

22 Exploring degrees of wellbeing of women entrepreneurs in refugee settlements in the Middle East

A personal account

Josette Dijkhuizen

Introduction

From a disciplinary dimension, entrepreneurship is an enticing field in academics and practice. Moreover, entrepreneurial studies show a trend to enhance the importance of entrepreneurs in development and in the macroeconomic environment related to job creation, innovation, and economic growth (e.g., Schumpeter, 1934; Kirzner, 2009; Carree & Thurik, 2003; Van Praag & Versloot, 2007). From an individual dimension, entrepreneurship as a source of work is not anchored in the collective, but embedded in personal motives to start and run a business (e.g., Rauch & Frese, 2007; Shane, 2003). Entrepreneurs are moved by a psychological, not purely economic, goal, embedded in personal ambition and motives that underpin collective objectives.

An increasing number of studies focus on the psychological dimensions of entrepreneurship (e.g., Baum, Frese, & Baron, 2007; Frese & Gielnik, 2014; Rauch & Frese, 2000). Many make clear that entrepreneurs look for extrinsic rewards, such as personal wealth and income, as much as intrinsic rewards, such as autonomy, independence, or the freedom necessary to advance personal growth, life satisfaction, family security, and a high need for achievement (e.g., Kuratko, Hornsby, & Naffziger, 1997; McClelland, 1961, 1965; Shane, 2003; Van Gelderen & Jansen, 2006; Walker & Brown, 2004). These motivators are all important to start business ventures and keep entrepreneurs going. The Global Entrepreneurship Monitor differentiates two main entrepreneurial motivations: opportunity driven and necessity driven. But it is clear that, even in necessity driven entrepreneurship, entrepreneurs are moved to start a business because they see an opportunity for advancement they want to pursue.

The necessity driven motivation pushes an entrepreneur to start a business to meet an economic need, often the case when a person lacks other options of formal employment or when people do not have the necessary educational levels or social networks to find a job that allows them to subsist (Gibson, 2014).

The women entrepreneurs who live in refugee camps and are referred to in this chapter are framed in this precarious environment, and they create a business to meet their needs even without the formal economy and mostly in the informal sector. In this chapter we explore the motives and drives of refugee

women who become entrepreneurs considering they are among the most vulnerable group of people in the world. These are women who by being women are exposed to some of the most risky, uncertain, and vulnerable situations.

In line with the wellbeing of women in entrepreneurship, which is imperative in the book, this chapter investigates if and to what extent entrepreneurial activities mitigate life uncertainty and how they affect the scarce level of wellbeing of refugees in settlement camps in Jordan and Lebanon. The theme is relevant because, although the subject of women in entrepreneurship is receiving increasing attention in the literature, there is almost no information about the condition of women entrepreneurs in refugee camps.

This chapter is based on my personal experience in visiting refugee camps and interviewing women who best matched the description of an entrepreneur. I also include photos we took of memorable instances that convey their vivid stories.

The next sections provide an overview of the current state of knowledge on subjective wellbeing, which frames the psychological dimension, followed by a section explaining the motivation that moves women refugees to undertake entrepreneurial activities and summaries of the lives of seven women, followed by conclusions.

Subjective wellbeing

One of the constructs gaining influence in the field of psychology of entrepreneurship is subjective wellbeing (SWB), often used as synonym for “happiness” associated with experiences and positive feelings. SWB refers to an individual’s cognitive and affective evaluation of his or her life (Diener, 1994, 2000), and it can be divided into different dimensions. First, SWB distinguishes life satisfaction as a general judgment about a person’s life. Second, there is satisfaction in specific areas, such as job satisfaction, health satisfaction, or relationship satisfaction. Third, SWB pertains to the positive effects of experiencing pleasant emotions and moods. SWB is based on an evaluation of personal events happening at a certain moment. It also means experiencing low levels of negative affect, like unpleasant emotions and moods. A large array of studies is anchored on these three dimensions (e.g., Ehrhardt, Saris, & Veenhoven, 2000; Bradley & Roberts, 2004; Judge & Bono, 2001) and also on work engagement (e.g., Bakker, 2011; Salanova & Schaufeli, 2008). Moreover, work engagement is defined as “a positive, fulfilling, work-related state of mind characterized by vigor, dedication, and absorption” (Schaufeli, Salanova, González-Romá, & Bakker, 2002, p. 74).

