d) relational dynamics within refugee entrepreneurship.

These four contributions were developed during the research process and framing of the introductory paper structure. Drawing from the data collection and literature of the contributing articles, the significant finding emerged that the dynamic nature of resilience and embeddedness influences the entrepreneurial activities of refugee entrepreneurs. Therefore, the introductory paper addresses the overarching understanding of refugee entrepreneurs' entrepreneurial journey through the lens

of resilience and embeddedness. Figure 2 illustrates the relationship between the four contributing articles and the introductory paper:

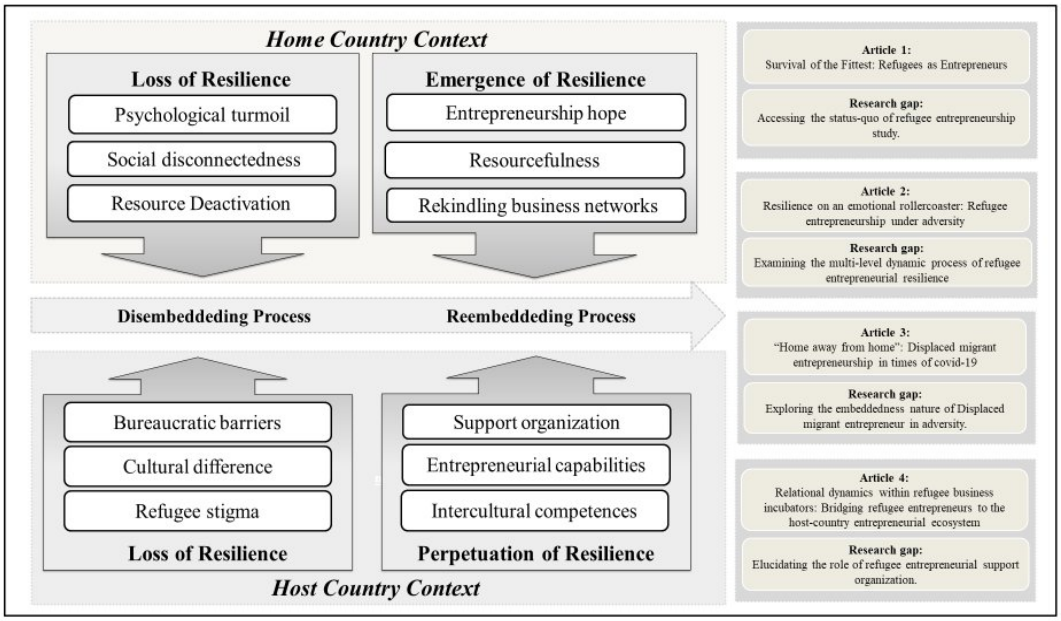

Figure 2: Relationship between the four articles and the introductory paper (Source: own illustration).

The overall methodology accentuates the pertinence of qualitative research and a literature review for addressing the research question raised in this introductory paper. This method provides in-depth insights into complex phenomena, allowing researchers to explore and understand human experiences, perceptions, and behaviors in their natural settings. Table 4 highlights the research questions from all four articles and their main contributions, demonstrating their alignment with this introductory paper's overarching research question.

RQ1: How does the nature of resilience evolve in the context of refugee entrepreneurship? **RQ2:** How does refugee entrepreneurs' embedding process enable or constrain their entrepreneurial activities?		
Paper	**Research Questions**	**Contributions**
Paper 1	How does the refugee entrepreneurship study evolve over time?	• Pinpoints the status quo of the refugee entrepreneurship topic. • Explores the refugee entrepreneur characteristics, motivations, networks, and potentials.
Paper 2	1) How does resilience emerge in the context of refugee entrepreneurship? 2) Which factors influence the maintenance of refugee entrepreneurial resilience, and how do they influence it?	• Examines the multiple contexts of resilience at individual, relational, and institutional levels. • Conceptualizes refugee entrepreneur resilience as a dynamic process rather than static personal traits.
Paper 3	1) What are the challenges faced by displaced migrant entrepreneurs during the COVID-19 pandemic? 2) How are displaced migrant entrepreneurs dealing with the COVID-19 pandemic?	• Provide insights on the nature of displaced and refugee entrepreneurs during COVID-19. • Reveals double disadvantages encountered by displaced and refugee entrepreneurs. • Demonstrates the attributes of resilience and embeddedness during COVID-19.
Paper 4	1) How are relational dynamics constructed between refugee entrepreneurs and refugee business incubators? 2) Which factors influence these relational dynamics constructively or disruptively?	• Illuminates the significance of refugee support organizations. • Explores the relational dynamics within refugee entrepreneurs.

Table 4: Alignment of the research questions and contributions of the four articles with overarching research questions of the dissertations.

4 Entrepreneurial Journey of Refugee Entrepreneurship

This chapter discusses the four articles considered for this cumulative dissertation, including their backgrounds, key findings, and contributions. This chapter illuminates the unique research questions that each article addressed and how they contributed to the field of refugee entrepreneurship.

4.1 Topography of Refugee Entrepreneurship Research (Article 1)

4.1.1 Research Background

Preceding studies investigated the systematic literature review on the refugee entrepreneurship study (Heilbrunn & Iannone, 2020; Abebe, 2022). The previous research has revealed three key findings. Firstly, it is notable that refugee entrepreneurship has been integrated into studies on migrant entrepreneurship, limiting the development of specific theories for refugee entrepreneurship as theoretical approaches are primarily drawn from migration studies. Secondly, there is a predominance of qualitative research in refugee entrepreneurship literature, with insufficient attention given to quantitative, longitudinal, and comparative research methods. Thirdly, there is a lack of mutual recognition and integration of findings, resulting in a fragmented understanding of the topic. Furthermore, Abebe (2022) emphasized that the field of refugee entrepreneur study has transitioned from social science to ethnic and migration studies, which has sparked interest in management and entrepreneurship research. While refugee entrepreneur studies are continuously developing and contributing from different academic fields, they are also often fragmented due to the diverse contextual backgrounds of the studies (Abebe, 2022; Heilbrunn & Iannone, 2020). Consequently, there is a need for a shared understanding of the refugee entrepreneur (Desai, Naude & Stel, 2021) and how it is perceived in academia, particularly in reputable journals that serve as a framework for impending researchers.

However, despite an increase in the number of refugee entrepreneur papers published in reputable journals, literature reviews, particularly in ranked journals, have yet to be undertaken to determine the study's comprehensive nature. This necessitates a literature review on refugee entrepreneurship published in the

academic journal guide (AJG). Thus, there is a pressing need for a comprehensive overview of refugee entrepreneurship studies.

4.1.2 Key Findings

Article 1 delves into the evolution of refugee entrepreneur studies, focusing on the topics covered, the theoretical framework employed, and, most importantly, the status quo of the topic. It identifies and highlights the trends in studies conducted in this research area and presents the current state of refugee entrepreneur research. Additionally, this study recognizes various opportunities to enhance the integration prospects of refugee entrepreneurs through their resilience and embeddedness in the host country. The main finding is categorized into four domains: (a) characteristics, (b) motivations, (c) networks, and (d) potentials.

Consequently, this study demonstrates the overarching direction of all research on RE studies published in AJG-ranked journals. It also elucidated the emergence of different aspects within each identified classification category. This study highlighted several areas that can contribute to a better understanding of the refugee entrepreneur study.

4.1.3 Contributions

Article 1 emphasizes the importance of understanding refugee entrepreneur's characteristics, motivations, networks, and potentials. It highlights the role of entrepreneurship in assisting refugees to integrate into the host country's job market and generate socio-economic value. Additionally, it accentuates the critical role of support organizations in assisting refugee entrepreneurs overcome institutional barriers and provide entrepreneurial motivation, considering the challenges refugees face due to their legal status.

Moreover, article 1 addresses the knowledge gap through the epistemological approach of the previous studies, encouraging future researchers to continue their research on this emerging field. The study underscores the need for future research to explore the dynamic embeddedness nature of refugee entrepreneurship and the processes involved in establishing new ventures. Additionally, with the number of displaced populations increasing yearly, extant literature acknowledged that

entrepreneurship is a viable option for integration. Therefore, it is imminent to comprehend this topic through literature as it detects the literature, highlights research gaps, and suggests a recommendation for future research studies. Furthermore, this study will help future researchers and practitioners understand the threshold of refugee entrepreneurship studies. Figure 3 illustrates the holistic overview of refugee entrepreneurship literature.

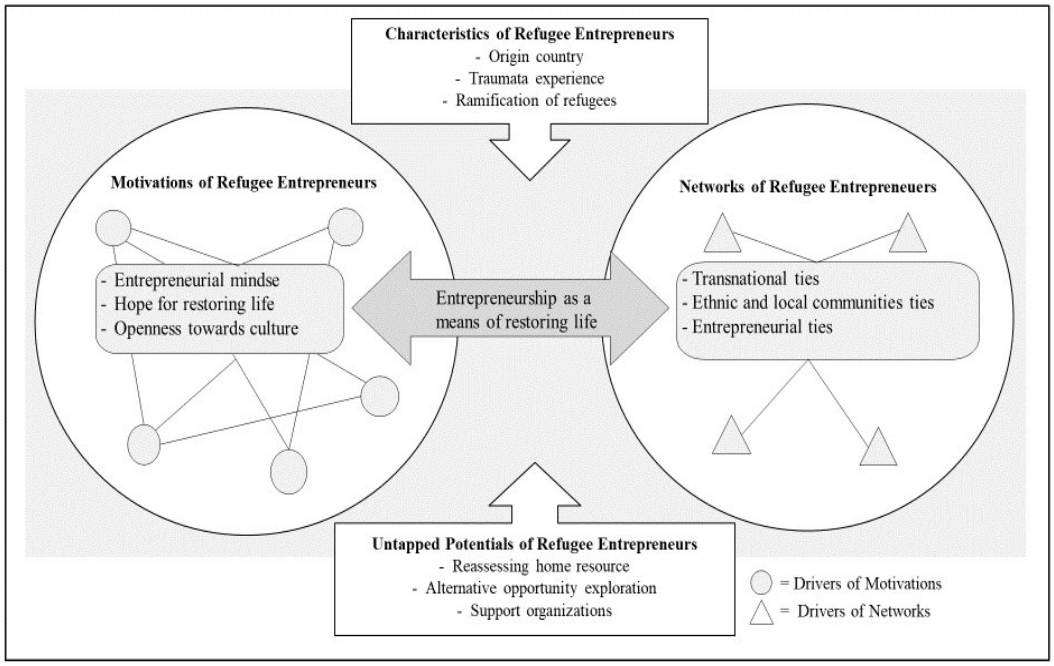

Figure 3: The holistic overview of refugee entrepreneurship literature (Yeshi, 2024).

