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MA'IN AL-DALAHMEH

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Head of the Doctoral School: Prof. Dr. Péter Balogh university professor, DSc

**THE INTEGRATION OF SYRIAN REFUGEES INTO
THE JORDANIAN LABOR MARKET**

Prepared by:

MA'IN AL-DALAHMEH

Supervisor:

Dr. Krisztina Dajnoki

University Professor

DEBRECEN

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The Integration of Syrian Refugees into the Jordanian Labour Market

This dissertation aims to obtain a doctoral (PhD) degree in the scientific field of
„Management and Business“

Written by: Ma'in Al-Dalahmeh certified

Supervisor: Dr. Krisztina Dajnoki

Doctoral final exam committee:

	name	academic degree
Chair:	
Members:

Date of the doctoral final exam: 20.....

Reviewers of the Dissertation:

	name, academic degree	signature

Review committee:

	name, academic degree	signature
Chair:
Secretary:
Members:

Date of doctoral theses defense:

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Furthermore, I declare the following:

- I examined the Code of the Károly Ihrig Doctoral School of Management and Business Administration and I acknowledge the points laid down in the code as mandatory.
- I handled the technical literature sources used in my dissertation fairly and I conformed to the provisions and stipulations related to the dissertation.
- I indicated the source of other authors' unpublished thoughts and data in the references section completely and correctly in consideration of the prevailing copyright protection rules.
- No dissertation which is fully or partly identical to the present dissertation was submitted to any other university or doctoral school to obtain a Ph.D. degree.

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INTRODUCTION

Given the late 1970s, the significant impact that large-scale evacuation can have on the economic, political, and social lives of destination governments has been recognized by global society (Hansen, R. 2011). The international media reports on extraordinary vehemence, great human suffering, and destruction almost daily in places such as Ukraine, Iraq, Syria, Afghanistan, and other nations. The region has essentially changed due to these disagreements in terms of politics, economy, and demographics. The origin of these conflicts is for economic, social, cultural, and political reasons, and ideological schisms are profoundly ingrained (Rother et al., 2016). Further reasons may also cause or be a controlling issue in pushing people to escape their country of origin, such as the impacts of climate change, dryness, starvation, and environmental disasters such as earthquakes and flooding (Thayyib Sahini, 2009 ; Refai et al., 2018).

In reality, the bulk of the globe's displaced reside in the global south (developing countries), where they are sheltered by host nations (Cristea & Grabara, 2019). Four out of five refugees settle in nations around their country of birth. For example, the countries directly surrounding Syria are the largest host countries for Syrian refugees. Jordan, Turkey, and Lebanon host some of the highest numbers of Syrian refugees from any region on the globe (Içduygu & Nimer, 2020). Usually, those are mostly low- and middle-income countries in the Third World, which could have insufficient funding to meet the protection needs and security requirements of those vast numbers of displaced people (Abbas et al., 2018).

While several evacuees flee their countries of birth, considerably more are recognized as internally displaced people when they are forced to leave their country of origin (IDPs) (Alobo & Obaji, 2016). Mostly, a relatively limited percentage of refugees are offered a key solution to their condition of displacement, whether through being able to return to their country of origin, by integration into the host nation, or resettlement in a third country (UNHCR, 2019).

The movement of refugees is frequently a complex process involving many factors, such as the reason for the massive movement from the country of origin and policies implemented by destination countries. Following the arrival of the host country, the

majority of issues arose regarding the integration of refugees and their participation in the labor market. However, before coming to the stage, countries must also make clear statements about ambiguity for refugees. In today's world, it is still not clear who is a migrant, refugee or asylum seeker.

First, making clear definitions will remove misunderstanding of definitions. On the other hand, confusing groups (migrants, refugees, and asylum seekers), whether by terminology or otherwise, is risky and damaging to refugee protection. Because certain illegal immigrants abuse the asylum system, the public's perception of migration is tainted with criminality, and in some cases, it is entirely devoid of its beneficial features while leaning toward control. The definitions of each group are listed below:

There should be a clear statement that *a refugee is not a migrant*. Refugees are strictly defined in international law as people who escape from any form of persecution or political conflict in their country of origin. However, *in regard to being a migrant*, there is plenty of evidence that there is still no such precise and universal description. Even so, it can be defined as a person who left his or her country to seek better life opportunities to enhance their income for themselves and their families. It will not be wrong to say that the reasons behind being a migrant are mostly related to economic factors. The migratory movement can be outside the country of residence or inside the same country. If the movement is out of the country, it is called *international migration*; if it is inside the same country, it is called *national migration*. This is also another reason why refugees are not migrants because refugees cannot be in the same country as migrants.

For asylum seekers, the situation is more complex. Those people also escape from serious persecution and human rights violations. What sets those people apart from refugees is the process of applying in the country of destination. When a person applies for asylum, the country of origin must first confirm that the reasons for seeking asylum are valid. Notoriously, sometimes it can result in deportation. If not, this person may have to wait months or even years to obtain refugee status. All of these definition differences are important not only for better understanding but also for those people's and policies' future labor market participation.

Thus, this dissertation focuses on the specific group of "*Syrian Refugees in Jordan*" and its effects on their labor market participation. The demographic characteristics of refugees, including their gender, age, marital status, and level of education, restrict these effects. *The overall dissertation examines the influence of different underlying demographic factors on the labor market participation and involvement in different jobs of Syrian refugees in Jordan.* The empirical evidence behind this is presented in the literature review. Those differences and how they affect refugee labor market job participation are discussed and examined based on three different theories (human capital, social capital, and dual labor market theories).

Each model is created based on different equations and separately tested on the database gathered from the Jordanian Department of Statistics. In preparation for the 2017 census, the Jordanian Department of Statistics began gathering information on Syrian refugees. Since then, significant work has gone into building databases of Syrian refugee flows. In collaboration with the Ministry of Planning and International Cooperation, the FAFO Foundation, and the United Nations High Commissioner for Refugees, the Jordanian Department of Statistics is striving to increase the size of the country's refugee database (UNHCR). Unfortunately, the database contains much missing information that could not be examined in the dissertation. Apart from the specific country or ethnicity, the process of refugee movement and settlement requires a deeper understanding and an expanded database. However, this dissertation is an excellent example of shedding light on the effects of Syrian refugees on labor market participation in Jordan and their challenges.

1. RESEARCH OBJECTIVES AND STRUCTURE

The research goals, questions, and importance are presented in this chapter. It also aims to concisely demonstrate the research structure of the dissertation.

1.1. Research Objectives

As conflicts erupted in many parts of the world, a massive number of refugees fled their home countries in search of safety and a new life in host countries.

Refugee studies became very important and necessary to interpret and understand the phenomenon of refugeehood and its impacts on the refugees themselves and the host countries socially, politically, and, of course, economically and to facilitate and ease refugee integration in the host countries and give them hope for better living conditions in terms of education, employment, and health. Scholars have made numerous attempts to determine how the phenomena of forced migration and refugeehood impact and reflect on host countries. More research is critically needed, particularly in terms of gathering information about how to integrate refugees into the education system and labor markets in host countries, because earlier research studies have been limited in scope.

The majority of Syrian refugees who obtained an employment status in Jordan have primarily low-skilled or lower-wage jobs, which are often in the informal sector. However, when they are assigned to jobs, their socioeconomic characteristics are ignored, and there is no clear vision of their integration process into the Jordanian labor market or recognition of their educational backgrounds.

Furthermore, previous outcomes of the Syrian refugees' integration into the Jordanian labor market were not thoroughly examined.

This dissertation aims to address various demographic factors that influence Syrian refugees' participation in the labor market and holding various jobs in Jordan. These differences are based on age, gender, marital status, and educational differences.

The *objectives* of this dissertation are as follows:

1. To investigate gender differences, age differences, and marital status differences in the labor market participation of Syrian refugees in Jordan.

2. To highlight the role of educational attainment in the labor market participation of Syrian refugees in Jordan.
3. To use different models to highlight those differences from an empirical perspective in refugee studies.

The following *questions* have formed the aforementioned objectives: These questions guide the equations and empirical model to test hypotheses and shape the findings.

1. What determines Syrian refugee labor market participation in Jordan?
2. Does labor market participation differ based on being a male or female refugee in Jordan?
3. Does age affect the labor force participation of Syrian refugees?
4. Does marital status affect the labor force participation of Syrian refugees?
5. Is there a link between educational attainment and labor force participation among Syrian refugees in Jordan?

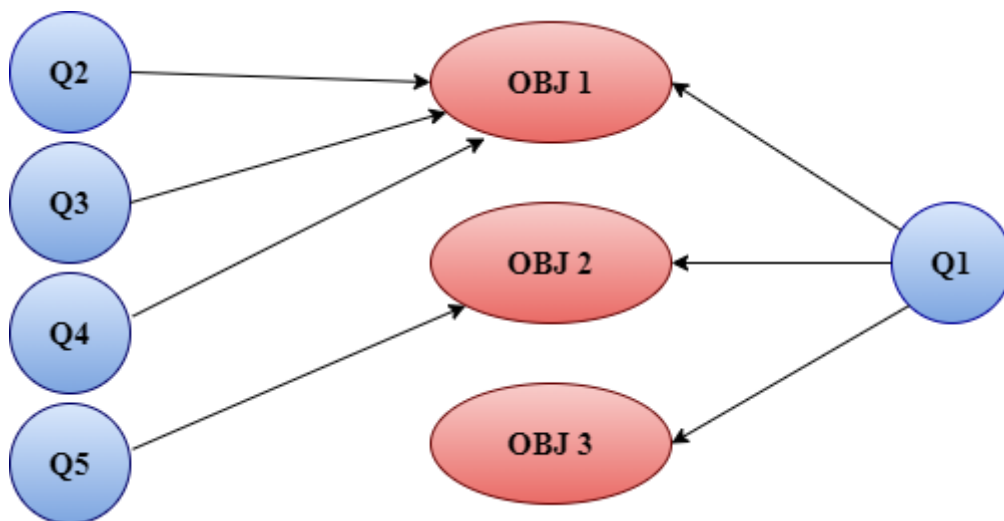


Figure 1: The research questions and objectives.

Source: Author's own compilation (2022)

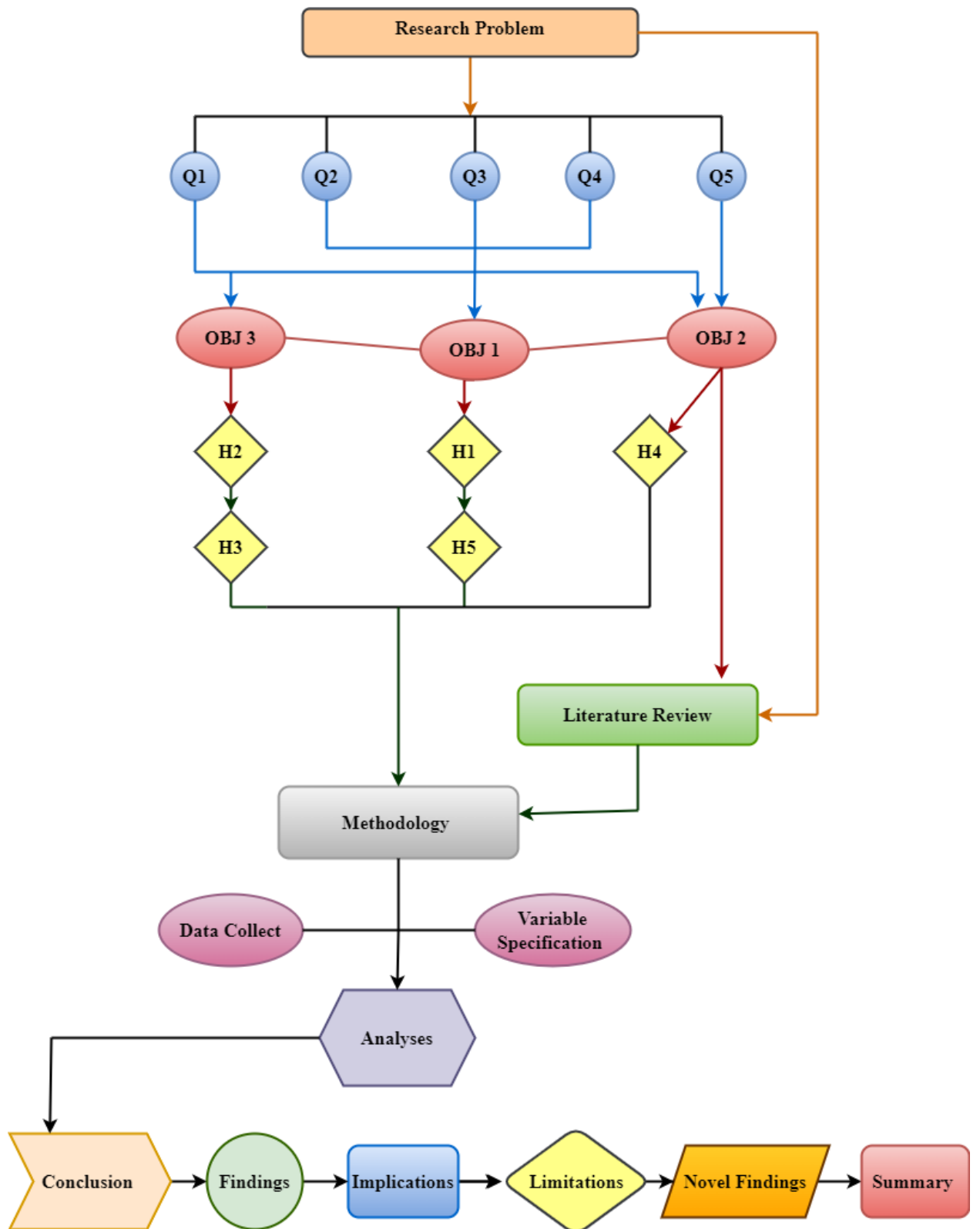


Figure 2: The research process.
 Source: Author's own compilation (2022)

The deductive model is applied with a quantitative research approach to accomplish the research objectives and answer the research questions of the study. Additionally, the relationships between each variable and the objectives and theories were evaluated. *Figure 3* shows the research model that has been used in the dissertation.

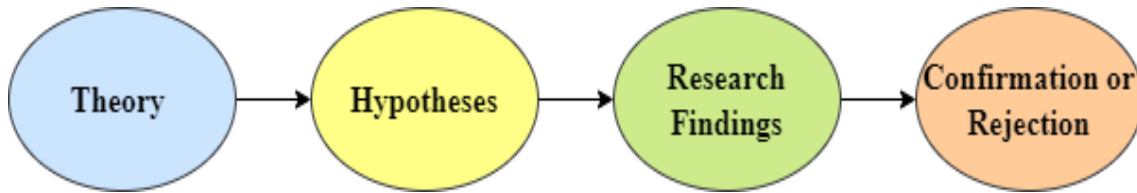


Figure 3: Research Approach Applied to the Dissertation

Source: Author's own compilation (2022)

1.2. Structure of the Dissertation

This dissertation examines Syrian refugees' labor market participation and how their socio-demographic characteristics influence their employment and occupational status in Jordan. The dissertation contained six main chapters. Along with the introduction, a review of the literature, methods and materials, research findings, and evaluations, the main conclusion, and novel findings, with implications, limitations, and future directions of the study, are presented. Finally, with the summary of the dissertation, it is concluded. To propose the topic, the dissertation starts with an introduction. The introduction chapter provides a brief overview of the topic. Furthermore, an overview of the refugee phenomenon in the world, Syrian refugees in Jordan, distinguishes between the various humanitarian flow definitions of refugees, migrants, and asylum seekers. Following the importance of the topic and aim of the dissertation.

The second chapter of the dissertation continued with the literature review and hypothesis development for the study. First, the theories used in the study are presented. Human capital theory, dual labor market theory, social capital theory, and discrimination theory are used to explain the topic from a theoretical perspective. In addition to explaining Jordan's general labor market structure, the situation of Syrian refugees and their socio-

demographic characteristics have been discussed, as has the integration of Syrian refugees into the Jordanian labor market.

Under the title of the third chapter, "materials and methods" are presented. In this dissertation, mainly quantitative and deductive research approaches were applied. Based on this, numerical data have been used and empirically tested by using SPSS 23. Descriptive statistics were used to show the features of variables, and correlation analyses were used to demonstrate the relationship between variables. The study's hypotheses are tested using binominal logistic regression and linear regression.

Next, the results and findings of the study are indicated. It has been found that in many jobs, Syrian male refugees who are older and have sufficient educational backgrounds obtain more employment opportunities than others. The results are followed by a discussion. In the discussion section, the results are also compared with previous findings on the topic. Finally, the study's conclusion, implications, limitations, future directions, and novel findings are presented as a full summary.

2. LITERATURE REVIEW

This chapter of the dissertation presents the previous studies and hypothesis development.

2.1. Theories of the Current Dissertation

Four main theories will be used in this dissertation to explain the factors of refugee labor market theories (see figure 4). The following questions are intended to be addressed by these theories:

1. How do human capital skills influence refugee labor market participation?
2. Why are social capital ties important for refugees seeking employment in destination countries?
3. What is the main reason for refugees to mostly be located in the secondary labour market in destination countries?
4. What are the disadvantages refugees face in their destination countries?

Human-Capital Theory: This theory demonstrates that having a strong educational background and good language skills will help individuals find and integrate into the labor market much easier.

Social Capital Theory: This theory indicates that having sufficient network connections makes things easier for refugees.

Segmented Dual Labor Market Theory: This theory explains the differences between the primary and secondary labor markets for refugees.

Discrimination Theory: This theory aims to show the disadvantages refugees face due to discrimination in the destination country.

Figure 4: Theories of refugee studies used in this dissertation.

Source: Author's own compilation (2022)

2.5. Importance of the Integration of Syrian Refugees in Jordan

While there is a plethora of studies on the labor market integration of economic migrants, less research has been done, and less is documented on the economic integration of refugees, which may differ for a variety of reasons (S. O. Becker & Ferrara, 2019). First, several refugees experience the terrible experiences of war and forced migration, which may have long-lasting impacts on their mental health and have an impact on how well they integrate into society and the labor market (Verme & Schuettler, 2021). Second, whereas economic migrants pick their destination countries, refugees frequently end up in another nation due to the accessibility of travel. Therefore, refugees are not chosen for themselves based on their marketable skills or suitability for the host country (Fasani et al., 2021). Third, refugees frequently encounter limitations in their ability to move around and find work in the host nation. Therefore, it may be harder for refugees to integrate into the labor market in the host country (Çavlin, 2020).

In low- or middle-income nations, the integration of refugees into the labor market may differ for a variety of reasons (Brell et al., 2020). First, high-income countries have mechanisms for processing refugees' arrivals and easing their integration, but in low- and middle-income countries, these are often haphazard (Bedaso, 2021). For example, it took Jordan years after the arrival of Syrian refugees to develop institutions for this purpose (Sahin Mencutek & Nashwan, 2020). Second, in high-income nations, these institutions offer courses on integrating into society, language learning, vocational training, and help finding a job, all of which aid in the integration of refugees into the labor market (Lochmann et al., 2019; Arendt et al., 2020). Furthermore, the requirements for qualification recognition and study procedures have already been established (Sarvimki, 2017). Third, while in developing countries, the absence of these institutions makes it difficult for refugees to integrate into the labor market, the large informal sector—another crucial characteristic of labor markets in developing countries—helps (Ruiz & Vargas-Silva, 2018). Refugees have access to job possibilities in the informal sector without the requirement for authorization from the country's government, and several businesses are eager to recruit them to avoid payroll taxes and paying the required minimum wage level.

In many ways, our situation in Jordan is the same as that of refugees in other developing countries (Sumadi et al., 2022). First, the vast majority of Syrian refugees live in urban areas. In this regard, it is comparable to the Syrian refugee situations in Turkey, Lebanon, Pakistan, and among Venezuelan refugees in Latin American countries (Olivieri et al., 2022; Shamsuddin et al., 2021). Second, like the majority of refugee situations in low- and middle-income countries, they mostly work in the informal labor market. Third, they have obstacles to finding official employment. Syrian refugees have had employment opportunities in the formal sector since 2016, their number is still minimal because of specific limitations (Krafft et al., 2018).

