

Lived Experience of Black African Immigrant Entrepreneurs in South Yorkshire

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News, Events, Information and Announcements

International Business Economics Research Group Research Seminar Series

Details of the next seminar in the series are as follows:

Topic: *Lived Experience of Black African Immigrant Entrepreneurs in South Yorkshire*
Presenter: **Dr Tilahun Mekonnen Admassu, Senior Lecturer in International Business**
Time: Wednesday 19 June 2019, 1-2pm
Room: Stoddart 7410, City Campus

Abstract:

The research investigates the lived experience of Black African Immigrant Entrepreneurs' (BAIEs) and their challenges and opportunities in South Yorkshire within the region-specific history, economy, demography and cultural contexts. It also accounts for recent Black African Immigrants' entrepreneurship.

Black African Immigrants are reported to be the least studied and most under-represented social groups among visible ethnic minorities in the UK. Moreover, previous research has been limited to large inner cities and within well-established communities and thus has been unable to represent the experience of outer regions and recent migrants' experience.

This research is intended to impact on advancing knowledge of diversity in entrepreneurship and to assist policy makers, BAIE managers and practitioners to make more informed decisions that align with a need to promote inclusion and diversity in line with the region's strategic vision of Sheffield City Partnership board 2018 inclusive agenda.

Dr Tilahun Mekonnen Admassu is a Senior Lecturer in International Business in SBS with over 10 years teaching experience. Tilhaun says "I am a British citizen of Black African origin (Ethiopian) who has a close proximity to the culture, socio-political and business environment of the research participants, both in their countries of origin and here in the UK."

Tilhaun also has practitioner experience as a former consultant, business owner and manager for 12 years in the UK which has provided him with a tacit knowledge, working experience and contacts with various BME groups, and the choice of and interest in this research is born out of the combination of personal and professional experience, knowledge and commitment.

All welcome - no need to book. Please invite your doctoral and masters students, especially those with research topics/interests in the relevant areas.

News, Events, Information
and Announcements

Mekonnen, T. (2019). *Lived Experience of Black African Immigrant Entrepreneurs in South Yorkshire*. (Doctoral thesis). Sheffield Hallam University, Sheffield United Kingdom.

An extract from the PhD thesis for the purpose of International Business and Business Economics Research Group (IBERG) monthly research presentation.

Dr Tilahun Mekonnen

June 2019



Outline

- Research background and Rationale
- Research question, aims and objectives
- Methodology
- Literature
- Findings and analysis
- Conclusions and recommendations

Research background and Rationale

I. Why I have chosen the domain of Entrepreneurship, Black African Immigrant Entrepreneurs (BAIEs) and South Yorkshire? As the topic and focus of my research?

- Relevant to **my professional, practical experience and personal identity**
 - Teach entrepreneurship at SBS and at all levels for over 10 years
 - Identified gap for contextualised study
 - Over 12 years of practitioner experience of running my own business
 - I am Ethiopian origin and member of the Black African community UK(Sheffield) and am curious on how one's identity shapes (influences) one's pursuit.

Background & Immigrant Entrepreneurs' overview

- According to the **Enterprise Research Centre (ERC, 2013)**, Black and Ethnic minority businesses contribute up to **£32 billion to the British economy** per year.
- According to **The Immigrant Learning Centre (2018)**, **43%** of Fortune 500 companies **were founded or co-founded by 1st and 2nd generation immigrants**, including Apple, Google, IBM, Facebook, Yahoo and Amazon, whilst **28%** of High Street businesses were founded by immigrants.
- For example, the **OECD (2014) report** on the labour markets stated that **immigrants accounted for 70% of the increase in the workforces in Europe and 47% in the US over the past ten years. Migrants fill important niches both in fast growing and declining sectors of the economy.**
- In **South Yorkshire**, where the **demography is below the replacement level**, immigrants are filling the important labour shortage (Migration Yorkshire, 2017).
- Migrants have transformed derelict (abandoned) urban centres and towns into more vibrant and prosperous places across Europe and UK Kloosterman *et al.* (1999).