4.2 Resilience of Refugee Entrepreneurship (Article 2)

4.2.1 Research Background

REs faced adversities after arriving in the host country and before embarking on the entrepreneurial journal. Shepherd, Saade, and Wincent (2020) asserted that resilience outcomes are more often seen with the refugee entrepreneurs outside the refugee camp than those inside. Only a few studies explicitly investigated resilience in refugee entrepreneurship; there is much more room for follow-up research. Investigating how refugee entrepreneurs develop resilience requires understanding how they subjectively perceive their past, present, and future situations and how they choose their actions as responses to adversities. Thus, resilience plays a pivotal role in refugee entrepreneurship. The few studies that investigated the refugee

entrepreneurs' resilience have largely overlooked its dynamic component and treated it as a mere personal trait (Alkhaled, 2019; Mawson & Kasem, 2019; Obschonka et al., 2018).

Additionally, prior research on resilience in refugee entrepreneurship has not yet thoroughly investigated two crucial components of resilience. First, they predominantly treated refugees' as an individual trait facilitating their adaptability (Obschonka, Hahn & Bajwa, 2018), entrepreneurial intention (Mawson & Kasem, 2019), or entrepreneurial action (Alkhaled, 2019). However, understanding resilience as a process is essential for advancing the study of refugee entrepreneurship. Second, previous research has not considered the multi-level mechanisms influencing the resilience of refugee entrepreneurs. Although few studies have shed light on entrepreneurs' resilience at multiple analytical levels (Vries and Shields, 2006; Korber and McNaughton, 2018), more research is needed to examine the interplay between these levels thoroughly. As a result, scholars emphasize the importance of investigating refugee entrepreneurs' resilience as a multi-layered construct.

4.2.2 Key Findings

As a process for elucidating resilience mechanisms in the context of refugee entrepreneurship, article 2 identified three underlying resilience levels: (a) individual level, (b) relational level, and (c) institutional level. It further elaborated on the interplay between the three distinct resilience levels and developed a model for the dynamic process of refugee entrepreneurs' resilience.

Previous studies in refugee entrepreneurship have applied the concept of resilience to describe entrepreneurs' personal traits. In contrast, article 2 discovered that refugee entrepreneurs are constantly tense between maintaining and losing their entrepreneurial resilience. The findings highlight the fragile, unstable nature of refugees' resilience, which is influenced by individual, relational, and institutional levels during venture development. Moreover, refugees' socio-economic circumstances and mental conditions can positively and negatively influence their resilience. Therefore, it demonstrates the importance of understanding refugees' resilience as a dynamic process rather than a static personal characteristic.

4.2.3 Contributions

Additionally, article 2 makes significant contributions to the existing literature. First, it extends the understanding of refugee entrepreneurship as a multi-level construct. Second, it contributes to comprehending refugee entrepreneurs' resilience as a multi-layered concept by examining dynamic relationships between the factors that influence it at the institutional, relational, and individual levels. Third, it also advances the literature on entrepreneurial resilience by theorizing it as a multi-level, dynamic process rather than a personal trait.

Subsequently, it closes the stated research gap by underlying three distinct resilience levels as a process in the context of refugee entrepreneurship: (a) individual level, (b) relational level, and (c) institutional level. The figure 4 shows the dynamic overview of the refugee entrepreneurs' resilience.

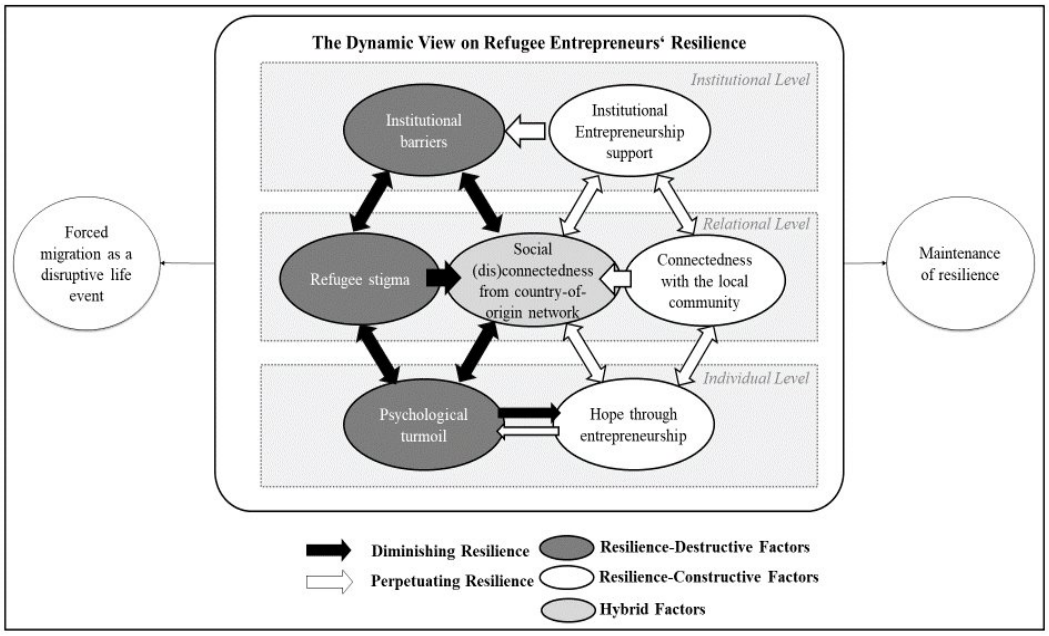

Figure 4: The dynamic view of refugee entrepreneurs' resilience (Yeshi, Harima, & Freiling, 2022).

4.3 Embeddedness of Refugee Entrepreneurship (Article 3)

4.3.1 Research Background

The COVID-19 pandemic is one of the biggest humanitarian catastrophes in its recent history as it has a significant effect on global civilization and the economy (Chakraborty & Maity, 2020; Nicola et al., 2020). The unprecedented COVID-19

pandemic crisis hindered entrepreneurship in general (Brown, Rocha, & Cowling, 2020; Ratten, 2020); mainly, it had hit hard on the displaced entrepreneurs. The research scholars started investigating the COVID-19 impacts on entrepreneurship (Brown, Rocha, & Cowling, 2020; Kuckertz et al., 2020; Narula, 2020; Castro & Zermeño, 2020), but they have overlooked the implications and embeddedness nature of COVID-19 on displaced migrant entrepreneurs (DME). Many entrepreneurs began to look for alternative ways to keep their businesses running, but most displaced entrepreneurs were unprepared for such a crisis. The displaced population is often marginalized, experiencing social exclusion and enduring poverty (Turner, 2010). Interestingly, the COVID-19 pandemic brings both barriers and opportunities for entrepreneurs (Donthu & Gustafsson, 2020). According to the United Nations High Commissioner for Refugees, the displaced population falls into three categories: refugees, asylum seekers, and internally displaced people. Therefore, article 2 considers displaced migrant entrepreneurs as part of the refugee group regardless of their legal status.

In addition, there are three primary reasons why it is essential to investigate the influence of the COVID-19 pandemic on displaced migrant entrepreneurs. First, they face a double whammy of displacement and deteriorating conditions in the host country (Turner, 2010; Kwong et al., 2019). Second, there is a discrepancy with the support institution in the host country when it comes to assisting displaced entrepreneurs' businesses, especially during a crisis like COVID-19. Third, the very nature of the displaced entrepreneur business needs to be explored. Therefore, it is paramount to examine the obstacles experienced by displaced entrepreneurs and the embedding process by which they respond during the crisis outbreak.

4.3.2 Key Findings

Article 3 derived a set of three research propositions (RP) capturing the nature of displaced entrepreneurship in the time of COVID-19 by comprehensively portraying the interview data set and the prior literature (see table 5). Building upon these research propositions, the study demonstrates three key mechanisms that influence the entrepreneurial activities of displaced entrepreneurs during the crisis: (a) disconnectedness from their homeland, (b) rootlessness in the host country, and

(c) reassessing the resource at hand. Furthermore, it underlines both implications and opportunities identified by the displaced migrant entrepreneurs during the pandemic.

a) Disconnectedness from their homeland **RP-1:** Displaced migrant entrepreneurs endure adverse consequences of the COVID-19 pandemic because they live in an imaginary homeland, cannot exploit home country resources, and have fewer transnational ties with the home country. **b) Rootlessness in the host country** **RP-2:** Due to the rootlessness in the host country, displaced migrant entrepreneurs faced repercussions in legal status adversity, misalignment with the host and local institutions, and informal business nature. The repercussion of the rootlessness induces severe impendent to them, especially during the pandemic era. **c) Reassessing the resource at hand** **RP-3:** Through unravelling ethnic networks and adapting alternative opportunities with the resource in hand, the displaced migrant entrepreneur continues to show hopes for survival during the pandemic as some exert this pandemic as a blessing in disguise.

Table 5: The challenges of the displaced migrant entrepreneurs in times of COVID-19.

4.3.3 Contributions

Article 3 sheds new light on the displaced migrant entrepreneurs of COVID-19. It explores the entrepreneurial endeavors of displaced migrants by discerning how the COVID-19 pandemic altered new opportunities and obstacles. Additionally, it reflects on the host country's role toward the displaced entrepreneurs during the pandemic. Concisely, this study is an explorative study that will enhance a distinct perspective on the displaced migrant entrepreneurial activities and coping mechanisms during the COVID-19 pandemic. It further contributes to the displaced entrepreneurship study and provides policy recommendations to policymakers and practitioners. Figure 5 illustrates the implications and embeddedness of displaced migrant entrepreneurs during COVID-19.

