The Study of Opportunities and Barriers for Immigrant Entrepreneurs in Sweden

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Abstract

The entrepreneurial activities are encouraged throughout the world. People have also a great interest of investing money (their valuable saving) into a useful activity of starting a business and then guide their established business in a right direction. It does not mean that jobs are not available for them in the market, but it signifies they have a passion for starting their own new businesses and enhancing them. A study done by the Swedish Agency for Economic and Regional Growth (2010a) showed that immigrant entrepreneurs tend to have a more positive attitude towards firm growth than native entrepreneurs. Although immigrant entrepreneurs have a positive attitude towards firm growth there are some barriers and opportunities.

The **Purpose** of our thesis is to analyze opportunities and barriers of the immigrant entrepreneurs and how currently supporting immigrant entrepreneurs’ companies are making better conditions for immigrant entrepreneurship in Sweden.

In our thesis **Methodology**, we use the semi-structured interviews for collecting information and we use a SWOT analysis method for analyzing the opportunities and barriers for immigrant entrepreneurs, and supporting firms helping immigrant entrepreneurs.

In our thesis **Empirical Finding** conducted a qualitative study by applying a semi-structured interview with five immigrant’s entrepreneurs, who come to Sweden through political migration. All the participants have shared their experience with the difficulties they have faced to get jobs and indicated the factors that drive them to start a business in Sweden. In addition, the participants shared their experience concerning some valuable information to start a business in the Swedish economy.

We believe that this study would be helpful in the future for other scholars who are willing to conduct further research on this particular topic of interest. Our findings have increased the understanding of how to reduce barriers for immigrant entrepreneurs. Seize the opportunity to meet the challenges and ensure sustainable development of immigrant entrepreneurship.

Moreover, this study found that the structure of the skilled labor market, educational requirements and cultural barriers are major push factors, which drive the immigrant’s entrepreneurs towards to their business.

**Keyword:** Immigrants entrepreneurs, Barriers and Opportunities, Self-employment, Entrepreneurship, Entrepreneurial activity, Current immigrant’s entrepreneurship in Sweden.
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Sherafgan Hameed                                             Tingwei Yang
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Chapter 1: Introduction

In this chapter, we will introduce our topic, this chapter includes background and significance and then it has a problem discussion, research purpose, research question, research outline. We conclude this chapter by explaining the research purpose of the study and described the outline of the study.

The entrepreneurial activities are encouraged throughout the world. People have also a great interest of investing money (their valuable saving) into a useful activity of starting a business and then guide their established business in a right direction. It does not mean that jobs are not available for them in the market, but it signifies they have a passion for starting their own new businesses and enhancing them. There is some difference in rules or regulations which are necessary to be followed before an entrepreneur starts any sort of business. It depends on the situation of the entrepreneur either he/she wants to start/establish their business locally or globally. Now the entrepreneurs have two options.

First, If the entrepreneurs decide to operate their business domestically then all legal procedures are known to them, they just fulfill the term and conditions as per required by the local authorities. After completing these formalities entrepreneurs focus on their respective business and its growth. Second, if the entrepreneurs decide to operate the business internationally then all legal procedures are unknown to them, as well as they also find some difficulties in order that how they explore opportunities and how they are aware of the barriers present in their business growth.

There are various issues that relate to the foreign entrepreneurs. For example, current foreign market situation, attaining opportunities, identifying barriers, entrepreneurial business growth. So when an entrepreneur decides to take the business abroad, then they must have to take relevant steps to attain useful information that highlights the way in which they acquire the opportunities and barriers that are useful in order to enhance their business growth.

The gap exists between the two terms local and global is filled with appropriate steps that include opportunities and barriers. Further, in these steps opportunities includes networking, benefits in foreign countries introducing new products and so on, similarly the prospective barriers includes launching new products, legal paperwork, language barriers and various socio-cultural barriers exists in this step. The business startup procedures are different in all of the continents of the world such as: (America, Asia, Europe, Africa and Australia).

Different opportunities and barriers exist in these continents, therefore, an entrepreneur must have better information that guides them to start their own business that leads them in the right direction and excel their business growth. In this thesis, we will focus on those entrepreneurs that established their business in Sweden, then after establishing their business how they explore the opportunities and identify barriers during their journey as foreign entrepreneurs. As Dalhammar (2004) said, those people who leave or migrate from their country to another host country are immigrants. Those persons who establish businesses in
the host country their business is known as an immigrant business (Dalhammar, 2004, p. 8). People who migrate from one country to another on the means of entrepreneurial basis are considered beneficial for the host country, these countries also take tax charges from them and enabling them to deliver their products to the people of their country. In this way these immigrant entrepreneurs got a chance to grow their business in the right direction, moreover, they also got familiar with the host country rules and regulation and also have some suggestions about how these rule and regulations are going to affect their business progress.

These facts and figures indicate that there were a huge number of immigrants who reside in Sweden, perhaps in order to fulfill their basic needs or necessities these immigrants must have engaged in some lawful activity to earn something for their living. As the respective country gave them right to live in their country, so it depends on these people that either they have to work or to establish/run their own business as a Self-employment. An increasing number of immigrants also affect the workforce of the host country. In this way, there are very few opportunities for everyone living in that country in getting a regular job. On the other side companies also have issues in order to hire the huge amount of people now these issues are related to financial/economic perspectives of the companies.

According to this reason, many of them have chosen to establish their own business rather than attaining a proper job. There are a huge number of immigrant entrepreneurs who have been thinking to establish their own business on the self-employment basis in the Sweden because only Sweden is a country which has less and reasonable requirements in order to establish an individual’s business. Moreover, Swedish government agencies are also supporting the entrepreneurs in establishing their businesses later on we also discuss these aspects in our study. The actual reason for many of the immigrant entrepreneurs is that they want to start their own independent business in which nobody gives them certain orders and in this way they fulfill their ambition. Some of them might think that by starting their own businesses the get rid or overcome the effect of unemployment (Dalhammar, 2004, p. 8).

According to the data acquired by the Swedish statistics in 2006, about 70,000 immigrants are those who have their companies in Sweden. Most of the businesses in the countries are owned by the immigrants. According to the data gathered in 2006, 25% of the new hotels and nearly 40% of the transport companies were owned by immigrants (Entreprenorer, 2011). Another report by the integration board shows that in 2006 young immigrants are engaged to start their own businesses. As in this report, immigrants aged 18-24 years they should start their own business in Sweden whereas in their native countries this is not possible for them to engage in this activity. Immigrants that lie in the age group of 25-44 are seen that they choose to establish their own business as compared to the native Swedes and these immigrant entrepreneurs include both men and women (Entreprenorer, 2011).

Motivation in an entrepreneur is driven by two factors ‘necessity factor’ or by ‘opportunity factor’ (Williams, 2008). Due to the absence or inappropriate options for work necessity entrepreneurs are involved in the push factors in entrepreneurship. On the other hand opportunity entrepreneurs are involved in the pull factors in the entrepreneurship (Harding et
al. 20066; Maritz 2004; Minniti et al. 2006; Perunovic 2005; Smallbone and Welter 2004 cited in Williams C, 2008, p.203). Many of the early researchers appreciate (Kirkwood, 2009) (Clark, K., & Drinkwater, S, 2000) because both have created and investigated many factors of an entrepreneurial decision of an entrepreneur and also discuss their effect. Furthermore, there are many studies that are carried out in order to analyze the reasons that why an immigrant entrepreneur start up/establish his /her private business. Due to the many challenges, it is not so easy for an individual to move from their native country in which they spend their half of the life, not only this is the only reason they are also very aware of the laws and procedures to establish their own business in their countries.

In this regard, they also have valuable knowledge of the possible opportunities and barriers that are associated with their native country. That is why it is not possible for an individual to start up/establish a personal business in the host country because the foreign country they must face issues related to the taxes, language barriers, education, training culture difference and also the selection of the products which must be matched with the customer needs. So, the integration process of the immigrant entrepreneurs in a unique society is always the problematic situation. The factors such as language barriers, education, experience, and training make it very difficult for the immigrants to get a proper white color job in the host country, and also in this situation when the number of immigrants is increasing in the country, so the number of available jobs is also affected as discussed earlier.

No job in the market is the one of the reasons why an immigrant decides to select self-employment due to the shortage of the other choices. In Sweden number of self-employed people are higher as when compared with foreign-born and natives (Sanders and Nee, 1996 cited in Omar H, 2011, p.35). Due to avoid the situation of being unemployed, many of the immigrants become entrepreneurs forceful (Najib, 1994). Another reason that forces, foreign immigrants to become an entrepreneur is that they face issues in searching a qualified employment (NUTEK, 2001) when an immigrant is unsuccessful in searching a qualified proper job, then this reason engaged them entrepreneurial activities and they become an immigrant entrepreneur (Hjerm, 2004).

The countries where laws and regulations of the labor market are less, so in those countries the problem of integration arise which further become a hurdle for the newcomers (immigrants) and then create the risk of economic decline. In this way, immigrants will give up in low paid jobs. Now for those countries that have enhanced labor laws and regulations for example a proper welfare state such as Sweden, the danger for the immigrants to give up in the economic deprivation will be less, because Sweden is a welfare state in which Swedish government will provide shelter and incentives to the foreign immigrants therefore only the risk of not accessing the labor market will become apparent (Hjerm, 2004, p. 740).

Another fact of the extensive Swedish labor market is that non-European immigrants particularly from Asia, Pakistan, Philippines, India, Taiwan and Iraq are self-employed to the higher level as compared to the natives (Joona, 2009, p. 119). Due to the unpleasant situations in their native countries, immigrants from these countries came in a huge number
and in order to face the present unemployment conditions, so to get used to in Sweden these immigrants tries to learn the language just to start the entrepreneurial process. The establishment of a successful business for immigrant entrepreneurs is possible only if they decide to remove the present barriers of the various racial, linguistic, religious and social culture differences, before entering into the market of the host country. By doing things in this way immigrant entrepreneurs are consistent with their respective phase of establishing a new business in a foreign country without any doubts or questions in their mind. They just only focus on their particular entrepreneurial activity as a self-employed person (Ensign, P.C., & Robinson N.P., 2011, p. 37).

In order to make the betterment for their future, to conduct a successful business, moreover, to increase their financial income and to raise their dignity in the society an entrepreneur is not always agreed to the plan of pushing themselves into the process of organizing a self-employment due to the necessity factor the reason they do or conduct this activity because they just want to attain freedom and independence (Slavnic, 2004, p. 6). So the entrepreneurs who migrate on the basis of the establishment of their business they want to conduct the prospective entrepreneurial activities in order to get freedom and independence in their personal business interest, so that no one can interact between their decisions they made to enhance their business.

The characteristics of the entrepreneurs are described earlier are motivated by the ‘opportunity factors’. Now there are various types of groups which are identified with the opportunity immigrants. Some of the entrepreneurs leave their home country their reasons for leaving are associated with the betterment of their life and future as well. These entrepreneurs enter into the other host country in order to establish their business to take part in the entrepreneurial activity. According to the various types of immigration status there is also a specific group of young people who move to the host country for the fulfillment of their academic purpose or to gain vocational training for a specific period of time. After achieving the prescribed goal they decide to stay after their degree completion.

Their intention of not leaving the host country and willingness to stay in the future depends on the various reasons; one of them is to become the entrepreneur. Further, there is another category of the immigrants who arrives in order to seek the white color jobs (programmer, scientist, dentist, and doctor etc.) If they do not find any appropriate job for their survival of the immigration status, then they also have some mind of the other option as well and that another option is to have an opportunity to establish their own business (Li, 1993; Salaff, Greve& Wong, 2006 as cited in Chrysostome, 2010, p.139).

1.1 Background and Significance

The matter of immigrant entrepreneurship is not only a matter of interest for the Swedish government but also a big reason for other countries as well as for the individuals who are engaged in these entrepreneurial activities. By focusing on this matter deeply we should examine that the jobs are becoming low on the current market in this regard lot of issues
regarding employment are raised. That’s why entrepreneurial activities are promoted and also support is provided by the government authorities of the host countries. The effect of the entrepreneurship on immigrants is not always perfect for that person, but also beneficial for the whole society. So most of the previous studies are also highlighting the fruitful effect of the immigrant entrepreneurship these studies are not limited only to the Sweden. On the vast topic of the factors that influences an immigrant to get started on the entrepreneurial activities in another country the essence of this topic is not new in Sweden. In the last period of business history as the most necessary aspect of the economic development is considered as entrepreneurship. In the intense competition of the global economy, these consistent players have changed the overall business environment. Their companies are enhancing the business in the global economy. In these uncertain and unbelievable circumstances, these new entrepreneurs have introduced new products as well as new services in such a way that the new products and services have blocked the frontiers of the old technologies and created new jobs, new markets. So now it has never been a different step to understand the starting entrepreneurship XXI century (BURDUŞ, 2010). Many immigrants in OECD countries have higher rates of self-employment than natives. In 2007 an appropriate rate of self-employment among natives and foreign-born are given in the table. Immigrants have higher rates of self-employment in Nordic countries and all dimensions of Europe (OECD, 2010).

1.2 Problem Discussion

During the analysis of the factors in the international context we will acquire that all the researchers around the world are also investigating those factors that are relevant for the aspects that encourages these immigrants to become entrepreneurs in a foreign country and start their business, in this way they might face many of the barriers and also thrives to gain many of the opportunity to grow their business in the new country. Moreover, how these people start their journey abroad, what are the barriers are there and how do they tackle with these barriers, how do they acquire the possible opportunities, what sort of opportunities are there that this country is providing, this is the main topic of our research and throughout research we are doing in the Sweden and we go to take interview of the immigrant entrepreneur that start their business in Sweden.

1.3 Research Purpose

This paper will analyze the immigrant entrepreneur’s opportunities and barriers and how currently supporting companies are providing their facilities to immigrant entrepreneurs in order to create a better environment for immigrant entrepreneurship in Sweden.

1.4 Research Questions

Q 1 What is the opportunities and barriers for immigrant entrepreneurs in Sweden?
Q 2 What is the current situation of immigrant entrepreneurship in Sweden?
In book Alan Bryman and Bell said that the research question provides our readers with a clear sense of what our research is about (Alan Bryman and Emma Bell, 2015, p. 10).

1.5 Research Outline

Figure 1 Research Outline

Chapter 1
Introduction

Chapter 2
Theoretical Framework

Chapter 3
Methodology

Chapter 4
Sweden as a Market for Immigrant Entrepreneurs Companies

Chapter 5
Empirical Findings

Chapter 6
Analysis

Chapter 7
Conclusion and Future Recommendations

Introduction of our thesis includes Background and Significance, problem and discussion, research method, research context, research question and our thesis research outline.

Theoretical Framework of our thesis includes opportunities and barriers for immigrant entrepreneurs in Sweden, entrepreneur ability, Immigrant entrepreneur environment.

Methodology of our thesis includes the data collection, research approach, literature review methodology and interview methodology.

This chapter of our thesis includes Sweden national and geographic information, Halmstad information and GEM tables of European countries.

Empirical Findings of our thesis includes personal background, motivation factors for immigrant entrepreneurs, entrepreneurship.

Analysis of our thesis includes the information of literature review, theoretical framework, data and empirical findings of interviews.

Conclusion of our thesis includes the study of our thesis conclusion, current limitation and future recommendation.

Figure 1 Research Outline
Chapter 2 Theoretical Framework


2.1 Self-employment

In this part we will try to understand what self-employment is and also discuss the determinants of self-employment in this section. Every immigrant comes into a new home country with the feeling that things will be better than before they motherland can be able to live freely and independently. They want to earn a living by which they can support themselves and their family’s requirement. But in order to earn money they have to find a job first which is difficult to get in the host country.

From some researchers like Chrysostome & Lin (2010) have highlighted some problems those immigrants could face when looking for jobs in the host of country. Some of these problems are language barriers, lack of recognition of academic credentials and professional experience, limited knowledge of the local culture and lack of mobility due to poverty (Chrysostome, 2010).

Such as immigrant entrepreneurs who are not fluent in the native language of the host country and is not so much educated in English doesn't have any other choices than to follow the entrepreneurial path (Portes & Zhou, 1996). Because of language difficulties push immigrant entrepreneurs to become self-employed.

The other critical problem where most of the researchers found is the discrimination faced by immigrant entrepreneurs in the host country’s job market. Many European Scholars stated that in Europe there is a discrimination higher rate of than in United States immigrants (Chrysostome, 2010).

There are not sure that all immigrants’ businesses will be successful. Those immigrants who are educated and possess the necessary managerial skills to run the business smoothly have a better chance of being successful than their less educated and inexperienced counterparts. The other factor for immigrant entrepreneurs to be self-employed could be because of a trend in family or ethnic traditions from their home country. Social networks play an important role for immigrant community in the decision for going for the own business although there are vital factors such as potential opportunities and niche market which should be identified before making the decision (Ensign & Robinson, 2011). Another reason could be that they are able to identify the needs, taste and the preferences of particular community they belong too, which helps them to build a strong relationship to that community and could be a turning
According to Immigrant entrepreneurs journey being self-employed in the labor market is necessary to acquire necessary skills to be integrated in the employment sector. Opportunities for immigrants exist mainly in the labor market in the early stage of integration but the upward mobility to the primary sector becomes more and more difficult the longer the period of residence (Bevelander & Nielsen, 2004). Self-employment is considered as a tool for avoiding the discrimination in the labor market for immigrants. So, the decision to start an entrepreneurial activity is a logical one for immigrants when we look at the opportunity presented by the labor market (Ensign & Robinson, 2011). This is mainly due to the fact that immigrants are faced with discrimination and are regarded as a newcomer to the business.

Self-employment is a starting point for an entrepreneur. It is a broad term that refers to individuals who work for themselves in different types of businesses. All entrepreneurs are self-employed, but thing that differentiate each other is their purpose. Entrepreneurship and self-employment both describe a wide range of individuals and businesses. Self-employed persons start a business with fewer than five employees and modest revenues. Self-employment is more likely to create a business at the small scale whereas entrepreneur represents a person that works tirelessly to create something large. Entrepreneurship defines a mindset that entails creativity, innovation, and risk-taking. For example an organization that promotes business development (Wayland, 2011).

In our thesis we will use the concept of immigrant entrepreneurs as immigrant self-employed persons and immigrant entrepreneurs including both singular self-employed people with no employees and with employees. So, you cannot differentiate between immigrant self-employed persons and immigrant entrepreneurs because they are single unit of analysis. Immigrants self-employed are earning their living by running their businesses and immigrant entrepreneur are earning their living by running their businesses in the form of companies. Both have an ability to hire employees and allocating them jobs.

Factors Affecting Self-Employment

It is important to understand why immigrant entrepreneurs, in general, choose to become self-employed. The majority of the workers choose self-employment, it has been suggested that because of the limited opportunities presented in the wage sector (Rissman, 2006). Many immigrants decided self-employment because there might not acquire the necessary skills to successful in the salary market. Therefore, opportunities self-employment creates to them are better than being a payment salary offer is obtained (Rissman, 2006). According to Rissman (2003) person should enter self-employment when the economy is doing relative poor. Self-employed another reason for which an individual might choose being self-employed is because person values being a person (man and woman) owner boss. Self-employee has also
been suggested that economic condition of state actually plays important roles both entering into and exiting out of self-employment.

Self-employment has become more attractive because of the poor economic environment background. Workers may also be the way out of their own businesses. Therefore, the very existence of self-employment depends on the state of the economy at the time of entry and how the economy changes during the time the worker is self-employed (Rissman, 2006).

Traditionally, an entrepreneur has been assumed that entrepreneurs are pushed by the necessarily driven factors into entrepreneurship, because of their inability to finding employment in the formal economy. Such as work survival strategy or resources. (Hébert & Link, 1989; Portes and Zhou, 1996; Rissman, 2003). Immigrant entrepreneurs believe that immigrants choose self-employment. Can avoid racial discrimination in the host country's labor market, forcing them to accept lower paid work and lose confidence. (Jones & Barratt, 1992; Basu & Altinay, 2002).

Recently, Immigrants become in progressively common to understanding why entrepreneurs are driven to become self-employed. Our thesis research planned to immigrant entrepreneurs. We will concentrate on why the immigrants choose to become self-employed. Many researchers have shown that the main reason of “push” and “pull” factors. However, the defining ways for interpreting the factors are based on their owner finding. Although research has emphasized two types of factors for this phenomenon, the overall logic is the same.

Push factors encourage people to leave their points of origin and settle elsewhere, while pull factors attract migrants to new areas. For example, high unemployment is a common push factor, while an abundance of jobs is an effective pull factor. Although it is impossible to know precisely why each immigrant decided to leave his or her home country to settle in Newfoundland and Labrador, it is possible to outline general push factors motivating immigration from different areas (Eschooltoday, 2016).

Push factors are those that force the individual to move voluntarily, and in many cases, they have forced because the individual risk something if they stay. Push factors may include conflict, drought, famine, or extreme religious activity.

Poor economic activity and lack of job opportunities are also strong push factors for migration. Other strong push factors include race and discriminating cultures, political intolerance and persecution of people who question the status quo (Eschooltoday, 2016).

Push and Pull factors of Immigration

We define the push and pull factors which are common in many countries

Push factors come in many forms. Sometimes these factors leave immigrants with no further options but forces them leave their country of origin. In order to make this term clear there is an example: this factor was found in Tibet war, when Chinese troops destroy their political structure and economy. Most of the people from Tibet leave their homeland and escape to
India and Nepal. These people are pushed to India and Nepal because these countries have no war crisis and their economies are better than Tibet.

Pull factors define the positive outcome of the receiving countries. Pull factors forces the countries that are allowing large number of immigrants and establishing them. Pull factors encourages the host countries to attract more immigrants than other. For example Sweden is welcoming immigrants from various countries where there are war crisis. Now huge numbers of immigrants are moving to Sweden because, of the better living and development conditions as compared to their countries. Besides this Sweden government is also providing them housing facility and welfare funds to these immigrants who arrive in Sweden on war crisis. This represents that Sweden is pulling these factors to provide benefits to more immigrants who are facing these issues.

• Interesting Facts about Push and Pull reasons of Immigration to the United States
• Examples of Push and Pull causes of Immigration from different countries to America
• Fast, fun facts about reasons of Immigration to the United States of America
• Immigration to the US from countries in Europe and Asia to America
• Push and Pull Immigration Factors to the New World. (emigration, 2010)

According to Portes and Zhou (1996), “pull” factors are those factors those barriers in the entry or opportunities to follow the normal way of employment in the immigrants’ job market. Which makes new immigrants choose the self-employment? “Pull” factors that motivate entrepreneurs to become self-employed are generated by the ‘choice’. “Pull” factors motivate people to start their own business because they see an opportunity, which they can cash on. “Pull” factors are those factors which focus on the positive attributes of self-employment making it an attractive enterprise which is totally influenced by the choice alone (DeFreitas, 1991).

There are mainly four “pull” factors included immigrants status, language, enclaves, religion that are considered for immigrants choosing self-employment as suggested by Clark and Drinkwater (2000):

*Immigrant’s Status*

According to Clark and Drinkwater (2000) immigrant self-employment rates describe as immigrants chances to live permanently in the host country. In order to continue their status immigrants have to engage themselves in a lawful activity. If some of them do not find any job opportunity then they prefer to start a business, but if the cost of entry into self-employment is high (level of tax to start a business) then it discourages the group of immigrants.

*Language*

Language communication barriers make it difficult for them to find jobs in the host country. So, language matters a lot for any immigrants when they arrive at any host country. Lack of host country influence in location language is another factor for the ethnic group to choose goes to for self-employment because they are unable to finding regular job paid opportunities.
Therefore, some ethnic groups start to have their own business and trade with their own group in their own language. It is supposed that people with less fluent in the English language would face more problems than others which help to increase the rate of self-employment to the higher level (Clark & Drinkwater, 2000).

Enclaves

Clark and Drinkwater (2000) “enclaves” defined describe under ethnic background within a specific geographical location as a focus on individuals. Enclave "helps to find a protected market of their ethnic group, which marks them to trade with one another using their own language. This kind of ethnic minority entrepreneurs will know their taste and preferences of their own ethnic group in the ethnic market that would be a good reason to enter the market but it’s even harder to move into the broader community market (Dalhammar, 2004). On the other hand, there are many difficulties to this particular type of entrepreneurs. First, the competition among the same ethnic group will be high and it limits the entrepreneurial opportunities, which makes the lower income for the business (Clark & Drinkwater, 2000).

Religion

Immigrant self-employment religion is considered as a relevant way to move forward in immigrant life. Such as in Muslim and Sikh religion communities, people they generally start business and rate is high in comparison to the people from other religion. Therefore, religion also plays an important role for any person to go through entrepreneurial activity. In India religion, persons believed that there are certain special castes specialized in business activity makes the certain person have a strong first choice for entrepreneurship. (Clark & Drinkwater, 2000).

There are a number of views associated with ethnic entrepreneurship, where we find the “push” as disadvantage or discrimination which lead to the selection of self-employment for immigrant entrepreneurs (Portes, 1995). ‘Push’ is viewed as a necessity to choose self-employment in the labor market for immigrants (Williams, 2007).

To sum up, Kirkwood (2009) indicates that “push” factors were more common than “pull” factors for men and women that motivates the immigrant entrepreneurs to start their own businesses. In his study, he found mainly four types of push factors such as dissatisfaction with a job, being helped by an employer, the changing world of work and motivations regarding children (Kirkwood, 2009).

Disadvantage that immigrants in labor market are facing are the low wages. According to Light (1972) descriptive disadvantage theory immigrants in labor markets is facing with low wages, rampant unemployment and lack of employment. The scarcity of the basic necessities of life, and authoritarian political climate issues, forcing there is to become entrepreneurship or self-employment. Immigrants are pushed into self-employment because of discrimination, language barriers, and incompatible education or training which blocked the promotional paths (Bates, 1997). Light (1979) mentioned that most of the immigrants are entering into
self-employment due to negative push factors that the reason for leaving their previous job and starting the new one.

First is driven “necessity” and driven “opportunities” factors. “Necessity” keyword for entrepreneurs is those who are pushed into entrepreneurship because no other options for work exist whereas. “Opportunity” keyword for entrepreneurs is those who seek to exploit the business opportunities available to them in the business market (Williams, 2007).

2.2 Immigrant Entrepreneurship in Sweden

Immigrant’s entrepreneurship in Sweden is introducing the reader the first main section of thesis study. The immigrant situation in Sweden has four different types of immigrants. “Immigrant” this word described can be seen in different ways. Make ours believed that immigrant can be important to introduce the different categories of immigrants that exist in order for reading and understanding would be best. After immigrants in our thesis providing general information about immigrant entrepreneurship such as the shift in industries and describe the first-generation and second-generation immigrants.

According to our thesis chapter one introduction and background describe, the interest for immigrant entrepreneurs has increased over the two last years and not much academic and scientific research has been done within immigrant entrepreneurs in Sweden. This is an area that needs more research since the immigrant entrepreneurs have an important impact on the Swedish economy (Casson, Yeung & Basu, 2006; Andersson & Hammarstedt, 2011). These corporate set up into new markets, introduce new products, increase the trade and offer employment to many people (Swedish Agency for Economic and Regional Growth, 2012).

Immigrant entrepreneurship in Sweden from in the end of 1980’s until to today, about five thousand person immigrant to Sweden yearly. In 2011 year Sweden had reached 1.4 million immigrants, this means 15 percent of total population in Sweden is immigrants. The majority of immigrants are asylum seeks (Migrations info, 2016) and stand for ninety percent of population growth during at the last year. According to Swedish Agency for economic and regional growth (2012) the definition of an immigrant is “One person who are born in the foreign country or broth in Sweden and child his parents are born in foreign country”.

When talking about immigrants common to refer them as first-generation immigrants and second-generation immigrants.

First-generation immigrants are the person born in foreign countries after moved into Sweden for specific purpose or reason. Bates (1997) during describes first-generation entrepreneurs as one person who are born in the foreign countries but establish corporate in Sweden. Previous theories have demonstrated that one of company leader by first-generation immigrants focus often on personal and cultural products and services. These immigrants often try to sell their products to ethnic groups and this can be related to the fact of dealing with their own language and culture (Behrenz, Hammerstedt & Månsson, 2007; Behrenz & Hammarstedt,
Serving the same ethnic group is also seen as an important way to succeed among immigrant entrepreneurs (Evans, 1989). Another study conducted in the USA also confirmed that many of the first-generation immigrants establish firms whose main customers are other immigrants from the same ethnic group. The findings of this study showed that only serving customers from the same ethnic group had the negative impact on firm growth (Bates, 1997).

Second-generation immigrants are the person that born in Sweden but for the child parent’s maybe has either one or both born in a foreign country (Behrenz et al., 2007).

The differences between first-generation immigrants and second-generation immigrants have been discovered from the individual educational background based in the foreign country or in Sweden, individual income in business and knowledge of the society and so on. Studies from several countries reported a high proportion of self-employment among first-generation compared to second-generation (Behrenz, Hammerstedt, & Månsson, 2007). There may be a positive correlation between the generations in the propensity to become an entrepreneur because descendants may have acquired business experience from their parents (Ekberg & Rooth, 2001). Behrenz, Hammarstedt & Månsson (2007) have conducted studies based on second-generation immigrant entrepreneurs in order to show that there are differences and changes in the industries which immigrant entrepreneurs operate in today and also looking at the employee turnover and employment.

Immigrant entrepreneurs included first-generation and second-generation immigrant. There are most of the immigrant entrepreneurs following definition of SMEs (Small and Medium Enterprises) due to the fact that they are small or medium corporate sized firms in terms of employees and turnover. According to European commission the definition of Small and medium enterprise that they have less than two hundred and fifty employees (Cressy & Olofsson, 1997). Every year turnover cannot exceed more than 50 million Euros and the total amount of the balance sheet but not more than 43 million euros. In Sweden ninety thousand resisted corporate The SMEs account for ninety-nine point four percent of the whole.

Time period and space are the two dimensions that are responsible for representing migration. In order to understand this term, it is considered to be the place in between the space of two places. Due to the process of migrating the amount of time is also consumed to leave one place and reach towards the other destination. (Boyle, 1998, p. 38). Migration is considered to be when a lot of people are leaving their native land and cross the borders in search of another secure place. The reasons for the migration may be many that include study, work, refugee and doing business across borders. So by just understanding migration to change different places with the passage of time is not right, migration means choosing another place by crossing borders. People want to stay in another country after crossing their own home country border; moreover, they have intentions to stay in another country for more than one year for the purpose of the study, work or doing/conducting a business this phenomenon of migration is international migration (Muus, 2001, p.32).
The activity in which people do not cross the borders and change or move to one to another place in their own country is not dealing with the migration than this activity is known as intra-urban residential mobility. There might have various reasons for migration that involves crossing the borders. The purpose of this kind of migration might be to explore and exploit the opportunities that are not present in their own home countries. Based on our study there are many people referred to as immigrants and availing the opportunities such as they do some job and save money then later start their own business, this is the case of the migrants who came for the purpose of study. For asylum seeker migrant they do not have to worry too much they have to be tense a bit when their decision regarding to stay is processing if they got permission to stay then it is much easy for that asylum seeking migrants to explore more opportunities that are not available in their home.

Types of Immigrant Entrepreneurs in Sweden:

There are four different types and categories of immigrants based on Sweden immigrants:

Asylum Seekers

Main asylum seekers included political refugees and war refugee. “Someone who leaves their own country for their safety, often for political reason or because of war, and travels to another country hoping that the government will protect them and allow them to live there”(Cambridge Dictionaries Online, 2013). Since asylum seeker, they are very dependent on the society and the governmental legislation help.

Working Permission Immigrants

Persons that immigrate for work purpose are working immigrants. Mostly these people are not depending on the society and the government legislation. They immigrate to other countries on the basis of their acquired skills.

Marriage Immigrants

Persons that immigrate to Sweden for marriage purpose are marriage immigrants. These people are not depending on the society since their husband or wife has the response in terms of money, housing and other resources.

Student

A person that moves to Sweden for study purpose and get working permission is known as student immigrant. These people are not depending on the government.

Assumptions that is not important to immigrants to make a general assumption about all immigrants as different types of immigrants group. Immigrants this word shows that immigrants consist of different types of person who come to Sweden for different reasons.

The amount of starting immigrant new corporate increased by seventy-five percent during the 21st century (Swedish Agency for economic and Regional growth, 2010). Every fifth
corporate established in Sweden is run by an immigrant entrepreneur (Almi, 2016). Immigrants established more new corporate than a native person in Sweden (Swedish Federation of Business Owners, 2010). Swedish business immigrants establish companies more than Sweden native person establish corporate proportion. Because it can be the result of self-employment the reason is difficulties in finding a job in Sweden. Other Swedish immigrant wants to import products from the home country to Swedish market. It was also the desire of owner or manager gets independence. To improve the financial situation, get higher social status in society, get more personal control in Sweden social work. The best way by knowledge and expertise and adept previous industry experience (Basu & Goswani, 1999). This section research provides the information about the context of immigrant entrepreneurship.

At the beginning of 1980’s many of people with foreign backgrounds established firms such as a pizzeria, kebab restaurant, small grocery stores, as well as shoemaking stores. After the recession in the 90’s, there was more and more company developed by immigrant entrepreneurs because of the high level of unemployment (Edin & Åslund, 2001). According to a study done by Andersson and Hammarstedt (2011), the findings indicated that firms ran by immigrant entrepreneurs coming from countries outside Europe increased a lot in Sweden. The number of male immigrant entrepreneurs from countries such as Iran, Iraq, Syria and Lebanon doubled from 1993 year until 2007 year (Andersson & Hammarstedt, 2011). According to Swedish agency for economic and regional growth immigrant entrepreneurs are corporate are running by people born in a foreign country or one person his parents both born in a foreign country.

In the research Edin and Åslund, 2001-year government report done by the results showed that immigrant entrepreneurs were over-represented in the traditional industries such as trade, hotels, and restaurants. While they were under-represented in "knowledge-intensive firms “and consultant firms. The studies have also shown that more immigrant entrepreneurs run consultancy firms, law agencies, IT-firms etc. However, researchers also have been measuring the changes that have occurred with immigrant entrepreneurs, looking at the industries that they tend to operate within today. (Swedish Agency for Economic and Regional Growth, 2012).

**Immigrant Entrepreneurs**

Immigrant entrepreneurs are the groups of people who want start their business in a foreign country. The facilities and rules of these countries allow them to select them as a base to start their business. In this regard, these immigrant entrepreneurs earn sufficient amount of money and pay the required taxes in order to continue their business in a well-defined way. These immigrant entrepreneurs can also start import and export from their homeland to the foreign countries. Characteristics of immigrants can also be related to entrepreneurs. No job in the market is the one of the reasons why an immigrant decides to select self-employment due to the shortage of the other choices. In Sweden number of self-employed people are higher as
when compared with foreign-born and natives (Sanders and Nee, 1996 cited in Omar H, 2011, p.35).