SWB is a topic of research among different cohorts of people. For example, there are some interesting comparative studies between entrepreneurs and salaried workers that show that the self-employed are more satisfied with their work (Andersson, 2008; Benz & Frey, 2003, 2004, 2008; Blanchflower & Oswald, 1998; Hundley, 2001; Bradley & Roberts, 2004). The explanation for this outcome can be found in entrepreneurs’ preference for higher level of autonomy

and work flexibility and their intense use of personal skills in self-employment to a significantly larger extent than in salaried jobs (Hundley, 2001).

Besides, understanding differences in wellbeing among different workers helps explain the influence of SWB on work performance (e.g., Christian, Garza, & Slaughter, 2011; Gruman & Saks, 2011; Mahto, Davis, Pearce, & Robinson, 2010). In general, happy people show better performance than less happy people, who also show lower levels of engagement in their work (e.g., Lyubomirsky, King, & Diener, 2005; Lyubomirsky, Sheldon, & Schkade, 2005; Sonnentag, 2002). The same is true for entrepreneurs through effects of SWB on entrepreneurial performance. The more satisfied and engaged the entrepreneur is, the higher the business outcomes (Dijkhuizen, Gorgievski, Van Veldhoven, & Schalk, 2014; 2017; Dijkhuizen, Van Veldhoven, & Schalk, 2016).

Women entrepreneurs in refugee camps in Lebanon and Jordan

The importance of women empowerment is highlighted in the United Nations' Sustainable Development Goals (SDG) program that has to be achieved by 2030. SDG number five calls to "achieve gender equality and empower all women and girls". Furthermore, women in entrepreneurship is included in SDG number eight as: "promote inclusive and sustainable economic growth, employment and decent work for all". In SDG eight, entrepreneurship is encouraged as an effective measure to eliminate forced labor, slavery, and human trafficking. There is growing literature on women entrepreneurship, but women entrepreneurs in refugee camps and settlements are still largely overlooked. Bastian, Sidani, and El Amine (2018) found a persistent lack of research on ethnic groups of women entrepreneurs in the Middle East and North Africa. This chapter bridges this gap and opens a window to observe the rising number of issues related to people displaced because of wars, conflict, natural disasters, and persecution that frame the context of women entrepreneurs in refugee camps that deserve special attention.

The migration of people around the globe has been a constant phenomenon along the history of humankind (Castles, de Haas, & Miller, 2014). However, according to United Nations High Commissioner for Refugees (UNHCR) estimates, in 2015 the number of forcefully displaced people reached over 60 million for the first time in history. About 5 million of them are Syrian people who fled the war in their homeland.¹ The majority of the people displaced across national borders find refuge in neighboring countries – in the case of this study mainly in refugee settlement camps in Jordan and Lebanon (UNHCR, 2016).

According to the UNHCR, in 2017, of the 7.9 million total population of Jordan, 740,000 were Syrian refugees² and over 2 million were Palestinian refugees.³ Lebanon, a country with 6.1 million people, had 1 million Syrian refugees⁴ and 450,000 Palestinians.⁵ The refugees live in official refugee camps, like Zaatari in Jordan for Syrian refugees and Burj Barajneh in Lebanon for

Palestinian refugees, or outside these camps, either in other settlements or in residential arrangements.

Most refugee entrepreneurs are invisible and work without formal registration. Some women run small home businesses in their craft, often typical women activities such as making soaps, hairdressing, food catering, groceries, and making clothes. Difficult circumstances, such as unsafety, single motherhood, and lack of employment, force these women to start a business out of necessity as there is no other option to gain income. At the same time, many see entrepreneurship as an opportunity to change their lives and gain independence, alleviate poverty, and empower women (Al-Dajani & Marlow, 2010).