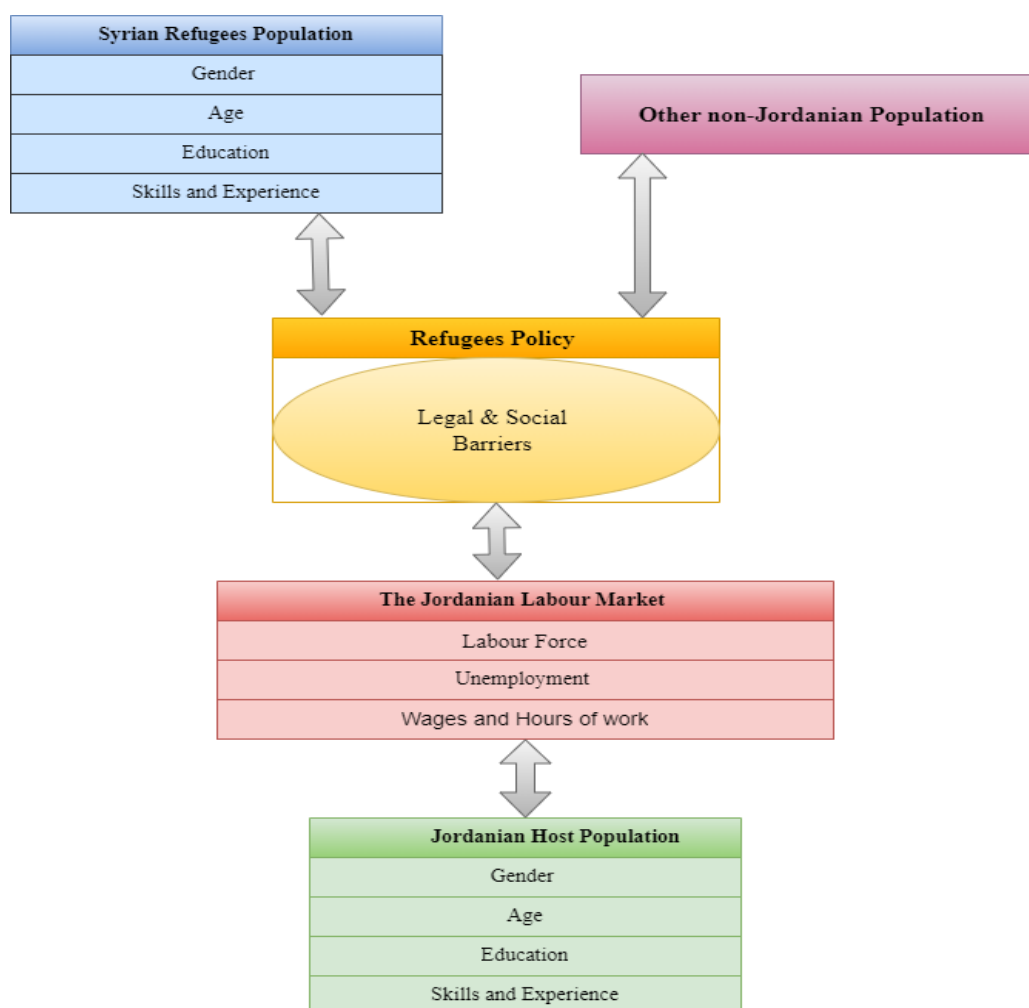


Figure 13: *The effects of the Syrian refugee inflow on the labor market in Jordan.*

Source: Stave & Hillesund, 2015

The Syrian refugees and Jordanian natives speak the same language and probably share the same religion and ethnicity. Theoretically, refugees who are similar to host societies in terms of their language, ties, and social background are significantly less likely to negatively affect the cultural structures of the receiving societies (Alshoubaki & Harris, 2018).

According to international literature, there are three main obstacles to integrating refugee children into the educational system: (1) limited opportunities to enroll in school; (2) challenges with school instruction; and (3) discrimination (Dryden-Peterson, 2015; Green & Iversen, 2022).

Education is crucial for integrating refugees into host communities and for assisting war-affected children in leading regular lives in other nations (Sunata & Abdulla, 2019).

Jordan's key services, infrastructure, and social sectors are under tremendous strain as a result of the rising number of Syrian refugees arriving in the Kingdom (Khawaldah & Alzboun, 2022). There have been detrimental effects for both local residents and the Kingdom's educational system as a result of the demand on the system being at its highest level. Furthermore, the Kingdom has constructed 98 additional dual-shift schools to lessen the burden on class sizes. Due to this, the percentage of children planning to attend dual-shift schools increased from 7.6 percent in 2009 to 13.4 percent in 2014. Pressure on the educational system has seriously harmed the Ministry of Education's effort to reduce the number of dual-shift schools throughout the Kingdom (Francis, 2015).

The issues affecting Jordan's educational system, which were mostly resolved, led Jordan to implement a program of morning-afternoon alternative education. Currently, there are more Syrian refugee students in school than Jordanian children of the same age (Assaad et al., 2018). Meanwhile, 40% of Syrian refugees who are of school age are not enrolled in a school, making up approximately one-third of the total Syrian refugees (Ministry of Planning and International Cooperation, 2016).

Table 1: The education sector's overall direct financial cost

	2016	2017	2018
Ministry of Education budget	1,312,377,119	1,316,354,520	1,332,083,043
Total number of Students in public schools	1,557,704	1,711,912	1,881,386
Total number of Syrian refugees students	154,000	169,400	186,340
The estimated cost of a students	843	769	708
Total cost of Syrian students in public schools	129,746,142	130,258,143	131,934,850

Source: Ministry of Planning and International Cooperation, 2016

This circumstance has motivated the Jordanian government to help the educational requirements of Syrian refugee children. The Jordanian government has extended educational opportunities to Syrian refugee children and youth in cooperation with key stakeholders (Visconti & Gal, 2018). The Emergency Education Response (EER) program was launched by the Jordanian government in 2012 in collaboration with UNICEF and other key partners. It aims to provide Syrian refugee children living in Jordan — outside or inside camps — with free formal education as well as more risk-free and good educational options, ways to get Syrian refugee students to sign up, and ways to lessen their impact on the Jordanian receiving society. The Emergency Education Response (EER) program has made significant progress by enabling 226,000 Syrian refugee children to access formal education. However, the issue still requires substantial effort given that a sizable percentage of school-aged refugees have not yet started receiving formal education (Culbertson, 2015).

2.1.1 The Human Capital Theory of Refugees

Human capital theory, which is an essential part of the dissertation, mostly explains migration as an economic model (G. S. Becker, 1962). Theodore Schultz developed human capital theory in 1960. Theodore's "Investment in Human Beings," which appeared in the *Journal of Political Economy* in October 1962, followed (Blaug, 1976). Human capital theory generally assumes that individuals with sufficient educational attainment have a high level of labor productivity, which increases their earning levels

(Haas, 2010) (see Figure 5). Moreover, it has dominated the economics, policies, and public perception of relationships between education and work since the 1960s.

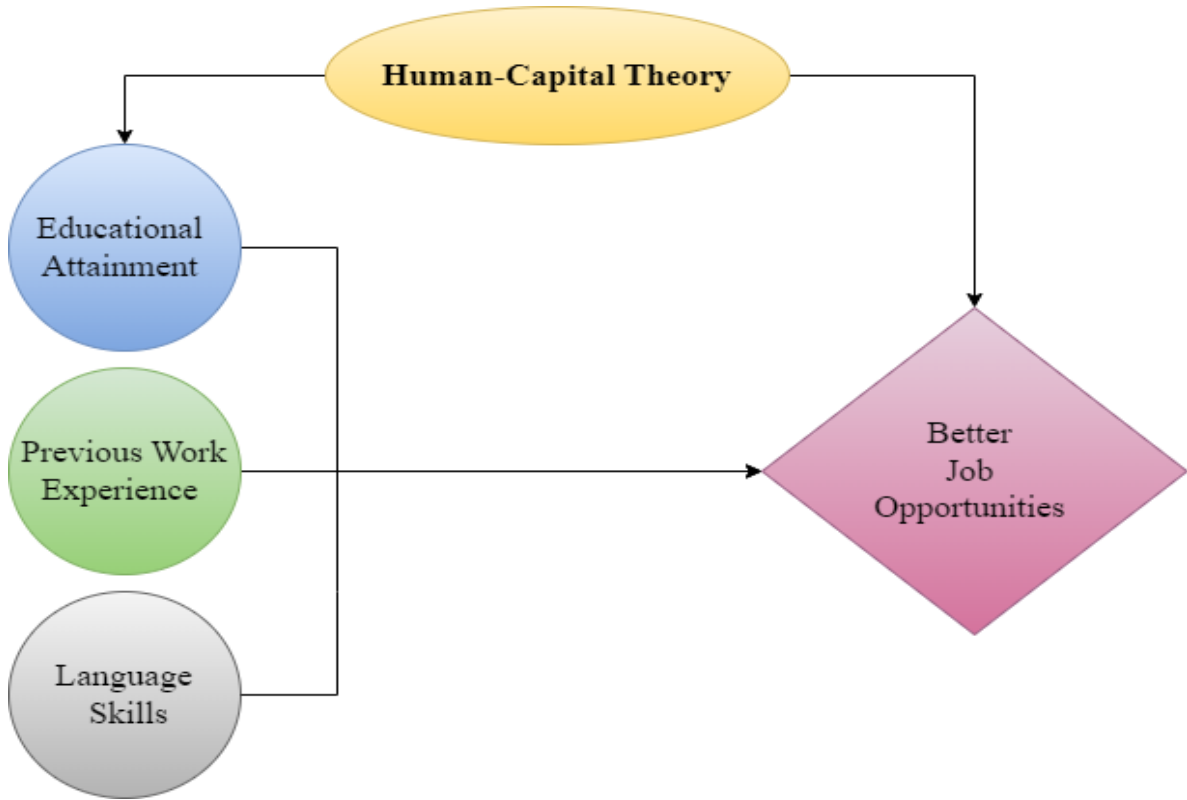


Figure 5: Human Capital Theory of Refugees

Source: Author's own compilation (2022)

Most people now agree that intellectual development is a form of economic capital, that higher education prepares students for the workforce and that education, not socioeconomic status, is the main factor that determines what happens after graduation. (Marginson, 2019). It also considers the higher education of individuals preparing to obtain good work in the future (Hunt, 2012). In addition, human capital theory has shown that not only educational attainment but also language skills and previous work experience are important in obtaining a higher position in the labor market.

In this dissertation, this theory has been used to explain how refugees' human capital skills, particularly their educational level, influence their ability to obtain an occupation in the Jordanian labor market.

Human capital theory is mostly used to explain migration as an economic model (Castles, 2002). It is assumed that people will move from one place to another where their human capital skills, such as their background in education and training, will bring the higher profit that they are currently earning in their country of origin (Castles, 2003). Therefore, those human capital skills will help them integrate and find better job opportunities in destination countries (Americans & Baker, 2011). However, as mentioned in the introduction part of the dissertation, refugees are migrants. That is why human capital theory is being applied to refugees from different perspectives.

In contrast to the refugee focus, which regularly views intergroup relations, social comparison processes, and the position of forced immigrant minorities through the interaction of ethnic and national groups, the application of human capital theory in the context of refugee acculturation and identity processes represents a change from this attitude (Rother et al., 2016). Human capital skills are applied differently in this group than in others because they fall under the humanitarian category. In other words, employment outcomes despite having sufficient human capital skills are worse than any other category (Jupp, 1994). As a result, most refugees face higher unemployment rates and an unknown period of unemployment than people from other streams (Colic-Peisker & Tilbury, 2007).

Refugees' human capital skills depend on how the arrival countries see them and how to use them (Alobo & Obaji, 2016). Additionally, their assessment of their human capital and the feedback they receive from their environment affect many other resettlement decisions, such as whether to join the ethnic group or take a more independent path to resettlement (Jacobsen, 2002).

Human capital theory also emphasizes that not only sufficient educational levels or language skills are must part of the labour market in destination countries. Age and gender are also factors that influence it (Heckman, 2005). However, all factors, including educational attainment, language skills, previous work experience, age, and gender, cannot be barriers to refugees' poor employment outcomes (Lange & Pfeiffer, 2019). The reason is that refugees, when crossing a country's border, are not carefully identified based on their human capital skills (Castles, 2003). They may consequently be older and have more health issues than those from other visa categories, as well as have lower

average skill and English-language proficiency levels. They appear to be chosen for their "potential for resettlement, nonetheless" (Montgomery, 2018). From this vantage point, it can be stated that human capital theory is frequently applied to the selection of refugees for resettlement. It assists destination countries in determining their citizens' socioeconomic backgrounds (Ruiz & Vargas-Silva, 2016). However, it is a very well-known fact that, regardless of the type of humanitarian protection they receive, sometimes these people need to become part of the labor market in the host institute to continue their lives.

It is critical not only for refugees but also for destination countries. According to Minniti (2009), the human capital skills of refugees, such as age differences, gender differences, educational training, and previous labor market experience, continue to play a significant role in being part of the labor market. Nonetheless, many researchers have discovered that refugees have lower educational levels than native populations in the countries where they are resettled (Boswell, 2002; O'Reilly, 2018 ; Strang & Ager, 2010).

Human capital theory also strongly indicates that younger and better educated people will have more opportunity to enter the labor market. However, it is important to mention that since most refugees are forcibly leaving their country of residence, most of them do not have enough time to complete their educational level in their country of origin. Therefore, when they arrived in their destination countries, most of them were considered uneducated, even if they had attended the university but could not complete it due to political persecution (Tiltnes et al., 2010). In this case, it is very important for the country of destination to determine their educational level, or until what level they have an educational level, to encourage these people to continue their education and be able to find a suitable job in the future. The educational integration of refugees will make the process much easier for them as well as for the destination countries.

2.1.2. Refugees' Social Capital Theory

Social capital refers to human relationships. Coleman defines social capital as "human relationships" that influence social structure because they play the role of locating available resources for participation in the labor market (G. S. Becker, 1965). Social capital also includes responsibilities, information about channels, and expectations. All

those components also involve the labor market (Schmid & Robison, 1995). It is also beneficial to provide a definition of network. A network can be defined as well-defined links with other people who supply data on the current job market. Social capital theory is similar to human capital theory in regard to improving a person's skills (Coleman, 1990). Therefore, it can be said that social capital supports the instrumental actions of individuals. As a result, social capital is an individual network.

In this dissertation, social capital is used to explain how refugees use their social capital network to be part of the labor market in destination countries but also create their own entrepreneurship. According to this viewpoint, in refugee studies, social capital theory refers to the connections that refugees require to participate in the labor market or start their own businesses in destination countries. Refugees' connections can be formed through their own ethnic community as well as through family members (Yetim, 2008) (Figure 6).

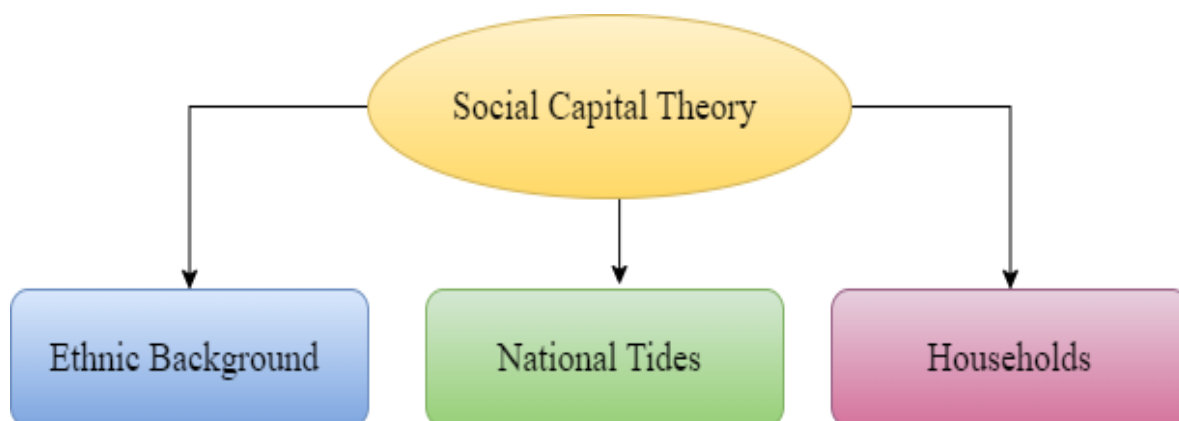


Figure 6: Refugees' Social Capital Theory

Source: Author's own compilation (2022)

However, as human capital, refugees are facing many challenges in creating social capital in the host country. These difficulties bring many uncertainties, including legal status, a lack of language and educational background, and cultural differences (Granovetter,

1973). However, very little is known about refugee labor market participation in their countries of destination, and very few studies have examined the social capital factors influencing refugee labor market integration. However, it is very important to understand social capital effects on refugees' access to social capital and how they use it for employment opportunities (Gericke et al., 2018).

It is a well-known fact that strong personal ties among people also create mutual trust. This is especially true if it is made up of people with similar ethnic backgrounds and characteristics. It is called "bonding social capital," where people immediately share market information with each other (Schenner & Neergaard, 2019). Therefore, it is vital for refugees but also for asylum seekers to be members of a social capital group where they can find support not only for the labor market but also for education, well-being, and, moreover, for employment needs and legalization (Almohamed, A., & Vyas, 2019). Furthermore, Morrice (2007) stated that social capital provides opportunities for lifelong learning, awareness of labor market opportunities, and formal policies in destination countries for refugees.

However, this network can only be limited by the networks that others build. However, there is also a network connection because refugees are created by their family households. For instance, depending on the laws controlling child and kin care practices, a refugee may be constrained by family ties. The human capital resources of refugees, such as their English-language proficiency and prior work-related training, also influence their course of action. Furthermore, the way these resources are employed may be influenced by external structural constraints, such as the regulations governing foreign credential recognition processes (Lamba, 2008). If refugees do not create a sufficient network with their own ethnic background or co-ethnic background, they can face discrimination in their host society or long-term unemployment (S. Y. Cheung & Phillimore, 2017). However, as previously stated, social capital not only helps people find work but also helps them start their own businesses. This will be discussed under the title of refugee entrepreneurship.

Understanding the social capital of refugee entrepreneurs could be useful, especially for organizations that promote start-ups and ethnic groups. Informed support techniques could distinguish between social capital efforts with commercial goals and those with

community goals. Thus, the amount of social capital refugee entrepreneurs utilize in their entrepreneurial operations and whether that use satisfies their demands (Boateng, 2010).

2.1.3. The theory of the segmented dual labor market for refugees

According to human capital theory, having sufficient skills can lead to a very good position on the labor market. It has also been discussed in the Segmented Dual Labor Market Theory, apart from the human-capital skills differences in the two-segmented labor market. This sector is called the primary and secondary labor market (Dickens & Lang, 1993). The primary labor market includes jobs with a high start, good condition, and earnings, whereas the secondary labor market includes jobs with a low level and low wages (figure 7).

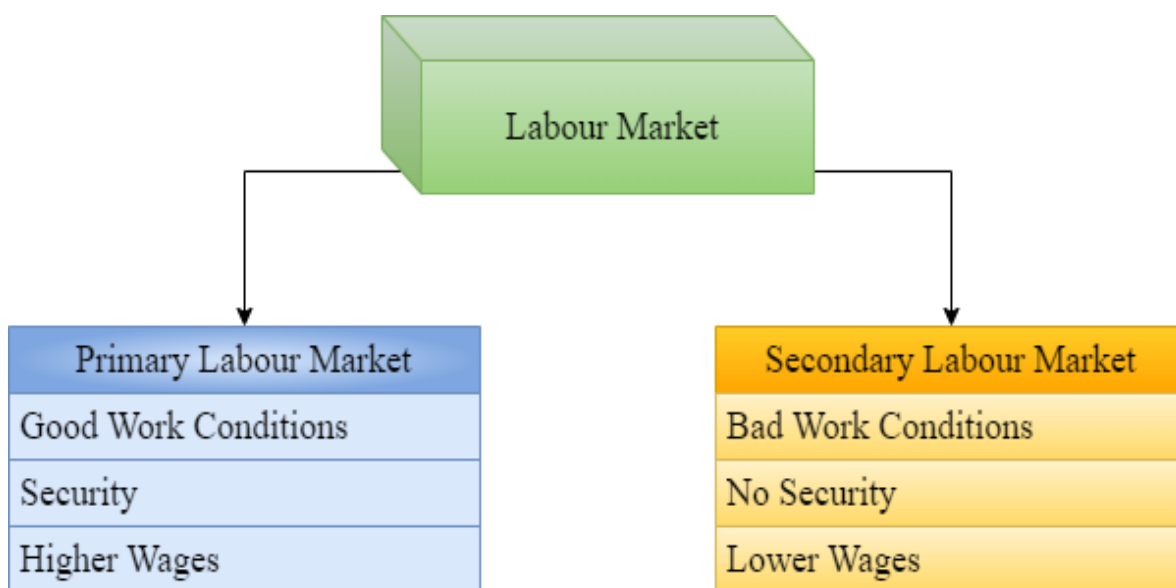


Figure 7: Segmented Dual Labor Market Theory

Source: Author's own compilation (2022)

Piore (1978) developed segmented dual labor market theory, which he then applied to the American labor market to solve some problems. After that, this theory began to be used in modern labor market economics. Jobs in the primary segment are thought to be highly ranked jobs, with high salaries, good working conditions, native workers, full employee

rights, ease of career advancement, and promotion opportunities. On the other hand, jobs assigned to the secondary segment are characterized by low salaries, shaky relationships between managers and employees, and subpar working conditions (Abo Hassan, 2021). As a result, this theory focuses on employee inequalities in a multi-segmented labor market.

As an ethnic minority, refugees are subjected to segmented dual labor market theory. Therefore, this theory is still scarce in regard to subgroups such as refugees. According to Kesici (2022), the segmentation of this labor market is dependent not only on the human capital skills or social capital networks of refugees but also on their ethnic background. For example, compared to black-skinned refugees, lighter-skinned refugees are more likely to have primary labor market jobs. It shows how these two different labor markets apply to the ethnic and racial discrimination of refugees. This also plays an important role in influencing refugees' experiences in the labor market after their arrival in the host country. This also causes a huge level of competition for jobs.

However, because the labor market is already saturated and there is a high level of discrimination, refugees feel bad and hopeless about finding a suitable job in their new country from the start. This also causes a high level of uncertainty about future employment opportunities and increases vulnerabilities due to the ignorance of sub-ethnic groups (Barslund et al., 2018). On the other hand, this will exacerbate hostility toward refugees and migrants.