Due to avoid the situation of being unemployed many of the immigrants become entrepreneurs forcefully (Najib, 1994). Another reason that forces foreign immigrants to become the entrepreneur is that they face issues in searching a qualified employment (NUTEK, 2001), when an immigrant is unsuccessful in searching a qualified proper job then this reason engaged them to start entrepreneurial activities and they become immigrant entrepreneur (Hjerm, 2004). From 1880 to 1990, immigrants were more likely to be engaged in self-employment as compared to the natives (Immigrant Entrepreneurs, 1997). Immigrant entrepreneurs foster the linkages within the national economy of the foreign country with their homeland in the form of import export trade (Immigrant Entrepreneurs, 1997). In Sweden, there are many mentoring schemes for the immigrant entrepreneurs who have a desire to start their business. The Swedish government is aiming to create networks and skill development. The Swedish government also tends to initiate a three-year mentorship project in which new immigrant entrepreneurs are matched with mentors. This project will be implemented during 2010-2012. SEK 5 million a year has been granted for these activities (Sweden Integration Policy, 2009). Currently, there are 70000 immigrant entrepreneurs owned their businesses in Sweden. Every fifth business which is owned and operated by a person with an immigrant background, total these businesses now employ about 250,000 people in Sweden.

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The above figure shows the factors that are affecting the immigrant entrepreneurs to start their businesses in a foreign country. These factors are personal resources, firm's opportunities and host society opportunities.

2.3 Immigrants Bring Cultural Identity and Entrepreneurship

Although Clark & Drinkwater (2000) have highlighted the major “pull” and “push” keyword factors that influence entrepreneur behavior. The research, however, fails to a way to how cultural identity affects the entrepreneurs decided to become self-employed. To get a deep understanding of how cultural identity is related to entrepreneurship. We need first understand the concept of immigrant host country culture identity and the relationship with entrepreneurship.

Immigrant culture defined as a set of shared value, beliefs, and norms of group or community. An immigrant culture that binds a group together along a certain set of norms, rules, and behavior. According to Berry (1980) expound culture provided a frame of the relationship between self-definition and ordering social relationship. Immigrant cultures different are the result of national, regional, ethnic, social class, religious, gender, and language variations (Basu and Altinay, 2002). Some of the researcher like Bonaich (1973); Ward (1983) and Werbner (1990) have accentuated the important of values like parsimony, close family ties, and religious ties, believed to be the facts, in which enable some immigrant group to compete successfully in the business. Similarly, Ward (1983) has emphasized interaction between ethnic resources such as ethnic resources finance and ethnic resources labor from the extended family members to opportunities presented by abandoned ethnic market in stimulating entrepreneurship. Ethics resources argued that some of Asia people communication has a cultural tradition in business, which enables this particular ethnic group to access ethnic resources easily and provides them with a powerful sense of identity (Barrett, Jones & McEvoy, 1997; Basu & Altinay, 2002).

Cultural entrepreneurship is term into existing from the operations of the entrepreneur. Culture entrepreneurship is impacting on the perception and interpretation of that culture in the society (Johnson, 2007). DiMaggio (1982) defined cultural entrepreneurs as one who fits identifies opportunities in the cultural domain, then assume the risk of developing and disseminating the vision in order to produce something of cultural value (Dacin P.A., DacinM.T. & Matear M, 2010). The nature of entrepreneur business chooses to begin probably influenced by the historical, regional or family traditions (Basu & Altinay, 2002).

The most immigrant ethnic entrepreneurs seek to strengthen the bonds within their own community mostly by depend on family, co-ethnic labor and ethnic markets. However, reliance on c-ethnic resources and opportunities has may be suggested. Entrepreneurs have a strong cultural identity, which entrepreneurs want to preserve or perhaps continue it with future generations (Basu & Altinay, 2002).
Immigrants bring cultural identity are formed around personal attributes of themselves and thoughts about their membership in the social group. Immigrant’s culture identity is usually included formed around gender, ethnicity, social class, religion and culture (Sussman, 2000). Similarly, research like Erickson(1950) has placed the “identity “concept at the core of the individual and of person “common culture “viewing the process of identifying development as a mixture of two “individual” and “group” are merged and integrated into one element. A person’s basic identity is usually formed during the early periods of socialization and strengthens individual’s self-esteem (Yinger, 1986).

Researchers such as Tajfel (1982) have elaborated the concept of identity in the “social identity theory”. The social identity theory describes the relationship between the emotional significance of individuals attached to the group identity with the self-identity, self-esteem and the out-group behavior of those individuals (Turner & Giles, 1981). Therefore, self-individual argue that the content fairs our self-perceptions reflect not only our personal traits and characteristics but also the meaningful social group (Sussman, 2000).

In a country, host country and background of an individual make a difference in which person does in the immigrants country. Although many countries consider territoriality at birth as the critical determinant of citizenship, cultural identity is much more important when it comes to the country to which an individual is attached (Chrysostome, 2010). The actions and behaviors of an individual are always guided by his/her culture. Country, culture, and regional differences continue to matter more than is commonly recognized (Hofstede, 2007). Cultural entrepreneurs must be able to accumulate and manipulate the cultural capital, knowledge, practices, skills, tastes that are distinctive, and socially honored values (Bourdieu, 1984).

2.4 Immigrant Entrepreneurs

Immigrants have a much higher rate of self-employment as entrepreneurs than the general population (Light & Bonacich, 1988). Immigrants have seen that the most of the immigrants are entrepreneurs than the native because of the key fact that they are explained from the mainstream labor market (Ensign & Robinson, 2011). Immigrants can be explained by two principle appearance:

First, labor market and the business in general fails to recognize the value that immigrants bring to corporate and the immigrants also feel that lack the certificate languages skills and cultural understanding to find a job. Immigrants make them insecure about their employment in waged jobs (Barrett, Jones & McEvoy, 1997).

Second, the location bank loan refusals and factor push immigrants into entrepreneurial lines of work.
Entrepreneurs are given different name and terms to make it precise for what they are and what they do. In immigrant entrepreneurs and ethnic entrepreneurship literature is concluded that if an immigrant found a business in the host country then per definition. A person becomes an immigrant entrepreneur and business an immigrant business (Dalhammar, 2004). Some scholars have also used the term “ethnic entrepreneurship “this word descriptive as immigrant entrepreneurs. Even though terms these have a similar meaning there are a light different between two terms. In general, meaning of “ethnic entrepreneurship” referring to the certain ethnic group. However, “immigrant entrepreneurship “refers to entrepreneurship performed by all groups of immigrants in a country.

Immigrant Entrepreneurs in Sweden

Immigrant entrepreneurs play an important role in promoting the western economies. However, immigrants entrepreneurs are still considered as newcomer groups, operate in low-profit segments of the business. Immigrant entrepreneurs are “less integrated ”into the labor market (Ensign & Robinson, 2011). The most of these immigrant entrepreneurs had the idea of such businesses because of their family background influence. However, entrepreneurs were younger with less professional skills and the average they are would be best education than their native Swedish counterpart (Slavnic, 2004).

Sweden has already become one of the favorable destinations for immigrants from all around the globe to immigrate. Since in the mid-1970s, Sweden witnessed a huge number of labor immigration in their country from European and Nordic countries. However, after 1975 years, there was a change in the immigrant inflow in Sweden. Most of the immigrants are refugees seeking asylum rather than labor immigrants. The result of this immigrant population in Sweden was increased. In Sweden, immigrants are generally viewed as pizzeria owner restaurant and restaurant owner was found that only males were doing the most of these businesses (Slavnic, 2004).

As stated by Andersson and Hammarstedt (2011), about sixty percent of foreign-born persons living in Sweden were born in. Other Nordic countries and more than ninety percent were born in Europe according to 1970 census. However, until 2000 year, these figures were the significant decrease. Around thirty percent and thirty-five percent were born in another European country other Nordic countries respectively and we have about thirty-five percent were from outside Europe (Andersson & Hammarsted, 2011). This it means shows that majority of the immigrants were refugees who got the permission to reside in Sweden as asylum seekers and rest were immigrants who came to work or study in Sweden. As per of the press release from statistics Sweden in 2010 year, immigrants in Sweden are ninety-eight thousand eight hundred and one.

Immigrant entrepreneurs in Sweden if we research a history of Sweden, a number of immigrants coming to Sweden were largely due to the Swedish political policy and its liberal human rights concern. The other reason is would be Sweden’s different agreements with different international organizations and European Union.
2.5 The Role of Immigrants Entrepreneurship Barriers

The immigrant entrepreneurship barriers limit the chances to attain more benefits in order to grow their business in a foreign country, therefore, they must be more careful and have enough strong business skills to understand the policies and regulations of the foreign country. Following are the barriers we find in our thesis that immigrants entrepreneurs have to face these are regulatory Barriers, cultural and social barriers, economic and finance barriers.

Regulatory Barriers

Creating a business environment conducive to entrepreneurship and enterprise creation requires a broad range of reinforcing and supportive policies. These include fiscal and monetary policies, which are essential to provide a basis for a stable macroeconomic environment. The fiscal and monetary are also including structural policies that determine the overall economic framework in which the business sector operates, such as those affecting labor markets, tax design, competition, financial markets and bankruptcy laws (Martins, 2004).

There is considerable evidence that regulatory and administrative burdens can impose adversely on entrepreneurial activity. Legal entry barriers should be avoided unless their benefits are very clear. Regarding the barriers to entry, we can indicate some that are common in many countries: several legal forms of enterprise, with different procedures, requirements, and registration; the complexity of creating a company: in some countries, the entrepreneurs need one day to register an enterprise, in others, they need 20 weeks; in addition to registration requirements, some countries require skill qualification when the activity is deemed to be an artisanal nature or the elaboration of a business plan certified by a business expert which attests to the enterprise viability (Martins, 2004).

Employment regulation limits management flexibility and leads to smaller firm size and less research and development as well as less investment in technology.

Barriers to exit may also discourage entry since exit and entry rates tend to be closely related. Since firm entry involves considerable risk, with survival chances that are difficult to assess, institutions that make exit very costly discourage entry.

Cultural and Social Barriers

Creating an enterprise is a very difficult task because it demands knowledge of the legislation, environment, market, institutions, etc. To install an enterprise in a country, the entrepreneurs need to know well the language to have a better implementation and adaptation in the place. The difficulties of language don’t help the complete integration of the entrepreneurs and enterprises, especially the micro and small enterprises (Martins, 2004).

The lack of information on the available institutions is also a barrier for the creation of enterprises because entrepreneurs don’t have enough information about the role, services, and
mission of the institutions that give support to enterprise creation (Martins, 2004). The limited access to social and business networks and institutions can also be considerate as a barrier to enterprise creation.

The promotion of entrepreneurial culture must be fostered in order to improve the motivation of persons, the appetite towards risk, the appropriate skills and knowledge, factors that inhibit the creation of enterprises. Role models must be also presented in order to give entrepreneurs an idea of the rewards and benefits of enterprise creation and reduce the stigma of failure (Martins, 2004).

The real cost of enterprise creation is still a barrier for start-up enterprises, both personal and financial costs. The fear of failure is a barrier that still remains implanted in Europe because the legal and social consequences of failure are severe.

Information, communication, and resources are very important tools that can be provided by networks. The lack of access to the networks can be a significant entry barrier.

**Economic and Financial Barriers**

Access to finance is important for all firms in achieving their business objectives. Especially for start-ups and business that seek to invest and grow.

The capital markets tend to be efficient to larger firms but newer and smaller growth forms often depend upon external sources of finance and can face barriers in the market that prevent them from raising even relatively modest sums of risk capital, especially for innovative high-technology small firms and for businesses operating in disadvantaged areas (Martins, 2004).

The risk capital societies usually support societies and are not used to support small enterprises. The management of microloans is very expensive and don’t interest banks; the transaction costs are high and the returns are low. The disfavored people don’t have bank credit and have several difficulties in getting loans because the risk for the banks is higher.

**2.6 The Role of Immigrants Entrepreneurship Opportunities**

The immigrant entrepreneurship opportunities provide a broad range of facilities to the immigrant entrepreneurs. The most important role of these opportunities is that they pull many entrepreneurs from different parts of the world. The immigrant entrepreneurship opportunities we find for our study are the nature of opportunities, theoretical works in opportunity identification and exploitation.

**The Nature of Opportunities**

Either entrepreneurs create opportunities (thereby they disequilibrium’s the market) through innovative actions (Schumpeter 1934), or they discover opportunities by exploiting existing market disequilibrium’s through idiosyncratic knowledge, profit motives, or alertness (Kirzner 1997) (Timmons, Muzyka, Stevenson & Bygrave, 1987) defines opportunities as
attractive, durable and timely potential products or services that create or add value. (Bruton, Ahlstrom & Singh, 2000) defines an entrepreneurial opportunity as a feasible, profit-seeking, potential venture that provides an innovative new product or service to the market, improves on an existing product/service, or imitates a profitable product/service in a less-than-saturated market. Finally, (Shane, Venkataraman, 2000) define an entrepreneurial opportunity as a set of ideas, beliefs and actions that enable the creation of future goods and services in the absence of current markets for them.

Theoretical Works in Opportunity Identification and Exploitation

First, highlight the nature of the opportunity itself – meaning that entrepreneurs exploit those opportunities for which the expected profit is large enough to compensate for the opportunity costs of other alternatives (Casson, 1982). Second, individuals may assess a given entrepreneurial opportunity based on individual differences in personality, experience, perception, and optimism.

Eckhardt and Shane (2003) elaborate and extend the opportunity-based theory of entrepreneurship. Their starting points are two criticisms of dominant theories of entrepreneurship. First, instead of examining possible stable personal characteristics of entrepreneurs researchers should rather concentrate on entrepreneurial activities, which stem from episodic information. Second, they question the usefulness of equilibrium theories for entrepreneurship research. Furthermore, Eckhardt and Shane (2003) describe several typologies of opportunities, such as opportunities that occur through changes in the value chain, from information asymmetries, or from exogenous shocks in the market.

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<th>Author(s)</th>
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<tr>
<td>Venkataraman &amp; Ramanyjam (1986)</td>
<td>Entrepreneurship research should be concerned with the identification, evaluation and exploitation of entrepreneurial opportunities.</td>
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<td>DeTienne &amp; Chandler (2002)</td>
<td>A multi-theoretical process framework that focuses on the exploration and exploitation of entrepreneurial opportunities as well as on the existence of the entrepreneur.</td>
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<td>Ardichvili, Cardozo &amp; Ray (2003)</td>
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<td>Westhead, Ucbasaran &amp; Wright (2001)</td>
<td>A multi-level frame is presented that focuses on information processing, asymmetric knowledge and networks as</td>
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prerequisites in order to pursue opportunities.

| Baron & Ensley (2006) | Perceptual processes, regulatory focus and signal detection theory build the analytical core in order to explain the recognition of entrepreneurial opportunities. |

Table 1 Opportunity identification and exploitation research

Other researchers have found further factors that influence the identification and exploitation of opportunities. To highlight the importance of entrepreneurial orientation in order to pursue business opportunities additional factors include the importance of work experience, entrepreneurial mindset or entrepreneurial intuition and foresight.

**Opportunities for Immigrant Entrepreneurs**

The opportunities for immigrant entrepreneurs that they attain or explore in Sweden are the Swedish integration policy, support for immigrant entrepreneurs and initiatives taken by local development for improvements of business regulations for immigrant entrepreneurs. As Sweden government is taking many progressive steps to provide more opportunities to the immigrant entrepreneurs for continuing their business.

**Swedish Integration Policy**

The state of Sweden provides equal rights, obligations, and opportunities to everyone regardless of ethnic or cultural background in order to integrate them into their society. This policy of integration is maintained for the whole population regardless of the country of birth or ethnic background (Sweden Integration Policy, 2009). These measures are taken in order to target support for the introduction of newly arrived immigrants in their first years in Sweden. The country decided to implement a new strategy in September 2008 which defines new rules for integration for the year until 2010 (Sweden Integration Policy, 2009). In order to achieve this goal, seven areas are identified that are especially important to work on to achieve the goal (Sweden Integration Policy, 2009).

These seven areas are as follow:

1. Faster introduction of the new immigrants.
2. More focused on the entrepreneurs.
3. Better results and greater equality in schools.
4. Better linguistic skills and more focus on adult education opportunities.
5. Effective anti-discrimination measures.
6. Development of urban districts with extensive social exclusion.
7. Basic values in a society characterized by increasing diversity (Sweden Integration Policy, 2009).

An overall aim of this strategy is to maximize the supply and demand of labor and to create quality and equality in schools (Sweden Integration Policy, 2009).

The Swedish government has started a dialogue with the value-based organizations. The purpose of this dialogue is to clarify the relationship between the state, municipalities and the non-profit areas in efforts to ensure the integration of new immigrants. This dialogue is also
to help to improve forms and methods for the activities of value based organizations (Sweden Integration Policy, 2009).

**Support for the Immigrant Entrepreneurs**

Entrepreneurs from non-Swedish backgrounds often find many issues and face lot of complex situations while establishing their businesses. Arranging an appropriate financing facility for the survival as well as for the growth of their companies are difficult for them so this problem is solved by the government as it allocated SEK 20 million per year in 2008-2010 in order to construct a qualified advisory services and opportunities to participate in mentoring schemes and networks (Sweden Integration Policy, 2009). To improve the financial services and facilities for immigrant entrepreneurs the Swedish Agency for Economic and Regional Growth will also carry on a dialogue with employees in the banking sector in order to receive financing aid for conducting business activities (Sweden Integration Policy, 2009). These funds will be provided to the immigrants entrepreneurs to establish their business.

**Initiatives for Local Development in Sweden**

The Swedish government has also planned interesting initiatives for the development of the local communities in such a way that they all are working unanimously for the development of their local districts. All authorities are working together due to the extensive exclusion of urban districts in the larger cities. The government has agreed to the several local development agreements with 21 metropolitan municipalities (Sweden Integration Policy, 2009). The following agreement is done to allocate the responsibilities of municipalities and the state and extend both of them to the development of the urban districts where there is a large extensive exclusion (Sweden Integration Policy, 2009).

The government has allowed breaking the case into small units and then each unit is aimed to integrate with the police authorities, the Swedish Social Insurance Agency, and the Swedish Public Employment Service in order to support each other while entering into the local partnership with municipalities that have signed local development agreements. The main objective of this partnership is to provide coordination of work to agencies and municipalities (Sweden Integration Policy, 2009).

**2.7 Entrepreneurs Ability**

Entrepreneurs are functions including innovation management coordination and risk management. The ability of entrepreneur's innovation function is reflected embodied in the prediction of future events, the combination of new things, but creativity and foresight. Management coordination function is helpful to solve the organization during the development phase control of the tilting, entrepreneurs, and managers. Functions of entrepreneurs should have the ability to help us distinguish between entrepreneurs and managers. Compared to the financial risk, the risk of entrepreneurs to the social and psychological risk the entrepreneurs in the entrepreneurial stage in the social and
psychological aspects of the sacrifice, they will experience a long period of time psychological difficulties.

Entrepreneur personality is influenced by perceived rejection, high-perceived control, individual confusion and attitude (Timmons., Muzyka., Stevenson & Bygrave, 1987) (Ardichvili, Cardozo & Ray, 2003) argues that individual entrepreneurs play an important role in enterprise-founded phase. In the early stage of enterprise development, the advantages and disadvantages of the enterprise are also the advantage and disadvantage of the entrepreneur. Entrepreneur personality helps us understand the entrepreneurial behavior of the enterprises, the entrepreneur personality and start-up problem of the relationship between personality and the establishment process of new venture entrepreneurs. However, there is no entrepreneur’s almost perfect personality and marginal attributes to ensure the success of start-ups. For entrepreneurial personality (such as a sense of accomplishment, dimension of the internal control and risk bearing) is both to a series of training programs that are in vain, and the wrong decision. Training programs can only develop personal skills, is the core content of technical training, and does not make people have the personality characteristics of entrepreneurs. Entrepreneur's personality is innate or affected by the environment to form.

The Entrepreneurs are establishing in the development process of new ventures. The author believes that the skills of entrepreneurs are divided into the following seven types:

- The ability to identify new product and service opportunities.
- The ability to assess the opportunities and thinking about the ability of internal cause and external cause problems in entrepreneurship.
- The persuasive communication skills (vertical communication or lateral communication).
- Negotiation skills;
- Interpersonal skills;
- Listening and information processing skills;
- The skills to solve the problem.

Entrepreneurs need to have a professional and technical level to include: grasp the overall situation, seize the opportunity to take the initiative, to take the initiative to control the force, the correct values, and the ability to assume the uncertainty, special knowledge, and skills. There are professional and technical levels of entrepreneurs to grasp the overall situation, forward-looking. Entrepreneurs can be turn environment, tasks, events, information and technology of the unified dissolved into too easy to understand, to understanding policies, procedures, and rules of the system (Murray, 1996). At the same time, they are very sensitive to the change of system in the internal and external environment, the ordinary events into a unique and unexpected result.

Entrepreneurs have a strong sense of mission, thinking about the need to take that action after thinking when faced with the opportunities. Under certain conditions, entrepreneurs can see what kind of work is the right behavior. Entrepreneurs to accept uncertainty, combine the
objective, strategies, and resources to limit risk, it may be just the uncertainty of the manufacturer rather than the bearer. Entrepreneurs are risk aversion is to a certain extent because willing to put others at risk, so as to consolidate their own success and wealth. Entrepreneurs should know how to use the introduction of incentives to attract outstanding talent, the core competence of talent competition.

In addition, entrepreneurs to their own need to have a variety special ability, skills and techniques knowledge, professional products, process, and market system such as professional knowledge etc. Outstanding entrepreneurs often through experience and observation, broaden the mind. Entrepreneurs face a pile of information and action options, knowledge, experience and observation to give them the confidence to take the initiative to take action so that entrepreneurs can quickly make decisions. Murray (1996) using the case analysis method to study the six technology companies in Europe.

The new entrepreneur of the technical enterprise absorbs the external investment need to have the rich commercial experience and the record of the successful enterprise. The primary responsibilities of technology entrepreneurs are to attract venture capitalists investment, the relationship between partners and venture capitalists. Entrepreneurs need business experience and skills for construction of enterprise management structure. However, technical entrepreneurs with experience and technical skills alone are not enough to make the long-term success of enterprises; enterprises need to manage the senior management team. Successful business management needs to have unique capabilities such as the ability to identify opportunities and the ability to innovate.

Cromie and Johns (1983) believe that entrepreneurs and managers need to plan, organize, control and manage the enterprise's ability. Successful entrepreneurs and managers do similar jobs, have common values, and need some kind of common personality traits. There is no significant difference between entrepreneurs and managers in the entrepreneurial characteristics. Internal control managers can act as professional managers and entrepreneurs two roles. Aspiring entrepreneurs, with the exception of the general entrepreneurial qualities, have higher personality characteristics, long period of work to make them a management type of entrepreneurs. Entrepreneurial behavior is mainly concentrated in the excavation process of opportunities, the establishment of new enterprises, the development, and growth. Entrepreneurial behavior is specific, observable behavior.

Typical behaviors of entrepreneurs are mainly focused on the development of relationships, organizational planning tasks; explore opportunities, employee management, decision making, and information collection and so on. However, scholars have reached a consensus on the key behavior of entrepreneurs, to redefine the development activities of entrepreneurs, to re-identify the behavior of entrepreneurial behavior standards. Entrepreneurial behavior measurement project, the entrepreneur through personal behavior is to start the enterprise operations. Entrepreneur individual behavior individual level research does not predict behavior purpose or business performance, ignores the result of the entire enterprise. Don't
The rapid growth of the enterprise is the three consecutive year net sales growth rate of more than eighty percent, the growth of the national economy to promote the role of the enterprise. Stagnation of national economy and the rapid development of enterprise development stagnation (or development condition was worse compared to the enterprise. The properties of the rapid development of enterprises are involved in more across organizational relationships. Enterprise business practices more in-depth understanding of customer knowledge, customer value creation. Enterprise human resources management more emphasis is on staff training, equity options, and financial incentive. Entrepreneur's industry experience to help enterprises overcome into disorder, and to give priority to the growth-oriented enterprise business index. In the companies strong technical skills, provide the relevant aspects of the college education of entrepreneurs; expand the personal social networks (Barringer, Jones, & Neubaum, 2005).

Analysis of factors influencing of entrepreneurs and employees income difference factors mainly reflected in the technical, social and logical ability, compared to the employees' language communicative competence, the ability of documents to the impact on the income. Entrepreneurs should focus to improve logic, social and technical capabilities.(Hartog, Praag, Van Der Sluis, 2010) found the same individual as entrepreneurs than as a staff role, general ability to return nearly 30% higher, twelve percent higher technical ability, less influence logic capability. Individual entrepreneurs or hired problems and between different income. Entrepreneurial motivation is not to become entrepreneurs by maximizing revenue driven, intended to control more motivation from the spontaneous nature of some person or work. (Mueller, Volery & Von Siemens, 2012) support the analysis of common activities of entrepreneur growth stage and establishment stage of entrepreneurs. Found that entrepreneur’s activities include high paced work piece or pieces of work, spend most of the time to communicate with other people. The three core functions of the entrepreneurs (human resources and employee relations; marketing, sales, and public relations; Management) as well as a core activity (Communication) by most entrepreneurs receive. Establishment of entrepreneurs will be most of the time on the analysis of market environment, monitoring and so on. The growth stage of entrepreneurs will be more time on business, organization development and communicate with others on the aspects of this communication involves internal communication with partners.

In addition, Pandey and Tewary (1979) discussed the effects of individual factors on the entrepreneur. Control trajectory said continuous individual differences and individual differences across the area of specific requirements. Internal control trajectory said the consequences of their actions or influence, external control trajectory is an independent event such as the result of luck, fate, etc. Compared to the external locus of control, internal control and management control ability need trajectory environment, the psychological characteristics more suitable for successful entrepreneurs. The empirical research shows that achievements of positive correlation of entrepreneur achievement value and external locus of
control. Entrepreneur achievement value and internal locus of control are higher, the higher probability of success.

The comprehensive capacities of entrepreneurs are currently on the relevant research results. Although some scholars of the entrepreneur ability are not unanimous, but we found that the strategic management ability, ability, ability, opportunity, ability, innovation ability, learning ability is the classification of entrepreneur ability scholars commonly used. Entrepreneur’s ability based on this, this article divided into six parts: management skills, strategic ability, opportunity ability, relationship ability, learning ability, and innovation ability. The specific research definitions are shown in table 2.1.

<table>
<thead>
<tr>
<th>Entrepreneur Ability</th>
<th>Main Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management Skill</td>
<td>Leadership; unity; incentive; supervision; rational allocation of resources; Reward and punishment; Authorization and centralized Efficient management team</td>
</tr>
<tr>
<td>Strategic Skill</td>
<td>Planning; Market positioning; strategic adjustment. According environment to the change of adjustment strategy</td>
</tr>
<tr>
<td>Relationship Skill</td>
<td>Relationship between customer, competition, government industry associations financial institutions</td>
</tr>
<tr>
<td>Opportunity Ability</td>
<td>For the markets, customer needs to master; Identify opportunities; Seize business opportunities</td>
</tr>
<tr>
<td>Innovation Ability</td>
<td>New markets new product new thinking method</td>
</tr>
<tr>
<td>Learning Ability</td>
<td>To learn new knowledge finding knowledge sources.</td>
</tr>
</tbody>
</table>

Table 2 Entrepreneur Ability Inductive

2.8 The Theory and Model of Entrepreneurial Environment

The model of entrepreneurial environment represents the environment of the particular country into two categories (1) The general environment (2) Special environment. The general environment includes all the social characteristics and special environment includes the entrepreneurial characteristics which contain an individual entrepreneur’s business growth and success.

Introduction Entrepreneurial Environment

The entrepreneurial environment is divided into two types general environments and special environment. The general environment is all people have a wide range of impact on the social environment or social climate. A special environment is part of a person or organization has the decisive significance of small environment or special environment. Entrepreneurial environment is a special environment, is a general environment of a specific level and components. Entrepreneurial environment is the foundation of entrepreneur's growth and success.

2.9 Research on Entrepreneurial Environment of Enterprises
Entrepreneurial environment refers to the scope of enterprises to carry out entrepreneurial activities and in the field, is the entrepreneur's situation and the situation. The entrepreneurial environment is the sum of all kinds of factors and conditions that can influence the formation and development of entrepreneurial ideas and the development of entrepreneurial activities.

**Entrepreneurial Environment Three Meanings**

First, the internal entrepreneurial environment entrepreneurial activities in the field of all business activities are concrete and realistic, must have a clear direction and goals. In which industry, entrepreneurship, and create what kind of industry from outset actually controlled by the environment, can’t follow one’s inclinations. Entrepreneurial environment to a great extent defines the nature and scope of business (Shapero & Sokol, 1982).

Second, the entrepreneurial environment is facing the situation of entrepreneurs. The environment is a dynamic system in nature, and it has great uncertainty. Entrepreneurship environment has been constantly in the process of the development and changes. An entrepreneurial environment that keeps entrepreneurs faces a new situation, solve the new problems. Determines the entrepreneurship of entrepreneurship environment is a change and innovation activities.

Third, the business environment is the basic conditions of entrepreneurial activity. The Environment was one of the kinds of objective existence, existence determines consciousness. The decisive function of the entrepreneurial environment on entrepreneurial activity lies in the fact that it can provide people with various mental or physical conditions (Shapero & Sokol, 1982). The entrepreneurial environment can affect the process of entrepreneurial activity from all aspects, and determines the success or failure of entrepreneurs. Entrepreneurial environment is a social technology, which is composed of entrepreneurial culture, national policy, economy and technology (Fogel, 2001). Entrepreneurial environment is the basis for the production, survival and development of entrepreneurs and enterprises.

**Entrepreneurial Environment Performance**

Entrepreneurs in the face of different entrepreneurial environment, the form of expression is different.
First, the entrepreneurial environment includes the social environment and the natural environment. Social environment also known as conditions refers to the entrepreneur of the country and the society of the political system, economic system, legal system, ideology and culture, custom, fashion and the party and the government in a particular historical period, line, principles and policies (Shapero & Sokol, 1982). Natural environment refers to the natural situation of the entrepreneur in the face of geography, resources, and climate and so on. The social environment and the natural environment as the macro background of the development of entrepreneurial activity. The changes of social environment and natural environment can have a huge impact on entrepreneurial activity.

Second, the entrepreneurial environment includes internal environment and external environment. The internal environment is a general term for all kinds of entrepreneurial elements within the entrepreneurial organizations, such as personnel, capital, facilities, technology, products, production, management, operation and other aspects of the situation. The internal environment is the home of entrepreneurs”. The internal environment is crucial to the development of entrepreneurial activity (Shapero&Sokol, 1982). Deal with internal relations, optimize the internal environment, is the foundation of entrepreneurial activity. The external environment is a general term for all kinds of entrepreneurial conditions outside the entrepreneurial organization. The external business environment includes social, natural, political, economic and cooperative, competitive, far away, in the vicinity of the situation, the development of entrepreneurial organization with extensive influence, organizational entrepreneurial development guarantee.

Third, the entrepreneurial environment included financing environment and investment environment. The financing environment refers to entrepreneurs in order to expand the business strength need to gather funds social conditions. The special industry and regional situation of the investment environment are particular to the capital investment of
entrepreneurs (Fogel, 2001). Financing and investment are two aspects of the entrepreneurial activity, which are also affected by the economic income, consumption concept, risk awareness, national policy and other environmental factors of the specific area.

Fourth, the entrepreneurial environment includes the cooperative environment and competitive environment. Cooperation environment of entrepreneurship refers to the expansion of foreign entrepreneurs and seek development, establishing the cooperation relationship of the environment, usually refers to the related industries, suppliers, distributors, advertisers, technology owners, venture capital firms, and the news media, unit. Competitive environment refers to entrepreneurs in the industry, including business ideas, product quality, technology, management, marketing policy (Fogel, 2001). Cooperation environment and competitive environment is the entrepreneurial organization's survival and development is extremely important external conditions, any entrepreneurs are unable to break away from the existing environment.

Fifth, entrepreneurial environment includes the production environment and consumer environment. Production environment refers to the entrepreneurial capital into various factors need the product process, including labor, production facilities, raw materials, technical services, power supply, transportation, and other conditions. The consumption environment has converted the entrepreneurs of the goods needed for the currency in the process a variety of conditions, including the wealth of the people in a particular area, consumption concept, consumption level, market and competitors.

2.10 Core Elements of the Entrepreneurship Process

A person desire and decisions in order to establish or run a business depend on upon several key factors. These several key factors include a person’s perception of desirability and feasibility in order to start a particular business (Shapero, A & Sokol, L, 1982) or person’s intentions to found a business and his or her sense making about the actual or current environmental forces (Learned, 1992). (Vesper, 1990), identified four important aspects of the process of the venture creation. These four aspects are: A profitable business opportunity, technical know-how of entrepreneur, the business know-how of the entrepreneur and entrepreneurial initiatives. Although, it is suggested from the previous literature that in order to start a business an entrepreneur should perceive that a profitable opportunity exists, should consider enough competitive in acquiring necessary skills to be able to get into the business, and should be able to take voluntary steps for starting a business. This section is built on these factors, especially those articulated by Vesper by declaring Vesper’s term “initiative” as “propensity to enterprise” (EL-Namaki, 1988) and joining the “technical know-how” and “business know how” into “ability to enterprise” so, after that by conceptualizing the three key elements of a venture creation process as opportunity, propensity to enterprise and ability to enterprise.

Opportunity
Devi R. Gnyawali and Daniel S. Fogel describes opportunity in their article as the extent to which possibilities for new ventures exist and the extent to which entrepreneurs have the leeway to influence their odds for success through their own actions (Devi R Gnyawali, Daniel S Fogel, 1994). In deregulated economies entrepreneurial opportunities are higher, where market processes are highly operated and where there are very rare barriers placed for the entrepreneurs (EL-Namaki, 1988). The business opportunities are affected by the government rules and regulation. The opportunity will evolve the entrepreneur’s propensity to enterprise and ability to enterprise.

Propensity to Enterprise

A stream of research on entrepreneurship emphasizes on the psychological and behavioral characteristics of entrepreneurs (Devi R Gnyawali, Daniel S Fogel, 1994). The high desire of achievement is the most common of these streams (McClelland, D, C & Winter D, G., 1969). Ability to innovate (Schumpeter, 1934), internal locus of control (Shapero, 1977), propensity for taking risks (Brockhaus, 1980), and key entrepreneurial characteristics (International, 1990).

People that have an ability to take or to accept the pressure of risk and need to be able to tackle difficulties individually are competent to become an entrepreneur (McClelland, 1961). A study conducted in different ten countries (International, 1990) found ten behavioral characteristics of successful entrepreneurs. These characteristics are opportunity seeking, persistence, risk taking, demand for quality and efficiency, commitment to work, goal setting, information seeking, systematic planning and monitoring, persuasion and networking, and independence and self-confidence.