When I visited women entrepreneurs in refugee camps and settlements in Jordan and Lebanon, at first glance the harsh conditions of living and working were shocking. The fourth generation of Palestinian refugees lived under the same deprived conditions as the first group of refugees who arrived in Lebanon in 1948.

I heard stories of women and grievances about lack of opportunities to build a better life. Women felt discriminated against because they were not entitled to buy or own property, forcing them to rent expensive space from Lebanese landlords, making it very difficult or impossible for most women to have a business location. High barriers prohibit even professional refugees from working in well paid jobs like accountants and medical doctors.

Literature review and methodology

According to Zali, Bastian, and Qureshi (2013), independence and passion are the most important drivers of entrepreneurial activity with potential to increase SWB. Autonomy and independence are strong motivators for nascent entrepreneurs seeking job satisfaction. Moreover, entrepreneurial passion strengthens engagement with entrepreneurial ventures and commitment to persist and persevere to reach goals and ambitions (Cardon, Glauser, & Murnieks, 2017; Global Entrepreneurship Monitor, 2016/17; Najim, El-Refea, & Alnaji, 2013). All these elements are highly correlated with SWB attainment (Baron, 2008).

To develop this study, during the summers of 2015, 2016, and 2017 I visited different refugee camps and settlements in Jordan and Lebanon, where I conducted interviews with women who had started a business. The purpose was to learn about the challenges they faced and their achievements to identify factors and conditions that had harmed them and helped them improve their wellbeing in that very precarious environment.

Among the many women we interviewed, most were single – either separated, divorced, widowed – or with a disabled or retired husband unable to find a paid job or a mate comfortable with his wife as a main family breadwinner. All the women said they had started a business out of necessity to earn an income to meet basic needs. Yet I observed they all had other motives driving them to get involved in entrepreneurship. Although the source of income was important, it was also essential for them to feel independent and to do something they were passionate about.

The following are summaries of their stories.

Mariam

Mariam (1953, Palestinian) was the only married entrepreneur we interviewed living in Shatila refugee camp in southern Beirut, Lebanon. She had established a small restaurant in the camp. She was forced by necessity to earn a living to support a family of seven. Her husband took for granted that his wife was the main family breadwinner. Business gave her a precarious income from a small clientele of mostly single men looking for a cheap meal, and the income barely covered business expenses such as rent, electricity, and water and family expenses for food and clothes. Although she had low financial rewards, she felt happy to provide a service and overall be independent to do things she could have never had done if she had stayed at home.

Hanan

I met Hanan (1976, Syrian) in Bayssour, a village in Lebanon, where she has lived since she left the war in Syria. She was passionate about education and teaching young children and wanted to teach Syrian kids whose parents were unable to get free or low cost education. She started a kindergarten in her



Figure 22.1 Women Entrepreneur

Source: photography Jeroen Berkhout.

apartment. She invested her savings to accommodate the place and started her venture 40 days before Ramadan, a month of fasting for Muslims around the globe. This would give her some income to survive with her family. At the end of Ramadan, the police went to her place and closed the small school, taking posters she had prepared and a blackboard from the wall. Her dream of the kindergarten had been shattered. That was a huge backlash against her plan to teach children to make a living in her host country. Years later Hanan sought a Lebanese guarantor to support her business, the only opportunity she had to establish a school. But lack of money made the re-start very difficult. She has persistent ideas and said she will continue trying.

Yamama

Yamama (1975, Syrian) used to live in the city of Dara'a in Syria, where she had a beauty salon specialized in doing make-up. During the civil war in Syria, which started in 2011 and is still going on, she was pregnant and gave birth to a son who passed away 10 days later due to lack of medical assistance. She made the decision to leave Syria with her husband and children. Smugglers took her and her family to the Zaatari refugee camp, in Jordan, where they stayed for one and a half years. Yamama opened a beauty salon. The business failed because the camp had an intermittent supply of electricity and other shortcomings. Her children suffered in the poor conditions in the camp, and she decided to move to Jordan. By then her husband had left Yamama and had gone to Lebanon with a new wife. Yamama was now the sole supporter of her six children living in a small community in northern Jordan. For the third time she started a beauty salon. She gathered all the resources she had and opened a home-based business that provided her a limited income selling beauty services to Jordanian and Syrian customers. Her business income was below the family's basic needs, so she got financial assistance from a local organization. Her ambition was to open a beauty salon in another location. Her main purpose was to become independent. She thought women should be independent and own a business to earn an income that allowed them to support their families. She remarked, "It is good to feel independent. I am working, and I earn an income to fulfill this wish and feel good".