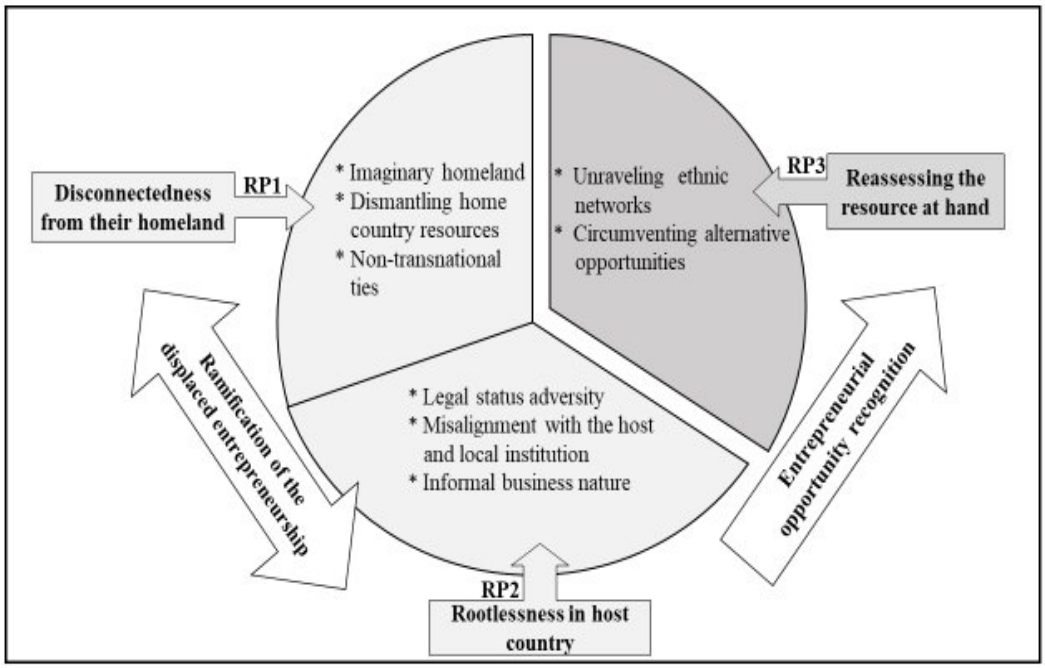

Figure 5: Model for displaced migrant entrepreneurs in times of COVID-19 (Yeshi, 2022).

4.4 Relational Dynamics within Refugee Entrepreneurship (Article 4)

4.4.1. Research Background

Prior research asserted that entrepreneurship provides alternative solutions for refugees' socioeconomic integration and an opportunity to rebuild their lives in the host country. On the one hand, researchers have identified several positive outcomes from refugee entrepreneurship, including economic contributions (Betts, Omata, & Bloom, 2017) and social innovations (Betts, Bloom, & Weaver, 2015). The refugee also brings previous entrepreneurial experience and aspirations to the host country (Obschonka et al., 2018). Refugee entrepreneurs, on the other hand, face significant institutional barriers (Alrawadieh et al., 2019; Embiricos, 2020; Heilbrunn, 2019; Shneikat & Alrawadieh, 2019) because they are disembedded in the host country's local entrepreneurial ecosystem. Disconnection from the local ecosystem restricts refugees from accessing various resources requisite for entrepreneurial activities.

Notwithstanding, recent studies have illuminated the role of support organizations in integrating refugee entrepreneurs into the local ecosystem (Harima & Freudenberg, 2020; Harima, Freudenberg, & Halberstad, 2019; Isaak, 2020;

Meister & Mauer, 2018). Such support organizations guide refugee entrepreneurs in developing human, social, and financial capital. Additionally, they promote social inclusion and emotional support, offer entrepreneurship education, and enhance opportunities for interaction with locals by connecting them to the entrepreneurial ecosystem (Harima, Freudenberg, & Halberstad, 2019; Isaak, 2020; Meister & Mauer, 2018; Salamoun & Azad, 2017). However, these studies primarily emphasized organizations' roles in supporting refugees' entrepreneurial endeavors but rarely discussed the dynamic interplay between the actors and refugee entrepreneurs. Therefore, given that research on this topic is still in its infancy, there is a need to examine the dynamic relationship between support organizations and refugee entrepreneurs.

4.4.2. Key Findings

Article 4 identified three distinct interpersonal relationships between business incubators and refugee entrepreneurs. First, refugee business incubators serve as a "trustful safeguard" for refugee entrepreneurs by establishing a friendship-like relationship to foster trust. Second, by sharing similar circumstances and acting as "buddies," refugee entrepreneurs support one another on a personal and professional level, validating one another's businesses through mutual feedback. Third, the relationship is between the members of the business incubator who act as "mission partners" because of their mission-driven actions and a mutual goal to integrate refugee through their business in the host country. Furthermore, this study revealed both constructive and disruptive mechanisms within the relational dynamics within refugee entrepreneurs. First, constructive mechanisms include business support, enhanced experiences, promoting trust, teamwork, and network expansion, all of which have a positive impact on their relationship. Second, disruptive mechanisms such as business uncertainty, cultural conflicts, and expectation gaps cause distrust and misunderstandings in the relational dynamics within refugee entrepreneurs. Henceforth, article 4 derived a set of five research propositions emphasizing the relational dynamics within refugee business incubators (see table 6).

The finding demonstrates that in contrast to traditional support organizations, refugee business incubators are portrayed by unique relational dynamics within refugee entrepreneurs in terms of the business incubator, program participants, and incubator members. For refugee business incubators to successfully support the integration of newly arrived entrepreneurs into the local ecosystem, all the relationships must function well.

a) Trustful safeguard
RP-1: Refugee business incubators act as 'trustful safeguards' for refugee entrepreneurs by building a friendship-like relationship to build trust, which allows refugee participants to be open-minded, courageous, and independent on top of a colleague-like relationship that enables them to offer entrepreneurial business support at the professional level.

b) Buddy
RP-2: Refugees incubates support each other at the personal and business levels by sharing similar situations as refugees and entrepreneurs and acting as 'buddies' by mutually providing feedback and validating entrepreneurial milestones.

c) Mission partners
RP-3: The members of the refugee entrepreneurial support organizations team act as 'mission partners', due to their mission-driven interactions, and follow their mutual goal to integrate refugee entrepreneurs into society.

d) Constructive mechanism
RP-4: By building a trustful atmosphere with participants and developing a long-term relationship with alumni, refugee business incubators can create a virtuous cycle to sustainably support refugee entrepreneurs in integrating into the local entrepreneurial ecosystem.

e) Disruptive mechanism
RP-5: Disruptive mechanisms, including uncertainty, cultural clashes, and expectation gaps, create a vicious cycle that can lead to distrust and misunderstandings in relational dynamics within the refugee business incubators, which hinder them from supporting refugees to integrate themselves into the local ecosystem.

Table 6: Relational dynamic within refugee entrepreneurs.

4.4.3. Contributions

Article 4 contributes to the refugee entrepreneurship study in three different aspects. First, this study exhibited the unique dynamic relationship that exists between actors in refugee business incubation programs. Second, it revealed that refugee business incubators could significantly assist in integrating refugee entrepreneurs into the entrepreneurial ecosystem of the host nation. Finally, this study developed a set of research propositions that could be helpful for researchers and policymakers in the host country in creating long-term policies to support the entrepreneurial endeavors of refugees.

5 Discussion

This chapter reflects this dissertation's overarching research questions and addresses key findings by linking them with existing literature on advancing refugee entrepreneurship studies. Additionally, this chapter presents a novel framework that comprehensively captures refugee entrepreneurs' multi-layered resilience and dynamic embedding process that elucidates the relationship within the framework.

5.1 Dynamic Nature of Resilience and Embeddedness

This study explores the multi-layered resilience and its influence on the dynamic embedding process of refugee entrepreneurs to address the overarching research question of this introductory paper. It put forward aspects emphasizing the multi-layer dimensions of resilience in refugee entrepreneurship: 1) Loss of resilience, 2) Emergence of resilience, and 3) Perpetuation of resilience. The finding also reveals the dynamic process of embeddedness in the realm of refugee entrepreneurship: 4) Disembedding process and 5) Reembedding process. Therefore, this study examines the interplay between the resilience and embeddedness of refugee entrepreneurship.

Moreover, this study underscores the necessity of understanding the cognitive process of resilience and embeddedness of refugee entrepreneurs, both of which are significantly influenced by the environments of their home and host countries. Successfully navigating these environments is pivotal for the resilience and embeddedness of refugee entrepreneurs in their entrepreneurial ventures. Therefore, it is essential to acknowledge the multi-layered resilience and dynamic embedding process experienced by refugee entrepreneurs, shaped by their ties to their home and host countries. Figure 6 illustrates the dynamic nature of resilience and embeddedness in refugee entrepreneurship.

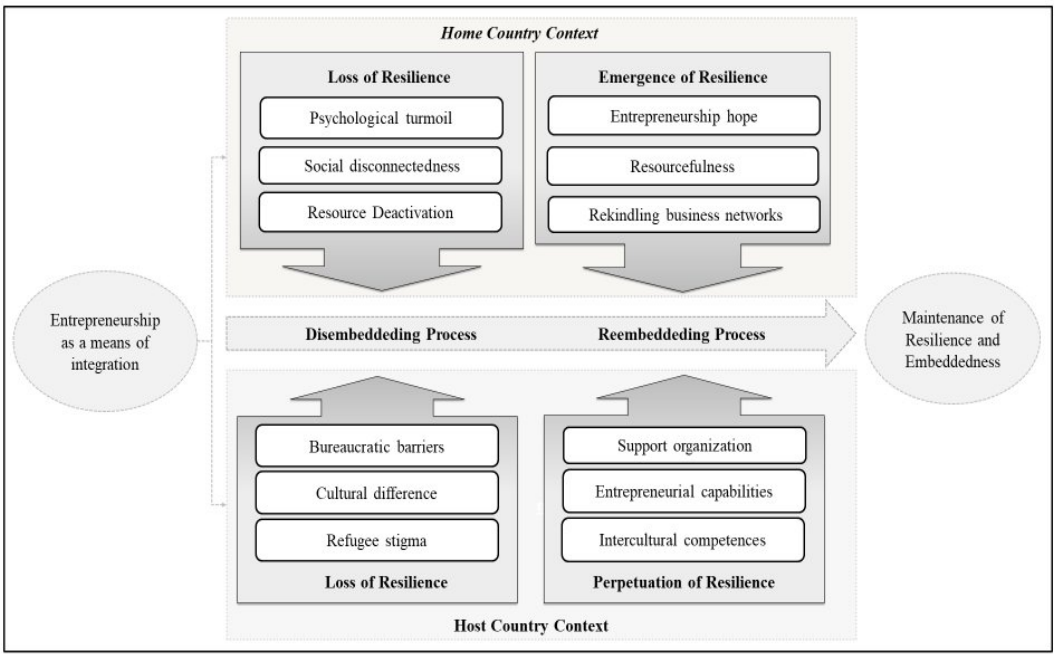

Figure 6: Dynamic nature of resilience and embeddedness of refugee entrepreneurship (Own illustration)**.**

5.2 RQ1: Multi-layered Resilience of Refugee Entrepreneurship

This section addresses the first research question of this introductory paper. Additionally, insights from the contributing articles are centered on the first research question:

RQ1: How does the nature of resilience evolve in the context of refugee entrepreneurship?