The personal entrepreneurial competencies literature argues that people having accompanied with certain behavioral characteristics are able to observe the opportunities available in the current environment capture such opportunities and then convert these opportunities into profitable ventures (Devi R Gnyawali, Daniel S Fogel, 1994). While entering into the business/entrepreneurial activity do not satisfy the behavioral or personality condition (Devi R Gnyawali, Daniel S Fogel, 1994). So it determines that if an individual has the high propensity to start a business then he or she has also high risk taking ability to enter into the business by analyzing several business opportunities in the environment. Moreover, the propensity to enterprise will be extended when an individual has confident in his or her ability to enterprise.

Ability to Enterprise

The process to start and manage a business requires the combination of the technical and business capabilities which refers to the ability to enterprise (Devi R Gnyawali, Daniel S Fogel, 1994). Now these two terms technical capabilities and business capabilities are defined into two different categories. Such as “technical capabilities” refers to the skills in the technical aspects whereas “business capabilities” refers to the updated knowledge and skills in several functional aspects of the particular business (Vesper, 1990). These knowledge and
skills represents planning, product development, marketing, personal management, general management, accounting, and finance. Moreover, there are some hurdles which are faced by the entrepreneurs this hurdle includes customers, investors, and several other stakeholders. Entrepreneurs must have some political and strategic implementation skills in order to succeed in their relationships (MacMillan, 1983). Ability to the enterprise is necessary in a way to maintain the available opportunities. Without an ability to enterprise entrepreneurs are not able to capture the opportunities they analyzed in order to mobilize into the business setup activities or managing the ongoing business operations. So all necessary is that entrepreneurs must have a proper ability to enterprise in order to take a well-designated position in maintaining business startup procedures. Having no ability to enterprise will make entrepreneurs to face business startup challenges and also they have problems in order to capture the opportunities and exploit them. Entrepreneurs having enough ability to enterprise, when linked with the propensity to the enterprise, will enhance or maximize their chances of entering into the businesses. After having the ability to enterprise when entrepreneurs entered into the business, they are maximum chances that they are the winners (Vesper, Entrepreneurship and national policy, 1983).

The major need in the process of the new venture creation is a match between the opportunity, the propensity to enterprise, and the ability to enterprise. Meanwhile the opportunity may exceed one’s propensity to enterprise. An entrepreneur with the greater propensity to enterprise will be able to identify various opportunities in the environment. Similarly, if we examine the whole scenario then we see clearly that some people have greater knowledge or high knowledge of engineering skills but the opportunity for the implementation or usage of that particular skills are very low. In the same manner individual with a greater ability to enterprise may also be more able to exploit opportunities than those with lower ability to enterprise. The ability to enterprise increases with an increase in the propensity and ability to enterprise and a link with available opportunities (Devi R Gnyawali, Daniel S Fogel, 1994). So, a better understanding of opportunity, propensity to enterprise and ability to enterprise optimistically matches with an individual’s likelihood to an enterprise. Below is the model that depicts the relationship between opportunity, propensity to enterprise and ability to enterprise.
The model depicts that the process of developing competent entrepreneurs and maximizing their ability to the enterprise results in providing and developing the variety of business opportunities in the environment. In order to fulfill the needs of the environment, competent entrepreneurs are able to take an advantage of many opportunities (Devi R Gnyawali, Daniel S Fogel, 1994).

An important role of the entrepreneurial environment is to help entrepreneurs to be able to develop both propensity to enterprise and ability to enterprise (Devi R Gnyawali, Daniel S Fogel, 1994). Low propensity to enterprise leads a business startup into the lack of motivation whereas entrepreneur with low or having the low ability to enterprise lack the skills needed to manage the start-up process and further extensive operations of the business (Devi R Gnyawali, Daniel S Fogel, 1994).

Instantly next model demonstrates the integrated entrepreneurial environment although, some entities of the model are same while only three external factors are applied to them. These factors are entrepreneurial and business skills, Socio-economic factors and financial assistance and non-financial assistance.

This model represents that financial and nonfinancial facilities are emerging only if the overall ability to the enterprise is high. Recent studies also reveal that when people have higher expectation and motivation to enter into the process of business development, then previous research shows that when an individual level of involvement is high then interesting fact arise which is to take the necessary measures of the tax and other incentives (Devi R
An important agenda for this research is to identify the relative significance of each aspect in developing entrepreneurship. Entrepreneurs, policymakers and entrepreneurship development agencies working in any country are must be considered important for evaluating each of the factors (Devi R Gnyawali, Daniel S Fogel, 1994). The figure below represents our thesis framework.

2.12 SWOT Analysis

SWOT analysis, which stands for strengths, weakness, opportunities and threats. SWOT analysis is an analytical framework that can be help corporate and business industry face greatest challenges and finding the most promising of industry and corporate promising of new markets (Hill & Westbrook, 1997). SWOT helps to focus on different business areas of strength, recognize limitations and develop opportunities in the most promising directions.
SWOT analysis, goal of this analysis is to identify the strengths and weaknesses. Strengths and weaknesses, there are two elements belong to internal factors for SWOT analysis method. For example: staff (internal customers), office technology, wages and finance. SWOT analysis is that it considers both internal (Strengths, Weaknesses) as well as external (Opportunities, Threats) dimensions (Bradford, Duncan & Tarcy, 2000). The opportunities and threats, which are occur on the external level. Opportunities or threats from the external micro-environment for example clients, agents and distributors, suppliers, competitors (Bradford, Duncan & Tarcy, 2000). On one hand, the external factors deal with the environmental models of competitive advantage. On the other hand, the internal factors are related to the core competences and capabilities of the company and may influence the future strategic orientation. In the SWOT analysis, strength and weaknesses are aspects within the firm and in the control of the business. Opportunities and threats are influences from the external environment and consequently.

Strength and weakness are aspects within the firm and in the control of the business. Opportunities and threats are influence from the external environment and consequently.

**Strengths:** Strengths characteristics of the business or team that give it an advantage over others in the industry (Hill & Westbrook, 1997).

**Weaknesses:** Weaknesses are characteristics that place the firm at a disadvantage relative to others (Hill & Westbrook, 1997).

**Opportunities:** Opportunities and Threats there are external elements are chances to make greater sales or profits in the environment (Hill & Westbrook, 1997).

**Threats:** Threats is an external element in the environment that could cause trouble for the business (Jackson, Joshi & Erhardt, 2003).

*The SWOT Matrix*
The corporate can’t necessarily pursue the more lucrative opportunities. Rather, it may have a better chance at developing a competitive advent by identifying a fit between the corporate strengths and upcoming opportunities. In some cases, the corporate can overcome a weakness in order to prepare itself to pursue a compelling opportunity.

To develop strategies that take into account the SWOT profile, a matrix of these factors can be constructed. The SWOT matrix is shown below:

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunities</td>
<td>S-O Strategies</td>
</tr>
<tr>
<td>Threats</td>
<td>S-T Strategies</td>
</tr>
</tbody>
</table>

**Table 3 SWOT Martix**

*Source from (Hill, T., & Westbrook, R, 1997).*

- **S-O strategies**: The pursuing that is good fitting to the company’s strengths (Jackson, Joshi & Erhardt, 2003).

- **W-O Strategies** overcome weaknesses to pursue opportunities (Jackson, Joshi & Erhardt, 2003).

- **S-T Strategies** were identifying way that firm can be using its strengths to reducing its vulnerability to external threats (Jackson, Joshi & Erhardt, 2003).

- **W-T strategies** were establishing a defensive plan to prevent the corporate and business industry weaknesses from marking it highly susceptible to external threats (Jackson, Joshi & Erhardt, 2003).

Later in our thesis chapter 5 analyses will be by understanding the opportunities and barriers for immigrants entrepreneurs in Sweden can be based SWOT analysis. In the business context, the SWOT analysis enables organizations to identify both the internal and external influences. SWOT’s analysis primary objective is to helping organizations development have full awareness of all the factors involved in make a decision. "Once you've identified your immigrants entrepreneurs the risks and barriers, you can make a decide whether it is most appropriate to eliminate the internal weakness by assigning company resources to fix the problems, or reduce the external threat by abandoning the threatened area of business and meeting it after strengthening your business," (Hill & Westbrook, 1997).
Figure 7: The Structure of Theoretical Framework

- **Immigrant**
  - Asylum Seekers
  - Investment Immigrant
  - Technology Immigrant
  - Marriage Immigrant
  - Student

- **Barriers**
  1. Languages Barriers
  2. Economic and finance barriers
  3. culture & Social behavior barriers
  4. technological Barriers
  5. Information Collection Barriers

- **Opportunities**
  1. Immigrant entrepreneurship Policy support
  2. Government Supervision
  3. Swedish Welfare

- **Factors**
  - Internal
    - Direction
    - Expression
    - Target
  - External
    - Government Support
    - Marketing
    - Positive Influence

- **Immigrants Entrepreneurship**
  - Self-employment
  - Entrepreneurship Process
  - Entrepreneurship Ability
    - Management Skill
    - Strategy Skill
    - Relationship Skill
    - Investment Skill
    - Study Skill

**SWOT Model Analysis**
Chapter 3: Methodology

In this chapter methodology, we will explain why we chose specific topic. What are the types of philosophy, research approach research strategy and research design. We also discuss interview guide, data collection, sample selections and quality standards. After the practical aspects of methodologies such as literature search. Data collection method, interview types, respondent selection are clearly discussed in order to make the readers clear about the progress of the study.

3.1 Preconceptions of Topic Choice

The entrepreneurial activities are encouraged throughout the world. Thesis aim and motivation of the study is to provide a better understanding of opportunities and barriers for immigrant entrepreneurs by immigrant entrepreneurs in Sweden. Entrepreneurship has become a national and regional economic development momentum. Entrepreneurial environment refers to the combination of various factors that occur in the process of entrepreneurship and entrepreneurial behavior. Entrepreneurial opportunity is a business opportunity that can be used by entrepreneurs in the process of starting a business. This paper focuses on the entrepreneurial opportunities and barriers in the Swedish Immigrant Entrepreneurship. In-depth mining of the Swedish immigrant entrepreneurs conditions the entrepreneurial environment in the context of the Swedish entrepreneurial opportunities and barriers to entrepreneurship. The Swedish entrepreneurial environment is an open system. No matter in any area in any country entrepreneurial process is a complex, multidimensional phenomenon. Immigrant entrepreneurs are some governments in order to attract good business background have certain skills, expertise, and skills of business investment in their people and conducted a series of immigration policy. Sweden's domestic venture investment is ranked third in the world. The Swedish government building the initiative has the best investment environment and opportunities for entrepreneurs. In recent years, the continued increase in the number of immigrants to Sweden, venture capital has been one of the focuses of the Swedish immigrants. In Asia country, the trend of entrepreneurship is rooted deep in our family history. Most of the businesses are family run and inherited.

The interest in the topic is not only based on our educational background but also from our previous experience of the immigrant’s entrepreneur working in Sweden. We describe that there are several areas that need to be explored to make person understanding of how to immigrant entrepreneurs catch the opportunities and how to reduce the risk of entrepreneur barriers in order to achieve entrepreneurship strategy of sustainable development. The interest in immigrant entrepreneurship arises from the fact that of the different interview and run their own corporation while considered as a first-generation immigrant with the ambition to start up or entrepreneurship her own firm in the future.

As we interested in research, entrepreneurship immigrants in Sweden .We believe that this study will contribute by exploring strategies that immigrant entrepreneurs in Sweden. New Immigrant entrepreneurs can take advantage of before the immigrant’s entrepreneurial
experience of overcoming different barriers of Sweden immigrant’s entrepreneurship. Seize the opportunity to meet the challenges so that the development of entrepreneurship in the immigration to Sweden better.

3.2 Research Approach

Saunders, Lewis & Thornhill (2009) put forward to there are three different research approaches included inductive and deductive methods, assumptions, gives a clear direction, for the study of the type of implementation method. There are three different research approaches would be described briefly below. Deductive and inductive approaches are common using model methodology. "Entrepreneurship education" father of Jeffry Timmons (Jeffry A. Timmons in he called "new enterprises to create" new venture creation works presents a business management model. The model includes three very important factors, entrepreneurial ability and entrepreneurial opportunities and entrepreneurial environment. In our thesis, we will base on the three different factors analysis the barriers and opportunities for immigrant entrepreneurship in Sweden.

The deductive approach explains the relationship between variables and does not force on creating theories rather testing theories to find out if they are correct (Kovács&Spens, 2005).

A general assumption according to can be that product and market development are the most common. Inductive research approach focuses on having the theory as an outcome of the research and build theories. The inductive research approach is situated that observed within a certain time.

First, of our thesis study focus on finding relevant theories and develop a conceptual framework in order to get a better understanding of the subject. We also based on the interview guide on the theories. The reason for starting by reading and understanding the different theories related to our thesis study area. Because if we want to get information and able to develop a theoretical perspective. Theoretical perspective can be described research process. We do not want to only observe the person for the data collection instead. We want to use the theoretical prescriptive when we move into the data collection but need open for building along the process.

A reason for using research approach is also because our aim of the research is to answer the research question through the findings gathering from the interview information collection and analysis compared against proposed theoretical. Furthermore, as we are using qualitative research strategy, research approach suits well for this study. Implementing research approach can also contribute to new and unexpected findings discovered from the empirical analysis, which could be added to our conceptual framework.

3.3 Exploratory Study
Generally, research studies are classified in terms of their purpose and by research strategy using by the researcher. Exploratory study the most often used studies are of three types: a descriptive study, explanatory study and exploratory study (Saunders, 2003).

Descriptive study is ‘to portray an accurate profile of persons, events or situations’. The descriptive study is an extension of any kind of exploratory research. Descriptive study is ‘to portray an accurate profile of persons, events or situations’. Descriptive study said that is an extension of any kind of exploratory research.

1. Immigrant entrepreneurs
2. Entrepreneurship
3. Entrepreneurial process
4. Opportunities immigrant entrepreneurs in Sweden
5. Barriers immigrant entrepreneurs in Sweden
6. Self-employment

The information and theories that help us for the collection of the information understand the context and support our research. Articles, books, journal, paper reviews focus on Sweden area immigrant’s entrepreneur’s barriers and opportunities. Most of the articles that are published in reputed journals have been used in the form of information to support our research.

3.4 Interview Methodology

There are three different types of interview: Structured interview, unstructured interview, and a semi-structured interview. Semi-structured interviews are between unstructured interview and structured interview a form.

The structured interview has a standardized set of questions, which are used in questionnaires while unstructured interviews are informal and mostly used to having a depth interview.

Unstructured interview generally has a list of subject matters and questions to be covered.

Semi-structured depth interview provides the opportunity to explore answers from the respondents where they explain their response.

Interview Process

As interview processed, the order of the interview questions may be put forward in order to explore the objectives of the research. Semi-structured interview with our thesis interview question follows semi-structured not necessary to follow the exact pattern of the interview guide developed for conducting the interview.

Our thesis interview guide question is easy to understand and the straight forward to interview in order to make interviewees talk freely on the question. We have carried out face-to-face interviews to collection the primary data from the respondents. We have carried out
face-to-face interviews to collect the primary data from the respondent face-to-face and behavior of the interviews.

The interview guide is made as to meet the objective of the research. As we know that immigrant entrepreneurs are a social actor living in the social world. They perform different activities and these activities may influence the immigrant entrepreneurs to become immigrant entrepreneurs in the workplace. The reason why these immigrant entrepreneurs choose to become immigrant entrepreneurs may vary with different conditions and change a time. Thus, the basic purpose of conducting an interview is to talk with the respondents and acquire the facts, descriptions of behavior, statements, and feeling thoughts about how the interviewee’s view the social world from their own perspectives. Later this information is reported in the empirical finding and used the relevant information that accomplishes the objectives of the research. This indeed is the primary sources four-thesis main research information.

In our interview guide, we have four topics with certain questions, which start with the personal background (immigrant entrepreneur’s background and immigrant environment), immigrant environment, self-employed, immigrants companies (Technological factors, Managerial factors, operational factors), and authorities (see Appendix 1 for the interview guide questions). The first set of questions aims to get basic information about the immigrant entrepreneurs. The second set of the questions goes deeper to immigrant entrepreneurs self-employed to their business background environment. Third and fourth set of questions are more important for the authors and study purpose, focusing mainly on the cultural and the respondent’s immigrant’s entrepreneurs’ set of immigrant companies. The last set of questions deals with motivation factors, technological factors, managerial factors, and operational factors influencing the decision of immigrant entrepreneurs to start their own business. In this way, the interview was conducted with the respondents before coming up with empirical findings of the research.

**Interviews Selection of Respondents**

In our research study, we want to have a variety of immigrant’s entrepreneurs came from different countries; in order in our thesis can be included different views from different respondents.

Finally, we collected six possible for conducting the interview. In some cases, we used to send an e-mail to take an appointment in most of the cases we contacted the owners at the interview workplace to fix the time and book a date for conducting our interviews.

Out of the six interviews conducted, all of the interviews were conducted at a workplace of the respondents. The maximum time spent in an interview was 52 minutes while the minimum was 15 minutes. Some interviews were finished in a short time as it was conducted in the workplace of the respondents and they were busy in their work. So we had to make interviews short. Nevertheless, we were able to get the answer to make the interview question guide. On the one side, some of the interviews had to be postponed because of the busy
schedule of the interviewee’s. On the other side, due to the limited time and the resource constraints, we were unable to trace more participants for the interview.

The main problem identified during the interviews was, interviewees felt uncomfortable to talk freely about their family and cultural background. In those circumstances, many follow-up interview questions were asked to the respondents so that they would be comfortable in answering our questions. We also assumed interviewee’s that data and interviewee’s information provided by them would be asked for permission if the data is actual to be in the future. Product interviewees’, it can be made the respondents feel more comfortable to speak on the question and make interviewee’s looked more relaxed.

3.5 Immigrant Entrepreneurs Interview Information

<table>
<thead>
<tr>
<th>Immigrant Entrepreneurs</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>Emad</td>
<td>Umer</td>
<td>Safa</td>
<td>W. Zheng</td>
<td>G. Singh</td>
</tr>
<tr>
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<td>Syria</td>
<td>Pakistan</td>
<td>Iraq</td>
<td>Hong Kong</td>
<td>India</td>
</tr>
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<td>Store</td>
<td>Store</td>
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<td>Restaurant</td>
<td>Restaurant</td>
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<td>English</td>
</tr>
<tr>
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<td>Face to Face</td>
<td>Face to Face</td>
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</tr>
<tr>
<td>Date</td>
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<td>14-4-2016</td>
<td>17-4-2016</td>
<td>17-4-2016</td>
<td>25-4-2016</td>
</tr>
<tr>
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<td>15 minutes</td>
<td>30 minutes</td>
<td>25 minutes</td>
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Table 4 Immigrant Entrepreneurs Interview Information

3.6 Supporting Firms Interview Information

<table>
<thead>
<tr>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>N.Simmonson</td>
<td>A.Vannerberg</td>
<td>M.Aoun</td>
<td>M.Hellstrom</td>
<td>C. Nilson</td>
</tr>
<tr>
<td>Firm</td>
<td>Naringsliv AB</td>
<td>City Council</td>
<td>IFS</td>
<td>Science Park</td>
<td>ALMI</td>
</tr>
<tr>
<td>Place</td>
<td>Workplace</td>
<td>Workplace</td>
<td>Workplace</td>
<td>Workplace</td>
<td>Workplace</td>
</tr>
<tr>
<td>Language</td>
<td>English</td>
<td>English</td>
<td>English</td>
<td>English</td>
<td>English</td>
</tr>
<tr>
<td>Type</td>
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<td>Face to Face</td>
<td>Online</td>
<td>Face to Face</td>
<td>Online</td>
</tr>
<tr>
<td>Date</td>
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<td>19-4-2016</td>
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</table>

Table 5 Supporting Firms Interview Information
Figure 8 The Structure of Methodology Framework
Chapter 4: Sweden as a Market for Immigrant Entrepreneurial Companies

In this chapter we present and discuss the description of Sweden as a market for immigrant entrepreneurial companies. We discuss the country profile, challenges its population is facing and finally analyze the Swedish economy from GEM (Global Entrepreneurship Monitor) reports.

4.1 Country Profile

<table>
<thead>
<tr>
<th>Total population</th>
<th>Size of country</th>
</tr>
</thead>
<tbody>
<tr>
<td>9,593 million (2013)</td>
<td>449,964 km²</td>
</tr>
</tbody>
</table>

Table 6 Country Information

In the Europe, Sweden is area wise one of the largest country, it has particularly an oblong shape (1572 Km long and 499 Km wide) (Alamaa, 2014). Sweden population density is low as compared to other European countries (Alamaa, 2014). It has an average of 22 inhabitants per square kilometer. Perhaps, population density and population both vary across the country. Sweden, southern part has a majority or large numbers of inhabitants are living in this region (Alamaa, 2014). On 31 December 2013, 5052195 inhabitants in Sweden are living in the 3 counties that are Stockholm, Gothenburg, and Malmo they are also the metropolitan areas of the country. Sweden has 21 counties and 290 municipalities (Alamaa, 2014). All counties coincide with the number of ‘Lndstück’ (county council), but in the case of Gotland, county issues are decided by the municipalities (Alamaa, 2014). Many of the social services include transportation, regional development, education, and healthcare. All these social services planning and decisions are decided at the county level. Social services in Sweden are decentralized and are provided as well as managed by the municipalities (Alamaa, 2014).

<table>
<thead>
<tr>
<th>Regions</th>
<th>Stockholm</th>
<th>South Sweden</th>
<th>West Sweden</th>
<th>East Sweden</th>
<th>Smaland with Island</th>
<th>North Middle</th>
<th>Central Norrland</th>
<th>Upper Norrland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population Density</td>
<td>321</td>
<td>101</td>
<td>65</td>
<td>41</td>
<td>24</td>
<td>13</td>
<td>5</td>
<td>3</td>
</tr>
</tbody>
</table>

Table 7 Population Information of Sweden

Source from (OECD, 2012)

4.2 Societal Challenges

Below are the some societal challenges faced by the Sweden community.

Aging

Aging societal factor includes costs of health care and pensions for inhabitants who are 65 years +, adapted housing, loneliness, etc. Sweden has an aging population, with high national variation in both changes over the past 50 years and future prospects. This issue is faced in the inland and northern regions where many municipalities have a share of people who are 65 years + and that amounts to over 30% of the population (Statistic Sweden).
Segregation

Segregation (the actions or states of setting someone or something apart from others, separation) the current segregation level between native Swedes and immigrants give rise to various severe issues which include areas such as increased poverty and social exclusion, economic crunch as well as poor labor market opportunities for immigrants (Alamaa, 2014).

Unemployment

Due to the inappropriate assessment level of the educated youth unemployment rate is increasing. Although this issue is not common in Sweden, but it is also faced by many other OECD countries, and in order to gauge this gap an international system of assessment is organized by the PISA (Program for International Student Assessment). This severe unemployment issue is also created due to the different types of employment, huge competition at the international level and the systematic decline in the quality of the education system. Due to this decline in the education system young people are inexperienced (Alamaa, 2014).

Economic Instability

In order to remove the socioeconomic differences Sweden has built a welfare system which aims to exclude the economic instabilities between population groups (Alamaa, 2014).

Social Exclusion

In the late 1960s the concept of social exclusion has originated in Europe (Silver, Hilary, 1994). Now this concept of social exclusion is broadly used to indicate different types of social disadvantages and deregulations of the society in various aspects such as education, sociology, psychology, politics and economics (Junteerapanich, 2014). In Sweden a large number of young populations are living in social exclusion (Alamaa, 2014).

4.3 Overview of Entrepreneurial Landscape

<table>
<thead>
<tr>
<th>High GEM Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived opportunities, 64, 4 (33,4)</td>
</tr>
<tr>
<td>High status to successful entrepreneurs, 71,5 (67,3)</td>
</tr>
<tr>
<td>Media attention for entrepreneurship, 58,5 (55,7)</td>
</tr>
<tr>
<td>Improvement driven opportunities (% of the TEA), 58,4 (53,7)</td>
</tr>
<tr>
<td>Cultural and social Norms, 3,2 (2,6)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Low GEM Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived capabilities, 38,8 (40,6)</td>
</tr>
<tr>
<td>Fear of failure, 36,6 (38,2)</td>
</tr>
<tr>
<td>New business ownership rate, 2,5 (3,3)</td>
</tr>
<tr>
<td>Expectation of at least 5 employees for early stage entrepreneurship, 0,5 (1,3)</td>
</tr>
</tbody>
</table>

Scores for 2013 (group comparison averages)

Table 8 GEM Entrepreneurial Information

Source from (Alamaa, 2014)
Note: GEM stands for the Global Entrepreneurship Monitor. The scores in the table above indicate nationwide attitudes, activities and characteristics which have a positive or negative influence on entrepreneurship. The scores for Sweden are compared with the mean scores of the innovation-driven country comparison group (Alamaa, 2014).

<table>
<thead>
<tr>
<th>Regions</th>
<th>Factor Driven Economies</th>
<th>Efficiency Driven Economies</th>
<th>Innovation Driven Economies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latin America &amp; Caribbean</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Argentina¹, Brazil², Barbados¹, Chile², Columbia, Ecuador, Guatemala, Jamaica, Mexico², Panama², Peru, Suriname, Uruguay²</td>
<td>Trinidad and Tobago</td>
</tr>
<tr>
<td>Middle East and North Africa</td>
<td></td>
<td>Algeria¹, Iran¹, Libya¹</td>
<td>Israel</td>
</tr>
<tr>
<td>Sub Saharan Africa</td>
<td></td>
<td>Angola¹, Botswana¹, Ghana, Malawi, Uganda, Zambia</td>
<td>Namibia, South Africa</td>
</tr>
<tr>
<td>Asia Pacific and South Asia</td>
<td></td>
<td>India, Philippines¹, Vietnam</td>
<td>China, Indonesia, Malaysia², Thailand, Japan, Korea, Singapore, Taiwan</td>
</tr>
<tr>
<td>Europe EU28</td>
<td></td>
<td>Croatia², Estonia², Hungary², Latvia², Lithuania², Poland², Romania, Slovak Republic²</td>
<td>Belgium, Czech Republic, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Slovenia, Spain, Sweden, United Kingdom</td>
</tr>
<tr>
<td>Europe Non EU28</td>
<td></td>
<td>Bosnia and Herzegovina, Macedonia, Russian Federation², Turkey²</td>
<td>Norway, Switzerland</td>
</tr>
<tr>
<td>North America</td>
<td></td>
<td></td>
<td>Canada, Puerto Rico¹, United States</td>
</tr>
</tbody>
</table>

This Table shows the countries participating in the global region and phase of economic development. In 2013, 70 economies participated in the GEM cycle. In the above table 1, 2 and * represents/indicates the transition phase between on factor to the other factor.

1) 1 represents that the economies of the countries are transferred from factor driven to efficiency driven.
2) 2 represents that the economies of the countries are transferred from efficiency driven to innovation driven.
3) * represents that the country is sharing its economy with other countries. For example Puerto Rico is supposed to be a part of North America as an associate state of the US, although its economy shares many characteristics of the Latin America and Caribbean countries.

Now if we observe the above table, so we will clearly see that Sweden is already placed in the category of innovation-driven economies. This category is the final stage for the developing economies. This fact elaborates that Sweden economy does not need any
transition phase for entering into the innovation-driven economy (Jose Ernesto Amoros, Niels Bosma, 2014).

In the above table, we show that where Sweden Economy is placed geographically. Now in the next table shows that how Sweden economy is compared to other European and Non-European countries in terms of the entrepreneurial perceptions, attitudes and this data is measured through the GEM 2013 adult population survey.

<table>
<thead>
<tr>
<th>Regions</th>
<th>Economies</th>
<th>Perceived Opportunities</th>
<th>Perceived Capabilities</th>
<th>Fear of Failure</th>
<th>Entrepreneurial Intentions **</th>
<th>Entrepreneurship and Good Career Choice***</th>
<th>High Status to Successful entrepreneur $^<em>$</em>**</th>
<th>High Status to Successful entrepreneur $^<em>$</em>**</th>
</tr>
</thead>
<tbody>
<tr>
<td>EU</td>
<td>Belgium</td>
<td>31.5</td>
<td>33.8</td>
<td>46.6</td>
<td>7.8</td>
<td>54.8</td>
<td>52.2</td>
<td>43.9</td>
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<td></td>
<td>Croatia</td>
<td>17.6</td>
<td>47.2</td>
<td>35.2</td>
<td>19.6</td>
<td>61.5</td>
<td>43.1</td>
<td>42.9</td>
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<td></td>
<td>Czech</td>
<td>23.1</td>
<td>42.6</td>
<td>35.8</td>
<td>13.7</td>
<td>47.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Republic</td>
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<td></td>
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<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Estonia</td>
<td>46.1</td>
<td>40.0</td>
<td>38.8</td>
<td>19.4</td>
<td>53.2</td>
<td>58.6</td>
<td>40.7</td>
</tr>
<tr>
<td></td>
<td>Finland</td>
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<td>36.7</td>
<td>8.3</td>
<td>44.3</td>
<td>85.5</td>
<td>68.5</td>
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<td>12.6</td>
<td>55.3</td>
<td>70.0</td>
<td>41.4</td>
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<td>38.6</td>
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<td>45.7</td>
<td>74.1</td>
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<td>49.6</td>
<td>81.2</td>
<td>59.9</td>
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<td>36.3</td>
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<td>79.5</td>
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<td>59.9</td>
<td>58.5</td>
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<td>13.2</td>
<td></td>
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<td>45.9</td>
<td>37.3</td>
<td>23.7</td>
<td>73.6</td>
<td>72.6</td>
<td>61.3</td>
</tr>
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<td></td>
<td>Slovakia</td>
<td>16.1</td>
<td>51.0</td>
<td>33.2</td>
<td>16.4</td>
<td>49.2</td>
<td>58.5</td>
<td>51.7</td>
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<td></td>
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<td>51.5</td>
<td>29.6</td>
<td>12.4</td>
<td>57.4</td>
<td>68.1</td>
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<td></td>
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<td>38.8</td>
<td>36.6</td>
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<td>52.0</td>
<td>71.5</td>
<td>58.5</td>
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<td>7.2</td>
<td>54.1</td>
<td>79.3</td>
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<td>13.5</td>
<td>56.9</td>
<td>65.5</td>
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<td>50.5</td>
<td>26.1</td>
<td>21.8</td>
<td>82.3</td>
<td>71.9</td>
<td>39.2</td>
</tr>
</tbody>
</table>
This table shows the economies of the European countries as well as non-European countries and compares their economies with each other in terms of the entrepreneurial perceptions and attitudes as measured by the GEM 2013 Adult Population Survey. So Sweden has a high perception of entrepreneurial opportunities in 28 European countries.

<table>
<thead>
<tr>
<th>Regions</th>
<th>Economies</th>
<th>Perceived Opportunities</th>
<th>Perceived Capabilities</th>
<th>Fear of Failure</th>
<th>Entrepreneurial Intentions **</th>
</tr>
</thead>
<tbody>
<tr>
<td>Europe EU 28</td>
<td>Austria</td>
<td>44.4</td>
<td>48.7</td>
<td>34.9</td>
<td>8.1</td>
</tr>
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<td></td>
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<tr>
<td></td>
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<td>59.7</td>
<td>34.9</td>
<td>41.0</td>
<td>6.9</td>
</tr>
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<td>49.4</td>
<td>42.5</td>
<td>41.8</td>
<td>9.8</td>
</tr>
<tr>
<td></td>
<td>Finland</td>
<td>42.4</td>
<td>34.9</td>
<td>41.0</td>
<td>7.9</td>
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<tr>
<td></td>
<td>France</td>
<td>28.3</td>
<td>35.4</td>
<td>41.2</td>
<td>14.2</td>
</tr>
<tr>
<td></td>
<td>Germany</td>
<td>37.6</td>
<td>36.4</td>
<td>39.9</td>
<td>5.9</td>
</tr>
<tr>
<td></td>
<td>Greece</td>
<td>19.9</td>
<td>45.5</td>
<td>61.6</td>
<td>9.5</td>
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<tr>
<td></td>
<td>Hungary</td>
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<td>40.9</td>
<td>42.0</td>
<td>13.9</td>
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<td></td>
<td>Ireland</td>
<td>33.4</td>
<td>47.2</td>
<td>39.3</td>
<td>7.2</td>
</tr>
<tr>
<td></td>
<td>Italy</td>
<td>26.6</td>
<td>31.3</td>
<td>49.1</td>
<td>11.4</td>
</tr>
<tr>
<td></td>
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<td>33.4</td>
<td>44.8</td>
<td>19.7</td>
</tr>
<tr>
<td></td>
<td>Luxembourg</td>
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<td>37.6</td>
<td>42.0</td>
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<tr>
<td></td>
<td>Netherlands</td>
<td>45.6</td>
<td>44.3</td>
<td>34.8</td>
<td>9.3</td>
</tr>
<tr>
<td></td>
<td>Poland</td>
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<td>54.3</td>
<td>51.1</td>
<td>15.6</td>
</tr>
<tr>
<td></td>
<td>Portugal</td>
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<td>46.6</td>
<td>38.4</td>
<td>15.8</td>
</tr>
<tr>
<td></td>
<td>Romania</td>
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<td>48.4</td>
<td>41.3</td>
<td>31.7</td>
</tr>
<tr>
<td></td>
<td>Slovakia</td>
<td>23.5</td>
<td>54.4</td>
<td>36.0</td>
<td>15.1</td>
</tr>
<tr>
<td></td>
<td>Slovenia</td>
<td>17.2</td>
<td>48.6</td>
<td>29.0</td>
<td>11.4</td>
</tr>
<tr>
<td></td>
<td>Spain</td>
<td>22.6</td>
<td>48.1</td>
<td>38.0</td>
<td>7.1</td>
</tr>
<tr>
<td></td>
<td>Sweden</td>
<td>70.1</td>
<td>36.7</td>
<td>36.5</td>
<td>8.5</td>
</tr>
<tr>
<td></td>
<td>United Kingdom</td>
<td>41.0</td>
<td>46.4</td>
<td>36.8</td>
<td>6.9</td>
</tr>
<tr>
<td></td>
<td>Average (unweighted)</td>
<td>34.8</td>
<td>42.3</td>
<td>40.7</td>
<td>12.1</td>
</tr>
<tr>
<td>Europe Non EU 28</td>
<td>Bosnia and Herzegovina</td>
<td>19.6</td>
<td>47.3</td>
<td>26.8</td>
<td>20.4</td>
</tr>
<tr>
<td></td>
<td>Kosovo</td>
<td>65.6</td>
<td>65.2</td>
<td>26.7</td>
<td>6.3</td>
</tr>
<tr>
<td></td>
<td>Norway</td>
<td>63.5</td>
<td>30.5</td>
<td>37.6</td>
<td>5.0</td>
</tr>
<tr>
<td></td>
<td>Russia</td>
<td>26.5</td>
<td>27.8</td>
<td>39.5</td>
<td>3.5</td>
</tr>
<tr>
<td></td>
<td>Switzerland</td>
<td>43.7</td>
<td>41.6</td>
<td>29.0</td>
<td>7.1</td>
</tr>
</tbody>
</table>
This table shows the economies of the European and Non-European countries and determines the difference in the phases of the economic development as measured by the GEM 2014 Adult population Survey. Perceived opportunities show the percentage of the entrepreneurs who thought that there is an advantage to start a business in the next six months which is suitable according to their entrepreneurial environment. A perceived capability represents the percentage of the individuals who thought that they have enough capabilities of the required skills, knowledge and a relevant experience to start an entrepreneurial activity in a new network. The risk of the fear of failure only applies to those who explore and exploit the opportunities. Entrepreneurial intentions determine those entrepreneurs who want to start their business within the next three years.