The stories of Mariam and Yamama show passion for the pursuit of personal interests as a most important motivator to overcome the challenges and harsh conditions women face and as an essential force to use their talents and earn an income to cover family expenses. Striving to be independent induced these women to start a small business that allowed them to survive and thrive to a higher degree than if they would not have done it. These women face the most stringent and limiting human conditions, yet their small businesses gave them space to maneuver and feel in control of situations in these male dominated environments (Al-Dajani & Marlow, 2013; 2010). It must be clarified that repression of women entrepreneurs not only comes from husbands or male family members, but also from local formal laws and regulations and from

informal unwritten rules and from networks and power plays of local people and organizations that make their lives harder.

Sabah

Sabah (1968, Palestinian) was a divorced woman and entrepreneur from Shatila, Lebanon. She had a small business to sell lingerie, something she loved. She emphasized that everywhere in the world, people fall in love and marry, and this is not different in refugee settlements. For Sabah, being an entrepreneur selling lingerie gave her freedom to make her own choices and decisions and be independent in a patriarchal society where she was able to find flexibility and time to share between her children and her business, increasing their sense of identity and worth.

Abeer

Abeer (1976, Syrian) lived with her husband and four children in Amman, Jordan, in an apartment rented from an association for a low rental fee. Previously she had worked in a cosmetic creams and soaps family business that had three shops in Syria. In her small apartment in the settlement camp, she started to make similar products from herbs and oils to develop her own brand to sell with her own designed labels. Although she knows her business is informal and



Figure 22.2 Women Entrepreneur

Source: photography Jeroen Berkhout.

illegal, because she lacked permits, finding a trustworthy local partner has been a surmounting challenge. Nonetheless, she is motivated and persistent in her efforts and is not waiting for assistance in the pursuit of her passion. What keeps her going and alert is the value she assigned to independence and appreciation for her customers. She stated, “I feel good because I am achieving something by helping other women”.

Kefah

Kefah (1970, Palestinian) is a widow from Zarqa, Jordan. She emphasized independence as the most valuable aspect entrepreneurship provides to women. She considered that independence is embedded in critical changes needed in societies because people today are more individually oriented; not because they do not care or are not willing to help others, but because harder life conditions induce each person to self-protection first pressed by a sense of survival. Therefore, given the conditions, people are more focused on personal well-being before helping others. For Kefah, women who want to become independent need to work hard to gain it. Each woman should be able to choose her own project rather than being restricted to live in precarious circumstances. “Women should assume responsibility to face and challenge disruptions.” No doubt this is easier said than done, but given the precarious situation in settlement camps, women do not have other option.

Noha

Noha (1957, Palestinian) was living in Burj Barajneh, Lebanon. She has seen a lot in her life: the optimistic and rich life living in Emirates, running different types of shops, traveling. On the other hand, she knows the art of living in deprived conditions in the camp. Integrating into camp life at an older age and coming from another country is very difficult, but she does not seem to bother. She lives her life as private as possible, not mingling with others and just relying on herself. Maybe people who follow tradition and cultural norms criticize Noha’s Internet café and may find her rebellious for serving food to boys during daytime hours and to men in the evening, but this does not concern to her much. She is aware of her added value to the community. As the boys and young men visit her place regularly, she listens to their worries and struggles, and she gives them advice as a surrogate mother. Looking at herself, she is not actively getting advice from others. She feels a lot wiser than the other camp citizens, so why ask for help? However, she realizes she needs to make a living for herself and her 27-year-old son, who lives with her. She is eager to learn everything she can to improve her business. When she started five years ago, there was no other internet cafe, but now another one has opened. So it is important to be strong and find opportunities to develop the business. Her small savings are necessary for her future business plans. She has the option of extending the internet services with the sale of products, like chargers, covers for the smartphones all people have, and selling

soft drinks and some sweets. Her remarks about her entrepreneurial activities are moving: “My business gives me self-esteem and self-confidence that I need. I am clear about my goals, which are to provide a better life to my son within the restrictive conditions we live in. I do not ask for more at this point”.