Furthermore, refugees were initially matched with unfavourable second-job opportunities in their destination countries. This is due to their failure to recognize their qualifications. It is also another systematic barrier. This will also have a long-term negative impact on the integration process, not just in the labor market but also in the host society (Colic-Peisker & Tilbury, 2007).

2.1.4. The Discrimination Theory of Refugees

Under this title, discrimination against refugees in society and on the labor market will be evaluated.

Discrimination in society creates a high level of anxiety in individuals, reducing their well-being and self-esteem, and worse, creating a huge level of stress. Moreover, it is leading to the growth of racism toward people, races, and communities, which has negative influences on physical, psychological, social, functional, and spiritual health.

(Fozdar & Torezani, 2008). Most dangerously, when discrimination becomes a norm rather than a bad thing, people begin to feel justified in showing other ethnicities rather than their own (Demir & Ozgul, 2019). After a while this discrimination toward minority groups such as refugees also causes inequality in the labor market in the arrival countries.

On the other hand, discrimination against refugees starts with refugee registration, where their human capital skills are not taken into consideration. Female refugees, in particular, who are victims of domestic violence, are frequently unable to obtain humanitarian safety due to discrimination in refugee procedures (Kira, et al., 2010). Already, the trauma that those fleeing war face is exacerbated for women refugees. Female refugees are more vulnerable than men in terms of sexual assault and the hard conditions in refugee camps in destination countries.

In addition, refugees face severe, undesirable experiences during the pre- and post-refugee processes. It puts them in a high-risk population position in the country where they have arrived (De Leo et al., 2022). Therefore, many refugees suffer before and after arrival from depression, anxiety, and high levels of stress (Çelebi et al., 2017).

The preference of refugees on the labor market, is the most difficult to assess. Despite the fact that there is now a substantial theoretical literature on refugee discrimination, some gaps in the labor market remain. As Banerjee and Knight (1985) shed light on, most refugee discrimination in the labor market focuses on race and gender segmentation in developed countries, yet little has been done in developing countries regarding the topic.

Nonetheless, according to dual labor market theory, most refugees are located in the secondary job market due to their low educational background and the fact that they lack sufficient job experience from their country of origin. This discrimination applies differently among groups based on ethnicity, gender, race, and age. This shows that because refugees experience personal preference-based discrimination, they may perform less well economically than other groups. As a result, they may encounter higher levels

of prejudice from employers (Chang, 2017). This is due to widespread discriminatory elements in the workforce, including national origin, race, gender, and religion.

In contrast, there are numerous scenarios in which disadvantaged entrepreneurs can be found in refugee entrepreneurship. The disadvantage experienced by immigrant entrepreneurs due to gender and sexual orientation differences is, however, the most well-known type. As a result, the double disadvantage emphasizes both the racial and ethnic prejudice that women encounter due to their gender and the difficulties that female refugee entrepreneurs face in the host community. Disadvantaged refugee entrepreneurs vary in this way depending on their gender and other characteristics (Maalaoui et al., 2020).

The way that various genders react to entrepreneurial activity is, however, poorly understood in the context of disadvantage theory. The motivating variables that encourage refugees to pursue self-employment are also emphasized by disadvantage theory, but how these motivational aspects differ for male and female refugees has not been thoroughly investigated. This makes it difficult to accurately determine refugee requirements when engaging in entrepreneurial activity. Therefore, it is crucial to place enough emphasis on learning about the components of refugee gender segmentation related to disadvantage theory (Robertson & Grant, 2016). Figure 8 depicts a summary of discrimination theory.

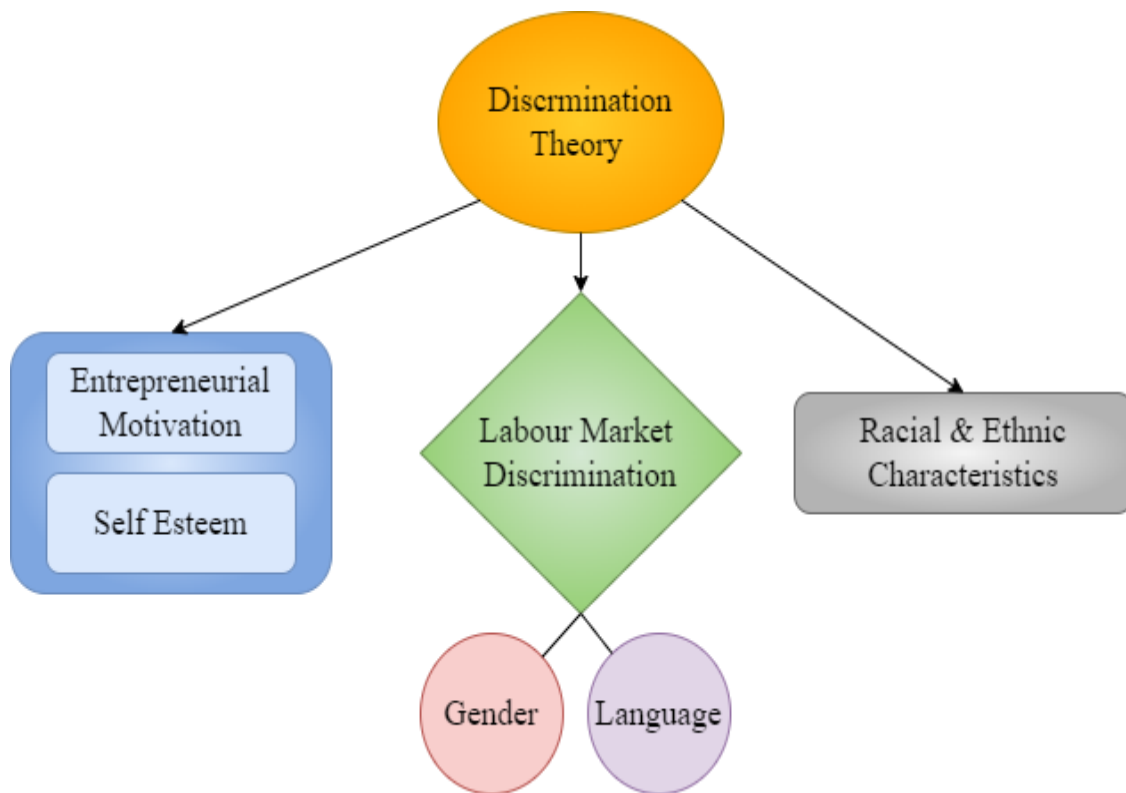


Figure 8: *The Discrimination Theory of Refugees*

Source: Author's own compilation (2022)

2.2. Refugee Entrepreneurship

Refugee entrepreneurship has been an important topic for the last decade, especially in the Middle East region, due to the high level of refugees (Boateng, 2010). Therefore, understanding refugee entrepreneurship requires an indication of the characteristics of refugees and separates them from immigrants, emigrants, and asylum seekers. There is a main difference between being a migrant and being a refugee, which is the reason behind the movement of the country of origin. The majority of migrants who leave their home country do so voluntarily. However, refugees are forced to leave their country of origin due to a political complex or persecution based on religion, ethnicity, or race (Zehra & Usmani, 2021).

As mentioned in the human-capital, social-capital, and segmented dual labor theories, refugees are experiencing so much discrimination regardless of their human-capital skills in their destination countries, which makes finding a job in the labor market harder (see Figure 9). As a result, the majority of refugees see entrepreneurship as a viable option in the labor market. From this perspective, it can be said that for refugees, having an entrepreneurial endeavour is not a choice but most of the time an obligation. Although refugee entrepreneurship is critical for social and economic development in destination countries, refugees face numerous challenges in this area as well (Embiricos, 2020). On the other hand, refugee entrepreneurship in their new communities can speed up the integration process, enhance the network with their ethnic group or co-ethnic group, and increase remittances (Ram et al., 2022a).

However, there are many gaps in the literature regarding refugee entrepreneurship, such as political instability, displacement policies such as who is a refugee, migrant, or asylum seeker, organized violence, and a lack of financial support from the country of destination (OECD, 2022). However, implementing effective measures to promote entrepreneurship and sustainable development strategies is another gap in the refugee entrepreneurship gap (Abebe, 2022).

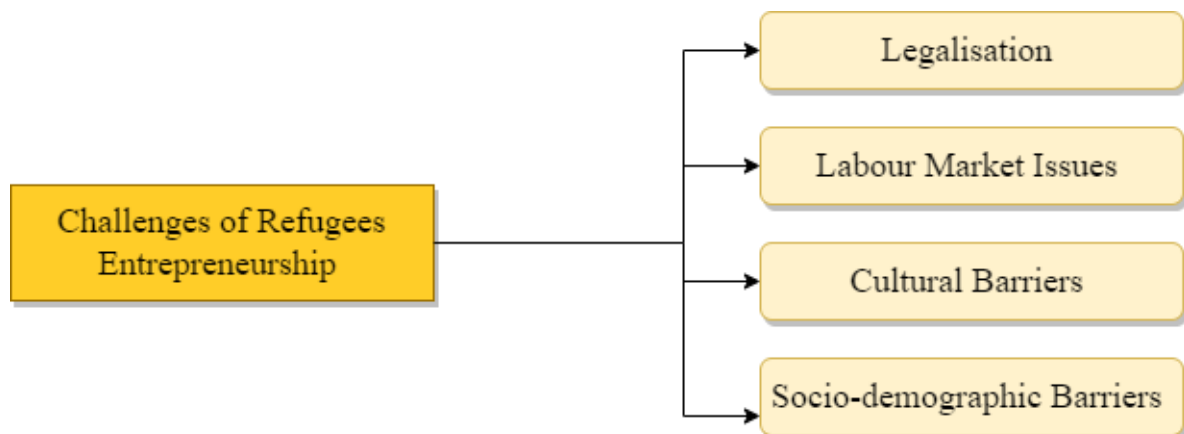


Figure 9: *Refugee Entrepreneurship Barriers in Destination Countries*

Source: Author's own compilation (2022)

As a definition, "entrepreneurship" means creating new ventures to enhance one's income. However, for refugees, entrepreneurship is more than just a way to make more money; it is also a way for them to be recognized and begin their new life in an unfamiliar place. However, entrepreneurship is also an important component of self-motivation for business success (Sánchez & Sahuquillo, 2017). For refugees, establishing a company is a combination of personal and external factors (Ram et al., 2021). As a result, to make definitive statements about the influence on refugee entrepreneurship failure or success, it is critical to investigate refugees' socio-demographic characteristics, which fall under personal factors, as well as labor market policies in destination countries.

It is well known that entrepreneurship is a strong factor in the strengthening of institutional structures in countries (Kraja & Osmani, 2013). It also creates a stable environment for possible economic development and achieves more sustainable results through social and institutional efforts (Galbraith, 2014).

Refugee entrepreneurship, on the other hand, is a source of new market ideas and product expansion not only for their ethnic community but also for their co-ethnic community (Cruz et al., 2019). As a result, it mobilizes resources to expand the existing market in the destination countries, increasing competition and product supply to support adequate economic growth. The reasons for refugees starting businesses in destination countries are presented in Figure 10.

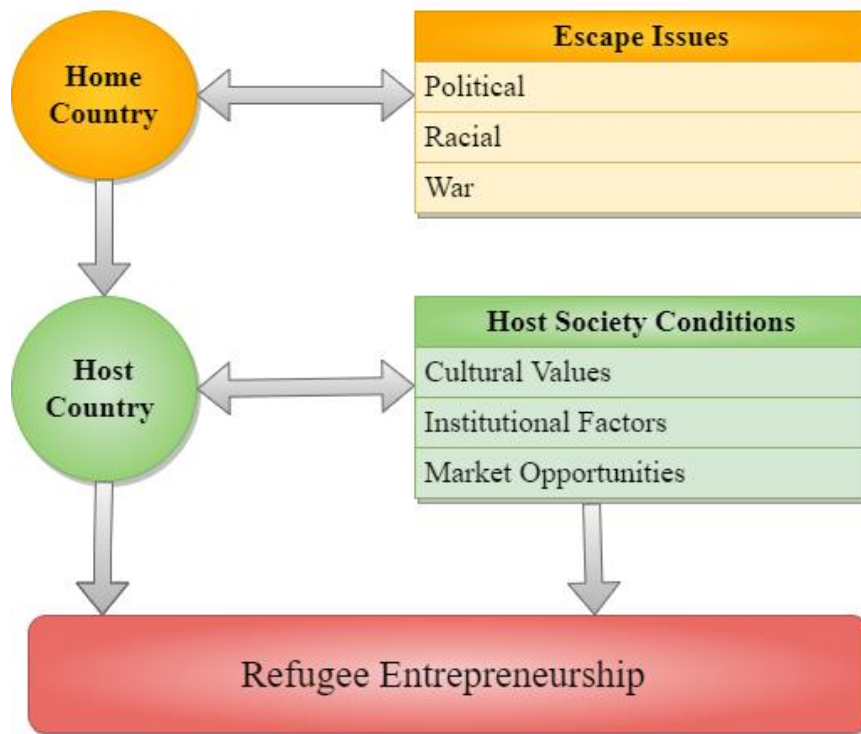


Figure 10: Pushing Factors for Refugee Entrepreneurship

Source: (Welsh et al., 2022)

As Figure 10 shows, there are a variety of factors that drive people to seek refuge in other countries, including political, racial, and even military persecution. After arriving in the host country, some factors and conditions, such as cultural vibes, institutional factors, and market opportunities, push refugees to create their own ventures in destination countries. The crucial point in understanding the driving factors behind refugee entrepreneurship lies in the attempts to understand and analyse the actions of individuals during periods of conflict (Ager & Strang, 2008). Furthermore, refugee entrepreneurship categorizes human behavioural impulses as either internal and/or independent, external and/or controlled by the destination society (Clegg et al., 2021). Therefore, understanding the motivation behind refugee entrepreneurship may be a determining factor for its success and sustainability.

Syrian refugees face many challenges in terms of engaging in entrepreneurial activities in Jordan (Alrawadieh et al., 2019). Therefore, entrepreneurial activities by Syrian refugees in Jordan are limited to some sectors, as most of them have illegal status in

Jordan (Alshwawra & Campus, 2021). On the other hand, many refugees live in camps, and they have very limited sources of information and interaction outside of refugee camps (Fajth et al., 2019). Outside of the camps, some refugees make the most of their craft-based abilities, while others seize every opportunity that comes their way. For instance, as one participant noted, some refugees perform at events or sell beverages on the street (Refai et al., 2018).

Jordan is now, after Turkey, one of the world's leading countries hosting Syrian refugees. Therefore, it is very important to focus on the aspects of socioeconomic and demographic conditions that influence Syrian refugees' entrepreneurial activities in Jordan. However, there is a dearth of empirical research on the variables that affect migrants' likelihood of starting their own businesses (Barth & Zalkat, 2021). Research and greater comprehension of the entrepreneurial behaviour of those Syrian refugees are urgently needed because it is unknown what their business activities are while they are refugees in Jordan (Zighan, 2020).

Mehtap and Al-Saidi (2018) shed light on their research on Syrian refugees in Jordan working in the food industry, which is very different from their educational background. On the other hand, they have also faced hatred and racism even while having their own jobs, although Syrian refugees have also made a huge amount of foreign direct investment (FDI) in Jordan (Mukhtarov et al., 2019).

From this perspective, Syrian refugee entrepreneurship will make them have more self-esteem, which will have a positive influence on the Jordanian economy as well (Senthanar et al., 2020). Moreover, the main driving force behind Syrians' refugee entrepreneurial aspirations is the desire for self-realization, which encourages us to be positive about the future of these initiatives in terms of their growth and continuity, as well as the ability of the entrepreneur to guide his new project toward success (Salameh, 2016). However, as refugees indicated before, entrepreneurship activities have been challenged regarding the start-up process by culture, education, politics, institutions, and economic factors.



Figure 11: Hardships of Syrian refugee entrepreneurs in Jordan

Source: Mehtap & Al-Saidi (2018)

As shown in the figure, the first barrier to Syrian refugee entrepreneurship is finding funding and financing opportunities to create their own venture. On the other hand, it is commonly assumed that Syrian and Jordanian people share the same cultural attitudes and language. Thus, there would not be a problem with Syrian refugees in Jordan. However, it has also been indicated in some of the research that both groups, especially in the labor market, have very different attitudes in terms of culture, which makes the survival rates of the Syrian entrepreneurs lower (Esses et al., 2017). Therefore, it will not be wrong to say that in Jordan, the main obstacles to Syrian refugees' engagement in entrepreneurial activities are financial, social, and legal legislation (Koburtay et al., 2020).

In entrepreneurship, education plays a very significant role (Hasan et al., 2017). Furthermore, entrepreneurship education, regulatory infrastructure, market opportunities, and access to capital are critical in encouraging Syrians to pursue entrepreneurship, emphasizing the importance of eliminating regulatory barriers (Berntsen et al., 2022).

However, entrepreneurship education alone cannot foster entrepreneurship without providing appropriate possibilities through organizational and institutional support for the education and training required to launch and manage successful enterprises (Senthanar et al., 2020).

Conflict-affected persons attempt to establish their businesses anywhere else, but this entrepreneurial endeavour has received a small proportion of scientific research compared to that conducted on other immigrants or the labor of people from ethnic minorities (Williams & Krasniqi, 2018). Although migrants tend to be more likely to be self-employed than the local population, refugees have a significantly distinct tendency to start a new business and face different difficulties than non-refugees (Harima et al., 2020).

On the other hand, Chowdhury et al. 2019 point out that entrepreneurship education may be different in countries where there are active wars and the government and institutions are weak and prone to corruption.

Entrepreneurship education among Syrian refugees in Jordan is also an undeniable factor in entrepreneur motivation in Jordan. Considering this point will aid in breaking down biases and lowering low growth ambitions and chances of success for individuals who, by nature, lack real power behind their business decisions (Godet, 2000).

In conclusion, there are many advantages to entrepreneurship both during and after a conflict, including a reduction in social and economic inequality between social groups of refugees. new opportunities for collaboration in the pursuit of a shared economic benefit and the ability for individuals to redefine their identities in terms of their economic rather than policy-based identities (Zahra et al., 2009). Since refugee entrepreneurship significantly contributes to the economic development of countries, it is good to give it more attention.

The Syrian war has multidimensional consequences for human suffering (F. Cheung et al., 2020). Furthermore, distinguishing the socio-demographic characteristics of refugees on the labor market has always been more difficult than distinguishing the socio-demographic characteristics of unemployed natives or other migrant groups (Ruiz & Silva, 2015; Arendt, 2022). This is because refugees, as displaced persons, need to comply with more legislation and, for sure, with additional restrictions in the destination

countries (Martin, et al., 2018). In addition, as stressed before, they have different background characteristics and previous life experiences than migrants, which makes labor market integration more complex (Brücker et al., 2019).

Human capital skills, such as educational background, language skills, age, gender, and marital status, play an important role in labor market participation (Huber et al., 2022). However, despite the importance of this, there is no sufficient evidence or discussion in the literature. This lack of knowledge about refugees' demographic differences, their limited social-capital network, uncertainty about the labor market, and other legalization barriers create significant barriers to their integration into the host society and, later, the labour sector (Sobczak et al., 2020). These obstacles for refugees often occur due to their socio-demographic differences (Sheath et al., 2020). Additionally, these hardships of refugee settlement have long-term impacts on the younger generations in terms of everything (Kaya, 2020).

Table 2: The Percentage of Gender Diversification in Various Cities of Jordan

Governates	% of Syrian Refugees to Jordanian	% of Syrian males to Jordanian males	% of Syrian females to Jordanian females
Irbid	19.4	18.2	20.67
Mafraq	37.8	36	3.96
Jerash	4.5	4.3	4.81
Ajloun	8.2	7.8	8.55
Amman	10.8	10.2	11.85
Albalqa	5.7	5.3	6.1
Zarqa	12.8	12	13.7
Madaba	7.7	7.4	8.1
Kerak	5.4	5.2	5.5
Maan	5.8	5.7	6
Tafilah	2	2	2
Aqaba	4.1	3.8	4.5
Total	13.27	12.6	9.25

Source: *Alshoubaki and Harris (2018)*

According to this evaluation, the ratio of female refugees to the overall population of cities is higher than the ratio of male refugees.

This study also examines marital status and gender differences and their impact on labor market integration. Indeed, most academic research and media coverage of refugees focuses on masculinist topics, making refugee women invisible (Culcasi, 2019). This causes refugee women to struggle with being underrepresented in academic research as well (Battisti et al., 2019). On the other hand, when cultural norms are concerned, having married status is important because marital status plays a very important role for Syrian women refugees. However, most refugee women marry soon after arriving in their destination countries (Lu et al., 2021).

This leads to economic hardship, increases the barriers to having sufficient educational attainment, and creates some obstacles to being part of the labor market. After displacement, refugees lose access to almost everything. They became financially unstable and left everything behind in their country of origin. Because of economic insecurity and the lack of a male guardian, female refugees frequently choose to marry to be safe (Mbiyozo, 2018).

Moreover, due to financial struggles, even the families of refugees seek marriage opportunities for their young daughters (Serda et al., 2013). Early marriage of young refugee women, on the other hand, directly displaces them in their local community, where they will struggle to obtain sufficient social capital and education, which will be a problem for their human capital skills. Moreover, they will be less informed about social networks in the destination countries (Taha, 2020). From this perspective, marriage is considered a necessity for refugee women to provide intimacy and protection. In this way, refugee women also got married to support or provide some financial security for their own households and obtain lower-paying jobs due to their limited human and social capital skills (Al Akash & Chalmiers, 2021).