Generally, Perceived capabilities are greater than the perceived opportunities, but they decline along the development level. In innovation-driven economies both the factors of the perceived opportunities and perceived capabilities are less than in economies of efficiency driven or factor-driven economies. If we observe the emerging patterns in the European and non-European countries, so we examine that the countries that experience long-term economic troubles their discrepancy is the highest (perceived capabilities are 45.5% and perceived opportunities are 19.9% in Greece; perceived capabilities are 45.9% and perceived opportunities are 18.4% in Croatia, perceived capabilities are 48.6% and perceived opportunities are 17.2% in Slovenia, perceived capabilities are 48.1% and perceived opportunities are 22.6% in Spain, perceived capabilities are 48.6% and perceived opportunities are 22.9% in Portugal) (Slavica Singer, Jose Ernesto Amoros, Daniel Moska, 2015).

The same condition is with the Non-European countries Bosnia and Herzegovina (perceived capabilities 19.6% and perceived opportunities 47.3). On the other side the Scandinavian countries Sweden, Denmark and Finland have economic patterns consists of higher perceived opportunity as compared to the perceived capabilities (perceived opportunities are 70.1% and perceived capabilities are 36.7% in Sweden, perceived opportunities are 59.7% and perceived capabilities are 34.9% in Denmark, perceived opportunities are 42.4% and perceived capabilities are 34.9% in Finland). The same condition stands for Norway as it is also in the Scandinavia but is a non-European country (perceived opportunities are 63.5% and perceived capabilities are 30.5%) (Slavica Singer, Jose Ernesto Amoros, Daniel Moska, 2015).

These figures are taken from the GEM report 2014 in which entrepreneurial opportunities perception and capabilities of European and Non-European countries are shown. Now if we examine the Scandinavian countries, Sweden has the highest rate of entrepreneurial
opportunity perception, but has less rate of entrepreneurial capabilities because earlier it is stated that entrepreneurial capabilities depend on the skills and experience of an individual entrepreneur, but Swedish state is also enhancing the facilities to support the entrepreneurs to have enough capabilities in order to excel their skills. Due to this factor, many immigrant entrepreneurs decide to start their own business in Sweden.

<table>
<thead>
<tr>
<th>Self-Perception About Entrepreneurship</th>
<th>Value %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived opportunities</td>
<td>70.2</td>
</tr>
<tr>
<td>Perceived capabilities</td>
<td>36.7</td>
</tr>
<tr>
<td>Fear of Failure</td>
<td>36.5</td>
</tr>
<tr>
<td>Entrepreneurial intentions</td>
<td>8.4</td>
</tr>
<tr>
<td>Total Early stage Entrepreneurial Activity</td>
<td></td>
</tr>
<tr>
<td>TEA 2015</td>
<td>7.2</td>
</tr>
<tr>
<td>TEA 2014</td>
<td>6.7</td>
</tr>
<tr>
<td>TEA 2013</td>
<td>8.3</td>
</tr>
<tr>
<td>Established business ownership rate</td>
<td>5.2</td>
</tr>
<tr>
<td>Entrepreneurial Employee Activity EEA</td>
<td>6.4</td>
</tr>
<tr>
<td><strong>Motivational Index</strong></td>
<td></td>
</tr>
<tr>
<td>Improvement Driven opportunity</td>
<td>5.7</td>
</tr>
<tr>
<td>Necessity</td>
<td></td>
</tr>
<tr>
<td>Motive</td>
<td></td>
</tr>
<tr>
<td><strong>Entrepreneurship Impact</strong></td>
<td></td>
</tr>
<tr>
<td>Innovation</td>
<td>2.3</td>
</tr>
<tr>
<td>Industry (% in Business Services Sector)</td>
<td>30.8</td>
</tr>
<tr>
<td>Society Value % About Entrepreneurship</td>
<td></td>
</tr>
<tr>
<td>High status to entrepreneurs</td>
<td>69.8</td>
</tr>
<tr>
<td>Entrepreneurship a good career choice</td>
<td>52.7</td>
</tr>
</tbody>
</table>

**Table 12 Self Perception of Entrepreneurship in Sweden 2015-16**

*Source from (Donna Kelley, Slavica Singer, Mike Herrington, 2016)*

In the above table there is the latest information about the Sweden Entrepreneurship condition and the table also has the Total early stage entrepreneurial Activity of the years 2013, 2014 and 2015. The entire figure shows that being an innovation-driven economy Sweden has great resources for the immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Origin</th>
<th>Native</th>
<th>Foreign</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>7%</td>
<td>9.6%</td>
</tr>
<tr>
<td>Finland</td>
<td>9.6%</td>
<td>14.1%</td>
</tr>
<tr>
<td>France</td>
<td>8.1%</td>
<td>10.8%</td>
</tr>
<tr>
<td>Germany</td>
<td>10%</td>
<td>9.5%</td>
</tr>
<tr>
<td>Greece</td>
<td>26.4%</td>
<td>10.6%</td>
</tr>
<tr>
<td>Hungary</td>
<td>10.8%</td>
<td>16.4%</td>
</tr>
<tr>
<td>Ireland</td>
<td>16.8%</td>
<td>9.3%</td>
</tr>
<tr>
<td>Italy</td>
<td>23.6%</td>
<td>17.5%</td>
</tr>
<tr>
<td>Luxemburg</td>
<td>5.4%</td>
<td>6.5%</td>
</tr>
<tr>
<td>Netherlands</td>
<td>11%</td>
<td>11%</td>
</tr>
<tr>
<td>Norway</td>
<td>5.8%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Poland</td>
<td>11.2%</td>
<td>29.2%</td>
</tr>
<tr>
<td>Portugal</td>
<td>15.6%</td>
<td>12.1%</td>
</tr>
<tr>
<td>Slovak republic</td>
<td>12.6%</td>
<td>26.4%</td>
</tr>
<tr>
<td>Spain</td>
<td>16%</td>
<td>11.7%</td>
</tr>
<tr>
<td>Country</td>
<td>Foreign Immigrant</td>
<td>Native Immigrant</td>
</tr>
<tr>
<td>-------------</td>
<td>-------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Sweden</td>
<td>8.5%</td>
<td>10%</td>
</tr>
<tr>
<td>Switzerland</td>
<td>12.4%</td>
<td>9.1%</td>
</tr>
</tbody>
</table>

Table 13 Foreign Immigrant Engaged in Self-employment

Source from (OECD Migration Outlook, 2009)

Looking at the particular table the foreign national engage in self-employment in Sweden are 10%, whereas natives engaged in the self-employment activity are 8.5%.
Chapter 5: Empirical Finding

In our thesis until now we have conducted six interviews to have sufficient information about opportunities and barriers for immigrant entrepreneurs in Halmstad city. In this perspective, we divided our interview into five sections. These sections include personal background, motivation factors for immigrant entrepreneurs, entrepreneurship experience, barriers for immigrant’s entrepreneurs, and opportunities for immigrant entrepreneurs.

To describe the empirical findings and analysis we defined each Immigrant entrepreneurs as Interview 1, Interview 2, Interview 3, Interview 4, Interview 5 and each firm that supports immigrant entrepreneurs as Interview 6, Interview 7, Interview 8, Interview 9, and Interview 10.

5.1 Interview 1 for Halmstad Food

The store is located in the Center of the Halmstad and store was established in 2014. The store is offering a variety of Grocery items and also vegetables and fruits. The store grocery items include the variety of Asian and Swedish foods. The business idea is to provide the safety and high quality and standard to the international students to buy food. Within the firm, there is one employee.

Personal Background of Immigrant Entrepreneur

Interviewee 1 is the owner as well as the founder of the store Halmstad Food. The reason for starting up the business was because of the current war situation in his homeland Syria. Moreover according to him for getting a job in Sweden is a time taken as well as difficult task. The interviewee 1 is born in Syria and moved to Sweden in 2014 because of the war situation on the status of an asylum seeker.

The interviewee 1 has a high school education from his home country then after reaching in Halmstad he learned the Swedish language in order to fill the gap between the native people and him.

Motivation Factors for Immigrant Entrepreneur

Interviewee 1 is a hard worker and has high motivation to integrate into the Swedish business environment, for this purpose he has gained good command over the Swedish language. He
also has high motivation to enhance his business in Halmstad city and make his store one stop shop for everyone. His aims are to take the Asian food especially (Chinese, Korean and Thai) in order to attract many of the international students from these regions to buy food. He divides his store into two departments one department has grocery items, while another department has fresh fruits and vegetables. He wishes to make his store a small supermarket. Interviewee 1 also has high motivation because of the business immigration regulation of Sweden for Asylum seeker. According to these regulations, an asylum seeker can start their own business and continue by showing a little profit and paying taxes. Moreover there is a facility to take loans from the banks in order to start a business.

**Entrepreneurship Experience**

Interviewee 1 has entrepreneurship experience at his home country Syria with his father. At that time, he was running a small shop. Due to the war, the lifestyle of the family of that person is broken down. The current entrepreneurship environment in Sweden is enough helpful for the asylum seekers regarding their experience. Because they can take a loan from the bank return them easy installments, start their business and innovate if they passion.

**Opportunities for Immigrant’s Entrepreneurs**

When asking the question about what are the opportunities for immigrant entrepreneurs in Sweden, the interviewee 1 stated that “There are many achievements for entrepreneurship in Sweden for example: If an asylum seeker starts his business in the early stages they have to show little amount of profit and then repay the taxes and loan installments in easy terms in order to make their business running. Business is secured and monitored 24 hours. The Swedish government has also provided housing and welfare to him and this is the important opportunity for him as compared to his homeland.” Moreover, he told us “Beside this there are free Health services, Education and security are provided at the equal level these are the main factors for an entrepreneur to think about and Sweden is providing it efficiently.” Finally, he told us that “technology is provided by the government from SKATEVERKET office. They provide a ‘casa’ a teller machine which is connected to the tax office and every sale is currently observed by them daily. So there is no need to take the tax estimation separately.”

**Barriers for Immigrants Entrepreneurs**

When asking the question about what are the barriers for immigrant entrepreneurs in Sweden, the interviewee 1 said that “although there are few barriers because for asylum seekers there is some low business running barriers but beside of this he has to face three barriers. First, getting or ordering stock from other countries. Second is a language barrier as he taught form Swedish language school SFI and according to him, he has high caliber to learn and understand Swedish. The third barrier for him was extra investment”.

**5.2 Interview 2 for Godis Candy Shop**
The store is located in the Neyhemsvagen Halmstad it was established in 2012. The store provides its high services to the residents of the city.

**Personal Background**

Interviewee 2 name is Umer and he is the owner as well as the founder of the store Godiss Candy Shop. He is from Pakistan and came to the Sweden in 2006 for the purpose of the study. At that time, he was studying and after completion of his degree, he started his job in Halmstad, Later in 2012-13 he decided to become an entrepreneur.

**Motivation Factors for Immigrant Entrepreneur**

Interviewee 2 has a strong motivation when he decided to become an entrepreneur. Moreover, he also tells us that he like to solve complex problems by using good strategies. As he told us that in the early stages of development of his business he face many problems but later he solved them strategically in a good way.

**Entrepreneurship Experience**

Interviewee 2 has no strong entrepreneurship experience in his home country Pakistan, but he is a qualified person and he also has enough courage to face difficulties in maintaining his business. Moreover, he was also working before and saved good money at that time because he told us that 10 years before there are good conditions for jobs in Sweden, but now situations are changed that is the reason he turns his idea to start a business.

**Opportunities for Immigrant Entrepreneurs**

When asking about the opportunities he as an immigrant entrepreneur he told that one of the biggest opportunity is Sweden secure business environment here there is no fear of anything just focus on the business and innovate it. Then on our question on innovating his business how he want to innovate his business he told us that he want to make different section for kids food as well as for Arabian and subcontinent food because he told that as Halmstad is a small city but it has a good amount of international students studying there, therefore, these factors are also providing him big opportunity to innovate his business and make his store provide everything to them under one roof just like Willys, Netto, and Ica Maxi. Moreover, he said that Sweden is providing useful facilities to the immigrant entrepreneurs in the form to develop their business plan and guide them about the tax structure but the actual thing he said is strong motivation and risk taking depends on the caliber of immigrant entrepreneurs.

**Barriers for Immigrant Entrepreneurs**

When asking the question related to barriers for immigrant entrepreneurs in Sweden, interviewee 2 said that there are many barriers for an immigrant entrepreneur to start their business in Sweden. First is that they must have to understand the Swedish business regulations, must be familiar with Swedish culture because he told that in Sweden time is an important factor if an immigrant entrepreneur does not follow and maintain the daily schedule to start business otherwise they do not generate the required amount of tax and then
there are more chances of cancellation of their permit which is a big risk for their future survival. About the question related to tax he said that although tax is returned to us in the form of health, education and development services but still taxes are very high. He told us that when he started his business at that time he must have to show a profit of 13000 SEK for 24 months, and then he got permanent residence as now he is also required to show the required amount but now he is settled and also his store is famous for many Swedish people. He also told us that dealing with the supplier is also a big factor of the barrier because for this one has to show good credit history if credit history is not good then it is very difficult to get delivery of goods on time or they have to prepay before buying any goods from the supplier. On our question related to a language barrier, he told us that due to his prominent language skills many Swedish people like to talk to him for the long period of time and he also made many good friends from his language skills. That’s he suggests that for immigrant entrepreneurs to be successful must have to learn Swedish at least medium level. He told that barriers are also high for the students who want to switch their status from study to business visa. About financial barriers he told us that in start immigrant entrepreneur who switch their status from the student must have to show supporting funds of 200000-250000 SEK then they have to buy a business and get 2 years business visa it is a big financial barrier due to this risky financial barrier many students return back to their home countries. Swedish government must give some chance to the students who want to establish their business.

5.3 Interview 3 for Rima Cycler

The Bicycle store is located at OstraLykan in Halmstad. Bicycle store was established in 1994. The Bicycle store is offering the variety of new and used bicycles at the reasonable price. The repairing and making new designs of bicycles are also done there. For a long time, this store is one stop shop for many people in Halmstad to buy or sell their bikes. The business idea of the owner is to make his store bigger as compared to the big giants like Biltema and Stadium. The store has two part-time workers.

Personal Background

Interviewee 3 is the owner and founder of the Bicycle store “Rima Cycler”. He was born in Iraq. Later he moved to India and has some work there in maintaining Bicycles. After having some experience he came back to his homeland Iraq and started his business. Then during that time war situation in Iraq makes it difficult for him to develop his business. So he applied for the asylum in Sweden and came here. Before starting his business in Halmstad he worked in Sweden in different cities. After that, he saved a good amount of money and decided to start his own business of bicycles.

Motivation Factors for Immigrant Entrepreneur

Interviewee 3 has high motivation to start his business in Sweden for this purpose he learned Swedish in a great detail and also speak Swedish. He also has enough expertise in other languages. He told us that he has a strong motivation to make his bicycle store big just like Biltema and Stadium to compete them. His reason for motivation in this business is language
because he told us that he use different languages when he saw different persons from Asia (India, Pakistan, and Arabian countries). He told us that initially he has only half part in the basement of the building for his store but later he took the entire basement and maintain his stock there. Interviewee 3 told us that previously he was working in Sweden. At that time, the working conditions are better as compared to the current situation. From that benefit, he was successful in saving the money to start a bicycle store. Therefore he does not face any prominent barriers while starting a business in Sweden. Moreover he told that during starting a business he became the permanent resident so he just faces the tax barriers.

**Entrepreneurship Experience**

Interviewee 3 has gained an entrepreneurial experience when he started his business in Sweden. As he was in Sweden for a long time so he has no difficulties in enhancing his experience. He learned and increases his experience because he also worked with people from different regions and he also has some exposure to deal with them.

**Opportunities for Immigrants Entrepreneurs**

When asking the question about what are the opportunities for immigrant entrepreneurs in Sweden, the interviewee 3 stated that opportunities are little because he is an established person in Sweden. He told us that as an entrepreneur there are many opportunities one of them are that the Swedish welfare system is providing to its citizens giving funds for their children and all facilities are free and equally distributed and it is the big factor as compared to other European countries. And as regarding the immigrant entrepreneur’s one of the facilities is that they are encouraged if they have any idea about the businesses, and then later there are many firms that make a business plan for them. He told us that he is running his store for a long time that why customers are looking for him and it also creates a factor of trust of more customer into his business.

**Barriers for Immigrants Entrepreneurs**

When asking the question about what are the barriers for immigrant entrepreneurs in Sweden, the interviewee 3 said that barriers are also the part in starting every business, but in his store he said barrier occurs when he hire someone from his homeland Iraq. Then he have to face very expensive conditions, for example, he has to show the double tax for the salary he pays to his employee, So in this he have to pay two salaries one for the employee and the other for himself. He further explained to us about the tax conditions on the sale of a cycle in his store, for example if he sold one bicycle for 1000 SEK so 600 SEK is deducted in the tax to the government and 400 SEK is for him. So he told us in this way he has to pay a lot of tax, which is difficult for the immigrant entrepreneur to pay in their early stages. He told us that he want to develop his store for this purpose large investment for the big place is also a barrier.

**5.4 Interview 4 for Sushi Restaurant**
The Sushi restaurant is located in a center of Halmstad and restaurant established in 2010 year. The business idea is to provide fast and fresh food safety, quality and high standard services. The restaurant has two workers one is our interviewee other his wife.

Personal Background

Interviewee 4 is the owner restaurant. Interviewee 4 country of origin is the Hong Kong (China). He was born in Hong Kong in 1955. The first time he came to Sweden in the year 1976 year, because he was working for Asia food restaurant as a chef. When asked why he decided to start entrepreneurship in Sweden for her own business, he said that because he had experience working in the similar restaurant business in his home country and he also worked here in some restaurant before he finally opened up his own business. Interviewee 4 said that “after four or five years he decided to sale or rent his restaurant to other personal then he will with her return back to Hong Kong.

Motivation Factors for Immigrant Entrepreneur

The main motivation for him is to start up his own restaurant. This he said was the main motivation to start his own business rather than working for someone else. However, he didn’t just start it the right way. Immigrant entrepreneurship social background, the criminal syndicate prevalence of Hong Kong in the 60’s, social security is unstable. In 1958 year and 1959 year for two consecutive years of natural dusters case by China’s emergence of a large of refugees, cause the whole Chinese mainland and Hong Kong deprivation, Hong Kong economic depression. At the same time, the respondent is not accustomed to the fast pace of lifestyle in Hong Kong. Respondent through friends and intermediary is introduced to Sweden in the 60’s economy in rapid development period, the great demand for workers. Respondents stressed that the main reason for the migration and entrepreneurship is because of the Swedish social welfare and social security is better. For immigrants entrepreneurship would be got help for Sweden government support and venture capital investment risk is low. Also because he did not have enough education required to do other jobs, he wanted to try to do something of his own to make a living. An Immigrant in Sweden at the beginning wants to find a job but not easy to find a job in Sweden, especially interviewee’s didn’t get a good education. However, he said that because he had experience working in the similar restaurant business in his home country and he also worked here in some restaurant before he finally opened up his own business. In 60 years, there are many Asians living in Sweden entrepreneurship restaurant. It was also very hard to find a good and suitable place to establish and build up his business.

Entrepreneurship Experience

Interviewee 4 is a hard worker man. In 1973, respondents in Holland said he first tried to start a business in the Holland restaurant at the kitchen to do the work of a chief The second attempt to start segment a business in Sweden in 1976, his friend of the restaurant needs help so he moves from Holland to Sweden. With the income of ten thousand SEK per month after the accumulation of venture capital, two years interview established her business. Interviewee
first entrepreneurship by her own the restaurant was established in 1978. The restaurant name is Peking restaurant located in Halmstad city center.

**Opportunities for Immigrant’s Entrepreneurs**

When asking the question about what are the opportunities for immigrant entrepreneurs in Sweden, the interviewee 4 said that opportunities are the Swedish government to encourage entrepreneurship and in a given period of time given entrepreneurs 100 thousand SEK as venture capital to help entrepreneurs start. There are specialized markets distributions of goods to restaurants more save time and reduce costs. Chinese community chamber of Commerce is helping Chinese immigrant entrepreneurship in Sweden.

**Barriers for Immigrant’s Entrepreneurs**

When asking the question about what are the barriers for immigrant entrepreneurs in Sweden, the interviewee 4 said that first barrier was in Sweden to open restaurant positioning. Interview 4 said that if anyone wants to set up a store they need to first contact with store owner, another contact with Sweden department of health (this store can be as restaurant, coffee shop or grocery). Language barrier is a Swedish basic conversational respondent said he already studied the Swedish language at the start segment of immigrant’s entrepreneurship in Sweden. Then the more entrepreneurial Chinese immigrants make communication more convenient, so he didn't continue to learn Swedish. Sweden's higher taxes, such as a sushi sold 80SEK 40 SEK for tax.

5.5 Interview 5 for Indian Restaurant

The restaurant is located at Nygatan at the centrum Halmstad. The restaurant was established in 2012. The restaurant is providing their unique service by offering a wide range of Indian cultural foods also this restaurant is famous for its taste. From 2012 till now there are many large numbers of Swedish people as well as international people are enjoying their taste. The owner business idea is to make it more famous and promote this restaurant as a brand in the city of Halmstad. The restaurant has currently three employees but two of them are students and doing part time jobs whereas one employee is working full-time.

**Personal Background**

Interviewee 5 is the owner and founder of the restaurant “Indian Restaurant”. He was born in Punjab India. He moved to Sweden in 2008 on marriage basis. At that time, he started working in the restaurant and learned a lot to cook with variety of Indian cultural foods. His previous status was marriage visa later he applied for the work visa and started to explore more in his industry of cooking and serving.

**Motivation Factors for Immigrant Entrepreneur**

Interviewee 5 is a motivated and hardworking person. He told that in India it is very difficult to get a job for the chef as it requires having enough experience for the employment but when he came to Sweden in 2008 he got the job as a kitchen helper and then further he gained his experience after attaining 3 promotions. Now he is also a professional chef and develops his
name in all over the city of Halmstad. Through his motivation, he develops his food taste not only to the international people coming from Asia but also for the native Sweden people. He also has the good command of Swedish language to deal his customers in a better way. Now he has full motivation to develop his restaurant name as a brand. Previous year in 2015 he also received his certificate of excellence from the Halmstad city council this also define his motivation in a proper way. Due to his high motivation in the fields of cooking many international students works in his restaurant and learn about cooking from his professional experience.

**Entrepreneurship Experience**

Interviewee 6 has gained his entrepreneurial experience when he started his restaurant business in 2011. Later in 2012 he buys the place for his restaurant and started his business independently. He thinks to become an entrepreneur when he gained a lot of professional experience in serving and communicating with different people.

**Opportunities for Immigrant’s Entrepreneurs**

When asking the question about opportunities for immigrant entrepreneurs in Sweden. Interviewee 5 told that it depends on the visa status of an immigrant. If they are arriving in Sweden to accompany their families on marriage basis then it is easy he told that he also arrived Sweden on because he is married with Indian-Swedish national girl so for him he told there are no so many barriers but as for opportunities he told that immigrant entrepreneurs learn Swedish free of cost as this facility are not provided by other European countries one have to learn language but here it is free. Moreover he told that majority of the immigrant moves to another country because they are not happy with the current government policies in their countries e: g electricity issues, No business security and over consumption of tax because of no proper checking procedures but in Sweden immigrant entrepreneurs gain opportunities as Sweden has provided a secure business process for conducting business. For collecting a tax, they have a proper procedure for calculation.

**Barriers for Immigrant’s Entrepreneurs**

When asking about barrier for the immigrant entrepreneurs he told that loans are not possible in Sweden for business operations. An individual has to arrange a private loan instead of taking from the bank. High taxes which are a big hurdle for the immigrant entrepreneurs as he told us that one of his friends came to Sweden for study purpose after that he started his own business but due to lack of communication skills and not understanding the tax requirements his friend lost all of his business requirement is to show (a required amount of profit for the probation period of two years to start the business). Then he told that his business requires that a person has a proper knowledge of cooking spicy Indian food because all the ingredients are used are made by self for this purpose he told that if he hires someone from India than it is very difficult and time-consuming as well as expensive process he told that these are the regulatory barriers that are must be solved. He told that for hiring someone and brings to Sweden in this process the waiting time is 8-9 months it includes migration letter and union letter which is too much and also he has to pay double tax to the government. Moreover, he told that for immigrant entrepreneurs who are thinking to open a restaurant it
Language is as important because in his restaurant many Indian dishes are named to Swedish. He also told that to bring spices and other ingredients from India is also a difficult process as suppliers are taking a large amount of money. On technological barrier, he told that he wants to take order online from his customers so for maintaining that software he has no more finance. He told that if he has cash to deposit then he has to pay tax and that cash during deposit. He also told that in order to establish a standard business in Sweden an immigrant entrepreneur must have to learn the know-how of the area they choose to start a business, analyze the ongoing competition and they must have sufficient finance to support their business for two years later they may grant long term business visa.

Moreover, he told that for tax barriers if Swedish government should set fewer amounts to show and make entry regulations for employees in 2 months and less the amount of taxes then it is a more secure country to start a business in terms of tax barriers. Moreover, he told that as the Swedish government is supporting asylum seekers and providing welfare funds to them if they are not working then it is a good decision to support immigrant entrepreneurs in this way otherwise it is difficult for them to establish their business and make them grow.

5.6 Interview 6 for Halmstad Naringslivs AB

Below is the interview information of Halmstad Naringslivs AB.

Company Introduction

The company name is Halmstads Naringslivs AB. It is located in Kopmansgatan 20, Halmstad. The company is offering support services to the new coming immigrant entrepreneurs as well as native entrepreneurs. They are engaged in the activities of helping a person to start their business from the new scratch.

Company’s Objective

The company objective is to help those people who are already employed or are looking to start their own business. The company is providing free advice, support, help to establish contacts and networking with the relevant people and more.

“We want to make Halmstad have more entrepreneurs, engineers and innovators” Nicklas Simmonsson

Company Size

The Halmstad Naringslivs AB is the medium sized company. It has 10 employees working in different domains to support entrepreneurs.

Interview Information

Interviewee 6 name is Nicklas Simmonsson. He is a Business development corporate pilot and establishment manager. He told us that he is a business developer manager in this company and the company Naringslivs AB is owned by the municipality. The company is a
non-profitable and managed by the municipality. He told that our company is not making profits but the type of profit our company wants to make is to develop and grow Halmstad business development. They want to take big companies from outside and bring them to the Halmstad, help these companies to start their business to innovate that is their profit. He told that he does not want to earn many people but he wants to bring people from different regions to open their business in Halmstad city. He told us that now they are working to make Halmstad a brand for the big cities like Stockholm, Lund, Malmo and Gothenburg and also for the international world. He told that his focus of aim is to make companies move to the Halmstad city. He told that as we are studying in Halmstad University and in this way if after completion of degree if an international student wants to start our business in Halmstad then they will provide all those international students help for developing the business plan. He told us that the main problem for all of the cities in Sweden is that they do not have arrangements for the qualified people to stay in there after their graduation, because in this way if more qualified people would like to become entrepreneurs and start their own company. Then it is easy for them to start their own business and implement innovative techniques for example (starting an IT company which previously is operating in another country). He told us that they are tackling the problem with the mobilization of qualified people to the biggest cities in order to explore more opportunities. He told that he want more engineers, entrepreneurs and innovators in the Halmstad city.

Supporting Initiatives for Immigrant Entrepreneurs

When asking the question about the supporting initiatives for immigrant entrepreneurs he told us that as to provide more facilities to the immigrant entrepreneurs in Halmstad we have to engage in the process to provide more facilities to start the business. As Halmstad is not a big city that why we are working hard to bring many of the foreign as well as domestic people in there. “We are also developing Halmstad so that people did not move to other big cities”. He told that these are the barriers that they are dealing with. He told that his job is also to solve the issues for foreigner people in order to get a place for rent, buy a land and making city more advance in order to start a business. In this way, these foreigner people will use their network and tell about that how we are solving the problems in those way more people will come to us in order to start their business in Halmstad.

He told us that his company Halmstad Naringslivs AB mission is to perform operations to help entrepreneurs in 3 steps:

1. Starting a business.
2. Run a business.
3. Establish a business.

Moreover, he told us that in his department they are 6 people each working in a different category. He told that most important phase is when an entrepreneur has an idea we need to guide and develop his/her idea and construct a business plan according to that idea they have. He told us that his department is working to help companies or foreigner entrepreneurs who
have intentions to start their business here. If the problem for them increases than he told that there are many other firms which are also their partner companies and also nonprofit, Swedish government provide them facilitation. The name of the partner firm is IFS. IFS are the organization which protects and promotes immigrant entrepreneurs through methods such as skill development and shaping of public opinions. he told that their this partner company IFS supports and help people who come from different countries and have some creative ideas. They take money from the government and their task is to help immigrant entrepreneurs. They have two employees and that employee speaks six languages to help immigrant entrepreneur’s problems.

**Barriers:**

1. Language.
2. Cultural aspects.
3. Tax barriers.
4. Financing barriers.
5. Visa Regulations (harder to get into the Sweden if one does not have previous experience).

**Opportunities:**

1. Business plan shaping.

He told that he is a generalist but other people working in development department they are expert in business development idea. Regarding the question about requirements for different types of entrepreneurs to start their business, she told us that well there are different categories for the immigrants to start and maintain their business. In order to continue a business immigrant entrepreneurs have fulfilled various requirements.

- **Student** (If International students want to do business than they must have to run their business on the probation period of 2 years. In the period of these 2 years, they also have to show a profit of 13000 SEK each month in order to continue their business. As this requirement is set by the Sweden migration board)

- **Business Person** (If a Business Person from the foreign country wants to open his/her company in Sweden. Then they have to show that the invested money came from the legal source. Moreover, they also have good previous experience of maintaining business in their home country. It also depends on the current situation of the business person homeland.)

- **Asylum Seeker** (Sweden open its doors for many countries in which war is ongoing. To accommodate more asylum seekers in order to get a job asylum seekers are facing lot of problems. If they want to start a business than it is a good decision for the economy.)
He told that their company is also providing a facility to the immigrant entrepreneurs for test an initial investment of 20,000 to 25,000 and then evaluate that is it manageable or not.

He told that they have to use networks to influence foreign people come to Halmstad and then their business. He told that for immigrant entrepreneurs Sweden is a safe and innovative country to do business, but “we are facing some communication problems to deal with foreign immigrants. We are also taking good care of the immigrant entrepreneurs if he comes to us”.

He told that he knows that these people should earn money and do something. “We have the highest economy. And also open doors for many people that are the reason many foreign people think of many opportunities there in the form of health services and roads and transportation”. He told that in the previous year government report Sweden is climbing very quickly in its economy which is good for us.

He told that we need to lower barriers regarding provide lower tax in the start and easy installments first one have taken the money from the bank and return it at low installments that are the first step. “We must give immigrant entrepreneurs the money and test immigrant entrepreneurs give them enough chance to start a business and pay the taxes at the low level. So in this way the government can lower the barriers for immigrant entrepreneurs”. “We need people from abroad because they are good entrepreneurs. The government is also implementing new business regulations to develop business competence for the entrepreneurs coming from different countries. Immigrant entrepreneurs who are less qualified and different support program for an immigrant who are highly qualified in order to make them familiar with running business”.

5.7 Interview 7 for Halmstad City Council

Below is the interview information of Halmstad City Council.

Company Introduction

The company name is Halmstad City Council. It is located in Kyrkogatan 5, Halmstad. The company is responsible for maintaining and managing the administrative and development issues of Halmstad city.

Company’s Objective

Halmstad city council objective is to develop Halmstad city and implement many facilities related to the education, cultural integration factors, language learning with SFI to the immigrants and many other development projects in the city.

"Immigrant entrepreneurs should start their business in Sweden and collaborate with their home countries in this way there is a new marketplace for Sweden also. Hope this is done if war is stopped” Annika Vannerberg
**Company Size**

Halmstad city council is a municipality and works under government directions that’s why it is a huge sized company. Halmstadkammun (City council) is divided into several business units. Each unit is responsible for the services they provide.

**Interview Information**

In Interview 7 there are two interviewees first interviewee name is Annika Vannerberg she is a manager at Halmstad city council and second interviewee is Nidal Al Fashtaki he is a Syrian lawyer and has previously seven years of experience in his homeland. He told us that now he is working on a new assignment along with the collaboration of Halmstad city council in order to accommodate new immigrants from Syria in Sweden. He told us that he is helping them to bring in Sweden and make their setup in Sweden. Nidal also told us that there are some other people they are also from Syria and they are working in other areas such as education and telecom sector and wants to integrate here. On our question related to the immigrant entrepreneurs he said that despite these strict conditions in which finding job is not an easy task so immigrant entrepreneur decision to start the own business is also a good step for the economy of the country. Halmstad city council manager Annika Vannerberg told us that their mission is to collaborate with the other countries such Syria, Iraq and Yemen because their inhabitants are facing war conditions there and they could not be able to develop their self in their homeland. These people are very motivated and hardworking if they come to Sweden on the basis for asylum they can attain many benefits here learning creative skills, qualified immigrant came on asylum basis they can find jobs and also some of them can start their business in Sweden.

**Supporting Initiatives for Immigrant Entrepreneurs**

On asking the question related to support provided to the immigrant entrepreneurs Annika told us that “we are welcoming them to be here and start their activity”. Moreover, she told that Halmstad city council is also working with non-profitable firms like Naringslivs AB ad IFS both firms along with the city council works for better conditions for the immigrant entrepreneurs. She told that these organizations are also helping immigrant entrepreneurs to start, establish and run their own business in Sweden. Annika told us that Swedish government is also providing a small amount of money to them and also provide facilities for shelter such as housing somewhere to live. Moreover, she told that Halmstad city council is taking lot of initiatives to support immigrant entrepreneurs to deal with the language barrier for the all types of immigrants (Asylum Seekers, Students etc.) SFI provides free of costs facilities to educate them in order to fill the communication barriers. Annika told us that there are several categories of immigrants in Sweden.

Asylum Seeker (she told as asylum seeker they are arriving in Sweden during the time they arrive in the refugee camp they have to wait for the permit of stay. To get the permit of stay they have to wait for a long time, so during this period, she told that they learn Swedish
language and involve themselves in adult education. Annika told us that long waiting time is a barrier for these groups of immigrants because if they could not the permit to stay may be they leave. So in this way they cannot do anything in Sweden.)