Conclusions

The stories of these six women refugees show clear pictures of entrepreneurial pursuits opening small business ventures to earn a living. But most importantly, they did so to keep their dignity as human beings, to keep their sense of autonomy and independence, and to pursue a degree of wellbeing framed by the drastic circumstances in which they are forced to live. Their experiences support recurrent assumptions that SWB correlates highly with the pursuit of personal passions that allows women to secure a sense of independence. It also shows that women share the motives and drives that help them attain wellbeing, which holds true for most women who undertake entrepreneurship as a way of living and a work to produce products or services, regardless of the environment and the circumstances and even in the most precarious situations, even in refugee camps.

This chapter serves as an incentive for more research to observe and compare what happens in other refugee camps and settlements, which today are more prevalent worldwide and in most continents. But overall, it shows how women with entrepreneurial interests can be supported to make real contributions to society instead of been a burden for host countries. Studies like this may contribute to foster the UN Sustainable Development Goals and to advance the missions of all international development organizations using the talent of women entrepreneurs. The potential of these women in the most precarious conditions is an example of strength, perseverance, and resilience for women considering entrepreneurial endeavors.

My experience with women entrepreneurs in refugee camps in Jordan and Lebanon allowed us to answer our initial inquiry: “*In what way and to what extent does entrepreneurship affect the subjective wellbeing of women refugees?*” Their stories demonstrate that entrepreneurship as work and a way of survival grants an opportunity to develop women’s passion, giving them the independence they need to attain higher levels of wellbeing, with the overall remark that entrepreneurship is a tool and not considered for all women – or men – across the globe. There is more to survive with a business than passion and striving for independence, but this falls out of the scope of this chapter.

Our findings uncover the importance of paying special attention to necessity entrepreneurs, not only in refugee camps and settlements in Jordan and Lebanon, but because necessity entrepreneurship affects increasing numbers of immigrants and women in particular in developed and developing countries worldwide. This presses the need to design policies and practices able to improve the wellbeing of women in entrepreneurship considering that it has a domino effect because it not only helps them but their children.

As a final note, this study shows the importance of stressing entrepreneurship as a tool to highlight the talents of people and to recognize the potential of entrepreneurs driven by needs who are not lazy or less capable to work or start a small business.

The women in our study were wise and talented but were facing extremely severe personal problems, traumas of war, and depression in refugee environments where the mere fact of been a woman involves high amounts of risks, uncertainty, and vulnerability. Nonetheless, they showed pride and happiness by owning a small informal business, feeling independent, and fulfilling their passion. These are remarkable examples of entrepreneurial spirit aiming to become sustainable in an increasingly complex and challenging world.

Notes

- 1 www.nrc.nl/nieuws/2017/03/30/aantal-syrische-vluchtelingen-loopt-op-tot-5-miljoen-a1552578.
- 2 <https://reliefweb.int/report/jordan/unhcr-jordan-factsheet-june-2017>.
- 3 www.unrwa.org/where-we-work/jordan.
- 4 <http://data.unhcr.org/syrianrefugees/country.php?id=122>.
- 5 www.unrwa.org/where-we-work/lebanon.