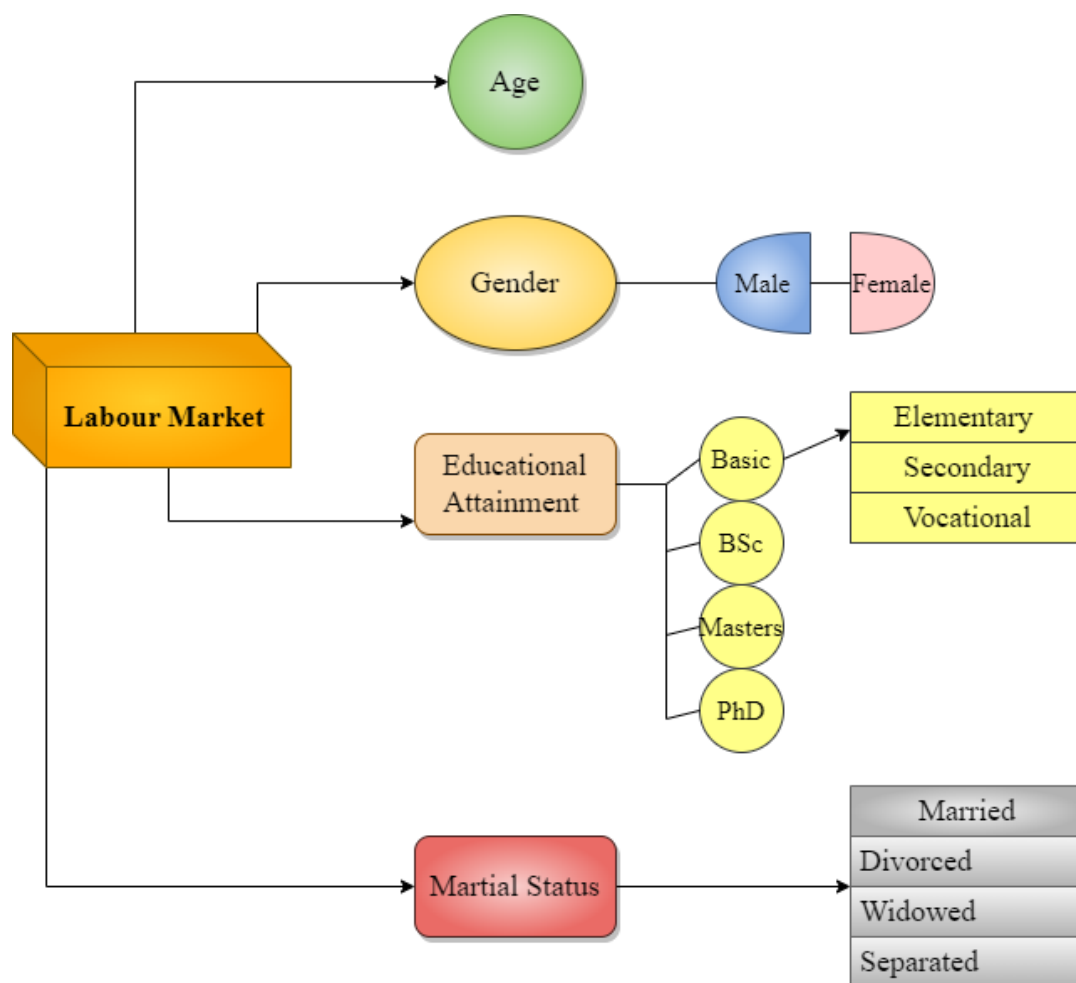


Figure 12: Socio-demographic Differences in Refugees' Labor Markets Evaluated in the Study

Source: Author's own compilation (2022)

2.3. Background Information (Syrian refugees in Jordan)

According to Beaujouan and Rasheed 2020, no other conflict since World War II has resulted in as many forced displaced people as Syria's civil war. By the end of November 2022, more than 103 million people had been forced to flee their country of origin due to conflicts, tyrannical wars, natural disasters, and economic reasons. Among these, 59.1 million internally displaced people (IDMC, 2022), 32.5 million refugees, 4.9 million asylum seekers, and 5.3 million other people in need of international protection are listed, with the vast majority of these remaining in the global south (developing countries). On

the other hand, the UNHCR reports that by the end of Nov-2022, there were 5,526,887 officially registered Syrian refugees residing abroad. The majority of these people (3,577,714) fled to Turkey, followed by Lebanon (825,081), Jordan (676,621), Iraq (261,046), and Egypt (144,683). Only a small proportion of the over six million refugees—276,170 people—reside in recognized refugee camps (UNHCR, 2022).

According to Jordan's Department of Statistics, there are approximately 1.3 million Syrian refugees in total living in the Kingdom. Jordan is thought to be the country most affected by the Syrian conflict. It has 89 refugees for every 1,000 people, which is the second-highest rate in the world (UNHCR, 2019).

Several of Syria's neighbors are concerned about the repercussions of an enormous refugee influx (Cristea, & Grabara, 2019). Due to their impact on infrastructure, public service provisions, and the labor market (Içduygu & Nimer, 2020). However, statistics show that children make up approximately 52% of the refugees and that 50% of those youngsters did not complete their education in primary school (UNHCR, 2019).

The Syrian crisis is currently the most catastrophic humanitarian disaster our generation has ever witnessed (Ceritoglu et al., 2017). After the conflict began in 2011, nearly half of the country's population was evacuated, both internally and externally (Alshoubaki & Harris, 2018).

Danaj et al. (2018) mentioned that the MENA region and parts of Europe have all suffered greatly from the economic, social, and political impacts of this massive influx of refugees.

2.3.1. Syrian Refugee Situation in Jordan

Jordanians have a long history of generosity toward refugees from neighboring countries and beyond, history as a destination for refugees. Prior to the founding of the Kingdom of Jordan, specifically at the end of the 19th century and the beginning of the 20th century, during the era of the Ottoman Empire (Hamed-Troyansky, 2018). Muslim refugees from Chechnya and Circassians arrived between 1878–1914 (Hamed-Troyansky, 2017). After that, Christian Armenian refugees arrived in 1915 (Hamed-Troyansky, 2021). Then, there was a massive influx of Palestinian refugees in 1948 and 1967 (Chatelard, 2010). Then, the kingdom received Iraqi refugees after the U.S. invasion of Iraq in 2003 (Al-Qdah &

Lacroix, 2011), and last, the Syrian refugees after the conflict from 2011 to this day. In addition to receiving a small number of refugees from other Arab, Asian, and European countries (Alshoubaki & Harris, 2018).

History has tested Jordan's remarkable ability to absorb waves of refugees from different parts of the Middle East. For many refugees, this land has become the second and only home that their children will know. Their contribution to Jordan's history cannot be underestimated because Jordan's society, economy and possibly stability are in many ways returning to its complex character. In conjunction with the Syrian refugee crisis, we should remember Jordan's modern origins and the spirit of refugee leadership (Hamed-Troyansky, 2014).

Boulby (2018) indicated that his has increased pressure on Jordan's resources and infrastructure year by year, which would undermine harmonious coexistence between refugees and host communities, but on the contrary, Jordan has received all these large numbers of refugees at all popular and governmental levels.

Although the Kingdom of Jordan is not a signatory to the 1951 Refugee Convention, there is a memorandum of understanding between the government of Jordan and UNHCR on asylum seekers and refugee matters (Miqdadi, 2015).

Jordan hosts more than 750,000 registered refugees from almost 60 different countries, as the regional crises remain unrelenting, the second-highest number in the world relative to its population (Situation Syria Regional Refugee Response ,2021).

However, this study focuses on Syrian refugees in Jordan. Table 2 depicts the current camps and the number of Syrian refugees divided by city.

Refugees have become the foundation stone for the majority of initiatives and inclusion programs; they are on the top priority list. Most of the refugees and their children benefited from the inclusion programs (Bahar et al., 2021)

Table 3: Jordan's Current Refugee Population by Governorate

Governate	Number of Syrian Refugees
Amman	195,948
Mafrq	165,415
Irbid	136,498
Zarqa	97,245
Balqa	18,329
Madaba	13,121
Jarash	9,346
Karak	8,544
Maan	8,336
Ajlun	6,524
Aqaba	3,726
Tafilah	1,694

Source: UNHCR (2021)

Many experts, researchers, and NGOs working with refugees frequently express how difficult it is to work not only in the infrastructure of the refugee resettlement system but also to understand the cultures, diversity, and expectations of some of these refugees who come to Jordan, so programs in Jordan aim to understand best practices in terms of refugee resettlement and refugee service management, particularly in collaboration with the UNHCR (the UN agency for refugees) or even the specific agencies dealing with Palestinian refugees (Lenner & Turner, 2019). However, there are also other Jordanian organizations, such as the Jordanian Alliance Against Hunger, an NGO founded by Princess Basma that coordinates many programs each year, with the benefit of learning best practices such as how to understand, serve, and operate in the heart of the Middle East and Arab context. At the same time, bridge that with international knowledge. The reality in Jordan reflects many situations in different countries (Banks & Hulme, 2012).

JOHUD (which in Arabic means "effort") is one of the oldest and largest nonprofit and nongovernmental organizations. It was established in 1977 to serve all people who live in Jordan, regardless of their nationalities, for the purpose of achieving social and human development and integrity. It is regarded as one of the best centers or organizations in Jordan that contribute significantly to the social support and social justice for refugees; when we say refugees in Jordan, we do not only mean Syrians, as previously stated. Jordan hosts mainly Palestinians, Iraqis, and other nationalities, and an organization such

as JUHOD works straightforwardly for and with those people who are indeed in need of a strong, firm wall to lean on when they feel socially isolated, when they want to start over, when they need guidance, or even when they just need someone to talk to or to cry with. They believe that every Jordanian or any human who lives in Jordan has the right to have a secure livelihood, to be stable and free of any kind of danger, to live peacefully, to have the ability and skills to make decisions and to enjoy a good quality of life. Although poverty, refugees' crises, and social injustice stand as obstacles to prosperity, when all efforts accumulate toward achieving social justice, those obstacles are gradually overcome (Johud, 2022).

There are 51 community development centers (CDCs) distributed all over the country; each center is carrying out the same vision, which is basically devoted to providing the best possible skills, materials, opportunities, and any kind of support needed for human development, more specifically for women, children, and unprivileged people. Many programs and trainings are held in the centers, primarily for refugees, women, and children, to increase social and economic participation and social justice. Most sponsors requested that 30% of the participants be Jordanians to ensure social heterogeneity, whereas the inclusion process would be more effective and noticeable, helping to eliminate tensions between the host community and refugees, beginning with basic life skills training. Everyone has the right to be part of the programs and to participate voluntarily without any complications; all they need to do is go to the center and register their information, after which any programs suitable for their age group will be contacted, and they are freely able to participate or quit at any stage of the program. In most of the programs, all participants receive meal and transportation allowances. Most of the programs are run and sponsored by different agencies, NGOs, and associations, such as USAID, UNHCR, United Nations, UNISCO, and Generation for Peace (Plan, Jordan Response, 2016).

CDCs are distributed in less privileged areas where a large number of refugees reside. As those areas are already struggling with limited resources and opportunities, the existence of new competitors on the same resources would create tension between refugees and the host local communities. Therefore, the CDCs have created a wide range of programs, activities, and initiatives to bring the communities together directly or indirectly.

Syrian, Palestinian, Iraqi, Somali, and Sudanese refugees, together with Jordanian local communities, are getting equal chances to be part of the programs and participate in community committees, in addition to the social, medical, psychological, and financial support that is offered in all CDCs by a professional team and partnered with NGOs. Moreover, the proportion of Syrian refugees is definitely higher than that of other nationalities; thus, to ensure that the Syrians who become part of the Jordanian community and Jordanians are living peacefully and having common time together, the centers have planned sports clubs with obligatory proportions of 30% Jordanians to 70% Syrians and other nationalities for each team, in addition to music clubs, art and craft centers, technology centers, and elderly activities (UNOCHA, 2017).

2.4. Labor Market Structure in Jordan

The existence of refugees influences the receiving society in many ways: politically, economically, sociocultural, and even environmentally. Jordan is now one of the countries that is struggling because of the huge number of refugees (Alsoudi, 2020).

According to World Bank estimates, it has a GDP of US\$ 45.24 billion (World Bank, 2021). Jordan had already experienced two significant economic shocks prior to the Syrian war. Economic instability was brought on by the global financial crisis of 2008 and the problems in the MENA area that followed the "Arab Spring" (Al-Dalahmeh & Dajnoki, 2021).

The recent increase in the number of refugees has become a factor complicating economic stabilization. Even before the massive influx of Syrian refugees, many Jordanians' work opportunities and living conditions were already intolerable. This issue became a reason to analyze the effects of refugees on the Jordanian labor market, especially in light of the rising unemployment rate impacting Jordanian citizens. High rates of youth unemployment are observed in the blue-collar sector and other occupations that are unfamiliar to Jordanians, such as hospitality, street work, and construction (Alshoubaki & Harris, 2019). Unemployment has risen dramatically, from 12.9% in 2011 to 19.2% in 2019. Now, after COVID-19 and the economic recession, it is 22.8% in 2022 (Al-Dalahmeh & Dajnoki, 2021).

The influx of Syrian refugees into Jordan's labor market has exacerbated an already difficult position. Now, the Jordanian labor market has three varieties of workers: Syrian refugees, Jordanian natives, and migrants. Because of the enormous number of workers in all three groups, every group's difficulties must be considered in the context of the labor market (Şahin et al., 2021). Decision-makers have to solve the challenges of each category of workers in Jordan by increasing job opportunities, providing good and secure working conditions, and facilitating the integration of Syrian refugees in the Jordanian labor market (Csehné et al., 2019).

First, workers in Jordan discuss particular workplace situations that impair their motivation and desire to work, regardless of the industry or profession, contrary to the prevalent culture of shame. Second, Jordanian workers are at a disadvantage in comparison to non-Jordanians due to the current working conditions among migrant workers and Syrian refugee workers. Third, there has been a disconnect between the rules pertaining to the law and the demands of companies and employees for temporary and part-time employment arrangements, despite Jordan's clear laws governing its immigration and work permit systems (Fallah et al., 2019).

2.6. Hypothesis Development

The hypothesis development of the dissertation is based on a literature review, which is discussed in Chapter 2. As discussed before, there is extensive literature on the labor market impacts of occupational and industrial job-related migration. However, there is very little research and evidence regarding refugees' role in the labor market and their occupational and industrial influences (Ruiz & Vargas-Silva, 2016). Many scientific hypotheses are demonstrated by modeling refugees' demographic differences to indicate positive and negative interactions with their entrepreneurial activities and role in occupational and industrial work choices.

Marital status can affect labor force participation and other social and economic variables for refugees in host countries. Understanding the family behaviors of refugees and how they influence their participation in the labor market or ability to obtain an occupational or industrial job in their arrival countries is critical in this topic, particularly for women refugees (Cooke, 2001). The dominant theoretical perspective in family movement as a

refugee or as a migrant is based on the human capital model (Sjaastad, 1962). It has been discussed that the lack of demand for married or divorced women with children makes it hard to obtain a job outside of the home (Angrist, 2002). This reduces female refugees' labor force participation in destination countries.

Lack of demand for women who have married, divorced, or widowed status also decreases wages and leads to female refugees mostly working as service workers, shopkeepers, and market sales workers; young and single refugee females mostly focus on professional and clerk occupations (Lee et al., 2008). Thus, Bisin & Verdier, (2000) conclude that marital status influences both productivity and the labor market. As a result, it is critical to investigate the ability of people of various marital statuses to obtain various occupations and industrial jobs for refugees. Therefore, the purpose of this study is to investigate the effects of marital status on occupational and industrial job status among Syrian refugees in Jordan.

Almost everywhere in the world, refugee women face some disadvantages compared to their male counterparts in terms of labor force participation ratio (Brieger & Gielnik, 2021). It also shows that they are more likely to be unemployed or work part-time and that even if they are more qualified, they prefer jobs with lower standards (Sarihasan , 2017). However, Gericke et al. (2018) and Schinkel (2018) noted that female refugees, when compared to male refugees, have less social capital and human capital skills. That makes labor market participation and obtaining an occupation or industrial job harder for them.

As social capital theory emphasized, strong relationships with other refugees or migrants make labor market participation easier if it is supported by sufficient human capital skills, as mentioned in human capital theory.

On the other hand, female refugees have a traditional gender role orientation. It makes them focus on working within the family business rather than participating in other jobs to be part of the labor sector (Salikutluk & Menke, 2021). Thus, when male refugees focus on jobs that require more skills in terms of education, language proficiency, and human and social capital, female refugees focus on jobs that will bring them only income (Dahya & Peterson, 2017).

Additionally, it has been mentioned in dual labor market theory that, due to a lack of knowledge transfer, a language barrier, and gender segmentation, most refugees push to work in the secondary job market, especially female refugees (Piore, 1978). However, it may range from conventional low-wage menial jobs to self-employment (Portes & Stepick, 1985). Looking at the other factors, we also need basic occupational homogeneity for refugees to enter the labor market. According to Schenner and Neergaard (2019), refugees are more likely to be impacted by such unfavorable working conditions due to contextual factors as well as a lack of employment opportunities caused by a lack of language proficiency, labor market expertise, and other personal qualities.

These aspects of refugees' gender dimension are discussed in Hypothesis 1, as formulated as follows:

H1: Gender differences among Syrian refugees are related to differences in their characteristics.

- ***H1a: Syrian male refugees tend to be older than Syrian female refugees in Jordan.***
- ***H1b: Syrian male refugees in Jordan are more likely to be entrepreneurs than Syrian female refugees.***
- ***H1c: Syrian female refugees tend to have more single status than Syrian male refugees in Jordan.***
- ***H1d: Syrian male refugees in Jordan are more likely to be widowed than Syrian female refugees.***
- ***H1e: Syrian male refugees tend to have higher divorce statuses than Syrian female refugees in Jordan.***
- ***H1f: Syrian male refugees are more educated than Syrian female refugees in Jordan.***

According to the literature review, social capital assists refugees in gathering resources through their personal social networks, which benefits them in a variety of ways (Wennström & Öner, 2019). In addition, social capital plays a very important role in encompassing the norms and networks that facilitate the mutual benefits of refugees creating new enterprises in destination countries (Kiselev et al., 2020).

In this dissertation, social capital theory, human capital theory, and neo-classical economic theory have been used to explain the entrepreneurial activities of refugees in Jordan and how age, gender, marital status, and educational background influence the creation of new ventures. The theory of social capital is discussed; transferring the social capital environment between co-ethnic refugees will increase their involvement and success in entrepreneurial activities (Richmond, 1988).

However, as mentioned in human capital theory, social capital theory should be supported by sufficient human capital skills to be successful in entrepreneurial activities as a refugee (Gericke et al., 2018). As Becker (1962) mentioned in neoclassical economic theory, educated and trained workers determine more productivity in their venture activity. However, it is much more complex to explain how demographic, behavioral, and social characteristics influence their entrepreneurial activities (Zbeidy, 2020).

Age and gender, on the other hand, are important factors in determining whether refugees begin or continue their entrepreneurial activities in their destination countries (Krafft et al., 2022). The purpose of this study is to identify entrepreneurial activities differences among refugees by examining Hypothesis 2, as follows:

H2: Syrian refugees' demographic features influence their entrepreneurial activities.

- ***H2a: Younger Syrian refugees tend to be more entrepreneurial than older Syrian refugees in Jordan.***
- ***H2c: Educated Syrian refugees tend to be more entrepreneurial than other Syrian refugees in Jordan.***

However, it is a well-known fact that refugees bring their educational backgrounds from their countries of origin. Unfortunately, those skills are usually less transferable to their country of destination. That also negatively affects their integration into the labor force. On the basis of the following hypotheses, age differences will be investigated:

On the other hand, based on dual labor market theory, there are two different sectors. One is the primary sector, and the second is the secondary sector. The primary sector typically contains jobs with excellent working conditions, whereas the secondary sector typically contains jobs with lower standards (Rubery, 2015). In this dissertation, to indicate the

sectorial differences in employment status, occupational jobs are investigated separately, and other occupational jobs are investigated differently. To examine employment hypotheses 3:

H3: Syrian refugees' characteristics and differences influence the employment status of Syrian refugees in Jordan.

Hypothesis 4 is, on the other hand, developed to investigate occupational status.

H4: Syrian refugees' characteristics and differences influence their occupational status in Jordan.

On the other hand, age is another component that influences the labor market participation of refugees in destination countries. Human capital theory has discussed how labor market participation and wage income rise with age. From this perspective, Manhica et al. (2019) mentioned that young refugees face additional disadvantages in regard to labor market participation. For instance, regarding the significance of social connections for job search, we anticipate that this group will have few social connections necessary to learn about available jobs. In addition to the numerous terrible events they have gone through in their nation of origin, young refugees also pursue the kinds of education that would enable them to develop the abilities to meet these aspirations, including knowledge, skills, and the capacity for critical thought (Dahya et al., 2017)

H5: Age is associated with the labor market participation of Syrian refugees in Jordan.

2.7. Closing Remarks

Three viewpoints on refugee studies were investigated under this theoretical framework. Next, the gender differences, marital status differences, age differences, and educational attainment differences of refugees, as well as their impact on labor market participation, were investigated.