Annika told that Sweden is not increasing it is decreasing in terms of its population; therefore, she said we want people from other countries to come to Sweden. Moreover, she told that the number of working and providing services and those who are getting those services if “we do not welcome immigrants than it is very difficult for many people to get proper service for them”. She told that similarly in this when an immigrant entrepreneur starts their business and develop it then in same way Sweden also is developing.

**Barriers**

1. Language
2. Social network building
3. Dealing with the refugees.
4. Long waiting times for refugees.
5. Understanding business regulations

Annika told that it is the big hurdle that if an immigrant is qualified and skilled rather than those who are not much skilled because then it is very difficult for them to start their own business. Nidal told us that in order to start a business ALMI and other firms are also supporting immigrant to start their own business in Sweden.

**Opportunities**

Annika told that when an asylum Seeker got a permit to stay they can have to enroll themselves into the Two-year program and try to learn and integrate into the society. In this way, they establish their social networks. Annika told that in the city council they also many meeting to make sufficient and good resources for conducting business in Sweden. Moreover, she told it is also a good effort for immigrant entrepreneurs to start their business in Sweden and then collaborate with their homeland. In this way, Sweden can start the new market for them.

**5.8 Interview 8 for IFS**

Below is the interview information of IFS.

**Company Introduction**

The company name is IFS (International Entrepreneur Association in Sweden). It is located at Stockholm Sweden The Company is responsible for providing support to the immigrant entrepreneurs to establish and develop their own business and provide guidance to start their business.

**Company Objective**
The company objective is to stimulate and enhance the entrepreneurship among immigrant groups and raise the competence in the immigrant entrepreneurs and improve the conditions of starting a business in Sweden for them.

**Company Size**

IFS are a medium sized company working under the Swedish government.

**Interview Information**

Interviewee 8 name is Maroun Aoun. He is the CEO of the firm. By answering our questions through an e-mail. He told about his company that IFS has an extensive expertise in business consulting towards the target group people having immigrants background with the desire to start and run a business. The business has since 1996 conducted on the basis of values entrepreneurship, integration, and diversity. Since 2007, the IFS represent advising body for a special competence within ALMI. He told that IFS is motivated by the following factor related to the immigrant entrepreneurs.

1. Increase entrepreneurship among immigrants groups.
2. Raising the skills of the individual immigrant entrepreneur.
3. Work to improve the climate regarding immigrant businesses.

**Supporting Initiatives for Immigrant Entrepreneurs**

He told that IFS is making networks with the immigrant entrepreneurs businesses in Sweden. He told that IFS collaborates with ALMI in 2004 for the business counselling. He told that IFS is working on the particular competence area within ALMI having 38 advisors in all over Sweden which is a positive and a big opportunity for immigrant entrepreneurs to choose us.

**Opportunities and Barriers**

On our question regarding the opportunities and barriers for immigrant entrepreneurs in Sweden, he told that among the young entrepreneurs up to 30 years of age every fifth business is also called immigrant business. Every second hotel and restaurant business is operated by entrepreneurs who are included in IFS target audience. It is estimated that today there are about 85,000 immigrants owned businesses operating in Sweden, which together employ around 250000 people which are also good for the economy.

He told that in order to start mentoring program ALMI has been commissioned by the department of commerce in the year 2013-2015 to run mentoring efforts that aim to increase the proportion of entrepreneurs with foreign backgrounds who are involved in the trade businesses. ALMI take advantage of those entrepreneur skills and contacts to promote Swedish export.

He told that in order to provide maximum opportunities for immigrant entrepreneur’s ministry has allocated ALMI a four-year mission to get more women with an immigrant background to start and develop businesses in Sweden. The project is running under ALMI-IFS consulting for the period 2011-2014.
He told that during autumn 2013, collaboration was formed between the U.S. national minority suppliers; development council (NMSDC), United States embassy in Stockholm the aim of this is to improve business opportunities for all entrepreneurs. IFS is here to act as a competence assurance. A pilot project is under preparation.

Then he told us about the Iraq project which was financed from the growth board to launch a process among Iraqis in Sweden in general and specifically among those who are employed in this group to understand the importance of their role in increasing Swedish export to Iraq. He told that the uniqueness of this project is this that immigrant entrepreneurs possess in term of language and cultural knowledge and translate it into businesses. This of course, aims to promote the Swedish economy, but also enrich the diversity with yet another positive approach.

He told about further immigrant entrepreneur’s projects in Sweden that the project of the immigrant entrepreneurs and the public sector, IFS along with Nutek and Safe Trade launched a project to make it easier for immigrant entrepreneurs to do business with the public sector. He gives an example of a film production that IFS in collaboration with the European Refugee Fund and the Confederation of Swedish Enterprise produced two films, “Startup in Sweden” and “Ayten- Kurdish, Swedish and immigrants”. The films contain the personal portrait of immigrant entrepreneurs who have succeeded in Sweden. The films have been shown all over the country in various contexts, for example in schools.

On our question related to the barriers they see which are occurring in Sweden for immigrant entrepreneurs, he told us that there is a large political consensus on the issues that IFS pursues alongside with the core business which is to strengthen entrepreneurship among people of foreign origin. The interaction between different policies creates conditions for variation of new ways that leads to the changes and the growth. He told that these policies include cultural, social and socio-economic dynamics and wealth, which is ultimately translated in terms of development and progress. While many people realize that there is much left to do in this area, especially at local and regional level. A continuing dialogue is needed between different stakeholders and increasing collaboration.

5.9 Interview 9 for Halmstad Science Park

Below is the interview information of Halmstad Science Park.

Company Introduction

The company name is Halmstad Science Park later they change their name to Student Incubator. It is located in Halmstad Trade Centre on 7 Floor. The company is responsible for providing support to the native and international students to establish and develop their own companies and provide guidance to start their business.

Company Objective

Halmstad Science park objective is to help qualified entrepreneurs both domestically as well as internationally to establish, develop and grow their business. The company is also shaping their ideas and guides them in a better way.
“We at the student incubator give the students an opportunity to develop them and start building their own business. We give them tools for good stones” Mikaela Hellstrom

**Company Size**

Halmstad Science Park is working under Halmstad University and financed by the government. It is a medium sized company.

**Interview Information**

Interviewee 9 name is Mikaela Hellstrom. She told us that our company is no longer be named as Halmstad Science park “we are later changing our company name to Student Incubator”. She told that their company is owned by the Halmstad University and City council. Moreover, she told that they are also working in collaboration with ALMI and IFS to support immigrant entrepreneurs. She told that their company is focusing on helping and guiding students who came from different countries and also for the Swedish students. She told that they are changing their company name because of the fact that they discuss the business idea from people and guide them later they structure their planning as they are working with ALMI and IFS so if there are international students which are facing any issues during their business start so they can also along with them provide support to them. She told that Halmstad University has a large amount of international students from all over the world and they are also meeting us to have some idea in order to start their business and “we guide or provide them assistance as possible as we can this means that we have a higher number of qualified immigrant entrepreneurs”.

**Supporting Initiatives for Immigrant Entrepreneurs**

On asking the question that how they are providing support to immigrant entrepreneurs she told that we help them to provide guidance to them in order to construct their business starting idea. Moreover, she told that we are focusing on the qualified immigrant entrepreneurs such as students both native and international to start developing their own business. She told that due to the unemployment conditions in Sweden our next entrepreneurial project is to help qualified people coming to Sweden for study purpose and want to run their own business “we are in collaboration with ALMI provide them help to start their journey as an entrepreneur”. She told that there are large numbers of international students who want to take help from us to support their business idea.

**Opportunities and Barriers**

She told that companies that support immigrant entrepreneurs to start their business in Sweden and provide them support and guidance like us and ALMI, IFS are the biggest opportunities for them to start their own business but the only thing is that they must have some experience and a standard qualification to take this huge and systematic step. Moreover, she told that barriers are the arrangement of the finance or loans from the banks. She told in order to get loans from the bank immigrant entrepreneurs must have some good business plan otherwise, it is bit difficult and also some countries from other continents may have to declare the purpose of taking the loan and also state the type of business. “We are also finding and
arranging good investors for the immigrant entrepreneurs in Sweden and also for this purpose”. “We take help from another immigrant entrepreneur firm known as ALMI”. On our final question she told us that yes self-employment factor in immigrants coming to Sweden is a beneficial for the economy of Sweden. And she told us the names of the successful entrepreneurs who started and developed their business in Sweden from their guidance they are 1. Hemsidz24 this company starts under the guidance of Halmstad Science Park 2. Artupz this company was started under their guidance and now it is launching in Europe. Artzup is also a hi-fi company.

5.10 Interview 10 for ALMI Företagspartner Halland AB

Below is the interview information of ALMI Företagspartner Halland AB.

Company Introduction

The company name is ALMI Företagspartner Halland AB. It is located at Slottsmöllan, 302 31 Halmstad. The company is responsible for running various projects aimed at foreign-born persons. These projects include mentors; buy a business and industry oriented courses for immigrant entrepreneurs.

Company Objective

ALMI Företagspartner Halland AB objective is to help foreign-born persons and provides them facilities such as mentoring projects, buying a business and trained them in various industry oriented courses such as cleaning industry. By giving immigrant entrepreneurs training in maintaining the cleaning equipment they learn efficiently to use them better in future. The company is also allocating the immigrant entrepreneurs various scholarships that reward them to successfully start their business in Sweden.

“We help every type of either foreign or native entrepreneurs with everything from a first overall discussion of their business idea to develop a business plan” Conny Nilsson

Company Size

ALMI Företagspartner is a huge size company it is located nationwide and organized further own by the counties. We have interviewed ALMI Företagspartner Halland AB.

Interview Information

Interviewee 10 name is Conny Nilsson. He is an innovationsrådgivare of the firm. The interviewee answered our questions through mail. He told about his company that ALMI Företagspartner Halland AB is currently running various projects aimed at immigrant entrepreneurs. Some examples of these projects include mentor, buying businesses for immigrant entrepreneurs and giving them training of industry oriented courses in areas such as cleaning industry. He writes that his company is helping immigrant entrepreneurs to discuss a business plan and develop a business. In the company, there are two advisors who work full time with the immigrant entrepreneurs who want to start their business in Sweden. He writes that same business is also running all over the company with local variations. ALMI has local offices throughout Sweden and the resources to help everyone.
Supporting Initiatives for Immigrant Entrepreneurs

Interviewee 10 told us in the mail that his company handles all the facilities that creates ease to the immigrant entrepreneurs to start their business in Sweden. One important aspect of his company which he writes in the mail is the allocation of various scholarships that are given to the immigrant entrepreneurs in order to make their efforts successful in operating business. On our questions related to the support provided by their company to foreign entrepreneurs, he wrote that they help immigrant entrepreneurs with everything from a first overall discussion of their business idea to develop a business plan. They are also helping immigrant entrepreneurs to provide information about the conventions and the requirements which are necessary to be fulfilled for the specific industry. They are also offering different types of financing for the immigrant entrepreneurs. Depends on which phase of immigrant Entrepreneurs Company is requiring that finance. They are also instrumental in contact with other financiers such as banks. Regarding our third questions about the type of facilities are provided by their company he writes that there are two advisors who work full-time with the immigrant entrepreneurs who want to start businesses in Halland. They also have a national aid for various programs and activities that comes from their parent company. These advisors are mastered with several foreign languages and also have an extensive network of interpreters. They work all over the county and struggle so many people as possible at the local county business companies. Regarding improvements made by the authorities for immigrant entrepreneurs, he writes that it takes a lot of activities to help these customers and to get them to succeed in their entrepreneurship in Sweden. For example, he wrote that ALMIS operations strengthened with more advisors for this target group. ALMIS new way of finance by micro loan also helps the contractor when the need of loan occurs. Immigrant entrepreneurs also get a lot of press and media, improvements in the infrastructure. Other organizations also are preparing to better serve immigrant entrepreneurs. He wrote that immigrant entrepreneurs are extremely important for Sweden future society, seen from several aspects. Partly to build on the welfare of the community by the generator of new jobs and businesses that pay taxes. Also, we can learn a lot from this audience, for example, to understand foreign markets and their business culture. This allows us to enhance competitiveness and increase exports from Sweden of goods and services.

Opportunities and Barriers

On our question regarding the opportunities and barriers for immigrant entrepreneurs in Sweden, he writes that in order to provide maximum opportunities to the immigrant entrepreneurs so that they come to do business. Our company currently has two advisors who work full time to provide support and help to the immigrant entrepreneurs who want to start businesses in Halland County as well as all over the country as ALMI offices are spread nationwide. He wrote that their company also has a national aid for various programs and activities that come from their parent company. These advisors are also providing different languages support facility for immigrant entrepreneurs, scholarships for the selected immigrant entrepreneurs as a reward to start their business. Providing them training of various industry oriented courses which helps them to start their business. ALMI is acting also as a huge financial instrument for immigrant entrepreneurs who have an operational
business plan then ALMI arranges loan facility for them. Moreover, ALMI has local offices throughout Sweden and the resources to help every immigrant entrepreneur. All these facilities provided by the ALMI are considered as opportunities for immigrant entrepreneurs. In order to understand the barriers for immigrant entrepreneurs, he wrote that it must be in the mind of immigrants who want to start their businesses in Sweden that they must have to accompany themselves with the Swedish business culture, language (English work), learn all the rules and requirements that society demands.

5.11 The Framework of Empirical Findings

The framework of empirical findings describes the information of the ten conducted interviews. By forming a framework we define and highlight all the information in a tabular way such as Immigrant entrepreneur’s opportunities, Immigrant entrepreneur’s barriers, supporting firm’s facilities to immigrant entrepreneurs and supporting firm’s suggestions for immigrant entrepreneurs.

Immigrant Entrepreneurs Opportunities

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Table 14 Immigrant Entrepreneurs Opportunities

Immigrant Entrepreneurs Barriers

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<tr>
<th>Barriers</th>
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<th>Interview 2</th>
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<td>Hiring of Labour</td>
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Table 15 Immigrant Entrepreneurs Barriers

Supporting Firms Facilities to Immigrant Entrepreneurs
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<thead>
<tr>
<th>Supporting Facilities</th>
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<th>Interview 7</th>
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Table 16 Supporting Firms Facilities to Immigrant Entrepreneurs

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<tr>
<th>Suggestions</th>
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<th>Interview 7</th>
<th>Interview 8</th>
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<td>Tax Barriers</td>
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<td>Long Waiting Times for Permit</td>
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<td>Business Regulation Program</td>
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<td>Cultural Learning Program</td>
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Table 17 Supporting firms Suggestions for Immigrant Entrepreneurs
Chapter 6: Analysis and Discussions

In analysis and discussion, our aim is to focus on research question by analyzing our finding from the empirical finding chapter and theoretical framework. In our thesis research questions first what is the opportunities and barriers for immigrant entrepreneurs in Sweden? Second what is the current situation of immigrant entrepreneurship in Sweden? New analysis finding from the empirical results are considered since this research aims to develop a new conceptual framework.

This chapter six analysis will be following the same the structure as chapter two “theoretical framework”. According to chapter empirical findings respondent described information and theoretical framework according to immigrant’s entrepreneurship information. Collection the nine interviewee’s respondent information and theoretical framework two chapters for immigrant barriers and opportunities are analyzed together. Then using chapter 4 Sweden as the market for immigrant entrepreneurial companies and chapter 2 SWOT model analyses, we believe that following this way we get the result from analysis.

6.1 Immigrant Entrepreneurs

According to our thesis aim we conducted face-to-face interviews of immigrant entrepreneurs, all five respondents come from different countries immigrant to Sweden. Five all of the respondents are first-generation immigrants to Sweden, which means that the respondent five respondents are born in an original host country but moved to Sweden because of some special reason. Two of the interviewee’s interviewee 1, interviewee 3 came to Sweden with their families and war, political reasons as asylum seekers immigrant come to Sweden. Interviewee 5 moved to Sweden because he had found his wife. Interviewee 4 immigrant’s entrepreneurs come to Sweden because investment money starts his business.

To sum up this information above clarifies the different categories of immigrants in Sweden as well as, it meant that all immigrants can’t be categories as one same types.

According to our thesis theories, it has been more shifts within industries that immigrant entrepreneurs tend to start entrepreneurship in other countries. This means, it is much more common for immigrant entrepreneurs that are presented in industries such as corporate consultancy. The theories also describe that immigrant entrepreneurs tend to focus on their ethnic groups (Behrenz & Hammerstedt, 2002).

In our thesis research finding indicate that the interviewee is not basic interviewee their business upon personal and immigrant cultural products and their business services instead develop products and service based on the demand as well as business opportunities. Other reason can make immigrant entrepreneurs because independence and personal control, use knowledge and expertise as well as becoming more successful (Basu & Goswani, 1999). In our thesis we will research of study emphasize that self-employment is not the driving force of starting a new venture. The reasons for starting the company depend on the personal ambition and goals of the entrepreneurs.

6.2 Analysis of Immigrant Entrepreneurs Information
For our thesis our research main questions includes immigrant entrepreneurs for Sweden. Below we analyze all the information of immigrant entrepreneurs using our theoretical framework and empirical findings. From our immigrant entrepreneurs information we analyze it by using self-employment and factor of self-employment that are push and pull factors, Immigrant status, Enclaves, Language and Religion.

**Self-employment**

According to our theoretical framework we discuss in the determinants of self-employment that every immigrant migrate to the another country with the feeling that things will be better than before as compared to their homeland and they can live freely and independently. They have better feeling to explore more opportunities and also exploit them and by using these opportunities they can even support their families. If we analyze this factor with immigrant entrepreneur 1 then we will find that he also left his country because in there it is very difficult for him establish his business in a progressive way so he decided to move to Sweden because he have high feeling of attaining many opportunities which is difficult for him to attain in his home country. Then when he arrived in Sweden he also explore many opportunities such as learning language free of cost a big factor which Sweden in providing as in other European countries one have to pay to learn language. So by learning Swedish language he has got a chance to integrate into the Swedish community. Then his self-employment selection factor also allows him to learn many new things to maintain and grow his business. As he is just at a beginner level in Swedish language but he cannot speak English but can easily speak Arabic where as in Sweden to do a job in big stores and companies one must have high level in communicating in Swedish language and also he is not so highly qualified. Immigrant entrepreneurs who are fluent in their native language and are not too much fluent in the host country language, then entrepreneurial activities are better for them to choose (Portes & Zhou, 1996). Immigrant entrepreneur 2 came to Sweden for study purpose and after that decided to engage in a self-employment. So he is considered as qualified self-employed immigrant entrepreneur. Immigrant entrepreneur 3 came to Sweden for working purpose due the lack of jobs he decided to choose self-employment. Immigrant entrepreneur 4 chooses self-employment because he came to Sweden on investor basis. Immigrant entrepreneur 5 chooses self-employment after attaining enough experience in the field of restaurant.

**Affecting Factors of Self-Employment**

If we analyze that which are the affecting factors for self-employment for immigrant entrepreneur 1 then we find that he is not so qualified to get a white color job moreover when he arrived in Sweden in 2014 in that year according to him there was no jobs that he could find. He also has experience of running a business from his home country. Moreover on the other side it is very painful for the Swedish government to provide housing as well as jobs for many immigrants. Self-employment depends on the financial and economic conditions of a country. It represents the changing condition of the economy of the country at the time when an immigrant is self-employed (Rissman, 2006). Immigrant entrepreneur 2 affecting factors for self-employment include the fluency in Swedish language and safe business environment. Immigrant entrepreneur 3 affecting factors for self-employment include the fluency of
Swedish language as well as the more experience in managing the operations of his business operations. Immigrant entrepreneur 4 affecting factors for self-employment include an exposure as an investor in Sweden. Immigrant entrepreneur 5 affecting factors for self-employment include the passion to introduce variety of Indian traditional food into Swedish culture.

**Push Factors**

When analyzing push factors for the immigrant 1. We find that as he is operating business on asylum basis that’s why for this reason Sweden is solving this matter in an efficient way. As no other country in European Union as well in Scandinavia who is facilitating immigrants come on the basis for asylum. Sweden is the only country providing many supportive initiatives for the immigrant entrepreneurs to setup their business and that immigrant entrepreneurs have different immigration status (Asylum seeker, Student, Marriage basis, Business purpose).

The reasons that many immigrant entrepreneurs want leave their home country and immigrate in Sweden, because they want to attain the maximum opportunities related or associated with their business survival. As Sweden is the country with high opportunities provided in the field of entrepreneurship, so this is the main reason of thee immigrant entrepreneurs which allows them to leave their home country and comes to Sweden. Moreover these immigrant entrepreneurs’ home countries situations are not providing them enough opportunities and there is also in some countries high economic crisis and broken situations of law and order are the reasons for their removal from their home countries. These all are the push factors for these immigrant entrepreneurs which forces them to leave their home country.

As push factors includes:

**Racism**

All the interviewees are operating their businesses in Sweden with peace, honesty and safely. They are also well aware of the consequences of the racism. They all are learning Swedish language and try hard to integrate with the Sweden community. All immigrant entrepreneurs are also attaining the norms of the Swedish society with full attention and firm belief on equal rights for all. The reason most of the immigrant entrepreneurs choose Sweden as their first priority is due to the reasons that Sweden has high policies.

**Gender Discrimination**

The Sweden is a welfare state. Everyone has equal amount of rights either he or she belongs to Sweden or coming from abroad for a specific purpose. Gender discrimination is regarded as crime in Sweden. Moreover Sweden has clear policies regarding to the distribution of rights for example (Reconciliation of family and professional life, gender based violence, forced marriages and sexual crimes). Sweden has strong actions regarding to these crimes which are included in gender discrimination. Swedish society and politics have a broad understanding related to basic values such as gender equality and equal treatment (Numhauser-Henning, 2015).

**Injustice with specific group of people**
Many immigrants are now entering to Sweden because of its open door and welcoming policy. Only Sweden is a country that supports Palestine against the Israel attacks and urged to give right of determination to the Palestine which represents that Sweden has a high justice environment as compared to the other countries. Moreover many immigrant entrepreneurs who are from Palestine are organizing their business in Sweden.

**Political environment**

Sweden has a very cooperative political environment here every department of government is working with the nonprofit firms. These nonprofit firms are responsible to provide assistance to the community. Moreover government changes its decisions regarding to the immigration policies. These political decisions are now become a good source to integrate many immigrants into the Sweden. The political environment of Sweden is performing its operations in a very efficient way. If we analyze their performance regarding to the immigrant entrepreneurs decisions we notice that there are many non-profit firms which are working under the political framework of the Swedish government and trying their best to provide help to the immigrant entrepreneurs.

**Cultural environment**

Sweden has a very versatile cultural environment. By analyzing their cultural environment the Swedish government is working hard to implement their integration laws so that many immigrants can merge into the Swedish culture and learn a lot to enhance their experience. Currently all world is going through the financial crisis. All countries are facing problems and solving their own issues and also these countries are not successful to provide full facilities to their citizens, but Sweden is an economic innovative country that is not only providing facilities to its citizens but also to the foreign immigrants joining and investing into their country. Sweden is also encouraging the refugees to start their own business in the country and also trying to enhance their business. Moreover these immigrant entrepreneurs are feeling comfortable to speak Swedish instead of English with the foreigner. This step of the Sweden is to introduce the wellbeing of their cultural environment.

<table>
<thead>
<tr>
<th>Push Factors</th>
<th>Interview 1</th>
<th>Interview 2</th>
<th>Interview 3</th>
<th>Interview 4</th>
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<tr>
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*Table 18: Analysis of Push Factors for immigrant entrepreneurs*

In the above table 5 immigrant entrepreneurs are agreed with the political and cultural factors in Sweden and they are also engaged in adopting them but they do not agreed with the racism, discrimination and injustice push factors and also everyone do not adopt them. The stated above all the push factors in Sweden are better as it is a welfare state every person either national or foreigner have equal rights, so there is no racism, gender discrimination and injustice with specific group.

**Pull Factors**
Pull factors encourages immigrant entrepreneurs to establish their business and utilize opportunities from them. (DeFreitas, 1991).

There are mainly four “pull” factors included immigrant’s status, language, enclaves and religion.

*Immigrant Status*

An immigrant must have a legal status to live in the host country and to conduct a business activity. They must have to show an appropriate level of taxes and earnings to continue their business in a good manner otherwise they have to face deportation or removal from the host country. If we analyze this with the Sweden then here every immigrant must have a valid as well as legal status to continue their journey. Sweden migration board is the main authorized body that gives permissions regarding granting of visas and stay permits into the state of Sweden. Therefore immigrant entrepreneurs must have a legal status and also fulfils the financial requirements which are different for different categories.

*Language*

It is supposed that people with less fluency in the host country language has higher level of self-employment (Clark & Drinkwater, 2000). Immigrant entrepreneur 2 and 3 has a fluency in speaking and writing Swedish language. In order to understand the needs and demands of the people of a foreign country individual must have to learn deeply the language of their country to be a successful immigrant entrepreneur.

*Enclaves*

Clark and Drinkwater (2000) defined enclaves as an ethnic background within a specific geographical location as focus of individuals. Enclave’s helps the immigrant entrepreneurs to trade using their native language. Immigrant entrepreneur 1 and 3 came to Sweden because they are from the countries where there is a war situation and Sweden is providing help to the citizens of their native home countries. On other side immigrant entrepreneur 4 is from Hongkong and his native language is Chinese so they both have protected market of their ethnic groups which allows them to trade with one another using their native language.

*Religion*

Religion in immigrant self-employment is considered a relevant way to move forward in immigrant life. Such as Muslim and Sikh religion communities generally start business and rate is high in comparison to the people from other religion. Different people from different religions are operating their businesses in Sweden. Regardless of their religious matters they are developing and growing their businesses on daily basis. Every immigrant entrepreneur is motivated and focused to conduct their business in order to become successful immigrant entrepreneur in Sweden. Many immigrants moving to Sweden are coming from the countries where there is war situation. All of them are Muslim community but when they moved to Sweden they follow all the norms of their religion very peacefully. Sweden is the only country that gives dignity to these people in terms of providing them shelter to live, food to eat and adaptability to their religion so that they can perform it easily.
<table>
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<th>Pull Factors</th>
<th>Interview 1</th>
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</tbody>
</table>

Table 19 Analysis of Pull factors for immigrant entrepreneurs

In above table 5 immigrant entrepreneurs are legally entered and resided in the state of Sweden, so they are agreed with the immigrant status and religion pull factors of Sweden. Moreover Sweden has promoting the immigration rules updating them on daily basis. Whereas interviewee 2 and interviewee 3 has fluency in understanding and speaking Swedish language remaining interviewee 1, interviewee 4 and interviewee 5 are also learning to speak Swedish fluently, but currently they do not have fluency. Interviewee 1, interviewee 3 and interviewee 4 have a large number of people from their homeland resided in Sweden, so they are agreed with enclaves pull factor. On other side interviewee 2 and interviewee 5 are not agreed with the enclave pull factor.

6.3 Analysis of Immigrant Entrepreneurship in Sweden

Immigrant entrepreneurship in Sweden begins in the end of 1980 until to today; about five thousand people immigrate to Sweden yearly. In 2011 year Sweden had reached 1.4 million immigrants that is 15 % of the total populations in Sweden are migrants. (Migration info, 2016). Currently Sweden has a huge amount of businesses which are operated by the immigrant entrepreneurs. The reason that many immigrants choose to run a business in Sweden is the Swedish innovative economy. Moreover Sweden rules and regulations to start a business are simple but require a huge amount of money to be invested. For the immigrant coming on the basis of asylum purposes they have some fewer barriers to start and maintain business. For other immigrants to be able to start and maintain a business is not so easy, they are required to invest a huge amount of 200,000 SEK as funds in banks and 150,000 SEK to buy an existing business. In order to start a new business amount above 150,000 SEK is required.

6.4 Classification of Immigrant Entrepreneurs Status

Below is the analysis of the immigrant status of the 5 immigrant entrepreneurs which includes Asylum Seekers, Working Immigrants, Marriage Immigrants and Students. The analysis is based on their previous status of stay and how they are engaged in the entrepreneurial activity in Sweden.

Asylum Seekers

There are two types of asylum seekers. First are those who migrate on political reasons. Second are those who migrate on war reasons in their home countries “Someone who leaves their own country for their safety, often for political reason or because of war, and travels to another country hoping that the government will protect them and allow them to live there”(Cambridge Dictionaries Online, 2013). Since asylum seeker they are very dependent on the society and the governmental legislation help. Immigrant entrepreneur 1 and
immigrant entrepreneur 3 came to Sweden on immigrant status of asylum seeker later they establish their businesses.

Working Immigrants

One person that immigrate for working purpose in Sweden. Working immigrants does not depends on the society. Immigrant entrepreneur 4 came to Sweden on the basis of the Investor immigrant status. Later he started his own business.

Marriage Immigrants

Immigrants that migrate to another country on the basis of marriage are known as “marriage immigrants”. Immigrant entrepreneur 5 came to Sweden on marriage immigrant status.

Student

Immigrants that went to another country because of its high standard and quality of education level. These immigrants are valuable assets for the host country. Immigrant entrepreneur 2 came to Sweden on the student immigrant status.

For analysis of our study we classified the 5 immigrant entrepreneurs from our empirical findings and categorized them into different types based on their status and country of origin. So it is easy to analyze them and also to examine their status when they arrived into Sweden.

<table>
<thead>
<tr>
<th>Immigrant Entrepreneurs</th>
<th>Status</th>
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</tr>
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<tbody>
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<td>Immigrant Entrepreneur 1</td>
<td>Asylum Seeker</td>
<td>Syria</td>
</tr>
<tr>
<td>Immigrant Entrepreneur 2</td>
<td>Student</td>
<td>Pakistan</td>
</tr>
<tr>
<td>Immigrant Entrepreneur 3</td>
<td>Asylum Seeker</td>
<td>Iraq</td>
</tr>
<tr>
<td>Immigrant Entrepreneur 4</td>
<td>Working Immigrant</td>
<td>Hong Kong</td>
</tr>
<tr>
<td>Immigrant Entrepreneur 5</td>
<td>Marriage Immigrant</td>
<td>India</td>
</tr>
</tbody>
</table>

*Table 20 Classification of Immigrant Entrepreneurs*

In the above table we can analyze that the five immigrant entrepreneurs when arrived in the state of Sweden at that time their status are not business immigrant.

Immigrant entrepreneur 1 arrived in Sweden at a status of an asylum seeker. Currently he is still at the same status but organizing his own business.

Immigrant entrepreneur 2 arrived in Sweden at a status of a student after completing his degree he do job in Macdonald and saved a good amount of money and now he is doing his own business.

Immigrant entrepreneur 3 arrived in Sweden at a status of working immigrant after working in a company. He started his own bicycle store.

Immigrant entrepreneur 4 arrived in Sweden at a status of working immigrant and they also started their own Sushi restaurant.

Immigrant entrepreneur 5 arrived in Sweden at a status of marriage immigrant. He worked her for 6 years and then he started his own Indian restaurant.
Analysis of Immigrant entrepreneur’s cultural identity

According to the analysis of our study immigrant entrepreneur 4 and immigrant entrepreneur 5 are bringing cultural identity and entrepreneurship into the Sweden. Both immigrant entrepreneurs’ are representing their cultures in a diversified way. Through their representation of culture Swedish society is also integrating into their culture. Cultural entrepreneurs must be able to accumulate and manipulate the cultural capital, knowledge, practices, skills and tastes that are distinctive and socially honored values (Bourdieu, 1984).

6.5 Analysis of Entrepreneurs Ability

The entrepreneurs are establishing in the development process of new ventures and for these reason entrepreneurs skills are divided into seven following types:

Ability to identify for new product and services opportunities

By analyzing our empirical data we find that immigrant entrepreneur 1 and Immigrant entrepreneur 2 has no strong ability to identify for the new products but can attain service opportunities. The reason that they have not ability to identify for the new products because they are not producing the goods but they are buying them from the supplier’s and sells to the customers. Now if we compare immigrant entrepreneur 3, immigrant entrepreneur 4 and immigrant entrepreneur 5 so we analyze from their data that as two of them are running restaurants and one of them is running a bicycle store and also made them so these three immigrant entrepreneurs have the ability for identifying new products and service opportunities.

Ability to assess the opportunities and thinking of internal and external issues in entrepreneurship

Immigrant entrepreneur 1 has high ability to assess the opportunities in Sweden. According to immigrant entrepreneur 1 internal issue in entrepreneurship in Sweden is the language barrier and extra investment. External issues are ordering stock from other countries.

Immigrant entrepreneur 2 considered that Sweden is providing secure business environment. According to him there is no fear just focus on the business and innovate. The ability to assess the opportunity is also higher for him because he also wants to innovate his business and want to make a new department for kids in his store. According to him there are many supporting firms that are helping international people to start their business for this purpose they provide proper guidance. Internal issues for immigrant entrepreneur 2 are to understand the Swedish business regulations and tax barriers. External barriers for him are to make good relationship with the suppliers.

Immigrant entrepreneur 3 ability to assess the opportunities is not high because he is now a settled person the reason for this is that the big stores like biltema and Stadium which are selling bikes at a reasonable price creates a lot of issues for him. According to him internal barriers are the tax barriers and external issues are the process of hiring someone forms his home country.
Immigrant entrepreneur 4 has also high ability to assess opportunities in Sweden according to him Swedish government helps foreign investor and allocate them 100,000 SEK as a venture capital to start their business. He is satisfied with the Swedish immigration policy. According to him internal barriers are selecting a place to open restaurant and tax barriers. External barriers are language barriers.

Immigrant entrepreneur 5 ability to assess opportunities is low because he is not so much satisfied with the financial situation and regulations of business in Sweden. According to him internal issues are the huge investment on business and external issue is hiring a professional chef from his home country.

Analysis of Communication Skills

Immigrant entrepreneurs 2 and 3 have good communication skills because immigrant entrepreneur 2 before is a student and learn Swedish language in SFI. And Immigrant entrepreneur 3 lived in Sweden for a long time. Whereas immigrant entrepreneur 1, 4 and 5 has low communication skills because immigrant entrepreneur 1 is not so much qualified. Immigrant entrepreneur 4 has also low communication skills because as he is from Hong Kong so here in Sweden he found many Chinese people and easily communicates with them. Immigrant entrepreneur 5 is communicating in Swedish very less just restricted to his business domain.

Analysis of negotiation skills and interpersonal skills

Immigrant entrepreneurs 2 and 3 have high negotiation skills because both are in Sweden for a long time. Immigrant entrepreneur 2 was previously a student and he has a high ability to increase his fluency of Swedish language whereas immigrant entrepreneur 3 has high motivation to learn and understand Swedish language. Both of them have high negotiation skills. Remaining immigrant entrepreneurs have little bit low negotiation skills. Moreover immigrant entrepreneurs 1, 4 and 5 have limited skills of Swedish language therefore they have low negotiation skills.