References

- Al-Dajani, H., & Marlow, S. (2010). Impact of women's home-based enterprise on family dynamics: Evidence from Jordan. *International Small Business Journal*, 28(5), 470–486.
- Al-Dajani, H., & Marlow, S. (2013). Empowerment and entrepreneurship: A theoretical framework. *International Journal of Entrepreneurial Behaviour & Research*, 19(5), 503–524.
- Andersson, P. (2008). Happiness and health: Well-being among the self-employed. *Journal of Socio-Economics*, 37, 213–236.
- Bakker, A. B. (2011). An evidence-based model of work engagement. *Current Directions in Psychological Science*, 20(4), 265–269.
- Baron, R. A. (2008). The role of affect in the entrepreneurial process. *Academy of Management Review*, 33(2), 328–340.
- Bastian, B. L., Sidani, Y. M., & El Amine, Y. (2018). Women entrepreneurship in the Middle East and North Africa: A review of knowledge areas and research gaps. *Gender in Management: An International Journal*, 33(1), 14–29.
- Baum, J. R., Frese, M., & Baron, R. (2007). *The psychology of entrepreneurship*. Psychology Press.
- Benz, M., & Frey, B. S. (2004). Being independent raises happiness at work. *Swedish Economic Policy Review*, 11, 95–134.
- Benz, M., & Frey, B. S. (2008). Being independent is a great thing: Subjective evaluations of self-employment and hierarchy. *Economica*, 75, 362–383.
- Benz, M., & Frey, B. S. (2003). *The value of autonomy: Evidence from the self-employed in 23 countries*. Working Paper No. 173. Institute for Empirical Research in Economics, University of Zurich.
- Blanchflower, D. G., & Oswald, A. J. (1998). What makes an entrepreneur? *Journal of Labor Economics*, 16, 26–60.
- Bradley, D. E., & Roberts, J. A. (2004). Self-employment and job satisfaction: Investigating the role of self-efficacy, depression, and seniority. *Journal of Small Business Management*, 42(1), 37–58.

- Cardon, M. S., Glauser, M., & Murnieks, C. Y. (2017). Passion for what? Expanding the domains of entrepreneurial passion. *Journal of Business Venturing Insights*, 8, 24–32.
- Carree, M. A., & Thurik, R. (2003). The impact of entrepreneurship on economic growth. In Z. J. Acs & D. B. Audretsch (Eds.), *Handbook of entrepreneurship research* (pp. 437–471). Kluwer Academics Publishers.
- Castles, S., de Haas, H., & Miller, M. J. (2014). *The age of migration – international population movements in the modern world* (5th ed.). Basingstoke and London: Palgrave Macmillan.
- Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). Work engagement: A quantitative review and test of its relations with task and contextual performance. *Personnel Psychology*, 64, 89–136.
- Diener, E. (1994). Assessing subjective well-being: Progress and opportunities. *Social Indicators Research*, 31, 103–157.
- Diener, E. (2000). Subjective well-being: The science of happiness and a proposal for a national index. *American Psychologist*, 55, 34–43.
- Dijkhuizen, J., Gorgievski, M., Van Veldhoven, M., & Schalk, R. (2014). Feeling successful as an entrepreneur: A demands-resources approach. *International Entrepreneurship and Management Journal*, 12(2), 555–573.
- Dijkhuizen, J., Gorgievski, M., Van Veldhoven, M., & Schalk, R. (2017). Well-being, personal success and business performance among entrepreneurs: A two-wave study. *Journal of Happiness Studies*. doi:10.1007/s10902-017-9914-6. Retrieved from <http://josettedijkhuizen.nl/wp-content/uploads/2018/01/JoHS-paper.pdf>.
- Dijkhuizen, J., Van Veldhoven, M., & Schalk, R. (2016). Four types of well-being among entrepreneurs and their relationships with business performance. *Journal of Entrepreneurship*, 25(2), 184–210.
- Ehrhardt, J. J., Saris, W. E., & Veenhoven, R. (2000). Stability of life-satisfaction over time: Analysis of change in ranks in a national population. *Journal of Happiness Studies*, 1, 177–205.
- Frese, M., & Gielnik, M. M. (2014). The psychology of entrepreneurship. *The Annual Review of Organizational Psychology and Organizational Behavior*, 1, 413–438.
- Gibson, S. W. (2014). Understanding and helping the necessity entrepreneur prosper. In J. Brewer & S. W. Gibson (Eds.), *Necessity Entrepreneurs: Microenterprise education and economic development* (pp. 23–39). Edward Elgar Publishing.
- Global Entrepreneurship Monitor. *Global report 2016/17*.
- Gruman, J. A., & Saks, A. M. (2011). Performance management and employee engagement. *Human Resource Management Review*, 21, 123–136.
- Hundley, G. (2001). Why and when are the self-employed more satisfied with their work? *Industrial Relations*, 40, 293–316.
- Judge, T. A., & Bono, J. E. (2001). Relationship of core self-evaluations traits – self-esteem, generalized self-efficacy, locus of control, and emotional stability – with job satisfaction and job performance: A meta-analysis. *Journal of Applied Psychology*, 86(1), 80–92.
- Kirzner, I. M. (2009). The alert and creative entrepreneur: A clarification. *Small Business Economics*, 32, 145–152.
- Kuratko, D. F., Hornsby, J. S., & Naffziger, D. W. (1997). An examination of owner's goals in sustaining entrepreneurship. *Journal of Small Business Management*, 35, 24–33.
- Lyubomirsky, S., King, L., & Diener, E. (2005). The benefits of frequent positive affect: Does happiness lead to success? *Psychological Bulletin*, 131, 803–855.
- Lyubomirsky, S., Sheldon, K. M., & Schkade, D. (2005). Pursuing happiness: The architecture of sustainable change. *Review of General Psychology*, 9, 111–131.
- Mahto, R. V., Davis, P. S., Pearce II, J. A., & Robinson, R. B. Jr. (2010, September). Satisfaction with firm performance in family businesses. *Entrepreneurship Theory & Practice*, 985–1002.