Black Africans have the highest total entrepreneurial activity index (TEA) GEM (2002)

- Africans are *five times as likely to be involved in an autonomous business start-up compared to Whites and other population subgroups. It states that African people are the most likely to see good business opportunities and have the highest total entrepreneurial activity index (TEA) overall of all ethnic groupings. The TEA index for African men is 50 per cent compared with 14.6 per cent amongst Caribbean men and 11.3 per cent amongst Asian men* (Nwankwo, 2005, p.127)
- BAIEs' adaptability to constant changes in the new country, culture and language has helped them to cope, survive and thrive in business.
- BAIEs' *cultural predisposition* has also attributed to their '*resilient*' characteristics displaying a *high propensity and preparedness towards self-employment* according to the culturalist approach of entrepreneurship in the literature. Masurel *et al.* (2004)

BME including BAIEs have a high propensity towards entrepreneurship and self employment

- In Sheffield, according to the Local Economic Growth Initiative Report (Legi, 2006), BME, [including BAIEs] communities have a greater propensity to set up businesses than the white residents where, 1 in 7 of the working age of BME population in Sheffield is self-employed, compared to less than 1 in 10 in the white population.

...Background & Immigrant Entrepreneurs overview

- Despite all of these, research show that BME, more particular **BAIEs are facing disproportionately high challenges and struggle** to materialise their full potential according to (Daley, 1998; Nwankwo, 2003,2005; Ojo, 2013, 2017).
- **This is due to lack of access to critical resources and historical inequalities and discriminatory practices according to various researchers in the US and UK** (Bonacich, 1980; Aldrich *et al.*, 1990; Ward and Jenkins, 1984; Woods, 2001; Bank of England,1999; Ram *et al.*, 2002; Deakins and Freel, 2012)

Background and context of why BAIEs in South Yorkshire?

BAIEs in South Yorkshire are:

- Relatively new communities (not well established) following on from the Immigration and Asylum Act 1999 (Home Office 2013) dispersed to the outer regions and cities.
- Transient community
- Rapidly growing demography, (50% above the national average) Census (2010)
- Very limited research
- **In line with the recommendation of Ram *et al.* (2017) that the focus of future research in the UK and Europe should be embedded locally, working with local agencies aimed at providing practical support to new immigrant businesses.**

...Background and context of BAIEs in the UK

- Black African Immigrants are **the least studied and under represented social groups among visible ethnic minority in the UK** and **very little is known about their entrepreneurial activities** (Nwankwo, 2005; Ojo, 2013, 2017; Daley, 1998).
- Black Africans were recognised as ethnic **social category only in 1990s** census (Daley, 1998).
- This social groups **faces high degree of segregation, marginalisation and discrimination and most of which are living in deprived inner cities.**
- Evolving and growing community as part of the fabrics of British modern society with its own distinctive challenges and opportunities.

Demography and employment (Census, 2011)

- **South Yorkshire BAIEs (self-employment), 1680:**
 - Barnsley (72), Doncaster (204), Rotherham (126) and Sheffield (1,278).
- **England (Unemployment)**
- **Unemployment data for black population** is between **12% and 13%**, compared to Asian 7%, mixed 10% and white 4%.

BMEs/BAIs Demography (Census 2011)

- England and Wales-Total BME = 7,866,517 (14%)
- Yorkshire and Humberside - Total BME=591,777 (11%)
- **South Yorkshire - Total BME - 125, 978 (9.4%)**
- **Black African/British/Caribbean = 25, 752 (5.7%)**
 - **Black African over 12,000 (3%) approximately.**

Research Question

What are the lived experiences of BAIEs in South Yorkshire in their entrepreneurial activities?

- What are the **backgrounds** of BAIEs in South Yorkshire?
- What are BAIEs' **key motivations** in their entrepreneurial ventures?
- What do BAIEs consider as **challenges (barriers)**, and what are the implications of these for their businesses?
- What do BAIEs consider as **opportunities**, and what are the implications of these for their businesses?
- Who are BAIEs' **employees, core customers and key supporters**?
- What are BAIEs' experiences regarding **provision of support**?
- What are BAIEs' **future plans and aspirations**?
- To what extent are the experiences of **BAIEs commonly shared and distinctive from other groups of entrepreneurs**?