Social capital theory, dual labor market theory, human capital theory, and discrimination theory were used to explain the aforementioned differences in refugee labor force participation in Jordan. These theories helped to comprehend the reason behind job selection as well as the reason behind the entrepreneurial activities of refugees. In

addition, a gender segmentation perspective was taken to understand that having an occupation or industrial job in Jordan plays a vital role for refugees.

We hope to demonstrate previous studies of refugees and the reasons for the massive flee to other countries in this chapter. At the same time, the chapter aimed to show the difference between being a migrant and being a refugee. It was critical to distinguish between the two because many studies use the terms interchangeably, which has problematic policy implications.

To show the labor market integration of Syrian refugees and their struggle in the Jordanian labor market, human capital theory has been used. This theory indicated that human capital skills such as educational background, previous labor market experience, and language knowledge of the destination country would help the individual find a job in the country easily. If the refugee does not have those abilities, unfortunately, it is not possible to integrate or find an employment opportunity in the host country.

Social capital theory was used in this dissertation to demonstrate the importance of social capital and how it helps refugees integrate into the labor market. According to social capital theory, having sufficient social capital from the same ethnic background or co-ethnic background will aid refugees' economic and social integration in the destination country. However, social capital also mentioned that the type of social capital also changed based on the cultural norms of the refugees. However, it still helps them create their own ventures.

To show the labor market segmentation of refugees, dual labor market theory has been used in this dissertation. According to the theory of the dual labor market, the labor market in destination countries has been divided into two distinct sectors. The first sector is the primary sector, and the other sector is the secondary sector. People with high human capital skills, in theory, tend to work in the primary sector. In this sector, conditions are good, wage levels are high, and jobs are secure. On the other hand, in the secondary job market, work conditions are bad, and wages are lower. According to the theory of the dual labor market, because refugee human capital skills are mostly unseen in receiving countries, they are mostly located in the secondary job market.

Moreover, in discrimination theory, it has been mentioned that refugees face much discrimination in their destination countries. These discriminations affect not only their labor force participation but also their health and self-esteem by increasing stress, which they already have in abundance.

According to the literature review, most Syrian refugees choose to be entrepreneurs due to a lack of employment opportunities in Jordan. It also shows that, financially, they struggle a lot to find sufficient funds to start their own venture in Jordan.

3. MATERIALS AND METHODS

The phenomenon of refugees is one of the twenty-first century's most complicated, intriguing, and arguably misunderstood aspects. Refugees are frequently mentioned in the media all over the world every day. It is vital to emphasize that the number of refugees currently exceeds anything previously recorded, with millions of fresh displacements occurring each day because of the many conflicts in the world.

There is no consensus on what constitutes the definition of refugees, and these scopes exist because of the large number of refugees globally and language and geographical barriers, which can lead to considerable confusion.

Many policymakers and researchers interested in refugee studies realized the importance of the refugee phenomenon, and a sizable database was required to assess the impact of the refugee phenomenon globally and between different countries, giving you knowledge of the facts about refugees and forced migration flows.

The key issue with refugee studies is a lack of data, which makes it difficult to determine the actual impact on gender discrimination, educational level, and labor market participation. More data on refugees in the future will make it easier to identify components and investigate their implications.

The dissertation describes a rich and unique individual-level panel dataset from Jordan (the department of statistics) that spans the period following the influx of Syrian refugees. This report assesses the influence of the refugee influx on employment, labor force participation, formal and informal (no social security coverage and/or jobs with no job contract) work, weekly hours of work, and hourly and total wages.

The Department of Statistics in Jordan started collecting data on Syrian refugees based on the population census in Jordan for its 2017 census. The Department of Statistics in Jordan is working to expand the refugee database in Jordan in partnership with the Ministry of Planning and International Cooperation, the FAFO foundation, and the United Nations High Commissioner for Refugees (UNHCR).

This database is an excellent resource for obtaining socioeconomic information about Syrian refugees in Jordan. These data are constantly updated using representative censuses and surveys, providing insight into refugee dynamics in Jordan.

For this dissertation, the most recent data on Syrian refugees in Jordan have been used, based on an official request from the researcher and after obtaining approval from the concerned authorities, signing an NDA agreement, and waiting more than six months. These estimates were collected from the flows of Syrian refugees across the Jordanian border and from other countries.

The refugee database in Jordan was established to ensure a reliable and study-able database of Syrian refugees. Using these databases, it is possible to describe the refugee situation and their differences in Jordan. At the same time, expanding these data provides substantive insights into the geographic dispersion of refugees across Jordan and compares demographic differences between them and natives.

Table 4: Variables and Their Acronyms

Gender		-
Age		-
Marital Status	Single	sng
	Married	mrd
	Widowed	wdwd
	Divorced	dvcd
	Separated	spt
Educational Level		Edu-Level
Employment Status	Paid Employee	pe
	Paid Employee in Family Business	pef
	An Employer	ae
	Own Account Worker	oaw
	Unpaid Worker in Family Farm	unwf
	Paid Trainee	pt
	Entrepreneur	etp
Occupational Status	Management	mng
	Professional	prf
	Service and Sales Workers	ssw
	Skilled agricultural, fishery and forestry workers	saf
	Plant and machine operators and assemblers	pamoa

Source: Author's own compilation (2022)

3.1. Data Collection

The data collection encompasses information on refugees based on the registered population censuses in camps in Jordan. It is a well-known fact that Jordan hosts 760,000 refugees and asylum seekers based on the registered number with UNHCR in 2022. Among this number, 670,000 refugees are Syrian. That number makes Jordan the second largest country behind Lebanon, which hosts Syrian refugees globally.

The databases contain information on the gender, educational level, marital status, occupational status, employment status, etc., of refugees. The refugee database collected by the Department of Statistics in Jordan is very important to identify.

3.2. Variables Definition

The definition of variables

- **"Gender"** is defined in this dissertation as being male or female among refugees in Jordan.
- **"Marital status"** is the legally defined marital state. There are several types of cases, such as registered partnerships. Never married people are people who have never gotten married in concordance with valid regulations as well. In the survey of the dissertation type used, marital status was divided into five different categories:
 - Single
 - Married
 - Widowed
 - Divorced
 - Separated
- **Educational level or attainment:** the highest level of education that a person has successfully completed is referred to as educational attainment. The achievement of the learning objectives of that level, typically validated through the assessment of acquired knowledge, skills, and competencies, is mentioned as the successful completion of a level of education. In the survey, educational attainment was divided into the following categories:

1. **Basic education:** refers to formal, informal, public, and private programs designed to address the basic educational needs of all ages.

2. ***Vocational Education:*** is a type of education that prepares people to work as technicians or assists them in learning the skills required to be a craft or tradesperson.
3. ***Comprehensive Secondary Academic:*** This level of education refers to secondary school for students aged 11 to 18. This level of education is not in terms of academic achievement or aptitude.
4. ***Comprehensive Secondary Vocational:*** This type of educational level represents instructional programs, services, or any other activities that directly prepare the person for placement in employment.
5. ***Community College/Intermediate Diploma:*** This educational level is available to those who have completed high school. It is a term usually used for the provision of workforce education or college transfer in academic programs.
6. ***Bachelor's Degree:*** It is a degree for a specific major, usually after four years of study.
7. ***Higher Degree:*** This level represents a degree taken after a first degree, at a more advanced level.
8. ***Master's Degree:*** This academic degree is given after completion of a course or high-order in a specific field of study.
9. ***PhD:*** A doctorate in research is the highest level of education that can be earned in a specific field.

Additionally, the survey of the refugees also encompasses information on the employment status of the refugees. This group of refugees represents the supply of labor and the production of goods and services in the destination countries. The data show seven different types of employment in which refugees are involved. They are listed as follows:

1. ***Paid Employee (pe):*** A paid worker or employee is someone who is paid for their work.
2. ***Paid Employee in Family Business (pef):*** A person who works in a family business for a financial reward.
3. ***An Employer (ae)*** is a person who employs other people for work.
4. ***Own Account Worker (oaw):*** These individuals work on their own or with partners. The job they have defined as a self-employment job.
5. ***Unpaid Worker on Family Farm (unwf):*** A person who works on his or her family farm without wages.

6. **An entrepreneur (etp)** is a person who wants to create a new venture and profit from it.

Moreover, the data also contain information on the occupational status of Syrian refugees in Jordan.

Occupational status is defined as "a term that refers to occupational performance components, occupational performance, and occupational role performance as a whole" (Jensen et al., 2013). Occupational status is also an important measurement of social standing that shows the distribution of power and prestige associated with the position by holding an occupational hierarchy. The database used in this study includes the five most common occupational statuses of Jordanian refugees. They are presented and explained as follows:

1. **Management (mng)**: This occupation holds the jobs that are in charge of achieving tasks through the work of others.

2. **Professional (prf)**: This occupation necessitates specific advanced training or education. In addition, it requires some level of postsecondary education. For example, doctors, teachers, dentists, etc.

3. **Service and Sales Workers (ssw)**: This occupation includes jobs related to catering, housekeeping, personal care, demonstrating and selling goods, or protection against fire and unlawful acts.

4. **Skilled agricultural, fishery, and forestry workers (saf)**: Skilled agricultural and fishery workers cultivate, conserve, and exploit forests; grow and harvest field or tree and shrub crops; gather wild fruits and plants; breed, tend, or hunt animals; produce a variety of animal husbandry products; and cultivate, conserve, and exploit forests.

5. **Plant and machine operators and assemblers (pamoa)**: Plant and machine operators and assemblers drive and operate trains, motor vehicles, and mobile machinery and equipment, and operate and monitor industrial and agricultural machinery and equipment on the job or remotely.

3.3. Methodology

Empirical research on the differences in labor market participation among the refugee community plays an important role in the Jordanian community. It will help to change people's perceptions of refugees' employment status, challenges, and opportunities.

In the history of refugee studies, the method of refugee studies was mostly used in Europe and beyond while using former policies to find a solution to the new refugee flow in destination countries. However, it is a very well-known fact that every refugee flow in receiving societies needs a new methodological approach. It will also help to explore appropriate policies that can be functional to mitigate future refugee crises (Hossain, 2021; Voutira & Doná, 2007). For the empirical testing of current refugee data, estimated binary logistic regression and linear (OLS) regression are used. Both methods are highly effective for examining relationships between dependent and independent variables.

On the other hand, research on refugee adjustment, for example, gender, family dynamics, labor market participation, and other sociocultural and economic measures, has several components as dependent variables. Therefore, it is important to test them with that methodological approach to identify their opposite effects on each other (Montgomery, 2018).

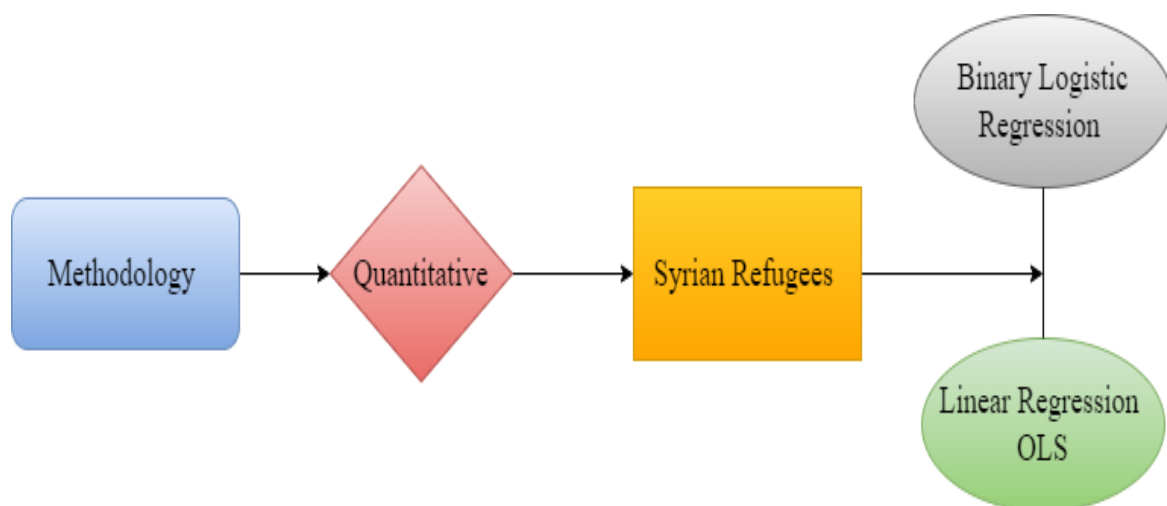


Figure 14: Research Method of the Current Dissertation

Source: Author's own compilation (2022)

3.4.1. Descriptive Statistics

Statistics is defined as the science of collecting, summarizing, and measuring data. The categories for summarizing the data are called descriptive statistics (Nick, 2007). With respect to this, it might be said that descriptive statistics are usually used for a sample to characterize a population by mean and standard deviation. Minimum and maximum numbers.

In this study, three descriptive statistics are employed. First, descriptive statistics are employed for the demographic variables of refugees. There are three: gender, age, and marital status. The

second descriptive statistic is for the employment status of refugees. These are paid employees, paid employees in family businesses, an employer, own account workers, unpaid workers in family farms, and paid trainees. Third and last, descriptive statistics are used to measure the occupational status of refugees. These variables are professionals, skilled agricultural, service and sales workers, forestry workers, fishery, and plant and machine operators and assemblers.

3.4.2. Cross Tabulation

To cross-tabulate the relationship between the two variables under investigation, use the crosstabs command in SPSS. The crosstab analysis was also used to show the connection between two variables. The link between gender, age, educational attainment, work status, and marital status of Syrian refugees in Jordan was shown in the dissertation by using entrepreneurship activities.

3.4.3. Binary logistic regression and multinomial logistic regression

In the social sciences, socioeconomic variables are usually categorical rather than on an interval scale. As a result, most research focuses on models in which dependent variables are chosen as a dependent variable. Therefore, if the dependent variable is categorical, a binary logistic (binomial) regression model is used (Nussbaum, 2020). Binary logistic regression was conducted by Cox in 1958 (Cox, 1958). The purpose of binomial regression is to find the best model to explain the relationship between dependent and independent variables.

The objective of this dissertation is to predict the outcome from a collection of predictors using *multinomial logistic (mlogit) regression analysis*. mlogit regression is a classification technique in statistics that extends logistic regression to issues with more than two discrete outcomes. Given a collection of independent variables, the mlogit model is used to forecast the probabilities of various outcomes of categorically distributed, dependent variables (real-, binary-, or categorical-valued, etc.). Additionally, the application of these logistic regressions is consistent with other previous studies on refugees. A logit regression model was used in the dissertation to explain the connection between entrepreneurship activity, gender, educational achievement, and marital status.

There are other analyses that fit the dissertation. These are:

The Hosmer–Lemeshow test is a statistical test that is used to determine the goodness of fit of logistic regression models. It is frequently used in risk prediction models. The test determines

whether observed event rates match expected event rates in model population subgroups. A significant chi-square value (significant p value) shows the fitness of the logit model. Along with this, the omnibus (F test) and HL test are employed to indicate the importance of the data, which is greater than unexplained data that do not fit the model.

3.4.4. Linear (OLS) Regression

Linear regression is a statistical technique used to model the relationship between dependent and independent variables (a scalar response and one or more explanatory variables). Simple linear regression is used when there is only one explanatory variable; multiple linear regression is used when there is more than one. Multivariate linear regression, on the other hand, predicts many correlated dependent variables rather than a single scalar variable, which is predicted by linear OLS regression. In this current dissertation, multiple linear regression is used.

Being married and controlling occupational status were selected as control factors to regulate and prevent dummy traps. The dummy variable trap happens (multicollinear) when two or more dummy variables made by one-hot encoding are highly correlated. This means that one variable can be predicted from the others, making predicted coefficient variables in regression models difficult to interpret. To prevent this, at least one dummy variable from the categorical values must be removed.

3.4.5. Conditions for Applying OLS, Binary, and Multinomial Regression Analyses

OLS regression, binary logistic regression, and multinomial regression are commonly used statistical techniques in various research domains. Each method involves specific conditions and assumptions that must be satisfied to ensure accurate parameter estimation and valid inference. We will explain this as follows:

Ordinary least squares (OLS) regression is a type of linear regression that is used to create a mathematical model that describes the relationship between a dependent variable and one or more independent variables. The technique involves fitting a line to the data points, which represents the best possible fit to the data. This line is determined by minimizing the sum of the squared distances between the predicted values and the actual values. The resulting model can then be used to predict the value of the dependent variable based on the values of the independent variables. To apply OLS regression, the following conditions must be met:

- **Linearity:** The dependent variable should have a linear relationship with the independent variables. This means that the change in the dependent variable resulting from a unit change in an independent variable should be constant for all values of the independent variable.
- **Independence:** This means that the data points used in the regression model should be independent of each other, and that the value of the dependent variable for one observation should not be influenced by the value of the dependent variable for any other observation. In other words, the observations should be unrelated to each other, and any relationship between the independent and dependent variables should be due to the actual relationship between those variables, not due to any relationship between the observations themselves. This assumption is important to ensure that the model accurately reflects the true relationship between the variables being studied, and that the results of the analysis are valid and reliable.
- **Homoscedasticity:** The error term's variance should be constant across all values of the independent variables. This condition implies that the errors' variability should not depend on the independent variable's value.
- **Normality:** The errors should have a normal distribution with a mean of zero. This requirement means that the probability distribution of the errors should follow a normal distribution.

Binary logistic regression is a statistical technique that is used to create a model that describes the relationship between a binary dependent variable and one or more independent variables. The binary dependent variable takes on one of two possible values (often 0 or 1), and the goal of the analysis is to understand how the independent variables are related to the probability of the dependent variable taking on the value of 1. The technique involves fitting a logistic function to the data, which transforms the probability of the dependent variable into a continuous value. The resulting model can then be used to predict the probability of the dependent variable taking on a particular value based on the values of the independent variables. To apply binary logistic regression, the following conditions must be met:

Linearity of the logit: The relationship between the natural logarithm of the odds of the dependent variable being equal to one (the logit) and the independent variables should be linear. To apply logit regression, the following conditions must be met:

- **Independence:** The observations used in the regression should be independent of each other, as in OLS regression.

- No multicollinearity: The independent variables used in the regression should not be highly correlated with each other. This requirement prevents unstable estimates of the regression coefficients.
- Large sample size: Binary logistic regression requires a sufficiently large sample size to accurately estimate the regression coefficients and test the statistical significance of the independent variables.

Multinomial regression is a statistical technique that is used to create a model that describes the relationship between a categorical dependent variable with three or more categories and one or more independent variables. The goal of the analysis is to understand how the independent variables are related to the probability of the dependent variable taking on each of its possible categories. The technique involves fitting a logistic function to the data for each possible pair of categories, which transforms the probabilities of the dependent variable into continuous values. The resulting model can then be used to predict the probability of the dependent variable taking on each of its possible categories based on the values of the independent variables.

Nagelkerke's possible values range from 0 to 1. It estimates the percentage of the dependent variable's overall variation that the current model's independent variables can account for.

To apply multinomial regression, the following conditions must be met:

- Independence: The observations used in the regression should be independent of each other, as in OLS regression and binary logistic regression.
- No perfect multicollinearity: The independent variables used in the regression should not be perfectly correlated with each other, as in OLS regression and binary logistic regression.
- No overlap of outcome categories: The outcome categories should be mutually exclusive and exhaustive, meaning that each observation can only belong to one category, and all possible categories are represented in the data.
- Large sample size: Multinomial regression requires a sufficiently large sample size to accurately estimate the regression coefficients and test the statistical significance of the independent variables.

3.4.6. Outlier Detection Strategy of the Dissertation

There are several reasons why outliers may be kept in a model analysis:

- **Representativeness:** Outliers may represent important and interesting phenomena in the data. Removing them could result in a loss of valuable information and bias the results.
- **Variability:** Outliers can increase the variability in the data and provide important information about its distribution. Keeping them in the analysis can provide a more accurate representation of the variability.
- **Robustness:** Some statistical methods are sensitive to outliers, and keeping them in the analysis can help to test the robustness of the analysis and identify influential observations.
- **Generalizability:** Removing outliers may result in a sample that is not representative of the population of interest. Keeping them in the analysis can ensure that the sample is representative and that the results can be generalized to the population.

In summary, the decision to keep outliers in a model analysis is based on several important factors, as discussed above. However, the decision to keep outliers also depends on other factors such as the research question, the nature of the data, and the specific statistical methods being used. These factors should be carefully considered when deciding whether to keep outliers in the analysis

When keeping outliers in a model analysis, there are several strategies that can be employed to reduce their impact:

- **Robust methods:** Using robust methods that are less sensitive to outliers, such as using a median instead of a mean or nonparametric methods such as bootstrapping or permutation tests.
- **Transformation:** Transforming the data in a way that reduces the impact of outliers, such as taking the logarithm or square root of the data.
- **Sensitivity analysis:** Conduct sensitivity analyses to test the robustness of the results to the outliers by reanalyzing the data after removing the outliers or using different methods for handling the outliers.

- Exploratory data analysis: Exploratory data analysis was used to identify outliers and to understand their potential impact on the results.

The choice of strategy for keeping outliers in the model will depend on the nature of the data and the research question being addressed. It is crucial to carefully consider the potential impact of outliers and to use appropriate methods for handling them to ensure that the results are reliable and accurate.

3.5. Model Specification

3.5.1. Refugees' Gender Differences

Much of the research focusing on refugee integration and gender differences is qualitative, focusing on the small number of refugee women from specific countries. However, compared to gender outcomes, refugees play an essential role in social and labor policies in destination countries. Cheung & Phillimore, 2017 say that most of the time, integration fails because of identified multidimensional components of integration. This is especially true in regard to employment.