Analysis of information processing skills

All immigrant entrepreneurs have better listening and information processing skills but immigrant entrepreneur 2 and immigrant entrepreneur 3 have stronger than other immigrant entrepreneurs. The reason for good listening and information processing skills of immigrant entrepreneurs 2 and 3 depends on their high ability to understand the demand of Swedish customers and also retain their loyalty. Remaining immigrant entrepreneurs have just less skills to understand the information they are just trying their hard to make entrepreneurs ability high.

Analysis of skills to solve the problem

All immigrant entrepreneurs have better skills to solve the problems but Immigrant 2 and immigrant entrepreneur 3 have stronger than others.

By analyzing the immigrant entrepreneur’s information in our empirical data part we observe that all of them have these entrepreneurial skills and they are also learning and enhancing
them in a progressive way. This is the reason that all these immigrant entrepreneurs are struggling hard and efficiently to grow their businesses.

<table>
<thead>
<tr>
<th>Entrepreneur Ability</th>
<th>Interview 1</th>
<th>Interview 2</th>
<th>Interview 3</th>
<th>Interview 4</th>
<th>Interview 5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Management Skill</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Strategic Skill</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Relationship Skill</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Opportunity Ability</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Innovation Ability</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td><strong>Learning Ability</strong></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

Table 21 Analysis of Entrepreneurs Ability

In the above table there is an analysis of the all five of the immigrant entrepreneur’s abilities which includes Management skill, Strategic skill, Relationship skill, opportunity ability, Innovation ability and Learning ability. All immigrant entrepreneurs have the abilities to perform their entrepreneurial abilities efficiently, but regarding to the innovation ability immigrant entrepreneur 2 and immigrant entrepreneur 3 has ability to innovate their business operations. Immigrant entrepreneur 5 has ability to innovate the services of his business operations.

6.6 Analysis of Entrepreneurial Environment of Sweden

In order to analyze the current situation of immigrant entrepreneurship in Sweden, we analyze the entrepreneurial environment of Sweden which is defined in our figure 2 in theoretical framework and then compare the entrepreneurial environment of Sweden with the current immigrant entrepreneurship in Sweden.

Entrepreneurial environment includes two types of environments social environment and the natural environment. By analyzing social environment of Sweden regarding to the entrepreneurship is very huge. Variety of immigrant entrepreneurship could be found in Sweden. These immigrant entrepreneurs have high motivation to develop their businesses in there. Immigrant entrepreneurs are not only running businesses but also get familiar with the Sweden community needs of the product and service consumption. Social environment of Sweden also includes the welfare services, education facilities and the secure business environment; these social environmental factors are the reason for immigrant entrepreneurs to come to Sweden. Similarly natural environment of Sweden are also very calm and there is also no threat of huge floods, non-availability of electricity and water which are necessary for immigrant entrepreneurs to operate their businesses.

Second entrepreneurial environment includes the internal and external environments. Internal environment contains all type of entrepreneurial elements within the entrepreneurial organizations, personnel, capital, facilities related to finance and technology. By analyzing the internal entrepreneurial environment of Sweden, there are many supporting firms for immigrant entrepreneurs which provide them assistance to perform their business. Not only are these supporting firms working internally to provide benefits to the immigrant entrepreneurs, city councils all over the Sweden are also facilitating them. External
entrepreneurial environment includes the facilities provided by the government to maintain the business outside the country. By analyzing external entrepreneurial environment of Sweden, government of Sweden has good contacts with the foreign entrepreneurial organizations within European Union and Scandinavia.

Third entrepreneurial environment includes the financing and investment environment. Financial and investment environment contains the availability of required finances and opportunities to invest for better future. By analyzing the financing and investment environment of Sweden, there are many supporting firms that are providing facility to provide financing and investment opportunities. The rule for immigrant entrepreneurs to be able to have finance facility is that they must have a valid business plan. Sweden has a huge opportunity of investment for immigrant entrepreneurs. Moreover immigrant entrepreneurs have a better future for their business and also for their families. The technological innovative environment of Sweden makes it easier for future immigrant entrepreneurs to invest in Sweden.

Fourth entrepreneurial environment includes the cooperative and competitive environment. Cooperative environment contains the facilities provided to the immigrant entrepreneurs to establish their businesses, develop and expand them in the foreign country. By analyzing cooperative environment of Sweden, business establishment, development and managing all are provided by the Sweden government in the form of non-profit organizations which includes (Naringslivs AB, Halmstad City Council, IFS, Halmstad Science Park, and ALMI Företagspartner). Competitive environment contains the business ideas, product quality, technology, management and market policy. By analyzing the competitive environment of Sweden, the technology standards of Sweden are very high and revolutionized. Business plan is also developed by every entrepreneur in order to start a business and maintain it in Sweden. Sweden has a huge market place for the entrepreneurs who have new ideas related to enhance the product quality.

Fifth entrepreneurial environment includes the production environment and consumption environment. Production environment contains the facilities such as capital, product process, labor, production facilities, raw materials, technical services, power supply and transportation. By analyzing production environment of Sweden, government of Sweden is providing the production facilities very efficiently to the entrepreneurs for the smooth running of their businesses. Consumption environment contains the consumption level, consumption concept and competitors. By analyzing the consumption environment of Sweden, the Sweden society has an equal level of consumption throughout the country. The needs of the people are not too exceeding e.g if they buy from big stores than they also buy from the shops either if those stores are not closed.

**Analysis of Motivation for Immigrant Entrepreneurs**

There are few factors that motivation and influence someone to become an entrepreneur. According to the interview it is conspicuous that everyone wants to feel independent in the term of there are work and they are always feels proud of themselves if they are able to create something by themselves. The main motivation behind creation of venture is feel themselves
independent, product of creation of venture is feel themselves independent, product of creation and social status, however, it varies person to person.

Besides beginning influenced by the family and business cultural traditions in their countries, our respondents were able found to be motivated by the other factors as suggested by various other researchers like Rissman (2006), Williams (2008), (Clark & Drinkwater, 2000). Portes & Zhou (1996), who are suggest that the reasons for immigrants to go for self-employment is because of either “push” or “pull” factors. As Rissman (2006) suggests that people choose to become entrepreneurs because they value being their own business because of this reason. In our thesis five interviewee respondents were motivated to start their own business because of this reason. Immigrant entrepreneurship motivation factors first entrepreneur driven by his passion to do business. Second entrepreneurs were more driven by his ambition to become a successful businessman. Eased above two points the reason for them choosing to establish their own business was independency and the fulfillment of one’s ambition (Dalhmmar, 2004). These characteristics of immigrant’s entrepreneurs come to Sweden entrepreneurship. These characteristics of entrepreneurs from these regions are can be argued to have been formed by the cultural and family business backgrounds in this region. For example, the passion for business and the ambition to become a successful businessperson can be because of the strong business culture present in that society where members of family see them to be much better alternative. Interviewee also mentioned that in his country most entrepreneurs are illiterate and did not get formal education. The reason is because of his country have warm and policy shaky and unstable, we interviewee 1 come from Syria and interviewee 5 come from India. Therefore in their country and society, immigrant’s entrepreneurship to other country can be seen as option to escape warm, unemployment and means to make a sound for living. Therefore, these entrepreneurs engage in entrepreneurship in order to avoid and escape unemployment (Dalhmmar, 2004).

Interviewee 1 interview 2 and interviewee 4 they also tend to become entrepreneurs from the experience they get from their family business and they’re before entrepreneurship experience. There did not have other choice because they can’t easily find a job in the immigrant’s labor market.

When these entrepreneurs move to other countries, they can carry with them this culture of entrepreneurship with them. This is in line findings from the studies from Williams (2008), which is suggests that entrepreneurs are pushed into entrepreneurship because of their inability to find employment in the formal economy and do such work only as survival strategy (William, 2008). However, in our thesis interview respondents, there was found that they were motivated by “pull” factors than by “push” factors than by “push” factors expect immigrants entrepreneurs interviewee 4 and interviewee 1, because interviewee 4, interviewee 1 they are lacked enough education and technology they couldn’t find a job in the immigrants country. In1 our thesis interviewee respondent cannot be signify in our study as none of the respondents mentioned discriminations as a factor to choose become self-employment.

According to Rissman (2006), opportunities provided by self-employment were far better than being in the waged market. Although, the research conducted by Rissman (2006) was in
context of Swedish labor market, this study was also applicable to some of respondents here in Halmstad. We believed that due to the similar between different two countries this could also be applicable here in Halmstad. This was also the reason why interviewee 1, interviewee 4, and interviewee 5 choose to be self-employed. When interview 1 and interview 2 first opened their store in Halmstad there were few Asia and Sweden food. Thus there are recognized the opportunities for their business to growth and decided it would be better than working at a regular job. Similarly, there is interviewee 4 Sushi restaurant opened at beginning Sushi restaurant in Halmstad following its huge success in Goteborg after recognizing that the dish was the Asia tastes. Interviewee 5, his motivation in immigrant entrepreneurs in Sweden because of fist he very difficult find a job for a chef. Interviewee 5 motivations he decided he would be develop his food taste not only to the international people coming from Asia but also for the native Sweden people. Previous year in 2015 he also received his certificate of excellence from the Halmstad city council this also define his motivation in a proper way. Due to his high motivation he fields of cooking many international students’ works in his restaurant and learn about cooking from his professional experience.

6.7 Analysis of Opportunities for Immigrant Entrepreneurs

When asking the questions to interviewee about what are the opportunities for immigrant’s entrepreneurs in Sweden? We state all their opportunities in the table above 5.1 and now analyzing them below:

Bank Loan Facility

Bank loan facility is considered as opportunity by interviewee 1 and interviewee 4. Interviewee 1 is an Asylum Seeker and doing his business. From the Swedish government supporting laws for asylum seekers to start their own business he has an easy access to loans. Interviewee 4 is conducting business on investment basis. During interviewee 4 stay in Sweden and during his stay he gets the loan from the banks.

Safe Business Environment

Interviewee 1, Interviewee 2 and Interviewee 4 considered Swedish safe business environment as an opportunity, because they compared the Swedish business environment with their home countries current situations. According to interviewee 1 his country Syria has war situations due to which he cannot continue his business any more nor can grow or develop his business. Interviewee 2 his country Pakistan has no great resources to provide business safety due to many security issues and also it is not easy for the young person to start a business. Interviewee 4 his country Hong Kong (China) in 1976 had many gangs, robberies also at that time people had to face less job and food.

Housing to Immigrant

Interviewee 1 came on asylum basis that’s why for his family he requires a housing facility as Sweden is the only country that is proving many of its resources to them that’s the reason he considered housing to immigrant as an opportunity for immigrant entrepreneurs came on asylum basis. Due to this facility provided by the Swedish government Interviewee 1 has no
issues related to his family stay, education and health every facility is provided by the Swedish government on priority basis.

Welfare

Sweden welfare system includes all benefits that are mandatory for the society (health, security, education and support) interviewee 1, interviewee 3, interviewee 4 and interviewee 5 considered welfare as an opportunity for immigrant entrepreneurs. Swedish welfare system introduces to all the residents of the Sweden. Equality of rights is one of the prominent stages of this facility. As interviewee 1, interviewee 3, interviewee 4 and interviewee 5 they have a strong interest of Swedish welfare as compared to their native countries. Currently many countries are fighting with their internal matters and striving hard to provide justice for their inhabitants but Sweden has high priority welfare as compared to other countries that have less resources.

Technology

As Sweden is in the innovation based economies that’s why it’s implemented technologies are very high. Interviewee 1 compares its tax calculation from his homeland and found it very efficient after comparison from his home country. Moreover in other countries that have very less technologies associated with its organization actions such as (tax calculation, E-filing and online bills submission). In all these aspects Sweden has high preferences to manage these issues. Online submission of money into accounts, pay their business operations bills and automatic calculation of their taxes (tax supervision on daily basis) these are the high technology benefits provided by Swedish government to the immigrant entrepreneurs so that they can perform business without leaving their places and also saves their time. In this way Sweden is reducing the immigrant entrepreneur’s risk.

Government helps to develop business

Interviewee 1, interviewee 2, interviewee 4 and interviewee 5 considered that Swedish government is providing help to develop business as there are many firms that are providing this service. Swedish government develops the supporting firms to support the immigrant entrepreneurs. The role of these supporting firms is to guide entrepreneurs to start their businesses with fewer risks. Swedish government is also providing help to calculate the running of the business expenses and if an entrepreneur has some doubt about these expenses they have right to claim. Business plan structuring is also another help provided by these firms setup by the Swedish government.

Support Policy for Entrepreneurship

Interviewee 1, interviewee 2, interviewee 3 and interviewee 4 are considering the support policy of Sweden for entrepreneurship. Sweden is now promoting many opportunities for the female entrepreneurship activities. This policy includes all female immigrant entrepreneurs who have a scope and vision to start their business and explore the entrepreneurial features of the Sweden. In order to provide support to the immigrant entrepreneur’s Swedish government is also reviewing the situations in the Asylum seekers home countries so that they can start import and export facilities. Sweden is also promoting the youth entrepreneurship which is a good sign for young and qualified people to start their businesses.
**Innovation**

Interviewee 2 is considering innovation as opportunity because he wants to create a new department for children’s in his store. Interviewee 2 is a qualified immigrant entrepreneur so he has many innovative ideas in order to develop his business in the right direction. To enhance entrepreneur’s ability they must have high and scalable innovative thoughts. Interviewee 2 idea is innovative in this sense that no small or big store in Sweden has a separate department that contains children’s accessories. Moreover immigrant entrepreneurs have variety of innovative ideas that they fulfill later when their businesses are at peak point, because in order to create innovation in their businesses they required a huge amount of investment.

**Customer Group**

Interviewee 3 is considering attracting large groups of customers as an opportunity because he is doing his business in Sweden for a very long time and now many Swedish people are trust him to repair their bikes. Maintain customer groups are also useful for immigrant entrepreneurs to enhance their businesses. Large customer groups in a foreign country involve the high factors of trust and loyalty of the immigrant entrepreneur. According to interviewee 3 there are some Swedish customers who prefer his bicycles and their repairing services better than Biltema and Stadium in comparison to the rates and services. Interviewee 2 has also high Swedish customer groups the reason for this is the availability of goods such as (candies, cigarettes) at reasonable rates. Interviewee 5 has high customer groups for the taste of his food. Interviewee 5 also receives a certificate of excellence in providing good services to his customers.

**Immigration Policy**

All interviewees are considering Swedish immigration policy as a big opportunity because Sweden opens its doors and welcome foreigners to come to Sweden on the basis of Study, work, investment, marriage and asylum seeker and then also later these foreign people can change their immigration status if they want to start a business. Moreover they have a chance to secure many opportunities to live in Sweden. They have same rights as compared to the Swedish citizen. Now every European country is making its immigration policy as strict as they can and also they have limited visa granting ration to the inhabitants of third countries. For starting business in another European country an individual must have to show a valid and progressive business idea. In some European countries like Denmark and Norway foreigners/ immigrants are not allowed to start a business such as grocery store, cloth shop or restaurant. But despite of these high rules and regulations Sweden has to provide a big opportunity in the form of immigration policy.

**6.8 Analysis of Barriers for Immigrant Entrepreneurs**

When asking the questions of interviewee about what are the barriers for immigrant’s entrepreneurs in Sweden about the barriers they face as immigrant entrepreneurs? We state all their barriers in the table above 5.2 and now analyzing them below:

*Supplier’s Barriers*
Interviewee 1 is facing supplier barriers in such a way that they cannot easily buy the products from another country through supplier because transportation rates are high.

Interviewee 2 supplier barrier is also big factor of barrier because for this one has to show good credit history if credit history is not good then it is very difficult to get delivery of goods on time or they have to prepay before buying any goods from supplier.

Interviewee 5 supplier barriers is a huge factor because he is running a restaurant that requires spices and ingredients from India, so he faces difficulty in buying them on monthly basis.

Interviewee 3 and interviewee 4 are not facing any kind of supplier barrier because they have an easy access to products within Sweden.

Communication Barriers

Interviewee 1 feel communication language barriers as he taught from Swedish language school SFI and according to he has high caliber to learn and understand Swedish. Interviewee 2 when we answer the question about language barriers he thought about prominent language skills many Swedish people like to talk to him for long period of time and he also made many good friends from his language skills. Interviewee 3 he has very influence speak Swedish language because he first time immigrants in Sweden in1994 year. at the beginning he using the full part study Swedish language so until now he can very influence communication with Swedish people. Interviewee 4 language barriers even though he immigrant’s entrepreneurs in Sweden in 1955 year, but at the beginning he using the part time study Swedish language from every day from 8:00 am until 10:00 am. Then interviewee need go to the working at the restaurant as a chief. So he already stays in Sweden many yeas but he also could not so much flounce speaking Swedish language. Interviewee 5 he can speaking Swedish language but he cannot influence communication with Swedish people. In his life expect the restaurant communication, Swedish also as big language barriers in his life during at immigrant’s entrepreneurs in Sweden.

Business Regulations

Interviewee 2 faces business regulation barriers because he started as a basis of the student immigrant status, then he got probation period of 2 years to show profits each month equivalent to 13000 SEK so if he failed to operate business then he have to leave the Sweden within 2 months in this way he faced many business regulation barriers. Interviewee 1 and Interviewee 3 is operating business on a basis of asylum seeker he have to show less amount of profit each month that’s the reason they have to face low business regulation barriers. Interviewee 4 came on the basis of investor and he also had experience similarly interviewee 5 started his business on marriage basis so if he fails to operate business or do not follow business regulations then he have a huge financial loss but because of his marriage status he cannot leave the Sweden.

Cultural Barriers

Interviewee 2 First is that they must have to understand the Swedish business regulations, must be familiar with Swedish culture because he told that in Sweden time is an important
factor if an immigrant entrepreneur do not follow and maintain the daily schedule to start business otherwise they do not generate the required amount of tax and then there are more chances of cancelation of their permit which is a big risk for their future survival in this way he have not so much time to integrate into the Swedish culture. Interviewee 1 has also enrolled in a two years program for Swedish integration whereas interviewee 3 has a good understanding of Swedish culture. Interviewee 4 and interviewee 5 both understands Swedish culture and they are also introducing their cultural food into the Swedish societies.

**Tax barriers**

Interviewee 1 said that he is an asylum seeker so he does not have any need to worry about taxes because they have to show a reasonable amount for taxes. One more factor is that Sweden government has a good support policy for asylum seekers to start their own business in this way government has no issues regarding asylum seekers job. In this regard Swedish government has good humanitarian spirit to welcome asylum seekers to come to their country and start conducting their business.

Interviewee 2 said that about the question related to tax he said that although tax is returned to us in the form of health, education and development services but still taxes are very high. Interviewee 3 has also facing huge tax barriers in his sales. Interviewee 4 in maintaining restaurant and interviewee 5 in submitting cash in bank pays a too much loan.

**Finance barriers**

Interviewee 2 financial barriers he told us that in start immigrant entrepreneur who switch their status from student must have to show supporting funds of 200000-250000 SEK then they have to buy a business and get 2 years business visa it is a big financial barrier due to this risky financial barrier many students return back to their home countries. Swedish government must give some chance to the students who want to establish their business. Interviewee 5 faces financial barriers if he want to take money from India then he have shown the proof.

**Investment Barriers**

Interviewee 1, interviewee 2, interviewee 3 and interviewee 5 face investment barriers when they want to extend their businesses with the money from their it is difficult for them and if they arrange money from outside Sweden then they have to show that where that money comes from. Interviewee 4 does not face any investment barrier because currently he does not want to invest money to buy another restaurant. Now he is focused on his business operations.

**Hiring of Labor**

Interviewee 3 said that barriers are also the part in starting every business, but in his store he said barrier occurs when he hire someone from his homeland Iraq. Then he have to face very expensive conditions for example he have to show the double tax for the salary he pay to his employee, So in this he have to pay two salaries one for the employee and the other for himself. Similarly interviewee 5 also faces this barrier as he want to hire a Indian food professional cook from India but in this he have to pay double tax and too much time is taken for this activity.
Store Location

Interviewee 3 wants to make his store large like Biltema and stadium but in this regard he has to face look for a location on rent and set the rent and wait in a queue for his turn. In this way his customers are not so much interested in his shop. Interviewee 3 wants to compete with big giant’s store that is also selling bicycles such as Biltema and Stadium. Currently if interviewee 3 wants to acquire more space without the allocation from the city council then Skateverket goes to impose a fine on him. The amount of fine is also too much for him to pay as he is also a tax payer and has two employees working on part time basis. Interviewee 4 is also facing store location as a barrier to growth. According to interviewee 4 if the entrepreneurs want to start a restaurant business in Sweden then they must have to acquire/take a big place on rent. For this purpose they have to contact the city council to hire a suitable for rent and if city council accepts the decision then they has to pay the required tax amount to tax office and continue to run their business. Otherwise finding a store an appropriate store location is a barrier.

Bank Loans

Interviewee 2 and interviewee 5 both faces bank loan issues in this way they have to show a strong business idea to get loan and then also wait for the decision. Having strong business idea is not possible for every immigrant entrepreneur. To be able to start their business interviewee 2 and interviewee 5 both have sufficient funds to start their own business in Sweden otherwise they have not granted business visa. Interviewee 2 may grow or develop store latter but interviewee 5 has to grow his restaurant and make it big stop shop for every customers. For immigrant entrepreneurs who requires bank loan for continuing their businesses it is very difficult for them to get bank loans on time.

Technological Barriers

Interviewee 5 wants to use a technology to take order online and online payment but for this he has to face many issues. Issues are related to the purchase of this technology. In this advanced era immigrant entrepreneurs have to think about how they provide value to the customers and grow their businesses in right directions. Currently interviewee 5 is experiencing investment issues in business growth therefore integrating technology is a huge barrier for interviewee 5 in order to develop business and excel it in future.

6.9 Sweden Market Analysis for Immigrant Entrepreneurs

Sweden is the largest country in Europe area wise, comprises 21 counties and 290 municipalities As compared to the other European countries Sweden population density is low. Largest companies are located in Stockholm, Gothenburg and Malmo (Alamaa, 2014). Sweden is a welfare state it has good government policies for its inhabitants e: g Swedish government is providing health, education and security on priority basis to its citizens. Whereas if we compare other European countries (UK, Poland, Portugal, Italy, Spain) as well as non-European countries (Belarus, Moldova, Ukraine ) with Sweden than we found that after comparing the facilities Swedish government is providing is best as compared to other countries. Sweden is not only providing well maintained facilities to its citizens but also for
the immigrants coming from Europe, Asia, Middle East, and Africa as well. Sweden is the only country that is providing open door welcome to every immigrant and that immigrants include (Students, Business persons, Investors). Moreover, Sweden is also providing and supporting immigrants who have war situations in their countries. Sweden is providing them Asylum and provides them shelters and jobs so that they earn for their families. Moreover, Sweden has a collaboration contract with all the countries where there are war situations. Migration policy of the Sweden covers refugees, immigration policy, repatriation, support for repatriation and between migration and development. In order to deal such issues, Sweden has cooperation with EU and international authorities such as UNHCR (United Nations High Commissioner for Refugees). Due to many strict immigration policies of other European countries, it can be argued that from 1980 till today the Sweden migration policies are relatively generous or less restrictive. Sweden was the top second country in terms of accepted asylum seekers per capita among twenty European and North American Countries (Immigrant Integration Policy Index, 2015).

To manage the large number of immigrants on asylum basis, Swedish government is appreciating that if they start their own business becomes self-employed. Moreover, it is good for the economy of the Sweden if large number of immigrants choose to start their own business and then merge it to their native countries. In this way, these immigrants not only conduct their business in Sweden but also provide economic wellbeing for Sweden in terms of import and export. For immigrants that come on other migration category to Sweden, they have the facility to change/switch their status in order to start a business in Sweden. For this purpose, different requirements are for different immigrants. Only the immigrants who came to Sweden on the purpose of work fulltime and who came as a visitor they cannot start their businesses.

Societal Challenges Faced by Sweden

Below are the societal challenges faced by the Sweden.

Aging

Sweden has a high aging population. This situation is faced in the inlands and northern regions municipalities. This societal challenge is resolved by the immigrant entrepreneurs entering Sweden. These immigrant entrepreneurs not only resolve the aging factor but also encourage the new generation to start a business.

Segregation

Segregation creates new issues for the immigrants and native people in such a way that face poverty and social exclusion issues. (Alamaa, 2014). Swedish government is resolving this issue now they are providing 2 years education program for the immigrant came on asylum basis. Moreover, language learning facility is also available for them and it is free of cost. In order to control the situation of segregation Sweden is integrating immigrants into their culture so that they learn more in this way.

Unemployment
The improper standard of education is the root cause of the unemployment among the young generation. This issue is common in all over the world including OECD countries. In order to fill this gap (education and technical expertise) PISA (Program for international Student Assessment) introduces an assessment system for measuring education standard. (Alamaa, 2014). Now by analyzing the Sweden unemployment conditions is the large amount of immigrants coming to Sweden. Immigrants who need job in (information technology sector) are less experienced because the standard of education in their countries is different as compared to Sweden. So in in order live in Sweden permanently these immigrants decide to start or launch their business. This activity is useful in decreasing the unemployment rate in Sweden.

Economic Instability

To remove the economic and financial differences Sweden has already a managed a welfare system. This welfare system is equal for everyone. This welfare system is also a big factor for the removal of the economic ups and downs among different group of people living in Sweden (Alamaa, 2014). The creation of the strong welfare system eliminates the economic instability in Sweden. Currently Sweden is facing many economic crisis which results in the form of unemployment of many people because of supporting huge amount of refugees. Securing a high job for qualified persons from abroad is difficult in Sweden therefore this factor leads to the economic instability in case if those persons went to another country and provide their expertise. In order to resolve this issue Sweden has a regulation for qualified people to continue in Sweden by starting a business and for their native people they have a facility to attain welfare benefits to make themselves secure from economic instability.

Social Exclusion

In Europe social exclusion was found in late 1960s (Silver, Hilary, 1994). Social exclusion is found in the factors such as education, politics and economics. In order to remove this difference disadvantage and misconception from the society Sweden has a broad vision in terms of education, health facilities and providing security to their people. By using their broad vision Sweden is removing the disease of social exclusion from their society. Their this broad vision is not only benefiting the natives but also encourages the foreign immigrants to join Sweden and works for its progress and development.

Immigrant Requirements for Starting Business in Sweden

Below are the immigrant entrepreneur’s requirements for starting business in Sweden.

<table>
<thead>
<tr>
<th>Immigrant Status</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>30 Credits to switch for business status.</td>
</tr>
<tr>
<td>Investor</td>
<td>Relevant experience and finance proof</td>
</tr>
<tr>
<td>Asylum Seeker</td>
<td>Decision letter to stay in Sweden</td>
</tr>
<tr>
<td>Visitor</td>
<td>N/A</td>
</tr>
<tr>
<td>-----------</td>
<td>--------------</td>
</tr>
<tr>
<td>Work</td>
<td>N/A</td>
</tr>
<tr>
<td>Family Reunion</td>
<td>Have sufficient funds</td>
</tr>
</tbody>
</table>

Table 22 Immigrants Requirements for Starting Business in Sweden

Source from (Agency, 2016)

In our empirical data part we also conduct the interviews of the people who are currently and previously on this immigrant status. And for all the above listed categories students and investors are required to show 13000 SEK per month profit to become permanent residents. Whereas asylum seekers have already had their stay permits and immigrants came on family reunion purpose have already a valid purpose of stay.

Analysis of Swedish Entrepreneurial Landscape

According to the table 8 Global Entrepreneurship Monitor (GEM) Sweden entrepreneurial landscape information can be analyzed high GEM score for perceived opportunities are 64.4, status of successful entrepreneurs are 71.5, improvements driven opportunities are 58.4, low perceived capabilities measured by GEM are 38.8, risk/fear of failure is 36.6, new business ownership rate is 2.5. These GEM scores for Sweden are taken in 2013.

Table 9 shows the GEM developing economies as factor driven, efficiency driven and innovation driven economies in these three types innovation driven are considered the advanced one Sweden is placed in this economy. Innovation driven economy is the final stage for the developing countries.

Table 10 shows the 2013 GEM information of European and non-European economies. According to this table entrepreneurial perceptions and attitudes are measured. Sweden perceived opportunities in 2014 measured by GEM is 64.4; perceived capabilities 38.8, fear of failure 36.6, entrepreneurial intensions 9.5, entrepreneurship as good career choice 52.0, successful entrepreneurs 71.5.

Table 11 shows the 2014 GEM information of European and non-European economies. According to this table entrepreneurial perceptions and attitudes are measured. Sweden perceived opportunities in 2014 measured by GEM is 70.1; perceived capabilities 36.7, fear of failure 36.5, entrepreneurial intensions 8.5.

Table 12 shows the 2015-16 GEM entrepreneurship information of Sweden. According to the figures measures in this report Sweden perceived opportunities for entrepreneurship is 70.2, perceived capabilities is 36.7, fear of failure is 36.5, entrepreneurial intensions are 8.4, TEA (Total Early Stage Entrepreneurial Activity) is 7, established business ownership rate 5.2, entrepreneurial employee activity 6.4, improvements driven opportunities 5.7, innovation 2.3, industry 30.8, society value % bout entrepreneurship (high status to entrepreneurs 69.8, entrepreneurship a good career choice 52.7).

6.10 Analysis of Supporting Firms Facilities and Improvements
Below are the five supporting firms for immigrant entrepreneurs. We define their brief introduction and also analyze their Supporting facilities and Improvements they are trying to make better for the immigrant entrepreneurs, so that they conduct their business in Sweden.

*Naringslivs AB*

Naringslivs AB is a company that is providing many enhancing facilities to the native and immigrant entrepreneurs. They provide facilities such as structuring a business plan, helping to find a place to start a business, Initial investment facility, establishing a business and running a business.

*Analysis of Facilities*

The table below contains analysis of the facilities provided by Naringslivs AB to the immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Business development</strong></td>
<td>Naringslivs AB provides business development facilities to the native as well as immigrant entrepreneurs. They have easy three steps to develop businesses. These three steps are 1. Establish 2. Run 3. Develop</td>
</tr>
<tr>
<td><strong>Business innovation</strong></td>
<td>Naringslivs AB is also providing business innovation facilities that include the availability of spaces to start a business. They also have contacts with high standard companies so that they use these contacts for the new immigrant entrepreneurs.</td>
</tr>
<tr>
<td><strong>New business guidance</strong></td>
<td>Naringslivs AB is also providing new business guidance to their foreign and domestic clients. They have a separate department for this purpose that handles the new business guidance.</td>
</tr>
<tr>
<td><strong>Mobilizing entrepreneurs</strong></td>
<td>To mobilize more immigrant entrepreneurs they have a support of the parent company (ALMI). They are also providing huge facilities for the better survival of immigrant entrepreneurs.</td>
</tr>
<tr>
<td><strong>Providing place for business</strong></td>
<td>Naringslivs AB has two employees that are working fulltime basis. They have the job to find an appropriate place for business of immigrant entrepreneurs, so that they start their business easily.</td>
</tr>
<tr>
<td><strong>Help in buying a land</strong></td>
<td>Naringslivs AB has software that they use if an immigrant entrepreneur wants to do business in any of the city of Sweden. Moreover they also have good contacts with the famous builders in all over Sweden.</td>
</tr>
<tr>
<td><strong>Business networking</strong></td>
<td>Naringslivs AB has providing a huge business networking facilities to the immigrant entrepreneurs in the form of establishing their company to the growing phase of their company. They also have huge network of contacts with big warehouses e.g. (DFDS Cargo, DB Shecker shipping company) so they have huge contacts with the suppliers.</td>
</tr>
</tbody>
</table>
Structured business plan
Naringslivs AB have a separate department that is providing assistance to structure a business plan of the immigrant entrepreneur.

Helping entrepreneurs
Naringslivs AB is providing a lot of facilities to help immigrant entrepreneurs in order to start their businesses.

Initial investment facility
Naringslivs AB is the only firm that is providing the initial investment facility to the immigrant entrepreneurs. In this way immigrant entrepreneurs can invest in Sweden and judge the current profit and loss of their business.

Supporting qualified entrepreneurs
Naringslivs AB is also supporting the qualified immigrant entrepreneurs. They have a devoted staff that have strong contacts with the IT firms, so qualified immigrants in this regard who have the required skills should contact these IT firms and start developing their required softwares and sell them at a good price.

Mentoring efforts
Naringslivs AB is also maintaining its mentoring efforts in providing enhancing facilities in order to develop their businesses. These mentoring efforts include business development support, business networking, initial investment facility, and providing arrangements for finances.

Integrating entrepreneurs
Naringslivs AB has a strong motivation to create such an entrepreneurial environment in which immigrant entrepreneurs can integrate easily. Their initial investment facility is attracting many immigrant entrepreneurs to spend their valuable investment into Swedish markets for test purposes.

Providing loan facility
Naringslivs AB is working together with its parent company to arrange loans for the immigrant entrepreneurs to start a business, but still they must have to follow banks' requirements that in order to grant a loan, immigrant entrepreneurs must have a valid business plan.

<table>
<thead>
<tr>
<th>Improvements</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improvement of business regulations</td>
<td>In order to improve the current business regulations Naringslivs AB is trying to give suggestions to the Swedish government to improve and make them little bit low for the immigrant entrepreneurs to start their businesses.</td>
</tr>
<tr>
<td>Low tax rates</td>
<td>For imposing low tax rates in Sweden Naringslivs AB is working for the improvements together with their parent company. According to the Naringslivs AB statement they want to give immigrant entrepreneurs a chance to show their current tax rate in business.</td>
</tr>
<tr>
<td>Chances to show funds</td>
<td>Naringslivs AB is also guiding immigrant entrepreneurs about the business starting costs but still they are working hard to improve the</td>
</tr>
</tbody>
</table>
arrangements of funds for their businesses. Because starting a business immigrants have to show funds also buying them again required additional money which becomes a big hurdle for them.

*Table 24 Analysis of Naringslivs AB Improvements*

**Halmstad City Council**

Halmstad city council is a municipality company and it is governed by Swedish government. Halmstad city council is now working for the betterment for the immigrant entrepreneur so that they can easily collaborate with their home countries and improve Swedish import and export.