5.2.1. Loss of resilience

The first mechanism describes individual, social, and institutional factors from home and host country contexts that hinder refugees from maintaining entrepreneurial resilience over time. Psychological turmoil and social disconnectedness disrupt the mental condition of refugees, while institutional differences and refugees' legal status cause additional adversities, which hamper refugee entrepreneur's processes. Previous studies have investigated the psychological disturbance of refugees as refugee trauma from which refugees can suffer for many years after the re-settlement (Pugliese, 2009; Goodman et al., 2017). Literature has generally seen trauma as an object that individuals overcome with their resilience (Williams & Shepherd, 2016). However, this study

demonstrated that respondents found themselves in constant tension between hope for the future and post-traumatic stress from the past. The long-lasting and deep-seated psychological turmoil can disrupt the mental condition of refugees and lead to a loss of resilience (Yeshi, Harima & Freiling, 2022).

Refugees experience disconnectedness both from their home country networks and from ethnic communities. In literature, family support has been seen as a critical factor to promote refugees' resilience (Pieloch et al., 2016; Sossou et al., 2008) and as essential resources for migrant entrepreneurs (Azmat & Fujimoto, 2016). Furthermore, studies on resilience have argued that family resilience broadens individual resilience through intra-family relationships (Patterson, 2002; Walsh, 2016). The lack of family support makes it challenging for refugees to develop resilience in advert situations. Additionally, this study observed the lack of support from ethnic communities, although the ethnic networks usually play an imperative role in migrant entrepreneurship in overcoming institutional barriers and resource scarcities. The lack of social capital can diminish refugee entrepreneur's resilience as social capital brings together the collective response with the people, groups, and organizations. Thus, psychological turmoil, disconnectedness, and resource deactivation arising from the unprecedented journey and separation from the family induce long-lasting emotional stress, impeding refugee entrepreneurs from maintaining their resilience over time.

Moreover, empirical evidence revealed how institutional barriers in the host country enhanced the level of uncertainties perceived by refugee entrepreneur. Formalistic and bureaucratic formal institutional systems complicate the information acquisition process in the host country, which continuously decrease refugees' entrepreneurial motivation. While German systems are incredibly complex, Alrawadieh et al. (2019) also identified legislative and administrative issues as one of the critical obstacles that refugee entrepreneur faced in Turkey. Uncertainties about regulatory environments and frustrations with difficulties in acquiring necessary information causes an additional mental burden to refugee traumata, which negatively influences the perpetuation of resilience. Furthermore, encountering cultural differences leads to a feeling that refugees' identity is

rejected. Identity plays an essential role in developing the individuals' resilience capacity and in maintaining resilience (Ungar et al., 2007).

To conclude, this study observed the negative impact of the refugees' legal status that local people's prejudice towards refugees led to a loss of confidence in their entrepreneurial potential. The disbelief in the feasibility of business ideas and one's own capacity to achieve entrepreneurial goals can destroy the hope of restoring a new life through entrepreneurial activities. Furthermore, additional hurdles associated with the refugees' legal status, such as limited access to financial capital and bureaucratic process (Kachkar, 2018; Alrawadieh, Karayilan & Cetin, 2019b; Shneikat & Alrawadieh, 2019; Almohammad, Durrah & Ahmed, 2020; Embiricos, 2020), continuously lead to frustration, which makes it difficult to maintain individual resilience. Therefore, bureaucratic barriers, cultural differences, and refugee stigma diminish refugees' entrepreneurial potential and limit access to resources in the host country, hindering REs from maintaining their resilience.

5.2.2. Emergence of Resilience

The second mechanism demonstrates how refugees who lose their ordinary lives in their home country discover hope to restore their lives through entrepreneurship. Although refugees encounter severe resource scarcities in their host country due to limited access to home country resources, they seek to achieve their entrepreneurial goals by re-interpreting their cultural values to be resourceful. The empirical evidence of the contributing articles demonstrated how respondents built their positive perceptions towards the beginning of their new life in Germany and the possible future they could construct. Notably, the two presented categories mutually influence and reinforce. In literature, hope is understood as positive psychology construct and can be understood through its duality of both willpower (agency) and way power (pathways) (Luthans, 2002). This study observed that the new environment, which offered secure surroundings with opportunities for respondents and their families, developed a general sense of hope. Despite substantial resource scarcities and institutional barriers in the host country, they explored entrepreneurial opportunities. This helped them develop a concrete goal in their new life. Literature also considers creating opportunities as a vital way for

refugees to be self-reliant (Betts, Omata, & Bloom, 2017). Respondents' willpower to reconstruct their life through entrepreneurial activities was completed by the way power with their resourcefulness. This is also in line with previous research findings that the resilience of entrepreneurs can be achieved by resourcefulness (Ayala & Manzano, 2014). Therefore, refugee entrepreneur cultivates a sense of hope in restoring a new life and exploring alternative entrepreneurial opportunities by reinterpreting prior business networks, thereby fostering resilience in achieving entrepreneurial goals.

5.2.3. Perpetuation of Resilience

The third mechanism, instead, deals with factors that reinforce the resilience of refugee entrepreneur. Entrepreneurial support and the intercultural competencies of refugees play an essential role in stabilizing the mental conditions of refugees and mitigating institutional barriers (Harima, Freudenberg, & Halberstadt, 2019; Harima et al., 2021; Jürgens et al., 2022; Meister & Mauer, 2018). Furthermore, entrepreneurial capabilities and aspirations of individual refugees strengthen their willingness to achieve goals as entrepreneurs. This study observed that external support enabled refugee entrepreneurs to maintain resilience. The respondents from the contributing articles received two types of entrepreneurial support. On the one side, refugee support organizations, particularly refugee business incubators, provided institutionalized support (Hack-Polay et al., 2019; Harima, 2022; Harima, Freudenberg, & Halberstadt, 2019; Harima et al., 2021; Mawson & Kasem, 2019; Nijhoff, 2021; Refai et al., 2018; Santamaria-Velasco et al., 2021). Scholars in refugee studies have argued that receiving external support is essential for refugees to develop and maintain individual resilience capacity (Pulvirenti & Mason, 2011). In this study, many respondents felt that their support was helpful mainly for mitigating institutional barriers that refugees encountered in the host country. Simultaneously, such organizations facilitated the networking capacities of refugee entrepreneur and functioned as a hub to connect them with local actors. These functions accord with preceding articles on the role of refugee business incubators in Germany revealing their help to expand both refugees' human and social capital (Harima, Freudenberg, & Halberstad, 2019; Isaak, 2020; Meister & Mauer, 2018).

Furthermore, literature acknowledges that business support programs generally help entrepreneurs build self-efficacy and resilience (Bullough & Renko, 2013). As a result, the support of such organizations reduced the obstacles that would lead to a loss of resilience, such as social disconnectedness and institutional gaps. On the other side, we observed that respondents tended to establish a narrow, intensive relationship with a few locals, who supported them by accompanying their entrepreneurial journey and the re-establishment of a new life in the host country. These locals often voluntarily helped refugee entrepreneur by overcoming institutional barriers and encouraging them. Their support substituted the lack of social capital of refugees and contributed to mitigating the psychological turmoil from their traumatic experiences.

This study also identified that those with significant entrepreneurial traits and ambitions did not surrender their hope to re-establish their life through entrepreneurial activities despite adversities. Bullough et al., (2014) found that individuals develop entrepreneurial intentions even under adverse conditions if they are highly resilient and believe in their own entrepreneurial abilities. Furthermore, Yang and Danes (2015) emphasized that entrepreneurs need to have a sufficient favorable appraisal of their entrepreneurial capabilities to be resilient in new venture creation. Previous successful entrepreneurial experiences provide refugee entrepreneur with confidence in their entrepreneurial capacities, market knowledge, and business know-how, which reinforce their hope. Moreover, strong entrepreneurial intentions strengthen their willingness to become entrepreneurs even when they encounter numerous obstacles. Thus, entrepreneurial support from refugee business incubators and strong intercultural competencies help mitigate institutional barriers and alleviate perceived difficulties related to cultural differences, thereby perpetuating refugee entrepreneur's resilience.

5.3 RQ2: Embedding Process of Refugee Entrepreneurship

Research question 1 illuminates the multi-layered nature of resilience demonstrated by refugee entrepreneurs in both home and host country settings. To gain a profound understanding of refugee entrepreneurship, exploring the embedding

process of refugee entrepreneurial activities across multiple contexts is crucial. Therefore, this dissertation addresses the second research question:

> *RQ2: How does refugee entrepreneurs' embedding process enable or constrain their entrepreneurial activities?*

5.3.1 Disembedding Process

This study demonstrates how disembedding from home and host country settings influences the entrepreneurial activities of refugee entrepreneurs. Refugee entrepreneurs often experience emotional detachment from their home country as a result of the devastating impact of family separation, psychological distress, and the loss of essential resources (Harima, 2022; Yeshi, Harima & Freiling, 2022). Consequently, this leads to a significant disconnection and hinders the embedding process into their entrepreneurial activities. This phenomenon was evident in many respondents in this study, who emphasized enduring psychological trauma continues to persist despite being living in the host country for many years. However, it is essential to note that the disembedding process, including emotional detachment and other obstacles, can also be temporary and does not necessarily lead to permanently losing ties (Harima, 2022). The embeddedness of refugee entrepreneurs significantly differs from migrant entrepreneurs, as refugees are often not perceived as embedded in their home or host country where they have sought refuge (Heilbrunn & Iannone, 2020; Meister & Mauer, 2018). Moreover, prior studies on embeddedness have primarily emphasized the potential aspects of the host country setting, neglecting the disruptive components of the entrepreneurial cognitive process from home country settings (Jiang et al., 2021; Wigren-Kristoferson et al., 2022). Therefore, to comprehend the embeddedness of REs, it is vital to examine the disembedding process originating from their home country context.