Research Aims and objectives

The overall aims of this PhD research inquiry:

To explore the lived experiences of Black African Immigrant Entrepreneurs within the UK business environment, focusing on the regional context of South Yorkshire.

- Which centred around **two core ideas**:
 - **Gaining deeper understanding and knowledge** about the lived experiences of BAIEs and,
 - **Identifying challenges (barriers) and opportunities** with a view to recommending solutions whilst maximising opportunities.

This is a timely study and in line with the **Sheffield City Partnership Board, vision 2018** to make the city **more inclusive and sustainable** through policy initiatives that support its diverse communities.

There are five specific research objectives attached to the overarching research aim

1. To present a **critical review of existing literature** pertaining to the identity and lived experiences of Black African Immigrant Entrepreneurs
2. To develop a **methodology** to enable the lived experiences of Black African Immigrant Entrepreneurs to be captured
3. To investigate the **lived experiences** of Black African Immigrant Entrepreneurs **linked to their identities as Black African immigrants, their identities as entrepreneurs and the regional context** in which they are based (South Yorkshire)
4. To critically evaluate the lived experiences of Black African Immigrant Entrepreneurs in South Yorkshire against currently known experiences of entrepreneurs and immigrant entrepreneurs *per se* with a view to considering the **distinctiveness of BAIEs as a discrete social group**
5. To **identify implications for the further development** of theory and practice

Literature

Critical appraisal of conceptual and theoretical knowledge of entrepreneurship underpinning BAIEs experience

- Entrepreneurship, Ethnic minority and Immigrant Entrepreneurship as general field of research has been **studied extensively from a multitude of disciplines; economics, sociology and psychology**, largely in US and Europe.
- But **very limited research if any about BAIEs specific in the UK** so very little is known about them.
- Black African census category (social group) was introduced **only in the 1990 census** Daley (1998).
- Previous studies lump together Black Africans and Caribbeans as **'Afro-Caribbean'** (Daley, 1998; Nwankwo, 2005) which is offensive in itself. This is a hair style than a social group. Even if this meant to say Africans and Caribbean, these two social groups still have **very distinct migration patterns, history and approaches to entrepreneurship except the colour of their skin.**
- **Thus, there is a need to study Black African immigrants as separate entity in the UK and more particularly recent migrants outside big cities, Such as South Yorkshire.**

Literature

- Even when after Black African was recognised as a social category, its descriptions are **complicated and overlapping**:
 - **'Black/African/Caribbean/British/mixed'** including on the latest **census (2011)**.
- Previous ethnic minority related literature mainly focused on Asians (**Chines, Indians, Pakistanis, etc.,**) and there was very limited research on other Black African entrepreneurs (Daley (1998), Nwankwo (2005) and Ojo (2013)).
- Thus, Black Africans are **under researched and under represented** and some times called as **'a minority within minorities'** according to the BME Final Report Omar *et al.* (2006).
- **Lack of methodological diversity** - most of the previous research seems to draw conclusions from **quantitative-based, broad-brush data** which fails to voice and fully capture the lived experiences of ethnic and immigrant entrepreneurs.

... Literature

Three directly associated research works relevant to the subject of this research have identified:

- 1. Daley, P. (1998).** Black Africans in Great Britain: Spatial concentration and Segregation. *Urban Studies, Vol. 35, No. 10, 1703±1724, 1998*
- 2. [Nwankwo, S.](#) (2005) "Characterisation of Black African entrepreneurship in the UK: a pilot study", *Journal of Small Business and Enterprise Development, Vol. 12 Issue: 1, pp.120-136, <https://doi.org/10.1108/14626000510579680>***
- 3. Ojo, S. (2013).** Diaspora Entrepreneurship: A study of Nigerian Entrepreneurs in London. (PhD thesis). University of East London.

Critique of the relevant literature

Daley, P. (1998). Black Africans in Great Britain: Spatial concentration and Segregation. *Urban Studies*, Vol. 35, No. 10, 1703±1724, 1998

- Confirms the social groups disadvantages ; **facing high degree of segregation, discrimination and marginalisation and poor social housing due to external environmental factors** whilst **cultural, linguistic and lack of skills factors** have its own influence.
- Her research is focussed on **social dimension** and thus has not explored their entrepreneurial activities again in big cities (**London, Birmingham, Liverpool, Leeds and Cardiff**) and thus **may not represent outer regions, such as South Yorkshire**.
- Her description and characterisation of Black Africans **are outdated and doesn't reflect recent migrants as the most highly-qualified** and trained professionals in Western countries,(Oliveira, 2006).