- McClelland, D. C. (1961). *The achieving society*. Princeton, NJ: Van Nostrand Co.
- McClelland, D. C. (1965). Need achievement and entrepreneurship: A longitudinal study. *Journal of Personality and Social Psychology*, 1, 389–392.
- Najim, N. A., El-Refae, G. A., & Alnaji, L. (2013). The impact of the key dimensions of entrepreneurship on opportunities for the success of new ventures in the greater Amman municipality. *European Journal of Business and Management*, 5(4), 159–173.
- Rauch, A., & Frese, M. (2000). Psychological approaches to entrepreneurial success. A general model and an overview of findings. In C. L. Cooper & I. T. Robertson (Eds.), *International review of industrial and organizational psychology* (pp. 101–142). Chichester: Wiley.
- Rauch, A., & Frese, M. (2007). Let's put the person back into entrepreneurship research: A meta-analysis on the relationship between business owners' personality traits, business creation, and success. *European Journal of Work and Organizational Psychology*, 16, 353–385.
- Salanova, M., & Schaufeli, W. B. (2008). A cross-national study of work engagement as a mediator between job resources and proactive behavior. *The International Journal of Human Resource Management*, 19(1), 116–131.
- Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3, 71–92.
- Schumpeter, J. A. (1934). *The theory of economic development*. Cambridge, MA: Harvard University Press.
- Shane, S. (2003). *A general theory of entrepreneurship: The individual-opportunity nexus*. Cheltenham, UK: Edward Elgar Publishing.
- Sonnentag, S. (2002). *Psychological management of individual performance*. John Wiley & Sons Ltd.
- UNHCR. (2016). *Global trends – forced displacement in 2015*. Retrieved from www.unhcr.org/576408cd7.pdf.
- Van Gelderen, M., & Jansen, P. (2006). Autonomy as a start-up motive. *Journal of Small Business and Enterprise Development*, 13, 23–32.
- Van Praag, C. M. van, & Versloot, P. H. (2007). What is the value of entrepreneurship? A review of recent research. *Small Business Economics*, 29, 351–382.
- Walker, E., & Brown, A. (2004). What success factors are important to small business owners? *International Small Business Journal*, 22, 577–594.
- Zali, M. R., Bastian, B., & Qureshi, M. S. (2013). Promoting innovation in the MENA region: The role of social norms and individual factors in entrepreneurial networks. *International Journal of Business and Globalisation*, 11(4), 413–426.