Additionally, this study also found that refugee entrepreneurs encounter bureaucratic hurdles, cultural disparities, and stigma associated with being a refugee, which diminishes resilience and leads to the disembedding process of refugee entrepreneurial activities. For instance, some respondents mentioned that there is a prevalent bias, suggesting that being labeled, as a refugee is a

disadvantage. These obstacles disembedded refugees seeking entrepreneurial opportunities in the host country. Harima et al. (2021) asserted that forced migration is a disembedding process requiring substantial shifts from multiple contexts to determine reembeddedness. Likewise, this study also observed the distinctive disembeddedness influencing refugee entrepreneurial activities. However, the disembedding process remains insufficient without considering the aspects of both the home and host country environments. Therefore, the disconnectedness experienced by refugee entrepreneurs, stemming from their multiple settings, disrupts the disembedding process of refugee entrepreneurial activities (Harima, 2022; Yeshi, 2024).

5.3.2 Reembedding Process

This study also uncovered that the emergence and perpetuation of resilience catalyze the reembedding process of refugee entrepreneurial activities. It underlines the transition from disembedding to the reembedding process of refugee entrepreneurs. While disembedding leads to social disconnectedness, it also provides new opportunities of being reembeddedness in different environments (Harima, 2022). Wauters and Lambrecht (2006) asserted that refugees who have been self-employed in their home country are likely to delve into entrepreneurship. In this study, too, many refugees have prior entrepreneurial experience in their home country demonstrates stronger reembedding process by navigating hope through entrepreneurship. This study also reflected that refugees with prior entrepreneurial experience in their home country demonstrated a more robust reembedding process. When coupled with a strong ambition, entrepreneurial capabilities, and aspirations to achieve independence and self-reliance, the prior entrepreneurial experience, including running a small business in their home country or participating in entrepreneurship programs in the host country, becomes a potent tool that ignites refugee entrepreneurs' embeddedness drive. Navigating this dynamic process with hope through entrepreneurship and reestablishing previous business connections is crucial in their journey toward self-reliance.

Prior scholars have asserted that receiving external support, such as refugee incubator programs, positively influences the reembedding process for refugee

entrepreneurial activities in host country settings (Jürgens et al., 2022; Yeshi, 2022, 2024). It is essential to recognize that although some obstacles may seem daunting, the substantial role of support organizations serves as a beacon of hope and optimism. This support inspires refugee entrepreneurs to persevere in their ventures, offering encouragement and motivation. Therefore, support organizations are vital in aiding the reembedding process of refugee entrepreneurs within the host country context.

The reembedding process of refugee entrepreneurs is a testament to individuals' adaptability. They transform their displacement into a strategic advantage by utilizing resources from their multiple settings, gaining bilateral advantages (Kloosterman, 2010; Harima, 2022). Therefore, the bilateral advantages gained by refugee entrepreneurs, along with their adaptability from multiple settings, enable the reembedding process of refugee entrepreneurs (Yeshi, Harima & Freiling, 2022).

5.4 Research Contributions

This study makes several significant contributions to the existing literature on refugee entrepreneurship. First, prior research on refugee entrepreneurs has acknowledged the importance of resilience in enabling individuals to overcome adversities. Additionally, studies have shown that refugees exhibit resilience in coping with psychological trauma (Munt, 2012; Goodman et al., 2017; Yeshi, Harima & Freiling, 2022). However, research on refugee entrepreneurship has predominantly emphasized resilience as an individual trait, thus, overlooking the multi-layered nature of the resilience that refugee entrepreneurs demonstrate that emerges from their home countries. Compared to migrants, refugees face significant adversities as a result of forced displacement, such as psychological trauma, severe resource disadvantages, and substantial institutional barriers (Shneikat & Alrawadieh, 2019; Embiricos, 2020). Shepherd, Saade, and Wincent (2020) contribute significantly to understanding refugee resilience as an outcome of entrepreneurial processes by demonstrating how a positive environment is constructed in refugee entrepreneurship. This study's contribution is based on considering the reinforcing mechanism of resilience while additionally elucidating

factors that lead to a loss of resilience or hinder the perpetuation of resilience. Consequently, this cumulative dissertation explores refugee entrepreneurs' multi-layered resilience in their home and host country contexts, underlining the loss, emergence, and perpetuation of resilience.

Second, refugee entrepreneurs' embeddedness process plays a significant role in their ability to discover and pursue entrepreneurial opportunities, especially when refugee entrepreneurs uncover their social networks and resources (Jiang et al., 2021; Meister & Mauer, 2018). However, refugee entrepreneurship studies have primarily addressed embeddedness' potential to uncover opportunities, thus, disregarding the possibility of a disruptive embeddedness process. Such studies have not considered the constraints imposed by the dynamic embeddedness process within the contexts of both the home and host countries (Harima, 2022; Wigren-Kristoferson et al., 2022). Prior research on refugee entrepreneurship has recognized the importance of comprehending the dynamic embeddedness process of refugee entrepreneurs in both the home and host country contexts (Harima, 2022). Thus, this study contributes to how the disembeddedness and reembeddedness of the home and host country context play a crucial role in refugee entrepreneurs' entrepreneurial activities. Disembeddedness disconnects social constructs and institutional settings, whereas reembeddedness reestablishes new entrepreneurial opportunities. Therefore, this dissertation investigates the dynamic process of disembeddedness exhibiting constraints and reembeddedness enabling opportunities to comprehend refugee entrepreneurship.

Third, one of the significant conceptual contributions of this dissertation is to address the unexplored relationship between the dynamic nature of resilience and embeddedness and refugee entrepreneurship. Fusing two distinct conceptual lenses to focus on refugee entrepreneurship offers original insights to enrich the emerging literature. By synergizing these two lenses, this dissertation delves deeper into the nuances of refugee entrepreneurship and uncovers novel distinctions concerning the challenges faced by refugee entrepreneurs.

Fourth, this study reveals that support organizations, such as NGOs and incubation programs, are crucial in aiding refugee entrepreneurial ventures. Prior researchers have also reiterated that refugee entrepreneurs are more efficient when participating

in incubation programs (Harima & Freudenberg, 2020; Harima et al., 2019; Meister & Mauer, 2018; Yeshi, Harima & Freiling, 2022). Refugee entrepreneurs build trustworthy connections to the incubates, since support organizations are mission-driven initiatives that allow refugee entrepreneurs to feel more connected to them (Jürgens et al., 2022). Moreover, such platforms empower refugee entrepreneurs by instilling them with confidence in their entrepreneurial capabilities, enhancing their market knowledge, and strengthening their business acumen, thus, ultimately revitalizing their sense of hope in pursuing entrepreneurial ventures. As a result, this study contributes to the relational dynamics within refugee business incubators, bridging refugee entrepreneurs into the local entrepreneurial ecosystem.

Finally, the preceding study emphasizes the need for a theory specifically tailored to study refugee entrepreneurship, as existing theoretical frameworks are frequently adapted from migration entrepreneurship research (Heilbrunn & Iannone, 2020; Abebe, 2022). This study explores the multi-layered nature of resilience and the dynamic process of embeddedness, which are crucial for comprehending the entrepreneurial activities of refugee entrepreneurs. Hence, this dissertation broadens the understanding of refugee entrepreneurship's resilience and embeddedness in multiple settings.

6 Conclusions

6.1 Practical Implications

This dissertation results in several implications that will assist relevant stakeholders, including policymakers, NGOs, and refugee incubation programs, in implementing the measures required to support refugee entrepreneurs. Policymakers need to establish a supportive environment for refugee entrepreneurial activities that provides an alternative pathway for integration, an opportunity to fulfill their untapped potential, and a means to create distinctive socio-economic advantages for the host country. By gaining a more profound understanding of the topic, policymakers can make more informed decisions that positively influence refugee entrepreneurs' entrepreneurial activities.

The study identifies multi-layered resilience mechanisms and the dynamic embedding process of refugee entrepreneurs in multiple settings, providing valuable insights for policymakers. Creating favorable environments for refugees' entrepreneurial activities is essential, as entrepreneurship offers an alternative means of integrating refugees into the host country's labor market. The findings highlight refugee adversities exist not only in the host country setting but are also driven by the home country setting, such as traumatic experiences and social disconnectedness, necessitating a high entrepreneurial resilience and embeddedness over an extended period. Therefore, policymakers are encouraged to consider home and host country settings when implementing measures to support refugee entrepreneurs.

Second, the study finds that refugees encounter significant challenges due to institutional difficulties in their host country, requiring a high degree of entrepreneurial resilience and embeddedness. For instance, some respondents needed help locating the proper information to start a business and were not acquainted with formal institutions as refugees. Therefore, this study calls for policymakers to redesign the communication medium and reduce the bureaucratic obstacles for refugees. To reduce these barriers for refugee entrepreneurs, specialized units within formal organizations could establish specialized units to

provide information in refugees' native languages, organize training sessions and workshops, and offer individual consultations.

Third, most of the respondents in this study are from distant regions, and scholars have emphasized the heterogeneity of refugee entrepreneurship and the importance of considering the peculiarities of context (Heilbrunn & Iannone, 2020; Harima, 2022). Additionally, 72% of refugees and displaced populations reside in neighboring countries to their homelands (UNHCR, 2022). These individuals may encounter a few barriers. Thus, this study underscores the crucial role of understanding the local context of refugee entrepreneurs before implementing strategies to support them, ensuring that policymakers are well informed and aware of the unique challenges and opportunities.

Finally, support organizations like NGOs and business incubation programs are crucial in integrating refugee entrepreneurs into the host country's entrepreneurial ecosystem. These organizations assist refugees in launching their businesses, connecting with local entrepreneurs, establishing trustworthy relationships, and fostering cultural adaptability. Consequently, this study underscores the need for policymakers to commit to implementing more enduring incubation programs. By doing so, they can ensure that refugees have the required support to start businesses in the host country, showcasing a sense of accountability and commitment.

6.2 Limitations

This dissertation contains some limitations that must be considered. First, this study was mainly conducted using inductive qualitative research, in line with the social constructivist paradigm (Kukla, 2000; Gioia, Corley & Hamilton, 2013), with the exception of Article 1, which was a literature review. As a result, the findings are context-specific and cannot be generalized to other cases due to differences in the nature of the data. The characteristics of refugee entrepreneurs are highly dependent on context, making it a diverse phenomenon (Heilbrunn, Freiling & Harima, 2019).