...Critique of the relevant literature

Nwankwo, S. (2005) "Characterisation of Black African entrepreneurship in the UK: a pilot study", Journal of Small Business and Enterprise Development, Vol. 12 Issue: 1, pp.120-136,
<https://doi.org/10.1108/14626000510579680>

His findings and analysis indicates the following:

- Black Africans embarked on entrepreneurship more **to escape ethnic penalties than a strategic response to the structure of environmental opportunities**. He labelled them as '**escapist mindset**' with very little preparation to run business.
- **Data collection was limited to London.**
- He recognises that many African-owned businesses are **failure-prone and in need of strategic interventions** in order to secure their growth and sustainability.
- He has also acknowledged that Black African men are more likely to have a higher qualification than any other comparable ethnic sub-group, they also have a disproportionately **higher unemployment rate**.
- He established that London accounts for about 80 per cent of the total of Black African population in the UK.
- **His methodology is quantitative (survey method) (from 104 respondents)**

...Critique of the relevant literature

Nwankwo, S. (2005) "*Characterisation of Black African entrepreneurship in the UK: a pilot study*", Journal of Small Business and Enterprise Development, Vol. 12 Issue: 1, pp.120-136,
<https://doi.org/10.1108/14626000510579680>

- He characterised the **niche market** as ‘much of the activities in this sector comprise **basic personal survival activities that creates little in the way of sustainable employment or wealth**’.
- None of the respondent was found to be unable to read and write.
- In his analysis, he asserted that “at the moment, public understanding of the phenomenon of African entrepreneurship is **incomplete**”
- He acknowledged the need for strategic intervention to assist them to break into the main market but **didn’t uncover the ‘structural challenges’ that is deeply ingrained within institutions and systems.**
- Furthermore, it is questionable his **assessment** and characterisation of Black African Entrepreneurs’ motive as **‘escapist’** and this may not reflect the success and positive contributions of immigrant entrepreneurs including Black Africans on the face of challenging environment compared to the findings of Deakins and Freel (2012; ERC, 2013, OECD, 2014 and The Immigrant Learning Centre 2018)

Critique of the relevant literature

Ojo, S. (2013). *Diaspora Entrepreneurship: A study of Nigerian Entrepreneurs in London*. (PhD thesis). University of East London.

- The research was carried out on Nigerian entrepreneurs in London, thus, **homogeneous group**.
- Samples are taken from **a well established, strong and the largest Black African groups in London** and this **may not reflect the wider, outer regions and recent immigrants' experience**.
- The research acknowledges (confirms) most disadvantages experienced by Black African communities, **but lacks clarity on the root causes**.
- The research has attempted to investigate the **firm, environment and the individual (entrepreneur)**, but the focus is more the nature of their business 'firm level' rather than their '**the entrepreneurs' identities as Black Africans and immigrants**.

Findings on institutionally-embedded cultures and practices that serve to discriminate against minority social groups.

- *Due to formal institutional practices that naturally favour specific groups in society, for example men over women or white business-owners over ethnic minority business owners, access to resources such as finance and markets is very limited (Deakins and Freel, 2012, p.81).*
- Black African owned businesses are among the highest groups who have been denied access to finance (bank loan outright rejection) according to the comparative studies of SMEs and their access to finance in the UK (Fraser (2005) at Warwick Business School.
- The following data presents the comparative percentage of the likelihood of outright rejection of banks' loan application and they have been disadvantaged (discouraged).
 - Black African 37.4%
 - Black Caribbean 28.1%
 - Pakistani 13.2%
 - White owned 10.4%
- Thus, Black African/Caribbean owned businesses needed new finance, whereby; significant percentage of them seeking for a costly overdraft facility in order to manage their cashflow compared to other groups:
 - Black African 66.2%
 - Indian 30.7%
 - White 31.9%
- In 2007, DTI found that ethnic minority-owned business typically pay higher loan charges than white –owned businesses.