The dissertation analyses whether age, marital status differences, educational level, and being an entrepreneur of refugees are related to gender. To test this hypothesis, equation 1 is created and presented below.

$$MLogit (\text{Marital Status}_i) = \beta_0 + \beta_1 \text{gender}_i + \beta_6 \text{Edu}_i + \beta_7 \text{Ent}_i + \varepsilon_i \quad (1)$$

In the model, in order to show the age of refugees, having different marital status, also having different educational level and being involved in entrepreneurial activities or not correlated with the gender of refugees. With respect to this, gender is chosen as a dependent variable, and age, being single, widowed, divorced, or separated, educational level, and being an entrepreneur are chosen as independent variables. For marital status, which is made up of single, married, divorced, and separated, a dummy variable with a value of 1 means that the person is currently single and a value of 0 means that they are not. Being married is omitted to avoid the dummy trap.

3.5.2. Entrepreneurial Activity: Determination of Refugees

Recently, increasing attention toward self-employment among refugees has been an essential agenda item in many destination countries. It is important in many aspects. First, it promotes a

chance for the refugees to be part of the labor market in the destination countries. Second, it plays a very crucial role in accelerating the integration process (Chaux & Haugh, 2020). Therefore, in the current dissertation, we will analyze whether age differences, marital differences, educational differences, and gender differences have an influence on being involved in entrepreneurship activities. Equation 2 is created and shown below for empirical testing.

$$\text{Logit} (\text{Ent}_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (2)$$

In the equation, the entrepreneur is chosen as a dependent variable. Age, marital status, educational attainment level, and gender were chosen as independent variables.

3.5.3. Employment Determination of Refugees

The employment opportunities of refugees come from the qualifications they have earned in their countries of origin. However, sometimes their qualifications, for instance, in education or in jobs, do not match the requirements that the country of destination desires. This factor creates considerable difficulties for refugees to identify and mitigate risk involving the labor market in the receiving societies (Tomlinson & Egan, 2002). However, there are other factors also affecting this, such as marital status, education, and age and gender diversity. This dissertation analyses how these factors correlate with the employment status of refugees in Jordan.

For empirical testing, each employment status was created as a dummy variable (1 = specific employment status and 0 = otherwise). For statistical testing, equations 3, 4, 5, 6, and 7 are modeled and listed below:

$$\text{Logit} (\text{PE}_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (3)$$

$$\text{Logit} (\text{PEF}_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (4)$$

$$\text{Logit} (\text{AE}_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (5)$$

$$\text{Logit} (\text{OAW}_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (6)$$

$$\text{Logit}(\text{unwfi}) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (7)$$

In the equations, pe, pef, ae, oaw, and unwf are used as dependent variables, and age being single, widowed, divorced, or separated, educational attainment, and gender differences of refugees are used as independent variables.

3.5.4. Occupational Determination of Refugees

Employment and having a role in an occupation have always been critical factors in determining the destination country for refugees. The main reason behind this phenomenon is having a job or any income, which ends the dependency and makes the integration process and acceptance into a new society easier. It also gives refugees a chance to learn the language, discover social norms, and increase their social involvement with native citizens in the receiving society (Stein, 1978a). Because of this, having an occupational status is very important for economic integration. Without a job, refugees are often at a disadvantage in the economies of the host countries (De Vroome & Van Tubergen, 2010).

The current dissertation examines the occupational status determinations of refugees in Jordan. Four main occupations are involved in the analyses: professional (prf); service and sales workers (ssw); skilled agricultural, fishery, and forestry workers (saf); and plant and machine operators and assemblers (pamoa). Management occupation is chosen as a control variable and omitted from the empirical testing.

For the statistical model, the following equations are created:

$$\text{Logit}(\text{prfi}) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (8)$$

$$\text{Logit}(\text{sswi}) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (9)$$

$$\text{Logit}(\text{safi}) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (10)$$

$$\text{Logit}(\text{pamoa}_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (11)$$

In the models, each occupation is created as a dummy variable (1 = each occupation and 0 = otherwise). As independent variables, age, being single, widowed, divorced, separated, educational level differences, and gender were utilized.

3.5.5. Age Differences' Effect on the Employment of Refugees

It is a well-known fact that the age of refugees influences their ability to obtain employment status in destination countries, as emphasized in the literature review in the dissertation. To test the model, the equation below is created.

$$(AGE) = \beta_1 pef_i + \beta_2 Dae_i + \beta_3 Doaw_i + \beta_4 Dupw_i + \beta_5 ssw_i + \beta_{6D} saf_i + \beta_7 gender_i + \varepsilon_i$$

(12)

The equation is created based on a linear regression model. Age is chosen as a dependent variable, and each dummy's employment is chosen as an independent variable.

Research findings and evaluations are presented in the next section of the dissertation.

4. RESEARCH FINDINGS AND EVALUATIONS

The model outcomes, which are mentioned in the Materials and Methods chapter, are presented in this chapter. Descriptive statistics, correlation matrices, cross-tabulations, binary logistic regression, and linear regression are all used to fulfil the goals of the approach for this study. SPSS version 26 was used for all analyses.

4.1. Distributions of Variables in the Dissertation

In this study, descriptive statistics were used to show the minimum and maximum numbers, mean, standard deviation, and observations for the variables. Figures 15, 16, and 17 show the distributions of variables as a 100% stacked bar chart.

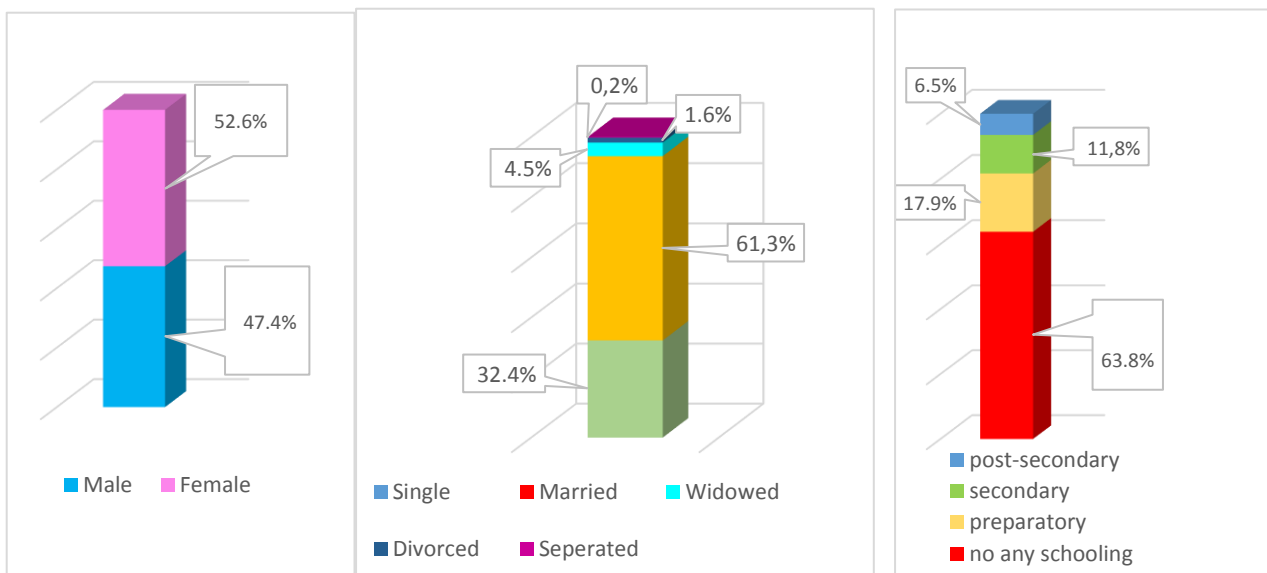


Figure 15: Distribution of Gender, Marital Status, and Educational Attainment Levels among Refugees

Source: Author's own compilation (2023)

Figure 15 demonstrates the distribution rate of Syrian refugees in Jordan in terms of gender, marital status, and educational attainment level. First, in the first column, the blue area shows the Syrian male refugee percentage, which is 47.4%. The pink area of the column indicates the percentage of Syrian female refugees, which is 52.6%.

Based on this, it can be stated that female Syrian refugees outnumber Syrian male refugees in Jordan. The second column in the figure presents the percentage range of the marital status of Syrian refugees in Jordan. In the column, the purple area represents the separated status of

Syrian refugees. Separated status is the lowest marital status among Syrian refugees in Jordan, with a percentage of 0.2%. After separated status, divorce status has the lowest range by 1.6 percentage points. In terms of widowed status, 4.5% of Syrian refugees are widowed. In Jordan, 32.4% of Syrian refugees are single, while 61.3% are married, according to the column.

The last column of the figure shows the educational attainment ratios of Syrian refugees in Jordan. It has been divided into four different educational levels: no school education, the second preparatory level, the third secondary level, and the fourth postsecondary level. Unfortunately, with a 63.8% ratio, Syrian refugees in Jordan have no educational background. A total of 17.9% of refugees had a preparatory educational level, and 11.8% had a secondary educational level. Only 6.5% of Syrian refugees have postsecondary educational backgrounds in Jordan.

Figure 16 presents the percentages of refugees with different employment statuses.

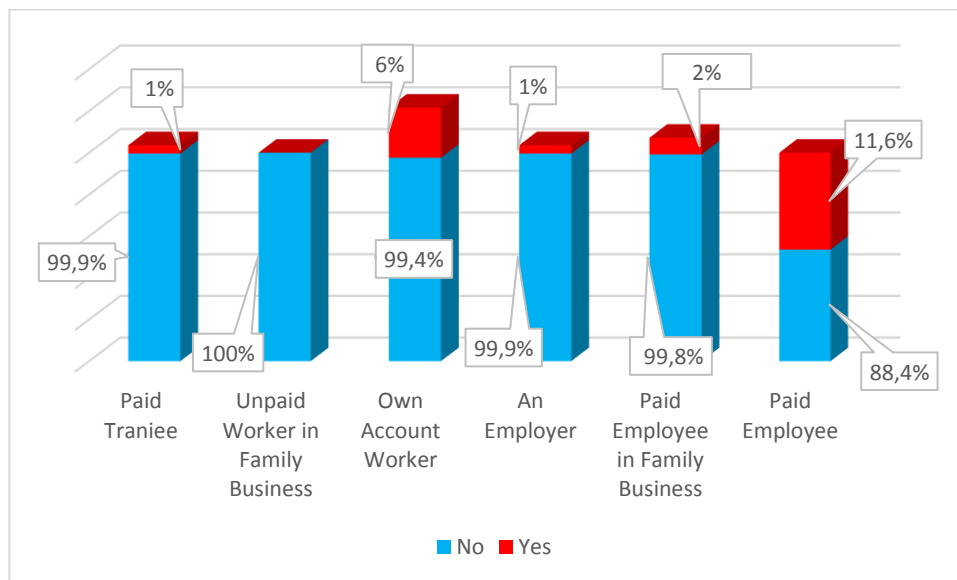


Figure 16: Distribution of Employment Status of Refugees
Source: Author's own compilation (2023)

In the dissertation, employment status contains six different types. The first is the paid trainee, the second unpaid worker in a family business, the third own account worker, the fourth is an employer, the fifth paid employee in a family business, and the sixth paid employee. Those variables are created as dummy variables in the dissertation to represent the sample's subgroups. In the figure, 1 denotes the presence of the variable and 0 denotes its absence. According to this figure, only 1% of Syrian refugees work as paid trainees. In Jordan, 6% of Syrian refugees work on their own accounts. Regarding being an employer, only 1% of the

Syrian refugee population in Jordan has this employment status. 2% of Syrian refugees are employed as paid employees in family businesses. They work as paid employees in Jordan, however, with 11.6%.

Figure 17 shows the percentage distribution of occupational status among Syrian refugees in Jordan.

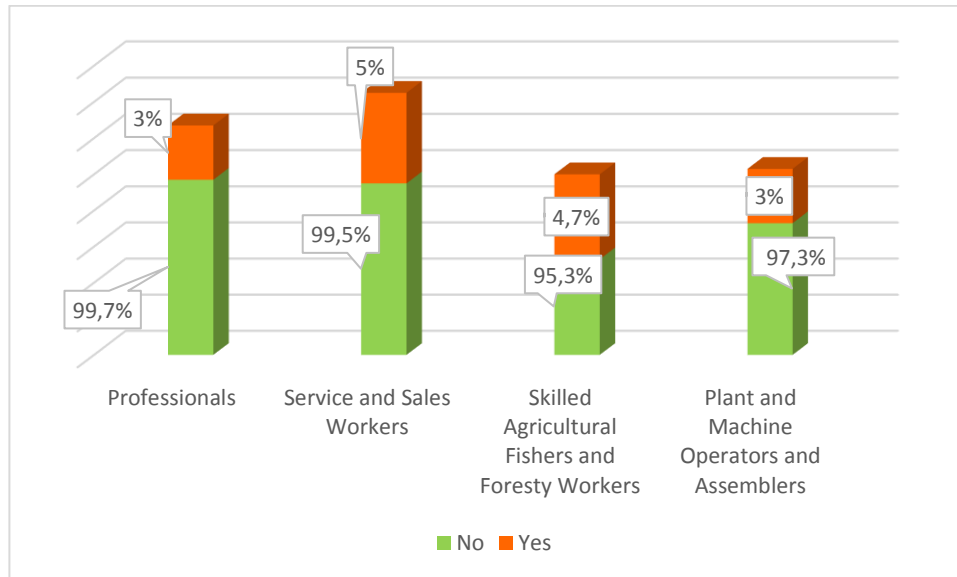


Figure 17: Distribution of Occupational Status of Refugees
Source: Author's own compilation (2023)

In the dissertation, occupational status is divided into four main categories. The first is professionals' occupations; the second is service and sales workers; the third is skilled agricultural, fishery, and forestry workers; and the last is plant and machine operators and assemblers. The occupational status of the dissertation, such as employment status, is created as a set of dummy variables where 1 represents the presence of the variable and 0 represents its absence.

As shown in the figure, only 3% of the Syrian refugees have an occupation in a professional position in Jordan. 5% of Syrian refugees have occupations as service and sales workers, and 4.4% of them have occupations as skilled agricultural fishers and forestry workers. Last, 3% of Syrian refugees have occupations as plant and machine operators and assemblers.

4.2. Result of Cross Tab Analyses

Table 9 presents the results of cross-tab analyses between gender, age, educational differences, and employment differences, which were Paid Employee, Paid Employee in Family Business, an Employer, Own Account Worker, and Unpaid Workers in Family Farms (unwf).

The first column of the table represents the association between paid employees and gender, age, and educational attainment differences. It has a significant association at 1% level with each variable. The second column shows the association between paid employees on family farms and gender, age, and educational attainment differences. It had a significant relationship with gender and age at 1% level.

The third column of the table indicates the association between employee and gender, age and educational attainment differences. The results showed that, it had a positive and significant association with each variable at 1% level. Furthermore, at 1% level, own account workers showed a significant and positive association with gender educational attainment and employment status.

Table 9: Cross Tab Analyses between Gender, Age, Educational Attainment and Employment Status

Abbreviated variables*	Gender	Age	Edu-Attainment
pe	5224.02***	49.195***	815.691***
pef	17.501***	15.025***	5.469
ae	35.204***	15.912***	15.562***
oaw	57.855***	76.806***	43.632***
unwf	1.795	2.050	4.789

Source: Author's own compilation (2023)

*Notes: Pearson's chi-squared test is reported in the table. *** 1%, **5%, *10%.*

Table 10 presents the results of cross-tabular analyses between gender, educational attainment, and marital status. In the dissertation, marital status is divided into five different categories: single, married, widowed, divorced, and separated. According to the findings of the analyses, being single or married was positively and significantly associated with gender at 1% level. Widowed status, had a significant and positive association with gender and age at 1% level and

with educational attainment differences at 5% level. Furthermore, at 1% significance level, divorce is positively and significantly associated with gender, age, and educational attainment differences. The last estimate was about having a separate status. At 1% level, it had a positive and significant association with gender and age differences.

Table 10: Cross Tab Analyses between Gender, Age, Educational Attainment and Martial Status

	Gender	Age	Edu-Attainment
single	626.42***	12770.6	2325.3
married	45.718***	9302.2	2747.1
widowed	897.27***	4095.7***	287.56***
divorced	222.97***	74.970***	13.413**
separated	42.272***	20.606***	3.647

Source: Author's own compilation (2023)

*Notes: Pearson's Chi-Squared test is reported in the table. *** 1%, **5%, *10%.*

4.3. Result of the Regression Analyses

The outcomes of the regression analysis and hypothesis testing will be presented in this section. Regression analyses will start with binary logistic regression to show the relationship between gender and the chosen independent variables. They will then move on to show the relationship between the independent variables and entrepreneurial activities.

Table 11 were created based on the Mlogit and Table 12 were created based on the logit model, and each table is explained differently in terms of its findings and equations:

Table 11: Mlogit Regression Results

DV		Marital Status		
	IV	B	Wald	Exp(B)
Single	Constant	11.106***	27.752	
	Gender (Male=1;Famle=0)	-4.515***	19.197	.011
	Edu Attainment	-.604***	17.477	.547
	Entrepreneurship	2.029***	24.688	7.609
Married	Constant	9.263***	19.340	
	Gender (Male=1;Female=0)	-3.489***	11.465	.031
	Edu Attainment	.070	.239	1.073
	Entrepreneurship	1.386***	11.664	3.998
Widowed	Constant	4.576**	4.542	
	Gender (Male=1;Famle=0)	-.865	.685	.421
	Edu Attainment	-.667***	20.175	.513
	Entrepreneurship	1.146	7.136	3.145
Divorced	Constant	3.307	2.313	
	Gender (Male=1;Famle=0)	-1.301	1.509	.272
	Edu Attainment	-.017	.013	.983
	Entrepreneurship	.692	2.443	1.999
Observation		19369		
Cox and Snell R²		.18		
Nagelkerke R²		.21		
Chi² -test		725.98***		
Model Fitting Criteria -2 log likelihood		Chi-Square	df	Sig
1224.591		3864.06	12	.001

Source: Author's own calculation (2023)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Ent (Entrepreneurship) and Edu (Educational Level). DV=dependent variable and IVs= independent variables. Separated marital status chosen as the model's reference category.

A first equation is established for the modeling of marital status differences among refugees in Jordan, and a second equation is created for the entrepreneurial activities of refugees in Jordan. The first equation contains one dependent variable and seven independent variables. Equation 13 is

$$MLogit (maritalstatus_i) = \beta_0 + \beta_1 gender_i + \beta_2 Edu_i + \beta_3 Ent_i + \varepsilon_i \quad (13)$$

A Mlogit regression was performed to measure the effects of gender, educational attainment, and entrepreneurship activities on the likelihood that a respondent is going to be single, married, widowed, or divorced. Separated marital status was chosen as the model's reference category. The Mlogit regression model was significant as the Chi square (degrees of freedom (df) 12) was 3864.06 with a large significance ($p < 0.01$). The model explained 21% (Nagelkerke R^2) of the outcome by the independent variables that were included in the particular model.

The first outcome in the Mlogit regression is represented by the single status of refugees as a dependent variable and gender, educational attainment, and entrepreneurship as independent variables. The constant of the model was significant at 1% level.

The model's constant was significant at 1% significance level. In the model, being a male and being single had a significant relationship, with a 0.011 odds ratio at 1% level. That result showed that Syrian female refugees in Jordan were more likely to be married compared to being single than Syrian male refugees in Jordan. Educational attainment and being single, on the other hand, had a negative but significant relationship at 1% significance level with a 0.547 odds ratio. Based on the outcome, single refugees are less likely to be educated than others. The model's final estimation revealed that being single and involved in entrepreneurial activities had a significant and positive relationship. According to the outcome, single refugees were 7.609 times more likely to be entrepreneurs than others at 1% level.

The second outcome of the model displayed the result of the relationship between being married and gender, educational attainment, and entrepreneurship activities of Syrian refugees in Jordan. The constant of the model was significant at 1% significance level. In the model, gender and being married had a negative but significant relationship, with

a 0.031 odds ratio at 1% level. This means that female refugees in Jordan less likely to be married than male refugees.

Marriage and participation in entrepreneurial activities have also been found to have a positive relationship. The results indicated that married Syrian refugees were 3998 times more likely to be entrepreneurs than others, at 1% significance level.

In the case of widowed status, the constant of the model is significant at 1% significance level. With a 0.513 odds ratio, it was discovered that educational attainment and widowed status had a negative but significant relationship at 1% significance level. Based on the outcome, it can be said that Syrian refugees with widowed status are less likely to be educated than others in Jordan.