Second, one of the main limitations of this study was the lack of consideration given to the dimension of time and longitudinal aspects. This was primarily due to the fact that the entrepreneurs being studied were in the initial stages of their entrepreneurial careers. Additionally, some were part of an incubation program and

had a business plan but were yet to commence their business operations. This study acknowledges these limitations and recommends longitudinal studies to gain deeper insights into the subject matter. Therefore, it should be noted that the study's scope was also limited to a single interview segment with most of the interviewees. As a result, comprehensive empirical insights into the dynamic view of how resilience and embeddedness influence refugee entrepreneurs are somewhat limited.

Third, this dissertation has a plausible limitation regarding the language used during the interviews. Notably, most interviewees, particularly those in articles 2 and 4, were interviewed in German or English, which is not their native language. Even though the participants had achieved an intermediate level of proficiency, it takes a high level of language skills to contemplate and articulate emotional and psychological experiences effectively. As a result, their responses might not have been as insightful or comprehensive as they would have been in their native language.

Fourth, due to pandemic-related travel restrictions, some interviews for this study were conducted virtually during the COVID period. The author was unable to conduct on-site observations and instead had to resort to conducting some virtual interviews and relying on secondary sources such as websites, news reports, and interviewees' social media channels. Therefore, this approach limited the author's ability to observe the entrepreneurial nature firsthand, which might affect the overall data quality.

Finally, the dissertation limits its scope by not exploring the gender aspect of the interviewees. It should be noted that the majority of the interviewees were male, and only a few female refugee entrepreneurs were identified in the study. As such, a gender comparison would not be appropriate, given that most interviewees were male. To address this limitation, future research could focus on a female-centric study of refugee entrepreneurship, significantly contributing to the existing literature.

6.3 Future Research Perspectives

This dissertation offers several recommendations concerning essential aspects that require more comprehensive exploration in this emerging field of research. These suggestions could pave the way for new research opportunities to further investigate the topic of refugee entrepreneurship. First, most of the researchers and refugee host countries are in developed countries. However, 83% of refugees are hosted in developing countries (UNHCR, 2022). To gain a more comprehensive understanding of the subject, it would be beneficial to conduct research on refugee entrepreneurship in developing countries.

Second, the nature of resilience and the dynamic process of embeddedness for refugees in developed countries have the prospect of becoming part of society. Unlike many refugees in developing countries, they are encouraged to enter the job market and conduct business in the formal economy. Few studies have demonstrated that refugees engage in informal businesses in refugee camps (de la Chaux & Haugh, 2020; Luseno & Kolade, 2022; Refai et al., 2018; Turner, 2020). Such entrepreneurs may encounter fewer legislative issues than refugees seeking to run formal businesses in developed countries. Therefore, future researchers should consider more studies in such a context to gain a comprehensive insight into the resilience and embeddedness of refugee entrepreneurs' distinctive traits.

Third, this study identified that many refugee entrepreneurs are in the early stages of their venture development (Harima, 2022; Harima et al., 2021; Jiang et al., 2021; Mawson & Kasem, 2019; Meister & Mauer, 2018; Senthanar et al., 2020). However, in later phases of venture development, refugee entrepreneurs may face other obstacles that could influence their entrepreneurial activity at different stages. For instance, four refugee entrepreneurs in the study by Jiang et al. (2021) did not continue their entrepreneurial careers and terminated their entrepreneurial process. Consequently, further research should conduct longitudinal studies to investigate the long-term venture development of refugee entrepreneurs as well as the reasons for entrepreneurial failure.

Fourth, notably, only a few research papers have featured refugee women entrepreneurs. The role of refugee women in entrepreneurship is recognized as an

essential integration process (Abuhussein, 2023; Adeeko & Treanor, 2022; Senthanar et al., 2020). For example, Adeeko and Treanor (2022) delved into the complexities of refugee women entrepreneurs in the United Kingdom. They discovered that, despite the obstacles posed by their gender and refugee status, being an entrepreneur allows them to circumvent the stigmatized identity associated with refugee women, thus, improving their well-being and socio-economic status. Therefore, this study recommends that future researchers consider drawing attention to the entrepreneurial process of refugee women entrepreneurs.

Finally, many studies on refugee entrepreneurs originated from countries with strong entrepreneurship cultures. For instance, the literature on Syrian refugees demonstrates their significant entrepreneurial orientation and extensive venturing experiences in their home country, which lowered barriers to them becoming founders in the new, uncertain environments of the host countries (de Kraker et al., 2021; Senthanar et al., 2020). Therefore, exploring how refugees' home country backgrounds influence their entrepreneurial capabilities and aspirations is essential.

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Yeshi, T. (2024). "Survival of the Fittest: Refugees as entrepreneurs. *De Gruyter Handbook of Migrant Entrepreneurship*, (pp. 173-185). Walter de Gruyter GmbH & CoKG. https://doi.org/10.1515/9783111025520-009.

Yeshi, T., Harima, A. and Freiling, J. (2022). Resilience on an emotional rollercoaster: Refugee entrepreneurship under adversity. *European Management Journal*, *42*(2), 173-185. https://doi.org/10.1016/j.emj.2022.12.009.

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Part 2: Four Research Articles

Article 1:

Survival of the fittest: Refugees as entrepreneurs

Tenzin Yeshi (University of Bremen)

Published in De Gruyter Handbook of Migrant Entrepreneurship, (pp. 173-185). Walter de Gruyter GmbH & CoKG.

DOI: https://doi.org/10.1515/9783111025520-009

Abstract:

Since 2015, Europe has experienced a refugee crisis. Many refugees sought subsistence after their refuge and found entrepreneurship amongst the feasible alternatives. This calls for scholarly discussions on refugee entrepreneurship. While there is a swiftly growing number of academic publications on selected issues of refugee entrepreneurship, this research field is still in its infancy. Previous studies illuminated several critical aspects of refugee entrepreneurship, such as socio-economic outcomes and psychological disturbance. However, research on stabilizing factors of refugee entrepreneurship on the micro level is relatively silent. This holds even more so for aspects of the so-called "positive psychology" related to stabilizers like hope, resilience, and embeddedness. This study emphasizes the four key elements of refugee entrepreneurs: characteristics, motivations, networks and potentials because it may alleviate the disadvantages caused by the refuge and reinforce strengths and potential. Therefore, this study aims to draw a possible orientation for the future outlet in the context of refugee entrepreneurship. Hence, this study discusses the engagement of refugee entrepreneurial ventures and refugees' repercussions as an entrepreneur.

Keywords:

Refugee; Entrepreneurs; Refugee Entrepreneurship

Article 2:

Resilience on an emotional rollercoaster: Refugee entrepreneurship under adversity

Tenzin Yeshi (University of Bremen)
Aki Harima (University of Bremen)
Jörg Freiling (University of Bremen)

Published in European Management Journal, *42(2), 173-185.*
DOI: https://doi.org/10.1016/j.emj.2022.12.009

Abstract:

The political turmoil, civil war, economic crisis, and breakdown of the political systems in the Middle East and many African countries led to the global refugee crisis in 2015. Since then, policymakers and academics have recognized the entrepreneurial potential of refugees. Compared to migrants, due to forced displacement, refugees face significant adversities, such as psychological trauma and substantial institutional barriers. Consequently, refugee entrepreneurs need to develop and maintain a high degree of resilience to pursue an entrepreneurial path despite adversities. However, previous studies have treated resilience as a mere personal trait of refugees, neglecting its multi-layered, dynamic aspect. Against this background, this study examines how refugee entrepreneurs' resilience emerges and develops, and it analyzes the factors that influence the maintenance of their resilience. Based on 52 interviews with refugee entrepreneurs in Germany, this study finds that the fragile, unstable nature of refugees' resilience depends on various factors at the individual, relational, and institutional levels during venture development. Based on the findings, we theorize the dynamic process view of refugee entrepreneurs' resilience.

Keyword:

Refugee entrepreneurship; resilience; refugee entrepreneurs' resilience; entrepreneurship in adversity; displacement.

Article 3:

"Home away from home": Displaced migrant entrepreneurship in times of Covid-19"

Tenzin Yeshi (University of Bremen)

Published in Disadvantaged Minorities in Business (pp. 205-224). Springer, Cham.

DOI: https://doi.org/10.1007/978-3-030-97079-6_10

Abstract: The unprecedented Covid-19 pandemic crisis has put entrepreneurship at bay. Scholars swiftly started investigating the impact of the pandemic on entrepreneurship in all possible manners. However, there is a distinct entrepreneurial agent; displaced migrant entrepreneurs (DME) are often understudied and underrepresented in the entrepreneurship literature. Against this background, this study explores the influence of the Covid-19 pandemic on the displaced migrant entrepreneurship. Two research questions were raised in this study: i) What are the challenges faced by displaced migrant entrepreneurs during the covid-19 pandemic? and ii) How are displaced migrant entrepreneurs dealing with the covid-19 pandemic? To answer this research question, this qualitative study conducted 10 in-depth interviews with DME in developing countries and identified three distinct mechanisms: i) Disconnectedness to the home country, ii) Rootlessness in host county, and iii) Reassessing the resource in hand. The study findings reveal that DME has a double disadvantage, unlike other migrant entrepreneurs, since it is hard for them to use the host and home country resources. It also demonstrates that DME shows resilience during the pandemic by utilizing the resource at hand. This study contributes to the discussion on DME by exploring the unique context and highlighting the DME responses during the pandemic.

Keywords: Displaced migrant entrepreneurs, covid-19, pandemic, entrepreneurship in crisis, developing countries, displaced population.

Article 4:

"Relational Dynamics within Refugee Business Incubators: Bridging Refugee Entrepreneurs to the Host-Country Entrepreneurial Ecosystem"

Caroline Jürgens (University of Bremen)

Anorth Ramalingam (University of Bremen)

Roch Zarembski (University of Bremen)

Aki Harima (University of Bremen)

Tenzin Yeshi (University of Bremen)

Published in Disadvantaged Entrepreneurship and the Entrepreneurial Ecosystem. Emerald Publishing Limited.