Methodology

- **Phenomenology:** - The underlying assumption adopted in this research is that **reality is socially constructed and social reality is a creation of individual consciousness.** This is a sociological perspective endorsed by qualitative research paradigm Edmund Husserl (1938), Martin Heidegger (1976); Moustakas, (1994).
- **Qualitative research provides greater insights into the subtleties and complexities of human lived experience, especially from the social science perspectives.**
- In order to capture BAIEs lived experience, it is necessary that the participants should share their story as they live it and this can be done by deploying **Phenomenological methodology.**
- **Burns (2000)** stated that **qualitative research adds flesh and blood to social analysis** which may not have been detected in any statistical analysis usually adopted in quantitative researches.
- **Moustakas (1994)** described **phenomenological research as a strategy of inquiry** in which the research identifies **the essence of human experience** as a phenomenon as described by participants.

... Methodology

- Thus, the Ontological and Epistemological assumptions (stances) adopted in this research are that;
- **Ontology** – Reality is socially constructed and social reality is a creation of individual consciousness McAuley, et al., (2007) and Blackburn (1996)
- **Epistemology** – Knowledge is contextual.
- The aim of phenomenological methodology is to shed light upon meanings of human experience. Phenomenology seeks to understand the world from the participant's point of view.
- In Phenomenological research, knowledge is created through repetitive reinforcing and cumulative evidence (Lincoln and Guba, 1985).
- Thus, as a social researcher, I am not merely reporting, as an act of thin description (Denzin, 2001; Guba and Lincoln, 1994), but I am seeking to interpret their narratives, actions, motives, meanings, contexts and circumstances in as lifelike a manner as possible.

Findings and Analysis

- BAIEs' have demonstrate high degree of adaptability to constant changes in the new country, culture and language has helped them to cope, survive and thrive in business on the face of hostile and unwelcoming environment.
- BAIEs' demonstrate 'entrepreneurial resilient' born out of their cultural predisposition and high propensity towards self-employment as corroborated by the culturalist approach of entrepreneurship in the literature. Masurel *et al.* (2004).
- **BAIEs' motive in enterprise is over and above commercial objectives; they identify in their business that it provides them with a sense of purpose, a means of preserving identities, a means of self-expression, upward social mobility, self-realisation, self-actualisation and a sense of freedom.**
- **BAIEs are highly disadvantaged (othered) or don't feel accepted (belong) and are described as 'minority within minorities' on the basis of their group identities; as Black Africans and immigrants,** as corroborated by BME Final Report (Omar *et al.*, 2006)
- **Regional opportunity structure has disadvantaged BAIEs in developing their business, denying access to mainstream markets and critical resources including finance** (Ram *et al.*, 2002; Fraser, 2005; Omar *et al.*, 2006; Deakins and Freel, 2012)

Key findings

External challenges (barriers)

- Work permit restriction
- Police slow to respond to urgent calls and lack of action
- Lack of business support and advice (lack of flexibility)
- Lack of trust and respect
- Lack of suitable business premises
- Authorities' (city council) heavy-handedness
- Banks' unfair lending policy and practice
- Institutional racism
- Lack of cultural sensitivity
- Racist customer attitudes (consumer racism)
- Stigma attached to immigrant
- Inherent inequalities
- Lack of access to finance

Internal challenges (barriers)

- Lack of managerial and entrepreneurial competencies
- Cultural difference and lack of integration
- Lack of resource
- Lack of work-life balance
- Lack of self-esteem
- Low income (price sensitive) customer base

BAIEs' experience of Institutional Racism (systemic and structural) barriers

- *“Almost all banks see us [BAIEs] as second-class citizens. When we approach them for a loan, they don't take us seriously. They intimidate us by asking totally unrelated questions about citizenship status, insurance and collateral availability”* (BAIE 06).
- *“You see, these institutions [banks] do not take my ideas and proposals seriously, banks and financial institutions see me as high risk rather than a potential customer, which makes me feel distrusted and a second-class citizen”* (BAIE 13).
- *“I have been trying to participate on public procurements, but they [local government] are making it very difficult for businesses with BME background participating, with bureaucratic and unnecessary mandatory measures which are disadvantaging us. For example, by demanding so many years' experience, track record, references and other demands”* (BAIE 13).