**Analysis of Facilities**

The table below contains analysis of the facilities provided by the Halmstad City council for the betterment of immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mobilizing immigrant entrepreneurs</strong></td>
<td>Halmstad city council is working hard to promote the movement of immigrant entrepreneurs in Halmstad. Currently halmstad city council is developing its standards and making halmstad as a brand for immigrant entrepreneurs.</td>
</tr>
<tr>
<td><strong>Helping immigrant entrepreneurs</strong></td>
<td>Halmstad city council has an operational helping policy for immigrant entrepreneurs. This policy includes their arrangements for immigrants to settle in Sweden, learn Swedish language with SFI and also attending two years program for integration into Swedish business environment.</td>
</tr>
<tr>
<td><strong>Lawyer support</strong></td>
<td>Halmstad city council is also operating a legal department that handles various cases regarding to the issues of the immigrant entrepreneurs. Currently they are working with the Syrian lawyers wing that is providing their assistance to support foreign immigrant entrepreneurs.</td>
</tr>
<tr>
<td><strong>Immigrants housing facility</strong></td>
<td>Halmstad city council is also maintaining the facilities to handle the situations of providing housing facility to immigrant entrepreneurs who arrive in Sweden on asylum basis.</td>
</tr>
<tr>
<td><strong>Welfare services</strong></td>
<td>Halmstad City council is also responsible for providing welfare services to the immigrant who came on asylum basis and then decides to start a business. Welfare services for these immigrant entrepreneurs includes (housing facilities to their families, helping amount, health, education for children)</td>
</tr>
<tr>
<td><strong>Mentoring efforts</strong></td>
<td>Halmstad city council is providing mentoring efforts together with the Naringslivs AB and ALMI to secure the future of immigrant entrepreneurs.</td>
</tr>
<tr>
<td><strong>Integrating immigrant entrepreneurs.</strong></td>
<td>Halmstad city council is providing its services on high levels to integrate a large number of immigrant entrepreneurs.</td>
</tr>
</tbody>
</table>
Providing loan facility

Same as Naringslivs AB Halmstad city council is providing loans facilities to the immigrant entrepreneurs who have valid and operational business plan.

Table 25 Analysis of Halmstad City Council Facilities

Analysis of Improvements

The table below contains the analysis of the improvements of immigrant entrepreneurs situations by Halmstad city council.

<table>
<thead>
<tr>
<th>Improvements</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visa regulations</td>
<td>Despite of many migration status problems. Halmstad city council is trying to improve the visa regulation along with the Swedish government. So that immigrant entrepreneurs have no issues to extend their visa.</td>
</tr>
<tr>
<td>Tax barriers</td>
<td>Currently Sweden is charging a huge level of taxes on the established businesses. For immigrant entrepreneurs who switch from student and work visa status have to show 13000 SEK tax per month. In this regard halmstad city council is also suggesting government to improve this situation as early as possible to reduce to level of taxes.</td>
</tr>
<tr>
<td>Finance barriers</td>
<td>For arrangement of finance halmstad city council has to do many seminar to depict the current condition of financial barriers of the immigrant entrepreneurs.</td>
</tr>
<tr>
<td>Communication barriers</td>
<td>Halmstad city council is currently operating SFI to provide language communication facility to the foreign people. In this way improving communication barrier provides a high opportunity to immigrant entrepreneurs to communicate and understands the needs of the Swedish people. All this language education is free of cost.</td>
</tr>
<tr>
<td>Social network building</td>
<td>Halmstad city council is improving the conditions to build a strong social network in the form of arranging meetings of different firms with different immigrant entrepreneurs. They are also providing help find a suitable supplier for them.</td>
</tr>
<tr>
<td>Long waiting times for permits</td>
<td>Due to the long waiting times for the permits for the immigrants who came on asylum basis it is very difficult for the city council to allow them to start a business or search for a job. Therefore they are trying hard that this barrier is improved by the government.</td>
</tr>
<tr>
<td>Improvements of business regulations</td>
<td>Halmstad city council is also depicting the real matters of business regulations (separate amount to buy a business and separate amount to show in funds) and suggests as an improvement for the future by the government.</td>
</tr>
<tr>
<td>Business regulation program</td>
<td>Halmstad city council is also trying to improve the current business regulations by allocating a program for the immigrant entrepreneurs to be able to run their business easily.</td>
</tr>
</tbody>
</table>
In the same way to provide immigrant entrepreneurs more integrated learning about Swedish culture and language, Halmstad City Council is improving and adding a cultural learning program.

Table 26 Analysis of Halmstad City Council Improvements

IFS

An IFS is an organization which was established in 1996. IFS stands for (International Företagarföreningen Sverige). The aim of this company is to provide help, support and guidance to the people having immigrant backgrounds and help them to establish their business and provide guidance so that they grow their business in a good direction. They are making the way of the immigrant entrepreneurs easy to establish their businesses in Sweden. Their main objective is to increase and mobilize more immigrant entrepreneurs groups into Sweden. This company is also doing hard efforts to promote international entrepreneurship and raising competence among individual migrant entrepreneurs in Sweden. An IFS is also creating networks inside as well as outside of Sweden to improve exports. The most important facility provided by IFS is that they provide business guidance in 28 different languages. The company is also maintaining day by day its Immigrant entrepreneurship climate better.

Analysis of Facilities

The table below contains the analysis of the facilities provided by the IFS for the betterment of immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business development</td>
<td>IFS mission is to develop the businesses of the immigrant entrepreneurs who</td>
</tr>
<tr>
<td></td>
<td>want to come to Sweden through investment or through any other reason and</td>
</tr>
<tr>
<td></td>
<td>start a business. IFS provides business development support as follow:</td>
</tr>
<tr>
<td></td>
<td>1. Business plan</td>
</tr>
<tr>
<td></td>
<td>2. Business expense</td>
</tr>
<tr>
<td></td>
<td>3. Business development guidance</td>
</tr>
<tr>
<td></td>
<td>4. Support in future’</td>
</tr>
<tr>
<td></td>
<td>5. Business networking.</td>
</tr>
<tr>
<td>New business guidance</td>
<td>IFS is working along with Naringslivs AB and ALMI uses all its business</td>
</tr>
<tr>
<td></td>
<td>networks to found new business ideas for the immigrant entrepreneurs.</td>
</tr>
<tr>
<td>Mobilizing immigrant</td>
<td>IFS is a firm that works prominently for the immigrant entrepreneurs. They</td>
</tr>
<tr>
<td>entrepreneurs</td>
<td>have variety of facilities for the immigrant entrepreneurs from starting</td>
</tr>
<tr>
<td></td>
<td>their businesses to the development phases of their businesses.</td>
</tr>
<tr>
<td>Providing place for</td>
<td>IFS uses its networks with ALMI to help immigrant entrepreneurs to provide a</td>
</tr>
<tr>
<td>business</td>
<td>suitable place for their business.</td>
</tr>
<tr>
<td>Help in buying a land</td>
<td>IFS, Naringslivs AB and ALMI works together to provide assistance to</td>
</tr>
</tbody>
</table>
the immigrant entrepreneurs in buying them a land.

### Business networking
IFS had contacts of many famous suppliers importers and exporters in Sweden so they are providing help to the immigrant entrepreneurs in order to increase their business networking.

### Structuring business plan
IFS provides the facility of structuring a business plan to the immigrant entrepreneurs before they arrive in Sweden.

### Helping immigrant entrepreneurs
IFS is a popular firm renowned for its helping efforts for the immigrant entrepreneurs. Currently IFS is helping immigrant entrepreneurs in Iraq and Kurdistan.

### Communication facility
IFS is working together with ALMI and ALMI has a huge facility to provide communication support to the immigrant entrepreneurs in the form of guidance and help.

### Qualified entrepreneurs
IFS is working with its parent firms to help qualified immigrant entrepreneurs to start their own business in connection with the relevant firms which evaluates their experiences.

### Mentoring efforts
IFS mentoring efforts includes support to the immigrants in the Syria, Iraq and Kurdistan to come to the Sweden and start their businesses and help them top develop.

### Promoting Swedish export
IFS wants to support immigrant entrepreneurs to conduct their business in Sweden and start import and export of Swedish products to their home countries.

### Female immigrant entrepreneurs
IFS along with the Swedish government support the idea to help female entrepreneurs to start their business in Sweden.

### Integrating entrepreneurs
IFS is integrating immigrant entrepreneurs outside Sweden currently they are focusing on the Syria, Iraq and Kurdistan.

### Providing loan facility
IFS along with ALMI are providing financial facilities in the form of the loans from the banks to those immigrant entrepreneurs who have valid business plan.

<table>
<thead>
<tr>
<th>Improvements</th>
<th>Descriptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visa Regulations</td>
<td>IFS together with ALMI and city council suggesting the Swedish government improve the visa regulations regarding setting up business for immigrant entrepreneurs.</td>
</tr>
<tr>
<td>Cultural Aspects</td>
<td>In order to improve cultural aspects IFS is trying to brief the Swedish government about the current situation that immigrant entrepreneurs face during operating their businesses.</td>
</tr>
<tr>
<td>Tax Barriers</td>
<td>IFS is trying to describe the increase in the tax is a huge barrier on the</td>
</tr>
</tbody>
</table>
immigrant entrepreneurs business future. Therefore IFS stresses Swedish government to reduce the high level of taxes.

**Finance Barriers**
IFS is also improving the financial barriers for the immigrant entrepreneurs along with many instrumental financial organizations. IFS is also improving the condition that immigrant entrepreneurs must have a valid and operational business plan.

**Dealing with Refugees**
In order to improve the current situation of the refugees entering into Sweden from Iraq, Syria and Kurdistan. Mission of IFS is to make these refugees equipped with the ability to start their own business in Sweden. In this way these refugees are putting fewer burdens on the Swedish economy.

**Improvements of business regulations**
IFS is working with ALMI, Naringslivs AB and all the cities council under the supervision of Swedish government to improve the unstable financial and operational business regulations.

**Open doors for everyone**
IFS is also trying to highlight the open door policy for every immigrant entrepreneurs in Sweden. IFS is also trying to make these conditions easier for the immigrant entrepreneurs.

---

**Table 28 Analysis of IFS Improvements**

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Business development</strong></td>
<td>Halmstad Science park small unit of Halmstad university and is providing business development facility in the form of guiding, preparing a business plan, guiding an idea and leads to the development. Halmstad science park later change its name to student incubator because of its huge contribution to the previous graduate students from Halmstad university. Now as those students are already established their companies.</td>
</tr>
<tr>
<td><strong>Business innovation</strong></td>
<td>Halmstad Science park is now also known for the business innovation firms, because of its huge innovative facilities to the qualified entrepreneurs in Sweden.</td>
</tr>
<tr>
<td><strong>New business guidance</strong></td>
<td>Halmstad Science park is providing new business guidance to the national as well as foreign students. New business guidance involves the</td>
</tr>
</tbody>
</table>

---

**Halmstad Science Park**

Halmstad Science Park is working under the Swedish government and Halmstad University the aim of the company is to support qualified immigrant entrepreneurs such as students to establish and run their own companies. This company is motivating to encourage qualified entrepreneurs to start their career as immigrant entrepreneurs in Sweden.

**Analysis of Facilities**

The table below contains the analysis of the facilities provided by the Halmstad Science Park for the betterment of immigrant entrepreneurs.

---

Printed in Sweden
structuring of business plan, idea of business development and creating contacts with the suppliers.

<table>
<thead>
<tr>
<th>Business Networking</th>
<th>Halmstad Science park is also providing help to the students in the form of maintaining business networks. These business networks they attain in the future.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Structuring business plan</td>
<td>Halmstad Science park has a separate department for the structuring a business plan. This department is also responsible for the business guidance. Structuring business plan gives a blueprint to the students in order to run their businesses in right domain.</td>
</tr>
<tr>
<td>Supporting qualified entrepreneurs</td>
<td>Halmstad Science park is now changing their name to Student Incubator. This change represents that Halmstad Science is in one of the companies in Sweden that supports qualified immigrant entrepreneurs.</td>
</tr>
<tr>
<td>Mentoring Efforts</td>
<td>Mentoring efforts of Halmstad Science park includes the business plan structuring, guidance and arranging loans for the qualified entrepreneurs to start their business journey in Sweden.</td>
</tr>
<tr>
<td>Integrating Entrepreneurs</td>
<td>Halmstad Science park is integrating immigrant entrepreneurs who came on the basis of study. From the study basis they switch into business through halmstad Science park efforts in this way they are integrating immigrant entrepreneurs.</td>
</tr>
<tr>
<td>Providing loan facility</td>
<td>Halmstad Science park arranges loan for the immigrant entrepreneurs together with ALMI. Because ALMI is the main hub of arranging the financial tools for the new businesses. Moreover for the ease of granting a loan Halmstad Science park will guide and structure such a valid and operational business plan for the graduate student. So that they get their loans easily.</td>
</tr>
</tbody>
</table>

Table 29 Analysis of Halmstad Science Park Facilities

ALMI Företagspartner Halland AB

ALMI Företagspartner AB objective is to create opportunities and facilities for new companies in Sweden. ALMI is offering many advisory services to the clients who are natives and foreigners. ALMI services include business plan building to business development for immigrant entrepreneurs. ALMI is also providing rewards in the form of scholarships to the immigrant entrepreneur as well as provide them industry oriented training.

Analysis of Facilities

The table below contains the analysis of the facilities provided by the ALMI Företagspartner AB for the betterment of immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Development</td>
<td>ALMI has broad business development policies that include the reward of amount for the immigrant entrepreneurs to start their business in Sweden.</td>
</tr>
</tbody>
</table>
Immigrant entrepreneurs are giving preference when choosing ALMI. Business development facilities includes:

2. Supporting efforts in structuring a business plan.
3. Arranging loan facilities.
4. Business development

**Business Innovation**

ALMI is providing business innovation in the form of granting scholarships to the immigrant entrepreneurs. ALMI also provides industry oriented training to the immigrant entrepreneurs so that they can start their business efficiently.

**New Business Guidance**

ALMI has another separate department for providing new business startup guidance to the immigrant entrepreneurs. They have two advisors in their office who are responsible for providing new business idea development plan to the immigrant entrepreneurs.

**Mobilizing Entrepreneurs**

ALMI is mobilizing immigrant entrepreneurs to the Sweden by introducing new innovative and protected services to them in the form of providing them scholarships for those who have operational business ideas. Providing them industry oriented training so that in this way lot of them choose to come to Sweden as their first choice.

**Providing Place for Business**

ALMI has an operational department who is responsible for providing the place for business to the immigrant entrepreneurs. Allocation of the suitable place for them to start a business is reasonable facility that is provided and administrated by the ALMI.

**Help in Buying a Land**

ALMI not only helps the Swedish entrepreneurs to buy a land for their business purposes but they also provide full guided assistance to the immigrant entrepreneurs in order to buy a land for them at reasonable price. ALMI considered the foreign investment very useful for the Swedish economy.

**Business Networking**

ALMI has a wide range of networks with all the firms operating in Sweden. ALMI also has broad linkages to the big supplier as well as importers and exporters all over the Sweden. Immigrant entrepreneurs after operates their business with the help of ALMI and further can grow their businesses using vast networks of the ALMI.

**Structure Business Plan**

ALMI has a separate department for designing structure of the business plan. Initially immigrant entrepreneurs should contact at this department. Later they explain their business ideas to them and then finally ALMI’s business department designs a suitable business plan for them.

**Helping Entrepreneurs**

ALMI has extensive policies to help immigrant entrepreneurs. They have a strong motivation to bring immigrant entrepreneurs into the Sweden and work hard to improve their business survival.

**Communication Facility**

ALMI is currently providing a huge communication facility to assist many valuable immigrant entrepreneurs into Sweden. ALMI has operators that are providing guidance to the international clients in 38 languages which
is a symbol of trust among other countries people for ALMI.

<table>
<thead>
<tr>
<th>Qualified Entrepreneurs</th>
<th>ALMI is also supporting qualified entrepreneurs by providing them industry oriented training in various industries. Later these qualified immigrant entrepreneurs can use their expertise start a new business which is beneficial for them.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentoring Efforts</td>
<td>ALMI mentoring efforts includes allocation of scholarships for the immigrant entrepreneurs, industry oriented training, language facilities, help/assistance for immigrant entrepreneurs to start their business with perfection.</td>
</tr>
<tr>
<td>Promotion Swedish Export</td>
<td>ALMI is working hard to support immigrant entrepreneurs newly established businesses. Later they also have a vision to extend or develop their businesses into high streams of import and export. Import and export both business strategies are later linked between Sweden and their home countries.</td>
</tr>
<tr>
<td>Integrating Entrepreneurs</td>
<td>ALMI has clear vision to integrate more immigrant entrepreneurs in future. The supporting facilities of ALMI are very strong and enough capable for the immigrant entrepreneurs. The provision of help from business plan structuring to the business development is a strong factor of ALMI to integrate immigrant entrepreneurs in Sweden.</td>
</tr>
<tr>
<td>Providing Loan Facility</td>
<td>ALMI is working with the huge financial instrumental bodies of the Sweden. Working together with them allows ALMI to increase the efforts to provide more loans in order to facilitate the survival of the new businesses of the immigrant entrepreneurs.</td>
</tr>
<tr>
<td>Reward for Entrepreneurs</td>
<td>ALMI introduces rewards for the immigrant entrepreneurs to assist their business survival. Moreover ALMI vision is to provide more guidance to the new immigrants trying to become entrepreneurs in Sweden. The allocation of rewards is in the form of scholarships to the immigrant entrepreneurs. These rewards are creating a strong motivation in the immigrant entrepreneurs to start their business.</td>
</tr>
<tr>
<td>Industry Oriented Training</td>
<td>ALMI broad vision is to provide industry oriented training to the qualified immigrant entrepreneurs. The industry oriented training is given to them in order to analyze their vast expertise in the relevant skills. This facility provided by ALMI is to guide new coming or switching immigrant entrepreneurs to become successful in their fields.</td>
</tr>
</tbody>
</table>

Table 30: Analysis of ALMI Företagspartner AB Facilities

Analysis of Improvements

The table below contains the analysis of the improvements of immigrant entrepreneurs situations by ALMI Företagspartner AB.

<table>
<thead>
<tr>
<th>Improvements</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cultural Aspects</td>
<td>ALMI is providing lot of facilities in order to make the better condition</td>
</tr>
</tbody>
</table>

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of immigrant entrepreneurs. In order to improve cultural aspects ALMI is suggesting improvements together with the other supporting firms.

**Finance Barriers**

ALMI is working together with the financial institutions and working hard to struggle for the improvements of the financial barriers for immigrant entrepreneurs. These financial barriers include the double declaration of the finances to start a business. ALMI is struggling to solve this financial barrier as early as possible.

**Communication Barriers**

ALMI is currently providing communication assistance in the 38 languages. This facility also involves the presences of ALMI to resolve/improve the further communication barriers for the immigrant entrepreneurs.

**Social Network Building**

ALMI is currently working to improve many social networks selection for the immigrant entrepreneurs. As coming to a new country in order to start a business it is difficult for the immigrant entrepreneurs to establish many social networks for their businesses that includes suppliers, distributors etc.

**Business Regulation**

ALMI is also trying to improve business regulations of Sweden together with the Swedish government. ALMI aim to improve the business regulation is to ensure the immigrant entrepreneurs to start a risk free business. Moreover ALMI also have a strong plan to start a business regulations training program for the immigrant entrepreneurs, so that they can easily able to start a business.

**Open Door**

ALMI together with Sweden government and other Supporting firms such as Naringslivs AB and IFS and City councils are trying to support and improve the open door policy for the immigrants that join Sweden and later they have positive intentions to start their career in Sweden as an entrepreneur. All supporting firms are working hard to improve the open door policy for immigrant entrepreneurs future.

**Business regulation program**

ALMI has also a strong motivation to improve business regulation requirements for the immigrant entrepreneurs. ALMI desires to have a proper business regulation program for the Immigrant entrepreneurs to be able to make them affirmative with the business rules and regulation in Sweden.

**Cultural learning program**

ALMI together with all the city councils in Sweden wants to build a strong cultural learning program for the new coming immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Table 31 Analysis of ALMI Företagspartner AB Improvements</th>
</tr>
</thead>
</table>

### 6.11 SWOT Analysis for Immigrant Entrepreneurs

SWOT analysis or categorizing issues into strengths, weaknesses, opportunities, and threats is one of the most respected and prevalent tools of strategic planning (Glaister & Falshaw, 1999). In our thesis SWOT analysis is used to identify immigrant’s entrepreneurs in Sweden barriers and opportunities. Also using for identifying and exploiting opportunities in a wide
A variety of situations. For immigrant’s entrepreneurs, SWOT analysis is an appealing methodology for brevity and precision.

![Figure 9 SWOT Analysis](image)

The above figure represents the performance of the SWOT analysis every outcome of strength is opportunity and every outcome of weakness is threat.

![Figure 10 SWOT Analysis Dimensions](image)

The above figure represents the dimensions of the SWOT analysis. In this figure the arrow head represents the result of the tail. For example Strength outcome is Opportunity and Weakness outcome is Threat.

**Strength Analysis for Immigrant Entrepreneurs**

We consider all opportunities of immigrant entrepreneurs as strength. Outcome of two strength factors is opportunity.

- $S_1$ represents strength factor 1, $S_2$ represents strength factor 2, $S_3$ represents strength factor 3, $S_4$ represents strength factor 4, $S_5$ represents strength factor 5, $S_6$ represents strength factor 6, $S_7$ represents strength factor 7, $S_8$ represents strength factor 8, $S_9$ represents strength factor 9 and $S_{10}$ represents strength factor 10.
Table 32 Strength of Immigrant Entrepreneurs

(S₁ + S₂) = O₁
Bank loan facility + Safe business environment = Opportunity of more immigrant entrepreneurs give higher priority to Sweden

(S₃ + S₄) = O₂
Housing to immigrants + Welfare = Opportunity of better future for immigrant entrepreneurs.

(S₅ + S₆) = O₃
Technology + Government help to develop business = Opportunities of advanced and supportive environment for immigrant entrepreneurs to develop business.

(S₇ + S₈) = O₄
Support policy for entrepreneurship + Innovation = Opportunities of innovative platform for immigrant entrepreneurs.

(S₉ + S₁₀) = O₅
Customer Group + Immigration policy = Opportunities of ease of integrating immigrant entrepreneurs

<table>
<thead>
<tr>
<th>Strength</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>S₁</td>
<td>Bank Loan Facility</td>
</tr>
<tr>
<td>S₂</td>
<td>Safe Business environment</td>
</tr>
<tr>
<td>S₃</td>
<td>Housing to immigrants</td>
</tr>
<tr>
<td>S₄</td>
<td>Welfare</td>
</tr>
<tr>
<td>S₅</td>
<td>Technology</td>
</tr>
<tr>
<td>S₆</td>
<td>Government help to develop business</td>
</tr>
<tr>
<td>S₇</td>
<td>Support policy for entrepreneurship</td>
</tr>
<tr>
<td>S₈</td>
<td>Innovation</td>
</tr>
<tr>
<td>S₉</td>
<td>Customer Group</td>
</tr>
<tr>
<td>S₁₀</td>
<td>Immigration Policy</td>
</tr>
</tbody>
</table>

Table 33 Opportunities for Immigrant Entrepreneurs

<table>
<thead>
<tr>
<th>Strength</th>
<th>Strength</th>
<th>Opportunity</th>
</tr>
</thead>
<tbody>
<tr>
<td>S₁</td>
<td>S₂</td>
<td>O₁</td>
</tr>
<tr>
<td>S₃</td>
<td>S₄</td>
<td>O₂</td>
</tr>
<tr>
<td>S₅</td>
<td>S₆</td>
<td>O₃</td>
</tr>
<tr>
<td>S₇</td>
<td>S₈</td>
<td>O₄</td>
</tr>
<tr>
<td>S₉</td>
<td>S₁₀</td>
<td>O₅</td>
</tr>
</tbody>
</table>

Table 33 Opportunities for Immigrant Entrepreneurs

Weakness Analysis for Immigrant Entrepreneurs

We consider all the barriers of immigrant entrepreneurs as weakness. Outcome of two weakness factor is threat.

W₁ represents weak factor 1, W₂ represents weak factor 2, W₃ represents weak factor 3, W₄ represents weak factor 4, W₅ represents weak factor 5, W₆ represents weak factor 6, W₇
represents weak factor 7, \( W_8 \) represents weak factor 8, \( W_9 \) represents weak factor 9 and \( W_{10} \) represents weak factor 10.

<table>
<thead>
<tr>
<th>Weakness</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>( W_1 )</td>
<td>Supplier Barrier</td>
</tr>
<tr>
<td>( W_2 )</td>
<td>Communication Barrier</td>
</tr>
<tr>
<td>( W_3 )</td>
<td>Investment Barrier</td>
</tr>
<tr>
<td>( W_4 )</td>
<td>Business Regulations</td>
</tr>
<tr>
<td>( W_5 )</td>
<td>Cultural Barriers</td>
</tr>
<tr>
<td>( W_6 )</td>
<td>Tax Barriers</td>
</tr>
<tr>
<td>( W_7 )</td>
<td>Finance Barriers</td>
</tr>
<tr>
<td>( W_8 )</td>
<td>Hiring of Labour</td>
</tr>
<tr>
<td>( W_9 )</td>
<td>Store Locations</td>
</tr>
<tr>
<td>( W_{10} )</td>
<td>Bank Loans</td>
</tr>
</tbody>
</table>

Table 34 Weakness of Immigrant Entrepreneurs

\[(W_1 + W_2) = T_1\]
Supplier barriers + Communication barrier = Threat for weak supply channels for immigrant entrepreneurs.

\[(W_3 + W_4) = T_2\]
Investment barriers + Business Regulations = Threat for investment and business regulations barriers may give negative impact to immigrant entrepreneurs.

\[(W_5 + W_6) = T_3\]
Cultural barriers + Tax barriers = Threat for cultural barriers decrease social networks and tax barriers increase frustration to immigrant entrepreneurs.

\[(W_7 + W_8) = T_4\]
Finance barriers + hiring of labor = Threat for difficulties to perform business operations for immigrant entrepreneurs.

\[(W_9 + W_{10}) = T_5\]
Store location + bank loans = Threat for lack of business locations and loans facilities may lose many qualified immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Weakness</th>
<th>Weakness</th>
<th>Threat</th>
</tr>
</thead>
<tbody>
<tr>
<td>( W_1 )</td>
<td>( W_2 )</td>
<td>( T_1 )</td>
</tr>
<tr>
<td>( W_3 )</td>
<td>( W_4 )</td>
<td>( T_2 )</td>
</tr>
<tr>
<td>( W_5 )</td>
<td>( W_6 )</td>
<td>( T_3 )</td>
</tr>
<tr>
<td>( W_7 )</td>
<td>( W_8 )</td>
<td>( T_4 )</td>
</tr>
<tr>
<td>( W_9 )</td>
<td>( W_{10} )</td>
<td>( T_5 )</td>
</tr>
</tbody>
</table>

Table 35 Threats for Immigrant Entrepreneurs

Improvements

During SWOT analysis we have strengths and weaknesses in this context we take another factor improvements which is represented by \( I \) and then improvement factor \( I \) ---------
These improvements are found after the identification of strength and weakness factors. According to our analysis the purpose of highlighting these improvements are that Swedish authorities have to make some change to their foreign entrepreneurship regulations.

\[ \text{Strength factor 1 + Weakness factor 1 = Improvement factor 1} \]

**Figure 11 Dimensions of SWOT Analysis**

**Strength and Weakness Analysis for Immigrant Entrepreneurs**

Improvement is made for every weak factor.

\[ S_1 + W_1 = I_1 \]

Bank loan facility + Supplier barrier = To provide efficient supply chain to immigrant entrepreneurs government must have to improve suppliers barrier.

\[ S_2 + W_2 = I_2 \]

Safe business environment + Communication barrier = as Sweden provides a safe business environment for immigrant entrepreneurs therefore for smooth running of their business government must improve the communication barrier.

\[ S_3 + W_3 = I_3 \]

Housing to immigrants + Investment barrier = Sweden is a welfare state also for the immigrants who came on asylum basis and decides to start a business they are benefited with the housing facility which is a strong factor but lack of investment facilities may restrict them to perform entrepreneurship in Sweden, so investment barrier must be improved.

\[ S_4 + W_4 = I_4 \]

Welfare + Business regulation = Welfare is a strong factor but high business regulations is the weak factor for example setting different requirements different types of immigrant
entrepreneurs to start their business. May be in future this requirement block many immigrant entrepreneurs to start their business in Sweden, so business regulations must be improved.

\[ S_5 + W_5 = I_5 \]

Technology + Cultural barrier = Sweden is in the innovation based economies therefore its technology aspects are high but improvements are made in order to reduce cultural barriers.

\[ S_6 + W_6 = I_6 \]

Government helps to develop business + Tax barrier = Sweden government has running a good number of nonprofit organization to provide support services to the immigrant as well as native entrepreneurs as we discussed in our chapter 4 and 5. But taxes are very high for doing business in Sweden so improvements must be made to reduce the high level of tax for all immigrant entrepreneurs.

\[ S_7 + W_7 = I_7 \]

Support policy for entrepreneurship + Finance barrier = the support policy for entrepreneurship in Sweden is a benefit for those immigrant entrepreneurs who want to operate their business in Sweden. But arranging finance is one’s own responsibility so financial barrier must be resolved/improved.

\[ S_8 + W_8 = I_8 \]

Innovation + Hiring of labor = Innovation is a strong factor but for hiring someone from his/her home county a time consuming and hectic process, moreover Swedish government charge huge tax from their companies, so regulations regarding to hire a person and processing time for their applications must be improved.

\[ S_9 + W_9 = I_9 \]

Customer group + Store location = According to our empirical findings we found that mostly immigrant entrepreneurs who are conducting businesses in Sweden have maintained good contact of customer groups through their services and trust, but finding an appropriate location for store is a weak factor which must be improved.

\[ S_{10} + W_{10} = I_{10} \]

Immigration policy + Bank loans = All the interviewees are highly agreed with the immigration policy of Sweden. But for granting loans to start business is very difficult task for Swedish government. An individual must have a valid business proposal to be able to take an appropriate loan from the government to start a business, so providing loans facility is must be improved.

<table>
<thead>
<tr>
<th>Strength</th>
<th>Weakness</th>
<th>Improvement of Weakness</th>
</tr>
</thead>
<tbody>
<tr>
<td>S_1</td>
<td>W_1</td>
<td>I_1</td>
</tr>
<tr>
<td>S_2</td>
<td>W_2</td>
<td>I_2</td>
</tr>
<tr>
<td>S_3</td>
<td>W_3</td>
<td>I_3</td>
</tr>
<tr>
<td>S_4</td>
<td>W_4</td>
<td>I_4</td>
</tr>
<tr>
<td>S_5</td>
<td>W_5</td>
<td>I_5</td>
</tr>
<tr>
<td>S_6</td>
<td>W_6</td>
<td>I_6</td>
</tr>
</tbody>
</table>

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6.12 SWOT Analysis for Supporting Firms

To perform SWOT analysis of the supporting firms who are helping immigrant entrepreneurs to start their business. We consider all the facilities provided by the supporting firms as strength and all their suggestions they are negotiating with the government as weakness.

**Strength Analysis for supporting Firms**

S1 represents strength factor 1, S2 represents strength factor 2, S3 represents strength factor 3, S4 represents strength factor 4, S5 represents strength factor 5, S6 represents strength factor 6, S7 represents strength factor 7, S8 represents strength factor 8, S9 represents strength factor 9 and S10 represents strength factor 10, S11 represents strength factor 11, S12 represents strength factor 12, S13 represents strength factor 13, S14 represents strength factor 14, S15 represents strength factor 15, S16 represents strength factor 16, S17 represents strength factor 17, S18 represents strength factor 18, S19 represents strength factor 19 and S20 represents strength factor 20.

<table>
<thead>
<tr>
<th>Strength</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>S1</td>
<td>Business Development</td>
</tr>
<tr>
<td>S2</td>
<td>Business Innovation</td>
</tr>
<tr>
<td>S3</td>
<td>New Business Guidance</td>
</tr>
<tr>
<td>S4</td>
<td>Mobilizing immigrant entrepreneurs</td>
</tr>
<tr>
<td>S5</td>
<td>Providing Place for business</td>
</tr>
<tr>
<td>S6</td>
<td>Help in buying a land</td>
</tr>
<tr>
<td>S7</td>
<td>Business networking</td>
</tr>
<tr>
<td>S8</td>
<td>Structuring business plan</td>
</tr>
<tr>
<td>S9</td>
<td>Helping immigrant entrepreneurs</td>
</tr>
<tr>
<td>S10</td>
<td>Initial investment facility</td>
</tr>
<tr>
<td>S11</td>
<td>Communication facility</td>
</tr>
<tr>
<td>S12</td>
<td>Lawyer support</td>
</tr>
<tr>
<td>S13</td>
<td>Immigrants housing facility</td>
</tr>
<tr>
<td>S14</td>
<td>Supporting qualified entrepreneurs</td>
</tr>
<tr>
<td>S15</td>
<td>Welfare services</td>
</tr>
<tr>
<td>S16</td>
<td>Mentoring efforts</td>
</tr>
<tr>
<td>S17</td>
<td>Promoting Swedish export</td>
</tr>
<tr>
<td>S18</td>
<td>Female immigrant entrepreneurs</td>
</tr>
<tr>
<td>S19</td>
<td>Integrating immigrant entrepreneurs</td>
</tr>
<tr>
<td>S20</td>
<td>Providing loan facility</td>
</tr>
<tr>
<td>S21</td>
<td>Reward for Entrepreneurs</td>
</tr>
<tr>
<td>S22</td>
<td>Industry oriented training</td>
</tr>
</tbody>
</table>

**Table 37 Strength of Supporting Firms**
(S_1 + S_2) = O_1 

Business development + Business innovation = by providing business development and business innovation supporting immigrant firms have an opportunity to become more advanced and innovative.

(S_3 + S_4) = O_2 

New business guidance + Mobilizing immigrant entrepreneurs = by providing new business guidance and mobilizing immigrant entrepreneurs supporting firms have an opportunity to create multicultural environment in Sweden.

(S_5 + S_6) = O_3 

Providing place for business + Help in buying a land = Providing place for business and help in buying a land to immigrant entrepreneurs to start their business in this way supporting firms has an opportunity to add quality to their services.

(S_7 + S_8) = O_4 

Business networking + Structuring business plan = by providing business networking and structuring business plan to immigrant entrepreneurs supporting firms have an opportunity to pre evaluate new businesses.

(S_9 + S_{10}) = O_5 

Helping immigrant entrepreneurs + Initial investment facility = Helping immigrant entrepreneurs and providing initial investment facility to immigrant entrepreneurs in starting their business supporting firms have an opportunity to establish good relationships with many investors and providing them chance to test Sweden market.

(S_{11} + S_{12}) = O_6 

Communication facility + Lawyer support = By providing communication facility and lawyer support to immigrant entrepreneurs for starting their business supporting firms have an opportunity to handle the legal matters of their clients and give an efficient response according to their respective communication languages.

(S_{13} + S_{14}) = O_7 

Immigrant housing facility + Supporting qualified entrepreneurs = By providing Immigrant housing facility and supporting qualified entrepreneurs supporting firms have an opportunity to support immigrant entrepreneur’s families and also by supporting qualified entrepreneurs these firms could make the better future of the Sweden entrepreneurship. In this way these firms can attain the expertise of these qualified immigrant entrepreneurs.

(S_{15} + S_{16}) = O_8 

Welfare Services + Mentoring Efforts = By providing welfare services and mentoring efforts to the immigrant entrepreneurs supporting firms have an opportunity to attract more immigrants who came to Sweden on asylum basis so that it is also beneficial for the economy. Mentoring efforts should allow immigrant entrepreneurs who came on asylum basis to do business rather to put strong efforts in finding relevant jobs.
Promoting Swedish export + Female immigrant entrepreneurs = By promoting Swedish export and encouraging female immigrant entrepreneurs to start their business in Sweden supporting firms have an opportunity to find suitable sectors for promoting Swedish export and by encouraging female immigrant entrepreneurs they should become well known firms for providing equal rights for foreign female entrepreneurs.