DOI: https://doi.org/10.1108/S2040-724620220000014007

Abstract: The world is currently facing one of the most significant refugee crises in history, posing challenges to policymakers in host countries needing to facilitate socio-economic integration of refugees urgently. Policymakers and scholars have started shedding light on the entrepreneurial potential of refugees. Refugees confront considerable institutional barriers in their new environments. Particularly challenging is that they lose connection to their home country ecosystem through forced displacement and are not yet well-embedded in the local entrepreneurial ecosystem of the host country. The disconnection to the local ecosystem hinders refugees from accessing various resources essential to entrepreneurial activities. Against this background, this chapter illuminates the role of business incubators in integrating refugees entrepreneurs into the local entrepreneurial ecosystem, paying particular attention to relational dynamics within incubators. This study conducts explorative qualitative research with a single case study of a German business incubator for refugees. This study identifies three types of relational dynamics that characterize operation of refugee business incubators and two mechanisms constructive and descriptive to their mission. Finally, this study derives practical implications for refugee business incubators and policymakers in refugee-hosting countries.

Keywords: Refugee entrepreneurship, business incubator, entrepreneurial ecosystems, disadvantaged entrepreneurship, relational dynamics, policy.

Part 3: Appendix

Appendix 1: Article Overview and Declaration of Co-Authorship

Article 1:

Type	Book Chapter (Blind Peer-Review)
Title	Survival of the Fittest: Refugees as Entrepreneurs
Authors	Tenzin Yeshi (University of Bremen)
Place of Publication	Book: Survival of the Fittest: Refugees as Entrepreneurs
Date of Submission	31.07.2023
Date of Acceptance	27.11.2023
Date of Publication	05.06.2024
Author Contributions	Yeshi: 100%

Article 2:

Type	Journal Article (Blind Peer-Review)
Title	Resilience on an emotional rollercoaster: Refugee entrepreneurship under adversity
Authors	Tenzin Yeshi (University of Bremen) Aki Harima (University of Bremen) Jörg Freiling (University of Bremen)
Place of Publication	European Management Journal
Date of Submission	11.02.2022
Date of Acceptance	09.12.2022
Date of Publication	11.12.2022
Author Contributions	Yeshi: 50%, Harima: 30%, Freiling: 20%
Contributions of Tenzin Yeshi in detail	• Literature review on refugee entrepreneurship and resilience • Data analysis • Manuscript writing • Revising the manuscript based on the reviewers' comment

Article 3:

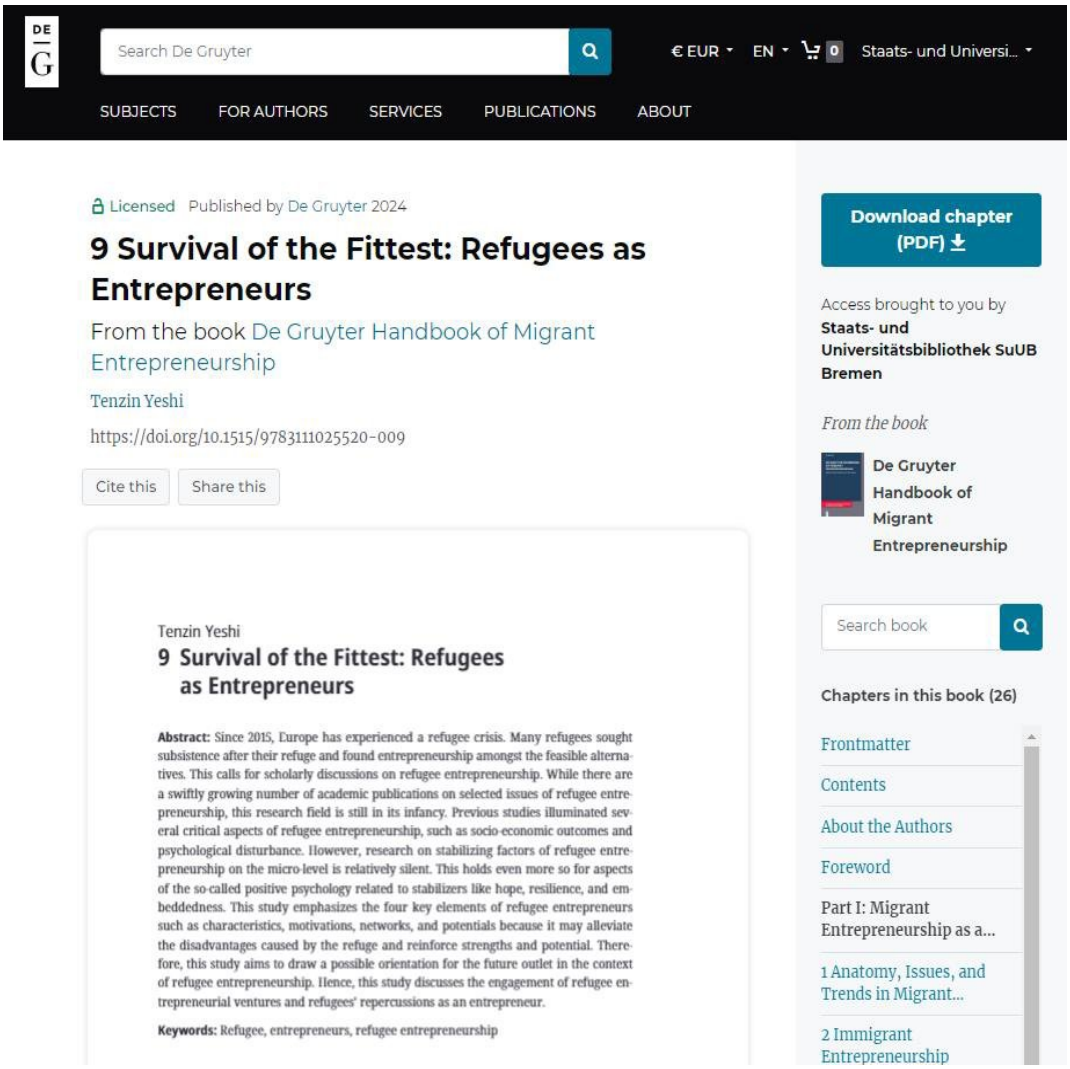
Type	Book Chapter (Blind Peer-Review)
Title	"Home away from home": Displaced migrant entrepreneurship in times of covid-19
Authors	Tenzin Yeshi (University of Bremen)
Place of Publication	Book: Disadvantaged Minorities in Business
Date of Submission	30.12.2020
Date of Acceptance	16.06.2021
Date of Publication	23.06.2022
Author Contributions	Yeshi: 100%

Article 4:

Type	Book Chapter (Blind Peer-Review)
Title	Relational dynamics within refugee business incubators: Bridging refugee entrepreneurs to the host-country entrepreneurial ecosystem
Authors	Caroline Jürgens (University of Bremen) Anorth Ramalingam (University of Bremen) Roch Zarembski (University of Bremen) Aki Harima (University of Bremen) Tenzin Yeshi (University of Bremen)
Place of Publication	Book: Disadvantaged Entrepreneurship and the Entrepreneurial Ecosystem
Date of Submission	01.05.2020
Date of Acceptance	24.09.2020
Date of Publication	17.01.2022
Author Contributions	Jürgens: 20%, Ramalingam: 20% , Zarembski: 20%, Harima: 20%, Yeshi: 20%
Contributions of Tenzin Yeshi in detail	• Literature review revision • Manuscript editing • Revising the paper based on the reviewers' comment • Paper formatting

Proof of Publication/ Submission

Article 1



Article 2

European Management Journal
Available online 11 December 2022
In Press, Corrected Proof

Resilience on an emotional rollercoaster: Refugee entrepreneurship under adversity

Tenzin Yeshi, Aki Harima, Jörg Freiling

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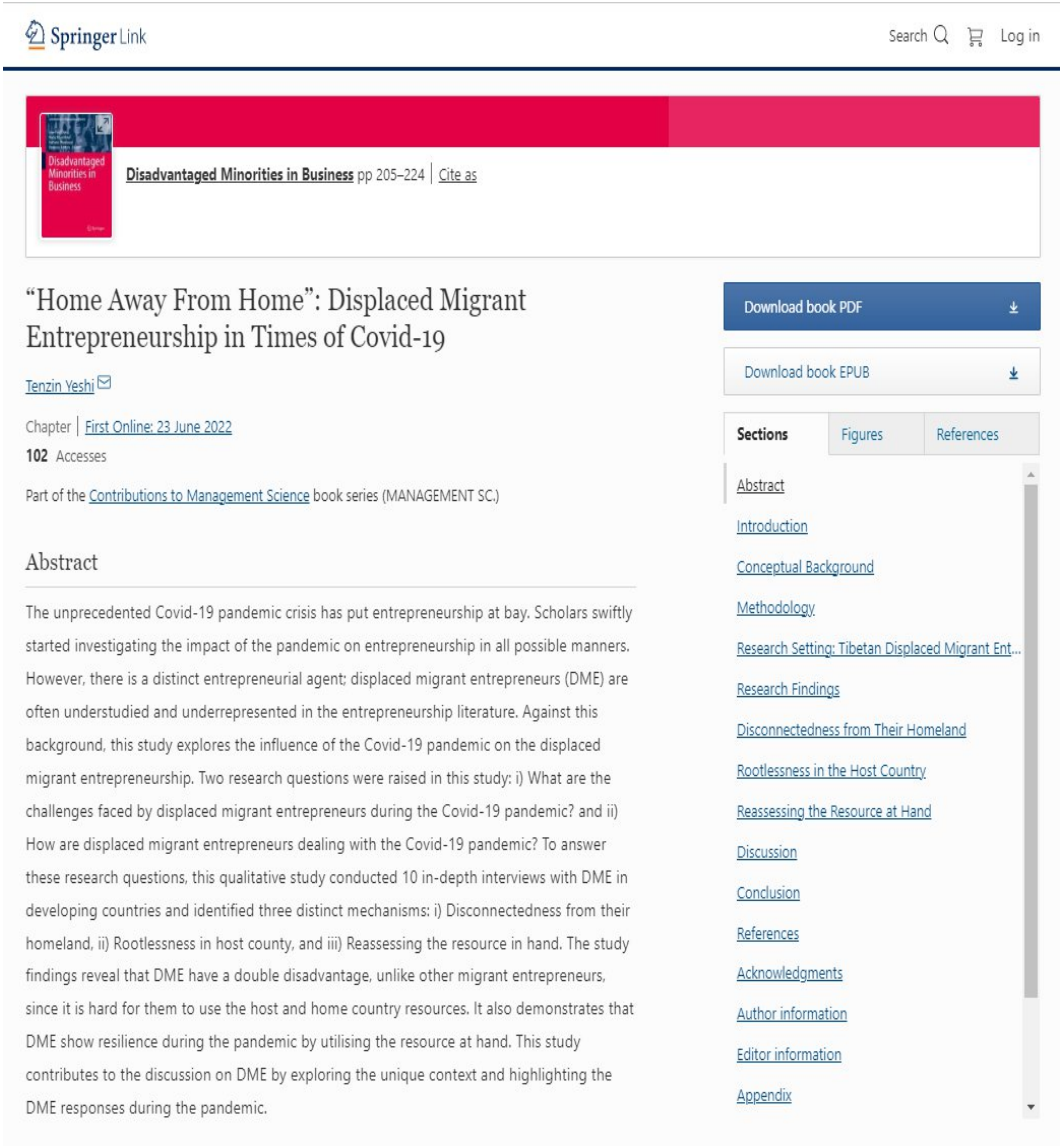
Abstract