Table 12: Results of the Logit Regression Model Based on Entrepreneurial Activity

DV	Entrepreneurship		
IV`s	Beta	Wald	Exp(B)
Constant	-3.037	285.281***	20.843
Age	-1.662	913.091***	.190
Gender(Male=1;Female=0)	2.224	1504..83***	9.245
Single	.306	42.684***	1.358
Widowed	.174	1.350	1.191
Divorced	-.724	15.013***	.485
Separated	-1.298	10.649***	.273
Edu	.381	36.927***	1.463
Observation		24337	
Cox and Snell R²		.122	
Nagelkerke R²		.272	
Ombinus test		3175.413***	
HL-test		53.420***	

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Ent (Entrepreneurship) and Edu (Educational Level). DV=dependent variable and IVs= independent variables

First, due to an insignificant coefficient, the value of the equation of the mode is changed from:

$$\text{Logit} (Ent_i) = \beta_0 + \beta_1 age_i + \beta_2 Dsng_i + \beta_3 Dwdw_i + \beta_4 Ddvcd_i + \beta_5 Dspt_i + \beta_6 Edu_i + \beta_7 gender_i + \varepsilon_i \quad \text{to:}$$

(15)

$$\text{Logit} (Ent_i) = \beta_1 age_i + \beta_2 Dsng_i + \beta_3 Dwdw_i + \beta_4 Ddvcd_i + \beta_5 Dspt_i + \beta_6 Edu_i + \beta_7 gender_i + \varepsilon_i \quad (16)$$

The observation number of the model is 24,337. The constant of the model is insignificant, and the model explained 27% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

The first row of the table shows the outcome of the relationship between age and the entrepreneurial activities of refugees. Age and entrepreneurship had a negative but significant relationship at 1% significance level, with a 0.190 odds ratio, according to the findings. This demonstrated that younger Syrian refugees in Jordan are less likely to be entrepreneurs than their elders.

In addition, gender and entrepreneurship had a positive and significant relationship. Moreover, based on the results, male Syrian refugees in Jordan are 9.245 times more likely to be entrepreneurs than female Syrian refugees in Jordan.

In the case of the relationship between entrepreneurial activities and marital status, a first estimation was made between being single and entrepreneurship. At 1% significance level, single-status entrepreneurial activities had a significant and positive relationship. It was also shown that single Syrian refugees in Jordan were 1.358 times more likely to be entrepreneurs than others.

Surprisingly, at 1% level, Syrian refugees with divorced status had a negative but significant relationship with a 0.485 odd ratio, indicating that Syrian refugees with divorced status were less likely to be involved in entrepreneurship activities than other refugees. The same situation existed for Syrian refugees with separated marital status. Separated status had a 0.273 odds ratio relationship with entrepreneurial activities at 1% significance level. This indicated that separated Syrian refugees were less likely to be entrepreneurs than others in Jordan.

The last estimation of the analysis pointed out the relationship between educational level and entrepreneurship. At 1% significance level, Educational attainment and entrepreneurship had a positive and significant relationship. In other words, refugees with high educational attainment levels are 1.463 times more likely to be entrepreneurs than others. Based on this, it can also be declared that for entrepreneurship, being educated is needed, and refugees with high educational levels tend to be more entrepreneurs in Jordan.

Tables 13, 14, 15, 16, and 17 show the results for the employment status of refugees and their predisposition to gender, marital status, and educational level.

Table 13: Results of the Logit Regression Model Based on Being a Paid Employee

DV	A Paid Employee (PE)		
IV's	Beta	Wald	Exp(B)
Constant	4.291	68.653***	73.026
Age	-.076	.197	.927
Gender	-1.421	108.206***	.241
Single	.420	6.733***	1.523
Widowed	-.493	2.252	.611
Divorced	.239	.391	1.271
Separated	-.812	1.161	.444
Edu	-.020	.683	.980
Observation	11911		
Cox and Snell R²	.026		
Nagelkerke R²	.061		
Ombinus test	142.403***		
HL-test	16.808***		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ have significant level Edu (Educational Level).

DV=dependent variable and IVs= independent variables

The observation number of the model is 11,911. The constant of the model is significant

at 1% significance level, and the model explained 6.1% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

The model of being a paid employee as an employment option for refugees was created based on equation 4, where Paid Employee is a dependent variable and age, gender, being single, being widowed, being divorced, and being separated at the educational level are independent variables.

$$\text{Logit}(PE_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (17)$$

The first model result revealed a negative but significant relationship between gender and being a paid employee at 1% level, with a 0.927 odds ratio. This finding indicated that female Syrian refugees were less likely to be paid employees in Jordan.

On the other hand, it is also shown in the result that single-status entrepreneurial activities had a significant and positive relationship at 1% significance level. It was also shown that single Syrian refugees in Jordan were 1.523 times more likely to be paid employees than those with other marital statuses.

Table 14: The Results of the Logit Regression Model Based on Being a Paid Employee in a Family Business

DV	Paid Employee in Family Business (PEF)		
IV`s	Beta	Wald	Exp(B)
Constant	-5.146	17.126***	.006
Age	-.275	.452	.759
Gender	1.375	19.904***	3.956
Single	-1.334	7.248***	.263
Widowed	-.031	.002	.970
Divorced	-.754	.527	.471
Separated	-18.011	.000	.000
Edu	.048	.707	1.049
Observation	11911		
Cox and Snell R²	.006		
Nagelkerke R²	.046		
Ombinus test	30.363***		
HL-test	29.819***		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level).

DV=dependent variable and IVs= independent variables.

The model of being a paid employee in a family business as an employment option for refugees in Jordan was shaped based on the equation 18:

$$\text{Logit}(PEF_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (18)$$

The observation number of the model is 11911. The constant of the model is negative but significant at 1% significance level, and the model explained 4.6% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

The first estimation of the model showed that gender and being a paid employee in a family business were positively and significantly related at 1% significance level. It can also be said from the outcome that male Syrian refugees in Jordan are 3.956 times

more likely to be paid employees in a family business.

The model's second estimation revealed that being single and working for a family business had a negative but significant relationship at 1% significance level, with a 0.263 odds ratio. Based on the outcome single Syrian refugees are more likely to be paid employees in a family business in Jordan.

Table 15: Results of the Logit Regression Model Based on Being an Employer (AE)

DV	An Employer (AE)		
	Beta	Wald	Exp(B)
IV`s			
Constant	-6.522	13.927****	.001
Age	.509	.738****	1.663
Gender	.262	.369****	1.300
Single	-.645	1.885	.525
Widowed	1.374	3.799****	3.952
Divorced	.027	.001	1.027
Separated	-16.864	.000	.000
Edu	.108	4.013	1.115
Observation	11911		
Cox and Snell R²	.003		
Nagelkerke R²	.028		
Ombinus test	17.966****		
HL-test	5.327		

Source: Author's own calculation (2022)

Notes: **** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level).

DV=dependent variable and IVs= independent variables

Table 15 is formed based on equation 19.

$$\text{Logit}(AE_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (19)$$

There is one dependent variable in the model, employer, and seven independent variables, such as age, gender, marital status, and level of education.

The observation number of the model is 11911. The constant of the model is negative but significant at 1% significance level, and the model explained 2.8% (Nagelkerke R^2) of the outcome by the independent variables that were included in the particular model.

The first significant estimation in the model was between age and being an employer. The outcome showed that age and being an employer had a significant and positive relationship at 1% level. In addition, older Syrian refugees in Jordan are 1.663 times more likely to be employers than younger Syrian refugees in Jordan.

The second significant estimation in the model was between gender and being an employer. The outcome showed that gender and being an employer had a significant and positive relationship at 1% level. Furthermore, male Syrian refugees in Jordan are 1.300 times more likely than female Syrian refugees to be employers.

On the other hand, the outcome of the model also showed an interesting result regarding widowed marital status. These two variables are significantly and positively related to each other at 1% level. However, based on the odds ratio, refugees with widowed status were 3.952 times more likely to be employers than others.

Table 16: The result of the logit regression model based on being an own account worker (OAW)

DV	Own Account Worker (OAW)		
IV`s	Beta	Wald	Exp(B)
Constant	-6.808	61.926***	.001
Age	.743	6.683***	2.102
Gender	1.549	92.324***	4.706
Single	-.534	5.772***	.586
Widowed	.330	.790	1.391
Divorced	-.112	.069	.894
Separated	1.225	2.580	3.403
Edu	-.007	.056	.993
Observation	11911		
Cox and Snell R²	.026		
Nagelkerke R²	.080		
Ombinus test	142.416***		
HL-test	12.626*		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level).

DV=dependent variable and IVs= independent variables.

Table 16 is formed based on equation 20.

$$\text{Logit } (OAW_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (20)$$

There is one dependent variable in the model, employer, and seven independent variables, such as age, gender, marital status, and level of education.

The observation number of the model is 11911. The constant of the model is negative but significant at 1% significance level, and the model explained 8% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

The first estimation in the table shows the result of age differences in being an own account worker. The results determined that age and being an own-account worker had

a positive and significant relationship at 1% level. Moreover, older Syrian refugees were 2.102 times more likely to be own-account workers than younger refugees.

On the other hand, gender and being an own account worker also have a significant and positive relationship at 1% significance level. However, male Syrian refugees are 4.706 times more likely to be own account workers than female Syrian refugees in Jordan.

The model's last significant estimation at 1% level of significance determined a 0.586 odds ratio between being single and being an independent worker. It discovered that single Syrian refugees are more likely than others to be self-employed (own account workers) in Jordan.

Table 17: The result of the Logit Regression Model for Unpaid Workers in Family Farms (unwf)

DV	Unpaid Worker in Family Farm or Business (unwf)		
IV`s	Beta	Wald	Exp(B)
Constant	-6.297	14.153***	.002
Age	-.895	2.977*	.408
Gender	2.255	15.695	9.534
Single	1.044	2.347	2.842
Widowed	-16.144	.000	.000
Divorced	-.15.766	.000	.000
Separated	-.16.410	.000	.000
Edu	-.158	.759	.854
Observation	11911		
Cox and Snell R²	.60		
Nagelkerke R²	.129		
Ombinus test	24.835***		
HL-test	4.840		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level).

DV=dependent variable and IVs= independent variables

Table 17 is formulated based on equation (21)

$$\text{Logit}(\text{unwfi}) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (21)$$

There is one dependent variable in the model, employer, and seven independent variables, such as age, gender, marital status, and level of education.

The observation number of the model is 11,911. The constant of the model is negative but significant at 1% significance level, and the model explained 12.9% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

In the model, only age and unpaid workers in family farms or businesses had significance level at 1% level with .408 odds ratio. This result indicated that younger Syrian refugees were more likely to be unpaid workers on family farms.

Tables 18, 19, 20, and 21 present the occupational status tendencies of refugees in Jordan.

Table 18: Result of Logit Regression Model Based on Professional (PRF)

DV	Professional (PRF)		
	Beta	Wald	Exp(B)
IV`s			
Constant	-13.630	18.034***	.000
Age	-,541	.244	.582
Gender	1.766	31.960***	5.845
Single	.179	.315	1.196
Widowed	.955	.727	2.600
Divorced	-1.012	1.694	.364
Separated	-13.066	.000	.000
Edu	1.438	139.203***	4.214
Observation	11911		
Cox and Snell R²	.135		
Nagelkerke R²	.650		
Ombinus test	792.490***		
HL-test	40.795***		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level).

DV=dependent variable and IVs= independent variables

Table 18 shows the results of the logit model for one of the occupational levels of professionals among refugees in Jordan.

The model is created based on equation 22.

$$\text{Logit}(\text{prf}_i) = \beta_0 + \beta_1 \text{age}_i + \beta_2 \text{Dsng}_i + \beta_3 \text{Dwdw}_i + \beta_4 \text{Ddvcd}_i + \beta_5 \text{Dspt}_i + \beta_6 \text{Edu}_i + \beta_7 \text{gender}_i + \varepsilon_i \quad (22)$$

The observation number of the model is 11911. The constant of the model is negative but significant at 1% significance level, and the model explained 65% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

Gender and professionals' level of occupation had a positive and significant relationship at 1% level. Male Syrian refugees, on the other hand, are 5.854 times more likely to have a professional occupation, according to the findings. Furthermore, there was a significant relationship between educational attainment level and professional level of occupation at 1% level. Moreover, Syrian refugees with higher educational backgrounds are 4.214 times more likely to have an occupation at the professional level than those who do not have sufficient educational levels.

Table 19: The Results of the Logit Regression Model Based on Service and Sales Workers (ssw)

DV	Service and Sales Workers (ssw)		
IV`s	Beta	Wald	Exp(B)
Constant	-1.815	9.661***	.163
Age	-.363	4.230 **	.696
Gender	.398	2.638	1.490
Single	.014	.005	1.014
Widowed	-.266	.123	.767
Divorced	.450	.674	1.568
Separated	-.18.52	.000	.000
Edu	-.290	28.221***	.748
Observation	11911		
Cox and Snell R²	.010		
Nagelkerke R²	.034		
Ombinus test	53.278***		
HL-test	10.437		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level).

DV=dependent variable and IVs= independent variables

The observation number of the model is 11911. The constant of the model is negative but significant at 1% significance level, and the model explained 3.4% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

The model of the results showed that age had a negative and significant relationship at 1% and a 0.696 odds ratio. It appears that younger Syrian refugees in Jordan are more likely to work as service and sales workers. Furthermore, educational attainment level had a negative but significant relationship with a 0.748 odds ratio at 1% level.

This meant that service and sales workers' occupations needed less educational attainment.

Table 20: Results of the Logit Regression Model Based on Skilled agricultural, fishery and forestry workers (saf)

DV	Skilled agricultural, fishery and forestry workers (saf)		
IV`s	Beta	Wald	Exp(B)
Constant	-.247	.686	.781
Age	.447	24.528***	1.564
Gender	-.020	57.197***	.360
Single	-.172	4.140**	.842
Widowed	.431	1.729	1.539
Divorced	-.478	2.008	.620
Separated	-.003	.000	.997
Edu	-.134	73.141***	.874
Observation	11911		
Cox and Snell R ²	.038		
Nagelkerke R ²	.052		
Ombinus test	213.561***		
HL-test	3.039		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level). DV=dependent variable and IVs= independent variables

Table 20 is established based on equation 24:

$$\text{Logit} (saf_i) = \beta_0 + \beta_1 age_i + \beta_2 Dsng_i + \beta_3 Dwdw_i + \beta_4 Ddvcd_i + \beta_5 Dspt_i + \beta_6 Edu_i + \beta_7 gender_i + \varepsilon_i \quad (24)$$

The constant of the model is insignificant because the equation is changed as a:

$$\text{Logit} (saf_i) = \beta_1 age_i + \beta_2 Dsng_i + \beta_3 Dwdw_i + \beta_4 Ddvcd_i + \beta_5 DSPT_i + \beta_6 Edu_i + \beta_7 gender_i + \varepsilon_i \quad (25)$$

The observation number of the model is 11911. The model explained 5.2% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

The relationship between age and skilled agricultural, fishery, and forestry workers is the model's first significant estimation. It had a significant and positive relationship with these two variables at 1% level. However, older Syrian refugees are 1.564 times more likely than younger refugees to work as skilled agricultural, fishery, and forestry workers.

Gender and skilled agricultural, fishery, and forestry workers had a negative but significant relationship at 1% with a 0.360 odds ratio in the case of gender differences. Thus, female Syrian refugees are more likely to have an occupation in that sector than male Syrian refugees in Jordan. Apart from that, being single has a negative but significant relationship at 1% level and an odds ratio of 0.842. This finding indicated that single Syrian refugees were less likely to have this occupation than others.

Table 21: The Results of Logit Regression Model Based on Plant and machine operators and assemblers (pamoa)

DV	Plant and machine operators and assemblers (pamoa)		
IV`s	Beta	Wald	Exp(B)
Constant	.122	.176	1.130
Age	-.509	31.044***	.601
Gender	.630	29.194***	1.877
Single	-.251	6.991***	.778
Widowed	.098	.097	1.103
Divorced	.029	.009	1.029
Separated	-.621	.564	.537
Edu	-.166	71.444***	.847
Observation	11911		
Cox and Snell R ²	.028		
Nagelkerke R ²	.042		
Ombinus test	153.474***		
HL-test	4.286		

Source: Author's own calculation (2022)

Notes: *** $p < 0.01$, ** $p < 0.05$ and * $p < 0, 10$ are significant. Edu (Educational Level).

DV=dependent variable and IVs= independent variables

$$\text{Logit}(pamoa_i) = \beta_1 age_i + \beta_2 Dsng_i + \beta_3 Dwdw_i + \beta_4 Ddvcd_i + \beta_5 Dspt_i + \beta_6 Edu_i + \beta_7 gender_i + \varepsilon_i \quad (27)$$

The observation number of the model is 11911. The model explained 4.2% (Nagelkerke R²) of the outcome by the independent variables that were included in the particular model.

The outcomes of the empirical testing indicate that age, being single, and educational level had negative but significant relationships with plant and machine operators and assemblers at 1% level. Based on the outcome, it can be said that younger refugees who are not single and have a lower educational background tend to be involved in this type of occupation in Jordan. As a result, at 1% significance level, gender has a positive and significant relationship. It also shows that male refugees in Jordan are 1.877 times more

likely to have an occupation as plant and machine operators and assemblers (pamoa) in Jordan.

Table 22 shows the results of an OLS regression model based on the age and educational level of refugees in Jordan.

Table 22: Results of the OLS Regression Model Based on Age

IVs	Model 1	Model 2
Constant	2.796***	2.831***
	272.851	431.049
Pef	.072	
	1.380	
Ae	.120***	.119***
	2.214	2.198
Oaw	.127 ***	.126***
	4.780	4.746
Unwf	-.410***	-.411***
	(-3.635)	(-3.641)
Ssw	-.083***	-.062***
	(-2.780)	(-4.577)
Saf	.051***	.053***
	3.705	3.578
Pamoa	-.054***	-.054
	(-3.481)	(-3.478)
Prf	.188***	.061***
	5.025	4.545
Observations	11911	
Adj.R²	.028	.023
F Test (max)	17.025***	19.182***
VIF (max)	1.005	1.272

Source: Author's own calculation (2022)

Notes: Heteroscedasticity robust (HC) t-statistics of the standard errors are in parentheses. IVs: independent variables. Letters in the upper index refer to significance: ***significance at 1%, **5% and *10%. The 'variance inflating factor' (VIF) test is applied to check multicollinearity.

Table 22 shows the result of the OLS regression model of age influence on employment and occupational status for refugees.

The model is created based on equation 28.

$$(AGE) = \beta_1 pef_i + \beta_2 Dae_i + \beta_3 Doaw_i + \beta_4 Dupw_i + \beta_5 ssw_i + \beta_{6D} saf_i + \beta_7 gender_i + \varepsilon_i \quad (28)$$

Model 28 in the table shows the result of the empirical testing. The model's constant is estimated to be positive and significant at 1% level. The first four rows show the results of the regression testing between age and employment status. The last four outcomes reflect the relationship between occupational status and age.

The first row of the analysis shows the relationship between paid employees in a family business (pef). No relationship was found between (pef) and age.

The second row of the table indicates the result of an employer (ae) and age. According to the findings, age and being an employer have significant and positive relationships at 1% significance level. From that outcome, it can be said that as people grow older, being an employer also gets higher.

The third row shows the outcome of the relationship between own account worker (oaw) and age. The relationship between variables is positive and significant at 1% significance level. It also shows that with age comes growth, and being an own-account worker is more likely to be.

The fourth row presents the result of the relationship between last employment as an unpaid worker on the family farm or business and age. Variables have a negative but significant relationship at 1% level. It demonstrates that as age increases, refugees in Jordan tend to have less of a role in (unwf).

In the case of the occupational status of refugees and the age relationship, services and sales workers (ssw) and age have a negative but significant relationship at 1% level. Based on the outcome, it might be said that with age, occupation is growing and (ssw) is getting lower.

In the case of skilled agricultural, fishery, and forestry workers (saf), there is a positive and significant relationship with age at 1% level. The variables have a positive and significant relationship with each other. As refugees age, their level of ability to obtain an occupation (saf) also increases.

With respect to plant and machine operators and assemblers (pamoa), it has a negative but significant relationship with age at 1% level. According to the empirical findings, age and (pamoa) have an inverse relationship, and if a refugee is young, they are less likely to obtain employment as machine operators and assemblers.

The last occupation is that of professionals. Variables have a positive and significant relationship with each other at 1% level. Accordingly, as people age, their occupations as professionals also increase. Moreover, the model significantly explains the data, according to the F test (the omnibus test), and the VIF test demonstrates that this model also does not have a multi-collinearity issue.

The next section of the dissertation will be the discussion and comparison of the results.

4.4. Discussion and Comparison of the Results

In this section, of the dissertation, a discussion will be presented based on the results.

Information about the labor market integration process of refugees is important for providing host societies with appropriate policies to expedite the process. However, due to a lack of data, it is not easy to identify problems.

Employment is one of the crucial factors for the integration of refugees in host societies. This is not only because it yields income for the individual but also because it improves the local labor market information, knowledge of the language, and cultural norms and helps people build their own social capital network to create their own business someday. Most importantly, all those factors sped up the integration process. As a well-known fact, lack of language skills, insufficient educational background, or lack of exchangeable job qualifications are the main barriers to the labor market integration of refugees. Furthermore, legal restrictions on access to the local labor market, as well as insecure residence status, prevent refugees from becoming quick participants in the labor market (Smajda, et al., 2014). However, it does not change the fact that labor market integration is a key challenge not only for refugees but also for host countries. If a host country fails to integrate refugees, it will also fail to benefit from their potential long-term economic contribution. From this perspective, Jordan has traditionally been a major country hosting Palestinian, Iraqi, and Syrian refugees. It was chosen as a representative case. In today's world, Jordan is the third-most important host country for Syrian refugees; it hosts the second-highest number of refugees in relation to its population (Fallah et al., 2019).

There are numerous components that those individuals must become acquainted with in their destination countries. Some elements relate to individuals themselves, such as

characteristics such as age, gender, pre-migration experiences, and marital status. Those factors also influence their employment and occupational status indirectly or sometimes directly (Al-Srehan, 2020).