Integrating immigrant entrepreneurs + Providing loan facility = Integrating immigrant entrepreneurs and providing loan facility by providing these two strength factors supporting firms have an opportunity to find many motivated immigrant entrepreneurs with valid and an appropriate plan. Granting them loan facility make them consistent to do business.

Reward for immigrant entrepreneurs + Industry oriented training = providing rewards for immigrant entrepreneurs and giving them industry oriented training by providing these strong factors from the supporting firms have an opportunity to design the better future of these immigrant entrepreneurs.

<table>
<thead>
<tr>
<th>Strength</th>
<th>Strength</th>
<th>Opportunity</th>
</tr>
</thead>
<tbody>
<tr>
<td>S1</td>
<td>S2</td>
<td>O1</td>
</tr>
<tr>
<td>S3</td>
<td>S4</td>
<td>O2</td>
</tr>
<tr>
<td>S5</td>
<td>S6</td>
<td>O3</td>
</tr>
<tr>
<td>S7</td>
<td>S8</td>
<td>O4</td>
</tr>
<tr>
<td>S9</td>
<td>S10</td>
<td>O5</td>
</tr>
<tr>
<td>S11</td>
<td>S12</td>
<td>O6</td>
</tr>
<tr>
<td>S13</td>
<td>S14</td>
<td>O7</td>
</tr>
<tr>
<td>S15</td>
<td>S16</td>
<td>O8</td>
</tr>
<tr>
<td>S17</td>
<td>S18</td>
<td>O9</td>
</tr>
<tr>
<td>S19</td>
<td>S20</td>
<td>O10</td>
</tr>
<tr>
<td>S21</td>
<td>S22</td>
<td>O11</td>
</tr>
</tbody>
</table>

Table 38 Opportunities for Supporting Firms

Weakness Analysis for Supporting Firms

We considered all the suggestions of the supporting firms as the weakness, because these firms are negotiating with the government to approve their suggestions in order to provide open and risk free entrepreneurship environment to immigrant entrepreneurs.

W1 represents weak factor 1, W2 represents weak factor 2, W3 represents weak factor 3, W4 represents weak factor 4, W5 represents weak factor 5, W6 represents weak factor 6, W7 represents weak factor 7, W8 represents weak factor 8, W9 represents weak factor 9 and W10 represents weak factor 10
(W₁ + W₂) = T₁
Visa regulations + Cultural aspects = by not solving visa regulation issues and maintaining cultural aspects supporting firms have threat of losing foreign entrepreneurs.

(W₃ + W₄) = T₂
Tax barriers + Finance barriers = If tax barriers and finance barriers regulations are not solved then there will be high threat that immigrant entrepreneurs may invest in some other country which is not a good decision of immigrant entrepreneurs regarding Sweden.

(W₅ + W₆) = T₃
Communication barrier + Social network building = Huge communication and social networking barriers cause a huge threat that may limit immigrant entrepreneurs to integrate into the Swedish culture.

(W₇ + W₈) = T₄
Dealing with refugees + Long waiting times = Supporting firms must deal with refugees and reduce the high processing times for issuing permit otherwise it cause a threat to the status of immigrants residing in Sweden.

(W₉ + W₁₀) = T₅
Improvements for business regulation + Low tax rates = Supporting firms must improve the business regulations and reduce the high tax rates otherwise it causes a huge threat on the survival of the immigrant entrepreneurs in Sweden to continue their business.

<table>
<thead>
<tr>
<th>Weakness</th>
<th>Weakness</th>
<th>Threat</th>
</tr>
</thead>
<tbody>
<tr>
<td>W₁</td>
<td>W₂</td>
<td>T₁</td>
</tr>
<tr>
<td>W₃</td>
<td>W₄</td>
<td>T₂</td>
</tr>
<tr>
<td>W₅</td>
<td>W₆</td>
<td>T₃</td>
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<tr>
<td>W₇</td>
<td>W₈</td>
<td>T₄</td>
</tr>
<tr>
<td>W₉</td>
<td>W₁₀</td>
<td>T₅</td>
</tr>
</tbody>
</table>

Table 40 Threats for Supporting Firms

**Strength and Weakness Analysis for Supporting Firms**

As supporting firms are working for the approval of their suggestions in order to provide risk free entrepreneurial environment to the immigrant entrepreneurs, therefore we considered suggestions as a weakness and to improve this weakness below is the strength and weakness analysis for the improvement.
S_1 + W_1 = I_1

Business development + Visa regulations = supporting firms are providing this facility therefore business development is a strong factor, but for visa regulations there are many hurdles for the immigrant entrepreneurs to hire labor because of the long waiting times. So visa regulations must be improved.

S_2 + W_2 = I_2

Business innovation + Cultural aspects = business innovation is a strong factor for supporting firms, but maintaining cultural aspects are weak so that why city council is trying to arrange a two year program for the better learning of Swedish culture to the immigrants coming to Sweden which is a big step to improve cultural aspects by the supporting firms.

S_3 + W_3 = I_3

New business guidance + Tax barriers = supporting firms business guidance is a strong factor but high amount of taxes is a huge barrier for the new especially qualified entrepreneurs therefore it must be improved. In this way more qualified immigrant entrepreneurs joins Sweden.

S_4 + W_4 = I_4

Mobilizing Immigrant entrepreneurs + Finance barriers = due to the support provided by the firms mobilization of entrepreneurs are easy but arranging huge finances on one’s own risk is a huge barrier that must be improved by the supporting firms.

S_5 + W_5 = I_5

Providing place for business + Communication barrier = supporting firms are very motivated to find an appropriate place for business to immigrant entrepreneurs and for communication barriers SFI under the city council strive hard to improve this issue.

S_6 + W_6 = I_6

Help in buying land + Social network building = supporting firms are struggling hard to find an appropriate place for the business but building social networks of immigrant entrepreneurs in the forms of (business meeting, get together and seminar) need to be improved.

S_7 + W_7 = I_7

Business networking + Dealing with refugees = supporting firms are struggling hard to develop business networks and city council along with government authority is improving the condition to deal with the refugees and also allocating them enough funds to start their business.

S_8 + W_8 = I_8

Structuring business plan + Long waiting times = supporting firms must improve the situations to reduce the long waiting times for residence permit decisions, so that more immigrant entrepreneurs can start their business well in time.

S_9 + W_9 = I_9
Helping immigrant entrepreneurs + Improvement of business regulations = although supporting firms are helping immigrant entrepreneurs to start their business and guides them but business regulations must be improved on priority basis for immigrant entrepreneurs e.g immigrant entrepreneurs have to show a profit amount every month which is hard to manage.

Initial investment facility + Low tax rates = Naringslivs AB is an immigrant entrepreneurs supporting firm which provides initial investment facility to test the risk rate that’s it is the strong factor, but still tax rates are very high therefore improvements must be made to make them low.

<table>
<thead>
<tr>
<th>Strength</th>
<th>Weakness</th>
<th>Improvement of Weakness</th>
</tr>
</thead>
<tbody>
<tr>
<td>S₁</td>
<td>W₁</td>
<td>I₁</td>
</tr>
<tr>
<td>S₂</td>
<td>W₂</td>
<td>I₂</td>
</tr>
<tr>
<td>S₃</td>
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<td>S₉</td>
<td>W₉</td>
<td>I₉</td>
</tr>
<tr>
<td>S₁₀</td>
<td>W₁₀</td>
<td>I₁₀</td>
</tr>
</tbody>
</table>

Table 41 Weakness Improvements for Supporting Firms

6.13 Comparison of Immigrant Entrepreneurs

From the SWOT analysis results, we compare immigrant entrepreneur’s opportunities and barriers. Opportunities are taken as strength and barriers are taken as weakness. The output of strength factor is opportunity and output of weak factor is threat. The strength factors include bank loan facilities, safe business environment, and housing to immigrants, welfare, technology, business development, support policy, innovation, large customer groups and immigration policy. The weak factors include supplier barriers, communication barriers, investment barriers, business regulations, cultural barriers, tax barrier, finance barriers hiring of labor, store location, and bank loans. Comparing important strong factors with the weak factors we have following comparison results. By comparing the bank loan facility it is considered as the opportunity for the immigrant entrepreneurs who came on asylum basis because Swedish government is providing facilities to them so that they are able to support their families. But bank loans are difficult to attain for the immigrant entrepreneurs who change their status from student and marriage basis. To be able to get the bank loan these immigrant entrepreneurs must have a valid reason. Similarly by comparing welfare with the tax barrier welfare are for the immigrant who came to Sweden on asylum basis they are also provided with the shelter these immigrant entrepreneurs are paying not so huge taxes there is relaxation for them. For other immigrant entrepreneurs, they have to show the amount of 13000 SEK further their taxes are deducted from this amount. By comparing safe business environment with the hiring of labor in this regard immigrant entrepreneurs have a lot of issues to maintain their businesses such as restaurants because safe business environment
means every person’s business is safe and have no threats. By comparing business development with the finance barriers immigrant entrepreneurs choose another country for their business because of its business development policies if financial barriers there than it is very hard for the immigrant entrepreneurs to run their businesses in that country.

6.14 Comparison of Supporting Firms

From the SWOT analysis results, we compare the supporting firm’s facilities and the improvements they do for the better future of immigrant entrepreneurs. Facilities are taken as strength and improvements are taken as weakness. The output of strength factor is an opportunity and output of weak factor is a threat. Comparing important strong factors with the weak factors we have following comparison results. Lawyer support is a strong factors provided by a supporting firm by comparing lawyer support with the weak factor visa regulations, once an immigrant entrepreneurs have face problems to maintain their businesses in this regard they have to face a visa extension problem which links visa regulation barrier so by providing lawyer support from the supporting firms may reduce visa regulation issues of many immigrant entrepreneurs. By comparing initial investment facility to the tax barrier. By providing initial investment facility many immigrant entrepreneurs have a chance to invest their money and to re-evaluate the amount of tax charges and amount of profit they may attain. By comparing supporting qualified immigrant entrepreneurs with the social network building barrier. Qualified immigrant entrepreneurs have also their technical expertise in the field of their interest and they also have good contacts with the firms which either belongs to (Technical, Pharmaceutical, Health, Logistics and Banking Sectors) in their home countries so this also provides a big opportunity to establish or extend social network with the firms in their home countries.

6.15 Conclusion from Analysis

We use the SWOT analysis to compare the theoretical framework, Sweden as the market for immigrant entrepreneurs and collect information from empirical findings. We perform SWOT analysis on the opportunities and barriers faced by the immigrant entrepreneurs and also on the facilities and suggestions made by the immigrant entrepreneurs supporting firms. We analyze their strength, weakness, opportunities, and threats, identified the improvements factors that are necessary for the immigrant entrepreneurs and also useful for them to start an entrepreneurial activity in Sweden. From our comparison of the SWOT analysis we found that Sweden has a big opportunity to increase its economic spheres and also establish a new social network with the firms in the host countries of immigrant entrepreneurs. Sweden also has chance to start import export with the countries where war crisis is at their peak. Moreover by reducing the tax barriers a number of of immigrant entrepreneurs increases in the future which is very beneficial for Sweden. More immigrant entrepreneurs choose Sweden for settling their businesses. By reducing the time and tax required to hire an employee for an immigrant entrepreneur may help them to continue their business operations easily. By allotting scholarships to the hard working immigrant entrepreneurs may increase
their moral. By giving industry oriented training to the immigrant entrepreneurs to enhance their skills before starting their business leads them to the right direction.

Figure 12 Framework of Analysis
Chapter 7: Conclusion and Future Recommendations

In this chapter, we will conclude our thesis by providing the major finding from our research to the reader answering our research before finally suggesting recommendations for further research. Our thesis purpose is to have a deep understanding about Opportunities and barriers for immigrant’s entrepreneurs in Sweden? And what is the current situation of immigrant entrepreneurship in Sweden.

In this chapter, based on the information from the “Theatrical framework”, “Empirical finding” and “Analysis and discussion” we answer our thesis research questions. We present the theoretical and practical contributions. So we suggest we will provide a conclusion and major results, which we got into this research. Next, we will provide the reliability and validity data that we used in this thesis. In the thesis according to immigrants entrepreneurs get what is the barriers and opportunities when entrepreneurs entrepreneurship in Sweden.

7.1 Conclusion of Theoretical Framework

This research contributes to an enlarged knowledge and also an understanding of how to immigrants entrepreneurs, entrepreneurship barriers and opportunities in different stages, in order to reach entrepreneurs development. Only a quantitative study has been made within the area of immigrant entrepreneurs and supporting firm’s facilities to immigrant entrepreneurs in Sweden and therefore all of the empirical findings can be contributing to research to some extent. This research contributes with data of how immigrant entrepreneurs actually run their businesses with knowledge of firm growth need to be taken into consideration when doing research about GEMs. For the Empirical finding, we have managed to find more information to support our thesis theatrical framework.

In our thesis barriers and opportunities immigrants entrepreneurs, while doing this research; we have been through various theoretical on entrepreneurship, particularly focusing on the factors influencing the immigrant entrepreneurs to self-employed. We found that the most of the literatures were focused on the “push” and “pull” factors as the main reasons for immigrant entrepreneurs to become self-employed. Few studies were carried out focusing on the influences of Sweden entrepreneurship environment and self-employment influence to immigrant’s entrepreneurs. With our thesis research study, in our thesis research questions would be trying to focus on the immigrant’s entrepreneur’s barriers and opportunities.

Immigrant’s entrepreneurs

In recent years, Sweden received a significant flow of political migration compared to other European countries and another country. Due to the demand of advanced labor market, migrants face difficulties in integrating within the labor market, which ultimately drive them to become self-employed.

Immigrant’s entrepreneur’s opportunities

Immigrant entrepreneur’s opportunities include the supportive actions of the firms that provide the proper help and guidance to start and grow their business, and then also welfare
facilities provided by the Swedish government are a big factor to encourage immigrant entrepreneurs to invest and start their business in Sweden.

Immigrant’s entrepreneur’s barriers

Most of the immigrant entrepreneurs are facing the barriers related to the communication aspect in this way these immigrant entrepreneurs cannot get the needs of their customers easily. The majorities of them are running and deals in their own language. Another huge barrier faced by the immigrant entrepreneurs is the financial barrier. They have to buy the new business and also show finance sources to become legal to do business. The hiring of the professional worker as their employee they have to pay double tax and waiting times are also higher. They also face barriers regarding places to start a business.

7.2 Empirical Finding

According to our thesis research questions, we divide it into two parts for interview questions one is an immigrant entrepreneur other is firms supporting immigrant’s entrepreneurs. Immigrant entrepreneur’s interview question included personal information, operational factors, management factors, and technological factors.

Collecting the immigrant’s entrepreneur’s information we will follow the different five parts to write down included, motivation factors for immigrant entrepreneurs, migrant entrepreneurs experience, the last was the opportunities and barriers for immigrant entrepreneurs.

Motivation factors for immigrant’s entrepreneurs

According to our thesis first 5 interviews contains the information about immigrant entrepreneur interviews, the main motivation for them to start their business is that they are operating their businesses in Sweden easily and focus on them more efficiently as compared to get jobs because Sweden is facing a lot of jobs available issues. Moreover, Sweden entrepreneurship environment is very friendly to start a business, then Sweden has a good policy to support immigrant entrepreneurs, also for its welfare facilities and finally Sweden is also well known for its innovation-based economy it also provides assistance for their business development.

Entrepreneurship Experience

Most of the immigrant entrepreneurs from which we conducted our interviews have gained entrepreneurship experience from their homelands and also some of them started their entrepreneurship experience in Sweden. We have taken five interviews and in these five interviews interviewee, 1 has experience in his home country. Interviewee 2 has started his business experience in Sweden because before he was studying. Interviewee 3 has a lot of experience in maintaining his business tasks, so he has skills related to his business. Interviewee 4 has entrepreneurship experience in his home country which helps him to operate his business in Sweden. Interviewee 5 also has entrepreneurship experience in his
home country, moreover, when he moved to Sweden he also had experience of working in a restaurant in Sweden.

*Barriers for Immigrants entrepreneurs*

According to our five of respondents, the most of barriers which all of interviewee chooses is the immigrant policy to immigrant entrepreneurs in Sweden main barriers. First of all barrier is communication barriers and tax barriers four-fifths choose two points. Tax barriers in our survey of four respondents reflected in the beginning of the entrepreneurial phase of higher taxes to them at the beginning of the pressure and barriers to entrepreneurship.

In our thesis five interviews, only one person did not think tax is a barrier for his immigrant’s entrepreneurship in Sweden. Because some of them are asylum seekers immigrant entrepreneurs in Sweden so that Sweden government is helping asylum seekers for finding a job in the labor market and also gives them better facilities in Sweden. High taxes are making immigrant entrepreneurship difficult in Sweden. Second supplier barriers and investment barriers, both are as the second barriers for immigrant entrepreneur's entrepreneurship in Sweden. Third, there are three characteristics included financial barriers, a hiring of labor, and bank loans.

The entrepreneurial activities are encouraged throughout the world. People have also a great interest of investing money (their valuable saving) into a useful activity of starting a business and then guide their established business in a right direction. Current foreign market situation, attaining opportunities, identifying barriers, entrepreneurial business growth, So when an entrepreneur decides to take the business abroad, then they must have to take relevant steps to attain useful information that highlights the way in which they acquire the opportunities and barriers that are useful in order to enhance their business growth. For the barriers the last but not least, few points for our thesis interview personal choose was business regulations, cultural barriers, store location, technology barriers and innovation money barriers. For the last points according to our analysis and discussion parts, we get the result because the main reasons are interview background.

According to our frame of reference and interviews in the empirical part, we identified following barriers for immigrant entrepreneurs

- Supplier barrier, communication barrier, investment barrier, business regulations, cultural barriers, tax barriers, finance barriers, hiring of labor, store location, bank loans.

*Opportunities for Immigrants entrepreneurs*

According to our five of respondents, the most opportunities are all of interviewees choose an immigrant policy to immigrant entrepreneurs in Sweden main opportunities. Second for immigrant entrepreneur’s opportunities are the reasons of government help for the development of business and support policy for entrepreneurship. Third, three and fifth stand by the main reasons for immigrant’s entrepreneur’s opportunities in our thesis is welfare. Fourth interviewee response for the main reason is immigrant entrepreneur’s opportunities have a bank loan facility and safe business environment. The last not least the respondents was for the main reasons for immigrant entrepreneur’s opportunities have housing
immigrants and the government give immigrant entrepreneurs, technology support, Sweden is attached important to the innovation process and believes that innovation is the driving force for business development. Therefore, the Swedish government has to encourage entrepreneurship and innovation.

According to the frame of reference and interviews in the empirical part, we identified following opportunities for immigrant entrepreneurs

- Bank loan facility, safe business environment, housing to immigrants, welfare, technology, business development, support policy for entrepreneurship, customer group and immigration policy.

**Supporting Firms facilities to Immigrant Entrepreneurs**

Supporting firms are providing facilities for immigrant entrepreneurs such as (business plan development, shaping ideas, resolving issues and arranging loans for valid business plans.) Supporting firms Facilities to immigrant’s entrepreneurs included supporting and helping immigrant’s entrepreneur’s entrepreneurship in Sweden. Also, get some information to help immigrant’s entrepreneur’s entrepreneurship development. Supporting are also trying their best to improve the barriers related to the loan granting, arranging finance, visa regulations and regulation and procedures required to bring employees from abroad and also reduce the tax barriers for immigrant entrepreneurs. Supporting firms are also granted scholarships for the experienced immigrant entrepreneurs and provide them industry based training to provide them enough skills to operate their business.

**Supporting Firms suggestions for Immigrant Entrepreneurs**

In order to make a risk-free environment for the immigrant entrepreneurs to start their businesses in Sweden supporting firms have worked on the suggestions for improvements of the immigrant entrepreneur’s situation in Sweden. So that in future no one has to face these issues.

**7.3 Thesis Conclusions**

According to our thesis, we get the conclusion about the current immigrant entrepreneurs in Sweden. The current immigrant entrepreneurs are operating their businesses in different domain e.g restaurants, fast foods, and stores. These immigrant entrepreneurs are competing very hard to develop their business at a high level in Sweden. Most immigrant entrepreneurs are the asylum seekers they are running their businesses in Sweden. Recently Sweden has opened its doors for these people and also provides help to start their businesses because it is beneficial for their economy. The opportunities for these immigrant entrepreneurs to conduct an entrepreneurial activity in Sweden is the secure business environment, improved welfare services, supporting firms to facilitate immigrant entrepreneurs and structuring business plan. Similarly, the barriers faced by these immigrant entrepreneurs are the communication barriers and tax barriers.

**RQ1: Immigrant Entrepreneurs Opportunities and Barriers**
In our thesis study about opportunities and barriers for immigrant entrepreneurs, we have conducted five interviews with immigrant entrepreneurs operating their businesses in Sweden. We have found that they all have strong motivation to grow and develop their businesses in Sweden. The opportunities near these immigrant entrepreneurs are the facilities provided by the Swedish government, which includes welfare services, providing a secure business environment, health facilities, and business development support for the immigrant entrepreneurs. The open door policies for Sweden are also considered as an opportunity by the immigrant entrepreneurs for example the issuance of the visa to enter Sweden for the purpose of (study, work, marriage, and asylum seeker) all these are considered as the opportunities for immigrant entrepreneurs. The reason that open door policies are considered as opportunities because an immigrant entered in Sweden on any one of this category of immigrant status can later change their status into immigrant entrepreneur to start a business, so it is the open door policy of the Sweden that many of the immigrants choose to start their own business in Sweden.

According to our five interviews of the immigrant entrepreneurs interviewee 1 came to Sweden on the basis of Asylum seeker. Interviewee 2 came to Sweden on the basis of the study. Interviewee 3 came to Sweden on the basis of a work permit. Interviewee 4 came to Sweden on the basis of investment immigrant. Interviewee 5 came to Sweden as a marriage immigrant. Now these five immigrant entrepreneurs are conducting very successful business in Sweden. From our data analysis, we found that Sweden has high entrepreneurial perceived opportunities as compared to other European countries which represent that Sweden has high possible opportunities to be achieved for the immigrant entrepreneurs.

For the barriers, all five interviewees suggest that tax is the most crucial barrier for the survival of their businesses, especially for those immigrant entrepreneurs who switch their status to business person from student and for others immigrant’s status they have also another source to save their discontinuation from Sweden. That other resource is their status, for example, marriage immigrants if do not pay taxes they lose business but do not lose their immigration status which is necessary for the survival in Sweden. For some interviewees language barrier is still huge beside they lived in Sweden for many years. Business regulation understanding is another barrier faced by these immigrant entrepreneurs. For the integration into Swedish culture, understanding the gap in the cultural barrier is also difficult for the immigrant entrepreneurs for the advancements to innovate business operations.

RQ2: Supporting Firms Facilities and Improvements

In order to examine the current immigrant entrepreneurship situation in Sweden, we take five interviews of the supporting firms facilitating immigrant entrepreneurs to establish their business in Sweden. These supporting firms are working hard to build the bright future of immigrant entrepreneurship in Sweden. These supporting firms are also trying to improve the barriers that are prominent in the way of the immigrant entrepreneurs. The entrepreneurial environment for attaining opportunities is very high in Sweden as compared to other Scandinavian countries, therefore, many immigrant entrepreneurs are operating their businesses in Sweden and many of them are waiting to arrive for business purpose. The main
objective of these supporting firms is to reduce the hurdles for the current and new coming immigrant entrepreneurs in Sweden.

According to our five interviews for supporting firms interview 6 includes the Naringslivs AB. This supporting firm is currently providing facilities such as buying land. Establishing business and structuring a business plan. Interview 7 includes the Halmstad city council. It is a main functional unit of the city of Halmstad that manages the important tasks of the city. It is also working as the supporting firm for the immigrant entrepreneurs who came to Sweden on asylum basis. City Council provides facilities that include providing housing facilities for their family, cultural learning program and arranges funds for them to start a business. Interview 8 includes the IFS. IFS is a supporting firm that supports immigrant entrepreneurs to arrive in Sweden and also this firm is working very hard to provide them more facilities such as business guidance, business plan development, business structuring, mobilizing immigrant entrepreneurs, help in providing loans and establish good contacts with suppliers and distributors. Interview 9 includes Halmstad Science Park. The Halmstad Science Park is also a supporting firm for immigrant entrepreneurs who came to Sweden on study basis. After the completion of their degrees they take help from the Halmstad Science Park, their services includes arranging for the loan by developing valid business plans, establishing networks with other companies and structuring their business plan. Later Halmstad Science Park changes their name Student Incubator, which represents that they have high motivation to help qualified immigrant, to start their business in order to serve the Sweden. Interview 10 includes ALMI Företagspartner.

This is a huge immigrant entrepreneur supporting firm. Its network is expanding all over the Sweden. The mission of this supporting firm is to welcome immigrant entrepreneurs in Sweden and reduce barriers for them. This supporting firm service includes Language assistance facility in 38 languages, help in buying a land and business, ALMI is working with many big financial institutions so it also arranges loans for immigrant entrepreneurs. ALMI provides scholarships for the immigrant entrepreneurs who have a strong business organizing experience/skills and also provides industry oriented training to the immigrant entrepreneurs such as establishing cleaning companies.

Analyzing all these five supporting firms, interviews we can understand that current immigrant entrepreneurship environment in Sweden is very supportive of the immigrant’s entrepreneurs. These supporting firms are also facilitated in mobilizing immigrant entrepreneurs in order to start their business by providing them appropriate services which reduce their barriers. The integration of female immigrant entrepreneurs in Sweden is also a broad future step of the immigrant entrepreneurship in Sweden.

7.4 Future Recommendation

For our future recommendation, we have some important recommendations for the immigrant entrepreneurs coming to Sweden, Supporting firms for immigrant entrepreneurs and the government in Sweden.
1. Recommendations for immigrant entrepreneurs are that they should have some relevant business operating experience in their home countries, through this experience there will be fewer consequences of loss. Otherwise, it is hard for the immigrant entrepreneurs to maintain their business in Sweden. Acquiring skills in any of the areas for the development of the business are also recommended for the successful survival of immigrant entrepreneurs. If immigrant entrepreneurs are coming from countries like China, Japan and other OECD countries. Then there are more chances for them to start their company in Sweden. Because government of these countries are providing lot of help to their national as compared to other third national countries.

2. Recommendations for immigrant self-employed persons are that in order to start a business they must have relevant funds to initiate a business. They have to understand clearly about the situation of paying appropriate taxes for the survival of their business. They have to contact the firms that help foreign people to start their business abroad and ask these firms for further guidance.

3. Recommendations for better management of immigrant businesses Swedish government is working hard to solve the problems of dealing immigrant businesses in a better way. As in our thesis empirical findings we conduct five interviews of the firms that support immigrant entrepreneurs and also analyze their supporting efforts in a better way. Despite of their efforts there are still some issues that are related to the management of immigrant businesses in Sweden.

4. Recommendations for supporting firms are that their current services cover all aspects of the immigrant entrepreneurs, but if they establish a business unit in the Swedish embassies all over the world, then this step is very helpful for the immigrant entrepreneurs. Supporting firms must evaluate the business plans of the immigrant entrepreneurs and guides them to update them according to the current standards before the arriving of the immigrant entrepreneurs in Sweden to minimize their future risk.

5. Recommendations for the Swedish government are that they must focus very closely towards the situations of the immigrant entrepreneurs. Government departments related to the trade and commerce sector must lower the tax rate for the immigrant entrepreneurs for their business survival because immigrant entrepreneurs are useful for the Sweden economy. Government department of migration must reduce the huge time taken for the issuance of stay permits for the immigrant entrepreneurs and also for their employees. In this way, it is very easy and accessible for the immigrant entrepreneurs to develop their businesses in Sweden.

Suggestions
For our thesis research, we are managing ten interviewees five interviews contains immigrant entrepreneurs information and remaining five contains information about supporting firm’s facilities to immigrant entrepreneurs. In our thesis, there are five immigrant entrepreneurs within different industries and geographical locations in Sweden. The study by ALMI (2013), which shows now with foreign background seventy-five percent of youth people are considering starting their own business in Sweden. This strengthens for opportunities and barriers are the importance of continuing to study immigrants in Sweden.

The fact that we found research gaps when it comes to the current situation of entrepreneurship in Sweden and the opportunities and barriers for immigrant entrepreneurs in Sweden. We believe that more research should be done within this research gap. Before starting the research we used the article of the Swedish Agency for economic and Regional Growth and their department of immigrant entrepreneurs and got the research gap confirmed that we found when we reading by through Scientific articles about immigrant entrepreneur’s barriers and opportunities in Sweden.

It could be interesting to niche the study even more and only focus on immigrant’s entrepreneurs that offer product or services in order to see what is opportunities and barriers offer entrepreneurship their own business in Sweden for growth.

A possible research question within this area of Immigrant Entrepreneurship within the field of possible research issues, in addition to the choice of Immigrant Entrepreneurship entrepreneurial opportunities and entrepreneurial barriers, further research in five different industries immigrant entrepreneurs are not specific to the industry. From the gap in the study, we found that most of the research has been done, and we investigated the population mainly to the first generation of Swedish immigrant entrepreneurs. Five respondents from different countries, through the study of different immigrant entrepreneurs, can be drawn from the entrepreneurial motivation and entrepreneurial opportunities and barriers.

7.5 Limitation of Thesis Study

There are some limitations of our thesis study that we discovered along the research process. These limitations are highlighted below:

Our study is limited in the sense that it has would be more focused on the opportunities and barriers for immigrant entrepreneurs in Sweden because of our thesis during the period of time. In immigrant entrepreneurs, entrepreneurship ability we did not provide in-depth information.

In our study, we have referred to some of the oldest literature that was published many years ago, but still provides meaning to support our study.

Interview limitation we were able to have interviews with nine of the respondents. However, among the nine interviews conducted, one of them was conducted in China, Hong Kong, and other entrepreneurs in Pakistan these two entrepreneurs did not speak or understanding English and Swedish. Although they can be spoken Swedish, we also could not conduct the interview in Swedish because both the authors could not understand or speaking Swedish. In our thesis, we aim was to conduct every interview in English in order to eliminate the
misunderstanding and misinterpretation of the communication process. When we have interviewed some of the interviewees, the third possible entrepreneur was simply not interested in giving the interview. We tried to convince her by saying that it was just for our university Masters’ thesis, but she said ignored our request and said she did not want to participate in our research. The last point entrepreneur was simply not interested in giving the interview. We tried to convince her by saying that it was just for our university Masters’ thesis, but she ignored our request and said she did not want to participate in our research.

7.6 Further Research

We also think that these factors should attain more research. Although, we believe that our study has contributed to some new findings. For further research, it could be useful to continue with a qualitative study, but interview more firms, even though we strongly believe that our empirical findings from six immigrant entrepreneurs are trustworthy.

Compare with other countries, Sweden has less research on the immigrant issues, though the rate of migration in Sweden is increasing with the significant number. Extensive researchers examined that the inflow of migration is increasing by the number in each year. UNHCR (Office of the UN High commissioner for Refugees) in the 2012-year report showed the number of asylum seeker’s application and according to their report; Sweden has been placed as the fourth largest asylum seekers country in the world. Thus, the issue gets more interest to do research on.

✧ Further research can be conducted on the educational level of the immigrants and the initiatives should be taken to improve their educational skills.
✧ More research on political immigrant entrepreneurs is required to study on their activity and contributions to the economy.
✧ Research has to carry out in each and every city of Sweden as immigrant entrepreneurs are now spread in Sweden.
✧ More research can be carried out on their establish process of business.
Reference List


Appendix

Interview Guide

Immigrant Entrepreneur Interview Guide

We study in Halmstad university. We are writing our thesis about opportunities and barriers for immigrant entrepreneurs. Interview questions are composed of the different three parts. We divide our interview into three parts for the better understanding of our topic. In this regard, we divide our interviews into three domains 1. Immigrant entrepreneur’s opportunities and barriers and second are the firms supporting immigrant entrepreneurs in Sweden. First entrepreneur interview questions consist of Self-Employed Persons. Second entrepreneur interview questions consist of immigrant’s entrepreneurs, helping firms in Sweden. Before conducting interviews, in order to attain the useful information it is necessary to make an interview guide which will help us to focus more specifically on to our topic as well as problem domain or the certain issues we are going to solve. Moreover an interview guide is more helpful to reflect on the problems. It is also beneficial in a way that it provides support for the whole process of the interview (Kennedy, 2006).

Interview Guide

Theme of Interview

The purpose of the interview is to take useful information for defining the opportunities and barriers of the immigrant entrepreneurs. These questions stated in our interview guide reflect the factors defined in our theoretical framework. The theme of there is that, we take interview of the immigrant entrepreneurs who are performing entrepreneurial activities in three different domains. Then, based on these interview results we analyze our topic main finding, regarding opportunities and barriers which currently they are facing in their domains. Then we differentiate them and start to draw conclusions. These three domains include self-employed persons, immigrant entrepreneurs, corporate and authorities functioning in Sweden.

Interviewee

The Interviewee is the three different types of entrepreneur in Sweden.

Interview Method

Face to Face interview.
Immigrant Entrepreneurs

1. What is your name please?
2. Where do you come from?
3. Why do you choose Sweden?
4. How long are you in Sweden?
5. What you do at that time?
6. Which year (or what is time) when you decided to become an entrepreneur?
7. What are the opportunities you attain as an immigrant entrepreneur?
8. What are the steps you want that authorities should take to improve this activity?
9. What barriers you face as an immigrant entrepreneur?
10. Do you satisfied with the current tax environment in Sweden?
11. What are the factors which motivate you to become an entrepreneur?
12. Do you think that foreign entrepreneurs must have strong motivation in order to start their business?
13. How do you feel the business environment in Sweden?
14. Do you think that this particular entrepreneurial environment is useful for the immigrants?

Operational Factors

18. Starting new business in new country is a risk taking step what do you think about it?

Managerial Factors

19. How do you manage your business in initial stages?

Technological Factors

20. What do you think about the technological factors influencing in today’s business?
1. What Kind of entrepreneurial projects does your company handle?

2. What support do your companies provide to the foreign entrepreneurs to start their business in Sweden?

3. What kind of facilities is provided by your company to foreign entrepreneurs in order to start their business in Sweden?

4. What kind of entrepreneurial opportunities is Sweden providing for foreign entrepreneurs?

5. What are the barriers foreign entrepreneurs must overcome before starting their business in Sweden?

6. What necessary steps are taken by the authorities to improve the situation for immigrant entrepreneurs?

7. Is an immigrant decision towards self-employment or becoming an entrepreneur valuable to the current economy?
Name Sherafgan Hameed
Country Pakistan

Name Tingwei Yang
Country China