The political turmoil, civil war, economic crisis, and breakdown of the political systems in the Middle East and many African countries led to the global refugee crisis in 2015. Since then, policymakers and academics have recognized the entrepreneurial potential of refugees. Compared to migrants, due to forced displacement, refugees face significant adversities, such as psychological trauma and substantial institutional barriers. Consequently, refugee entrepreneurs need to develop and maintain a high degree of resilience to pursue an entrepreneurial path despite adversities. However, previous studies have treated resilience as a mere personal trait of refugees, neglecting its multi-layered, dynamic aspect. Against this background, this study examines how refugee entrepreneurs' resilience emerges and develops, and it analyzes the factors that influence the maintenance of their resilience. Based on 52 interviews with refugee entrepreneurs in Germany, this study finds that the fragile, unstable nature of refugees' resilience depends on various factors at the individual, relational, and institutional levels during venture development. Based on the findings, we theorize the dynamic process view of refugee entrepreneurs' resilience.

Keywords

Refugee entrepreneurship; Resilience; Refugee entrepreneurs' resilience; Entrepreneurship in adversity; Displacement

Article 3



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"Home Away From Home": Displaced Migrant Entrepreneurship in Times of Covid-19

Tenzin Yeshi

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Abstract

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Rootlessness in the Host Country

Reassessing the Resource at Hand

Discussion

Conclusion

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Acknowledgments

Author information

Editor information

Appendix

Abstract

The unprecedented Covid-19 pandemic crisis has put entrepreneurship at bay. Scholars swiftly started investigating the impact of the pandemic on entrepreneurship in all possible manners. However, there is a distinct entrepreneurial agent; displaced migrant entrepreneurs (DME) are often understudied and underrepresented in the entrepreneurship literature. Against this background, this study explores the influence of the Covid-19 pandemic on the displaced migrant entrepreneurship. Two research questions were raised in this study: i) What are the challenges faced by displaced migrant entrepreneurs during the Covid-19 pandemic? and ii) How are displaced migrant entrepreneurs dealing with the Covid-19 pandemic? To answer these research questions, this qualitative study conducted 10 in-depth interviews with DME in developing countries and identified three distinct mechanisms: i) Disconnectedness from their homeland, ii) Rootlessness in host county, and iii) Reassessing the resource in hand. The study findings reveal that DME have a double disadvantage, unlike other migrant entrepreneurs, since it is hard for them to use the host and home country resources. It also demonstrates that DME show resilience during the pandemic by utilising the resource at hand. This study contributes to the discussion on DME by exploring the unique context and highlighting the DME responses during the pandemic.

Article 4

Relational Dynamics within Refugee Business Incubators: Bridging Refugee Entrepreneurs to the Host-Country Entrepreneurial Ecosystem

Carolin Jürgens, Anorth Ramalingam, Roch Zarembski, Aki Harima, Tenzin Yeshi

Disadvantaged Entrepreneurship and the Entrepreneurial Ecosystem
ISBN: 978-1-80071-451-9, eISBN: 978-1-80071-450-2
ISSN: 2040-7246
Publication date: 17 January 2022 Reprints & Permissions

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Abstract

The world is currently facing one of the most significant refugee crises in history, posing challenges to policymakers in host countries needing to facilitate socio-economic integration of refugees urgently. Policymakers and scholars have started shedding light on the entrepreneurial potential of refugees. Refugees confront considerable institutional barriers in their new environments. Particularly challenging is that they lose connection to their home country ecosystem through forced displacement and are not yet well-embedded in the local entrepreneurial ecosystem of the host country. The disconnection to the local ecosystem hinders refugees from accessing various resources essential to entrepreneurial activities. Against this background, this chapter illuminates the role of business incubators in integrating refugee entrepreneurs into the local entrepreneurial ecosystem, paying particular attention to relational dynamics within incubators. This study conducts explorative qualitative research with a single case study of a German business incubator for refugees. This study identifies three types of relational dynamics that characterise operation of refugee business incubators and two mechanisms constructive and descriptive to their mission. Finally, this study derives practical implications for refugee business incubators and policymakers in refugee-hosting countries.

Outstanding author Contribution:

Appendix 2: Academic Contributions

1. Publication Activities

Journal Article

- Yeshi, T., Harima, A., & Freiling, J. (2022). Resilience on an emotional rollercoaster: Refugee entrepreneurship under adversity. *European Management Journal*, 42(2), 173-185. https://doi.org/10.1016/j.emj.2022.12.009**.**

Book / Book Chapters

- Yeshi, T. (2024). "Survival of the Fittest: Refugees as Entrepreneurs. *De Gruyter Handbook of Migrant Entrepreneurship*, (pp. 173-185). Walter de Gruyter GmbH & CoKG. https://doi.org/10.1515/9783111025520-009.
- Yeshi, T. (2022). "Home Away From Home": Displaced Migrant Entrepreneurship in Times of Covid-19. In *Disadvantaged Minorities in Business* (pp. 205-224). Springer, Cham. https://doi.org/10.1007/978-3-030-97079-6_10**.**
- Jürgens, C., Ramalingam, A., Zarembski, R., Harima, A., & Yeshi, T. (2022). Relational Dynamics within Refugee Business Incubators: Bridging Refugee Entrepreneurs to the Host-Country Entrepreneurial Ecosystem. In *Disadvantaged Entrepreneurship and the Entrepreneurial Ecosystem*. Emerald Publishing Limited. https://doi.org/10.1108/S2040-724620220000014007.

2. Conference Participation

- Yeshi, T. Presented a research paper in the CERC Migration Working Group: Refugees and Forced Migration, 30 January 2024, Toronto Metropolitan University, Ontario, Canada (Hybrid Conference).
- Yeshi, T. Presented a working research paper in the 7th Entrepreneurship for the XXI Century International Conference, 26-27 October 2023, University of Warsaw, Poland.

- Yeshi, T. Presented a research paper in the 83rd Annual Meeting of the Academy of Management (AOM), 4-8 August 2023, Boston, USA.
- Yeshi, T. Presented a working research paper at the MIGENCUBE conference on Migration Entrepreneurship: Developments at the Intersection of Policy and Practice, 27-28 April 2023, Bologna, Italy.
- Yeshi, T. Shedding Light on the Unsung Entrepreneurs: A Systematic Literature Review of Displaced Migrant Entrepreneurship. XXXV Research in Entrepreneurship Conference (RENT), 17-19 November 2021, Turku, Finland.
- Yeshi, T. Disconnectedness from their Homeland: Displaced Migrant Entrepreneurship in Times of Covid-19. European Academy of Management (EURAM), 16-18 June 2021, Montreal, Canada (Virtual Conference).
- Yeshi, T. Bouncing Back: Fostering Resilience in Refugee Entrepreneurship. European Academy of Management (EURAM), 4-6 December 2020, Dublin, Ireland (Virtual Conference).
- Yeshi, T. Unveiling the Role of Resilience in the Context of Refugee Entrepreneurship in Germany. 6th International Conference on Mittelstand, 16-17 November 2020, Manheim, Germany (Virtual Conference).
- Yeshi, T. Disconnectedness from their Homeland: Displaced Migrant Entrepreneurship in Times of Covid-19. Online Workshop on Advances in Migrant and Refugee Entrepreneurship Research – New Directions in Research and Practice. 23rd September 2020, Birmingham, Aston University, UK (Virtual Session).

3. Awards

- Outstanding author contribution - Relational Dynamics within Refugee Business Incubators: Bridging Refugee Entrepreneurs to the Host-Country Entrepreneurial Ecosystem. In *Disadvantaged Entrepreneurship and the Entrepreneurial Ecosystem*. Emerald Publishing Limited.

4. Academic Participation

- Yeshi, T. Attended an annual research conference on the Future of Borders, organized by the Center on Forced Displacement, 23-24 April 2024, Boston University, USA.
- Yeshi, T. Moderator of the research session in the 83rd Annual Meeting of the Academy of Management (AOM), 4-8 August 2023, Boston, USA.
- Yeshi, T. Co-organized workshop at MIGENCUBE conference on Nurturing Refugee Entrepreneurship between Liabilities of Refugee and Assets of Mixed Embeddedness, 27-28 April 2023, Bologna, Italy.
- Yeshi, T. Link EDU-RES Summer School at the University of Essex, UK, from 22– 26 June 2022.
- Yeshi, T. Research Exchange Program. Research Stay in India from 09.12.2021 to 28.01.2022. Central Research Development Fund of the University of Bremen Funding line BremenIDEA.

3. Reviewer Activity

- International Migration, 2024.
- Journal of Enterprising Communities: People and Placed in the Global Economy (JEC), 2024.
- Academy of Management (AOM), 2023
- Research in Entrepreneurship Conference (RENT), 2021
- European Academy of Management (EURAM), 2021
- Book Chapter of "Disadvantaged Minorities in Business", 2021
- European Academy of Management (EURAM), 2020

Appendix 3: Selbstständigkeitserklärung

Hiermit erkläre ich, dass ich die vorliegende Arbeit ohne unerlaubte Hilfe angefertigt habe. Es wurden keine anderen als die angegebenen Quellen und Hilfsmittel benutzt. Die den benutzen Werken wörtlich oder inhaltlich entnommenen Stellen wurden als solche kenntlich gemacht. Eine Überprüfung der Dissertation mit qualifizierter Software im Rahmen der Untersuchung von Plagiatsvorwürfen ist gestattet.

Bremen, 29.07.2024

Tenzin
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(Unterschrift)