The results show that the level of involvement in entrepreneurial activities and having employment and occupational status depend on age, educational level, and marital status for refugees in Jordan. However, it is important to note that the situation may change when there are more, large and accurate statistics available on refugee characteristics and differences.

The first empirical finding shows that, in terms of gender, Syrian male refugees in Jordan tend to have a marital status other than single, such as widowed, divorced, or separated, whereas female refugees tend to have a marital status other than single. Moreover, it has been found that Syrian male refugees in Jordan are more likely to be involved in entrepreneurship activities, and their educational level is higher than that of female refugees. From this perspective, Hammer et al. (2020) pointed out that in Jordan, when comparing female and male refugees' demographic characteristics, female refugees have markedly less access to regular work and are less educated than male refugees. As improving the educational level also comes with societal integration that will help to find regular income opportunities and social participation, it is important to create some opportunities for female refugees to improve their educational attainment level (Schmidt & Müller, 2021).

Another finding of the empirical testing indicates that young refugees in Jordan tend to be more involved in entrepreneurial activities than older refugees. The majority of them tend to have marital statuses that are either widowed or separated from their spouses. In terms of educational level, their education level is higher. Malaeb & Wahba, (2019) shed light on the fact that refugees, who were forced to flee their country of origin, usually have very little evidence to support their educational background in the destination countries, which makes it harder for them to participate in the labor market. This is one of the primary motivators for refugees to start their own businesses or establish new ventures in their destination countries. When cultural norms are concerned, it is not

surprising that male refugees mostly take part in entrepreneurial activities since patriarchal structures still exist in their families.

Additional findings demonstrate that, in terms of paid worker employment status, which is defined as who is paid for their work, female refugees who are older than others tend to be more employed than others. In addition to being paid employees in family businesses, female refugees and those with marital status other than single tend to have positions in family businesses. In the case of being an employer, older male refugees, mostly widowed, are involved in this employment status in Jordan. As a result, to be an own-account worker, refugees will most likely be older and have a marital status other than single. However, it has been discovered that working unpaid on a family farm or business has no relation to educational or marital status, although younger refugees are more involved in this employment status.

As mentioned before, in the dissertation, employment status and occupational status were reviewed and analyzed differently. With respect to occupational status, refugees who are involved in professional positions tend to be mostly male and have a high level of educational status. From this perspective, Koburtay, Refai, & Haloub, (2020) mention the occupational aspects of refugees relevant to their professional and social status in their country of origin. This situation is reshaping their occupational status in destination countries and improving their fit into employment niches that promote self-employment opportunities.

In the case of service and sales workers, refugees who are younger and less educated tend to have a role in this occupation. When skilled agricultural, fishery, and forestry workers' occupations are concerned, it has been found that female refugees who are older and less educated tend to have more of this occupational status. This finding also implies that "skilled" implies not only "educated" but also "experienced" in a given job. The last occupation is plant and machine operators and assemblers, which is reviewed and tested in the dissertation. Following that empirical testing, it was discovered that male refugees who are younger and have a lower educational background are more likely to work in this occupation. Krafft et al. (2022) and Hanmer et al., (2020) mentioned that sometimes refugees have a weak background because they do not have enough time to receive proper

education in their country of origin due to conflict. When they arrived at their destination, there were frequent delays between their arrival and placement in the education system. These factors lead refugees to settle in any occupation that is offered in host countries.

5. CONCLUSIONS

This chapter is divided into three main sections: the findings of the research, the implications of the results, the limitations and future direction of the study, and the core conclusion and innovative findings of the study.

5.1. The Findings of the Research

Based on the UNCHR definition, a refugee is defined as a person who fled from their country of origin to escape from violence, conflict, or persecution and sought safety in other countries. Due to its complexity and limited data and research, it is difficult to measure the components that influence refugee labor market participation in Jordan.

Our first empirical test included gender differences among Syrian refugees in Jordan. The first result of binary logistic regression on gender shows that male refugees are older than female refugees in Jordan. On the other hand, the literature on refugee studies gives very little attention to marital status differences and their impact on labor market participation in the host countries. However, in destination countries, particularly for married, divorced, and widowed female refugees, it is difficult for them to work in the labor sector (Lee et al., 2008). From this perspective, the results of the empirical model have shown that female refugees tend to be more single than male refugees. Male refugees, on the other hand, have a higher rate of divorce, widowhood, and separated marital status than female refugees. Hypotheses 1 were intended to examine the gender differences, where ***H1: Gender differences among Syrian refugees are related to differences in their characteristics, with six sub-hypotheses. H1a: Syrian male refugees tend to be older than female refugees in Jordan, H1b: Syrian male refugees in Jordan are more likely to be entrepreneurs than Syrian female refugees, H1c: Syrian female refugees tend to be more likely to be single than Syrian male refugees in Jordan, H1d: Syrian male refugees in Jordan are more likely to be widowed than Syrian female refugees, H1e: Syrian male refugees tend to have divorce statuses higher than female refugees in Jordan, H1f: Syrian male refugees are more educated than female refugees in Jordan. H1 is accepted according to the results of the empirical testing.***

The dissertation's second goal was to identify the characteristics of refugees engaged in entrepreneurial activities in Jordan. Both domestic and refugee entrepreneurship can be boosted by encouraging refugee entrepreneurship. However, research into refugee entrepreneurship is still in its infancy. Syrian male refugees who have previously worked for themselves and whose families are involved in business have a greater thirst for entrepreneurship. Refugee business owners are mostly men in their thirties and forties who work in "inferior" industries. It was also discovered that the earnings of refugees were lower than those of other entrepreneurs. Hypothesis 2 are proposed in this regard: **H2: Syrian refugees' demographic features influence their entrepreneurial activities, with two additional sub-hypotheses. H2a: Younger Syrian refugees tend to be more entrepreneurial than older Syrian refugees in Jordan; and H2b: Educated Syrian refugees tend to be more entrepreneurial than other Syrian refugees in Jordan. H2 is accepted based on the outcome.**

On the other hand, the employment status of refugees plays a very important role in integration, but there are some components that make it harder or easier for refugees. The employment positions in this dissertation are classified into five categories: being a paid employee, being a paid employee in a family business, being an employer, own account worker, unpaid workers in family farms or businesses.

To demonstrate this hypothesis, Hypothesis 3 is formulated as follows: **H3 Syrian refugees' characteristics and differences influence the employment status of Syrian refugees in Jordan.**

To elaborate, the following hypothesis concerning gender differences is developed: *Gender differences affect refugees' ability to find employment in Jordan.* The outcomes of the empirical testing show that female refugees tend to be better-paid employees, while male refugees tend to be better-paid employees in family businesses. Furthermore, male refugees are more employer- and account-oriented workers than female refugees. *Marital status influences the ability of refugees in Jordan to obtain employment.* It was also found that single refugees tend to have more employment opportunities as paid employees. Refugees with other than single status are more likely to work in a family business or be self-employed (own account worker). Refugees who have widowed status tend to have

more employment status. Age differences affect refugees' ability to find employment in Jordan. As a result of the empirical testing displayed, there are no age differences between being a paid employee and being an employee in a family business. However, it has been found that elder migrants tend to have more employment positions as an employer and own account worker, and younger refugees tend to have more positions in the family farm or business. Marital status influences the ability of refugees in Jordan to obtain employment. It has been found that single refugees tend to have more employment opportunities as paid employees. Refugees with other than single status are more likely to work in a family business or be self-employed (own account worker). Refugees who have widowed status tend to have more employment status. Moreover, educational attainment influences employment for refugees in Jordan. Unfortunately, educational attainment level does not influence the ability to obtain an employment status for the abovementioned positions. However, no gender differences have been found in terms of unpaid workers on family farms. Thus, ***H3 is partially accepted.***

The degree of assimilation and pleasure a refugee experiences during his resettlement depends critically on his ability to transfer his occupational status and abilities from his place of origin to the one in which he settles. Nevertheless, despite how much it affects assimilation's noneconomic components, occupational adjustment has hitherto received little attention. (Stein, 1978b). With respect to this, ***H4: Syrian refugees' characteristics and differences influence their occupational status in Jordan.*** These occupations include professional-level occupations such as service and sales workers, skilled agriculture, Fishery and forestry workers, plant and machine operators, and assemblers.

Gender differences influence Syrian refugees' ability to obtain an occupational status in Jordan. The results of the empirical testing have indicated that young refugees tend to have more occupations as service and sales workers; skilled agriculture, fishery, and forestry workers; plant and machine operators; and assemblers.

Marital status influences the ability of Syrian refugees in Jordan to obtain employment. Only refugees who have status other than single tend to have occupations as skilled agriculture, fishery and forestry workers, plant and machine operators, and assemblers.

In terms of age differences, age differences influence the ability to obtain an occupational status for Syrian refugees in Jordan. According to the findings of the analyses, younger refugees tend to have occupations as service and sales workers, as well as plant and machine operators and assemblers. However, elderly migrants tend to have a larger role in skilled agriculture.

In this study, educational attainment differences influence the attainment of an occupational status for Syrian refugees in Jordan. It has been found that professional occupation positions require a high level of educational attainment, which means that educated refugees tend to have more occupations in this occupation. Service and sales workers, skilled agriculture workers, fishery and forestry workers, plant and machine operators, and assemblers, on the other hand, require less education, so refugees with low educational attainment tend to work in these occupations more. All results related to H4 demonstrated that *H4d is partially accepted*.

Finally, the last indicator in this study is age. To investigate it. *H5: Age is associated with the labor market participation of Syrian refugees in Jordan*. The result of the empirical testing has been that *H5 is partially accepted*.

Table 23: Results of hypotheses

Table 23: Results of the Hypotheses

H1	<i>Gender differences among Syrian refugees are related to their characteristics.</i>	Partially Accepted
	<i>H1a: Syrian male refugees tend to be older than female refugees in Jordan.</i>	Accepted
	<i>H1b: Syrian male refugees in Jordan are more likely to be entrepreneurs than Syrian female refugees.</i>	Accepted
	<i>H1c: Syrian female refugees tend to have more single status than Syrian male refugees in Jordan.</i>	Rejected
	<i>H1d: Syrian male refugees in Jordan are more likely to be widowed than Syrian female refugees.</i>	Accepted
	<i>H1e: Syrian male refugees tend to have divorce statuses higher than female refugees in Jordan.</i>	Accepted
	<i>H1f: Syrian male refugees are more educated than female refugees in Jordan.</i>	Accepted
H2	<i>Syrian refugees' demographic features influence their entrepreneurial activities.</i>	Accepted
	<i>H2a: Elder Syrian refugees tend to be more entrepreneurial than Younger Syrian refugees in Jordan.</i>	Accepted
	<i>H2b: Educated Syrian refugees tend to be more entrepreneurial than other Syrian refugees in Jordan.</i>	Accepted
H3	<i>Syrian refugees' characteristics and differences influence the employment status of Syrian refugees in Jordan.</i>	Partially Accepted
H4	<i>Syrian refugees' characteristics and differences influence their occupational status in Jordan.</i>	Partially Accepted
H5	<i>Age is associated with the labor market participation of Syrian refugees in Jordan</i>	Partially Accepted

5.2. Implications

Despite many challenges and difficulties in their destination countries, refugees are attempting to strengthen their resettlement process by adapting to the labor market.

The study's findings suggest that more attention should be paid to the gender differences among refugees. In Jordan, refugee women lag behind male refugees in terms of human and social capital. It has been emphasized earlier that sufficient human capital skills lead to powerful social capital as well. Many different factors, such as differences in religion, cultural norms, and household decisions, affect refugees' labor market participation in many different ways. However, this is mostly because refugee women do not have enough human capital skills. Thus, the government in Jordan should apply some practical implications to improve their skills.

The empirical evidence provided by the study's findings indicates the entrepreneurial activities of Syrian refugees and how refugees' demographic characteristics influence them. Due to a lack of labor market opportunities in their destination countries, refugees frequently choose to become entrepreneurs. However, creating their own business is also an important step for their resilience in the destination country. This study also implies that entrepreneurial activities not only help refugees integrate into Jordanian society faster but also support their economic and psychological wellbeing. This also speeds up the acceptance of entrepreneurs by the host society.

Therefore, host societies should adopt better policies to improve economic, sociocultural, and political environments, which affect the entrepreneurial activities of refugees. In this way, integration programs can be an effective solution. Under the integration program, refugees can take some training to improve their human capital skills and how to use these skills to be more entrepreneurial in Jordan.

The outcomes of the study have necessary implications for the employment status of refugees and their occupational status. It has been found that refugees with higher educational backgrounds tend to have employment or occupational status in higher positions. However, refugees face barriers to accessing employment opportunities most

of the time (Kushnirovich et al., 2018). This study implies that a number of employment programs can be offered to refugees to assist individuals who want to enter the labour market in Jordan. These training opportunities will also aid in the integration of refugees into society. These programs, on the other hand, can assist with immediate job skills transfer to the Jordanian labor market.

This study also suggests that there is discrimination based on educational qualifications that transfers to the labor market of the host society. As a result, for Syrian refugees, recognition of qualifications is a much larger barrier to entry into the labor market and obtaining employment in Jordan. With respect to this, there is a huge need for implications and some new policies for foreign credentials in Jordan. With respect to this, there is a huge need for implications and some new policies for foreign credentials in Jordan.

Otherwise, the inability to acknowledge the qualifications of refugees is a crippling waste of human resources. From this perspective, this study recommends that the government of Jordan take a step toward addressing this issue while working together with employers, unions, academic institutions, and professional licensing bodies (Munkejord, 2017). If their condition and that of future refugees is to be improved, a comprehensive strategy including all stakeholders is needed.

Additionally, refugees should be divided based on demographic and characteristic differences. The results of the empirical testing show that, based on gender differences, age differences, marital status differences, and educational attainment differences, their participation in the labor market is changing. Not being careful about this matter will cause several problems. In terms of female refugees' rights and their participation in the labor sector, they do not have employment opportunities based on their qualifications, and younger refugees face a lack of sufficient educational training.

Last, it is very important to understand that these people are not migrants who were willing to leave their country behind and move to a new place with many uncertainties. Most of them lost their families and loved ones before moving outside of the country or during the journey. As a result, destination countries must take every precaution to protect those people, make them feel safe, and provide them with adequate shelter and

employment. That is how this process will be easier for the refugees as well as the destination countries.

5.3. Limitations and Future Direction of Study

Unfortunately, the current dissertation contains many limitations. The first limitation of the dissertation comes from the insufficient data on refugees in Jordan. The databases contain information with inadequate data that it was not possible to use in the dissertation. For example, working hours and type of contract in employment. In the future, it should be investigated whether there is a difference in workload between Syrian refugees and Jordanians based on working hours and contract type.

On the other hand, the relative significance of each variable individually could not be determined because demographic factors were currently being analyzed. Other psychosocial factors could also have an impact on employment. Future studies should build on this research by examining the impact that a variety of demographic and psychosocial characteristics have on a refugee's ability to get work. Additionally, it is crucial to investigate employment-related issues using qualitative research techniques to understand the communities of refugees' more specific experiences.

Moreover, the data do not contain information about how employment affects the resilience of refugees in Jordan. Therefore, the relationship between these two important components could not be analyzed. To address these shortcomings, it is recommended that future research investigate additional dimensions of adaptation and resilience that were not addressed in the current study. Another drawback is that some ideas, such as identity and social exclusion, have multiple definitions and are time- and context specific. Future academics are urged to look at how people understand these notions and how they could be impacted by social and historical changes to solve this issue.

6. NEW AND NOVEL FINDINGS OF THE STUDY

This study aimed to indicate refugees' demographic differences and their impact on labor market participation in Jordan. The study's hypotheses were tested using particular statistical tests, including correlation, and different regression analyses.

The scientifically remarkable contribution of this study is that investigating Syrian refugees' demographic differences and characteristics, will aid policymakers and the Jordanian government in their mission to integrate Syrian refugees into the labor market in Jordan, as well as the employment and occupational settlement of Syrian refugees in the Jordanian labor market. By linking the theories studied in this dissertation. It shows that the theories used for refugees can identify the problems of the labor market participation of refugees in Jordan. The novelty of the study is that no previous research has been done on the integration of Syrian refugees into the Jordanian labor market, including marital status differences, to show occupational differences by using empirical testing. What distinguishes this research is that it is intended to explore the entrepreneurship of Syrian refugees in Jordan in a detailed manner. This dissertation showed that obtaining an employment status or occupation can change based on the demographic characteristics of refugees.

As a summary of the novel findings:

- Investigating the integration of Syrian refugees into the Jordanian labour market with respect to marital, occupational, and employment status.
- Investigating the entrepreneurship of Syrian refugees in Jordan.
- Investigating the demographic characteristics of refugees with respect to employment status and occupation.

SUMMARY

The main research problem is the lack of studies on the integration of Syrian refugees into the Jordanian labor market. To analyze Syrian refugees' socio-demographic characteristics and how they influence their occupational status, employment, and participation in the Jordanian labor market. The six chapters that comprise this dissertation are: the subject and goals; the review of literature; the material and methods; the research findings; and finally, the conclusion and suggestions.

The introduction of the dissertation presents the topic. An outline of the subject is provided in the introduction chapter. Furthermore, an overview of the global refugee phenomenon, including Syrian refugees in Jordan, distinguishes between the numerous classifications of refugees, migrants, and asylum seekers used in humanitarian flows. Moreover, keeping in mind the significance of the subject and the dissertation's purpose.

The dissertation's subjects and goals are determined in the first chapter. The dissertation's major goal is to examine demographic differences among Syrian refugees and their influence on their labor force in Jordan. Additionally, several statistical techniques have been applied to demonstrate how such variations relate to one another.

The second chapter presents a literature review of the dissertation. This demonstrates that despite being an important topic, refugee studies, particularly their labor force participation, are not given careful consideration. The theories employed in the research are presented. Human capital theory, social capital theory, dual labor market theory, and discrimination theory were used to explain the problem theoretically. In addition to explaining Jordan's general labor market structure, the situation of Syrian refugees has been discussed, as has Syrian refugee entrepreneurship. This literature review was also used to create hypotheses and empirical analyses for the dissertation.

The third chapter provides details on the databases used for the dissertation. Methods employed to accomplish the research's goals, respond to its questions, and test its scientific hypotheses for empirical testing to demonstrate the impact of demographic disparities on the labor force among Syrian refugees in Jordan, utilizing SPSS 26.

The fourth chapter shows the research findings of the study. Descriptive statistics are used to display the maximum and minimum number of variables, as well as the mean and standard deviation. While binary logistic regression and linear regression have been used to test the research hypotheses, it has been found that in many jobs, Syrian male refugees who are older and have higher educational backgrounds acquire more employment opportunities than other Syrian refugees in the Jordanian labor market.

The fifth chapter is the conclusion of the study, which summarizes its implications, limitations, future directions, and novel findings.

The last chapter presents the new and novel findings of the study, which show that the study is unique in that it is the first to examine how Syrian refugees are integrating into the Jordanian labor market, including marital status differences and the use of empirical testing to demonstrate occupational differences. On the other hand, what characterizes this research is its intention to investigate the entrepreneurship of Syrian refugees in Jordan in depth. Understanding the demographic distinctions and characteristics of Syrian refugees would help policymakers and the Jordanian government in their objective to integrate Syrian refugees into the labor market in Jordan, which is the study's scientifically notable contribution.

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5. **Al-Dalahmeh, M.**, Dajnoki, K.: The socio-economic impact of the syrian refugees influx in jordan: a systematic review analyses.
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7. Sarihasan, I., Dajnoki, K., Oláh, J., **Al-Dalahmeh, M.**: The importance of the leadership functions of a high-reliability health care organization in managing the COVID-19 pandemic in Turkey.
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LIST OF THE ABBREVIATIONS

CDC = COMMUNITY DEVELOPMENT CENTRE

IDP = INTERNALLY DISPLACED PERSON

IDMC = INTERNAL DISPLACEMENT MONITORING CENTRE

UNESCO = UNITED NATIONS EDUCATIONAL SCIENTIFIC AND CULTURAL ORGANISATION

USAID = U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

UNHCR = UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES

UN = UNITED NATION

NGO = NON-GOVERNMENTAL ORGANIZATION

SNG = SINGLE

MRD = MARRIED

WDW = WIDOWED

DVCD= DIVORCED

SPT= SEPARATED

EDU-LEVEL = EDUCATIONAL LEVEL

ES = EMPLOYMENT STATUS

PE = PAID EMPLOYEE

PEF = PAID EMPLOYEE IN FAMILY BUSINESS

AE = AN EMPLOYER

OAW = OWN ACCOUNT WORKER

UNWF = UNPAID WORKER IN FAMILY FARM

PT = PAID TRAINEE

ETP = ENTREPRENEUR

MNG = MANAGEMENT

PRF = PROFESSIONAL

SSW = SERVICE AND SALES WORKERS

SAF = SKILLED AGRICULTURAL, FISHERY AND FORESTRY WORKERS

PAMOA = PLANT AND MACHINE OPERATORS AND ASSEMBLE

DEDICATION

"To the souls of all the refugees who died as a result of wars, drowning in the seas, hunger, cold, and a harsh life."

"To all the refugees who live a life that does not resemble life, many of you told me their voices were not being heard. Hopefully it will be one day."

"To all policymakers and workers in international and local organizations, associations, donors, and volunteers who serve the refugees and make their lives easier for refugees everywhere."

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