BAIEs' experience of Institutional Racism (barriers) - Home improvement owner (systemic and structural)

- *"I do recognise the challenges of running and managing a business for everyone; however, it is even harder for BME communities as there have been inherent inequalities throughout successive governments in this country. It is not just individuals, but BME business communities collectively who have inherited poverty or were born into disadvantageous situations. It collectively lacks role models and representation to inspire others in order to break this vicious circle or to address the root cause of the problem.*
- *Throughout BME businesses' existence there has always been a chronic lack of access to finance which denies investment opportunity for business growth. This and many other disparities in life, including education and training, are more likely to make BME business managers less equipped to effectively and competitively manage their business"* (BAIE 13).

BAIEs' experience of the banks' discriminatory lending policy and practice.

- There were only two participants (BAIE 04 and BAIE 16) who have had access to bank loans where one (BAIE 04) described that she was under huge pressure from the bank though she had her wealthy father serving as a backup and guarantor, whilst BAIE 16 did not provide further details.
- “Putting on too much pressure” (BAIE 04)
- “Unfair lending policy and practice” (BAIE 03)
- “Disappointing; disrespectful to BAIEs” (BAIE 13)
- “Stereotypical views; mistrusting and mistreating BMEs as they see them high risks than customers” (BAIE 13)
- “Treat us (BMEs) as second-class citizens” (BAIE 06)

BAIEs' experience of systemic and structural (barriers) (restaurant and shop owners)

- *“The problem is when you have encountered a problem, drunken customers disturbing staff and other customers, we call the police, but they don't come on time and this affects the safety of our customers, staff and our business reputation” (BAIE 02).*
- *“The police took two and a half hours to arrive here when we called them, they are just across the road. They took all my details, but they did nothing” (BAIE 01).*

BAIEs experience of 'consumer racism/ primed political and master narratives '(barriers) (taxi transport owner)

- *“Frequent humiliation and assault by abusive customers saying that 'you immigrants' came to this country and taking over, 'I don't pay you a penny!’”. Some abusive customers are very rude, and they refuse to pay after using the taxi service and the lack of protection or prevention against such incidents stresses me big time” (BAIE 08).*
- *““When a Black African immigrant taxi driver is making a complaint against the abusive customers supported with CCTV evidence, the police do nothing, but when a white person makes an allegation against us [black immigrant taxi drivers], the police response is swift and exaggerated.*
- *When drunken customers vandalize and spoil the car inside and outside which puts me out of work and is costly. The police are slow in responding to our calls and are not doing anything to protect us and the city taxi operators are not doing much to blacklist and prevent such abusive customers from using the service in the first place. **So, we feel very vulnerable every time we are going out to work”** (BAIE 08).*

BAIEs experience of 'consumer or societal racism' (barriers) (Restaurant owner)

- *“People [mainstream white British customers] really do not believe that you [BAIEs] can actually make or are capable of making goods and services. So, racism is number one and the biggest barrier. From what I have experienced and heard from other people, for a black African and Caribbean person setting up his/her business or doing business in the UK, racism and prejudice is the biggest barrier ”(GO 11).*

Conclusions and recommendations

BAIEs' shared **life stories** that shape their attitudes and attributes are:

- **Difficult circumstances** under which they left their country of origin.
- **Difficult journey**, tragic incidents, painful memories, sense of loss.
- **Hostile and unwelcoming environment** in their host countries, (socio political changes internationally and regionally) which affect their integration.
- **Lengthy asylum application and naturalisation process** took in **average six years** and they found their **life in suspension and in limbo** unable to engage in any productive activities that has led to **opportunity loss and where some 'lost the will to live'**.

Conclusions and recommendations

- **Dehumanising, demonising and xenophobic media discourse** targeting immigrants exacerbate isolation, affect BAIEs integration and breaking into the mainstream market explained as **'othering and belonging'** sociological phenomenon (Powell and Menendian 2016; Brons, 2015).
- **Society too has been showing racist**, abusive and damaging impact through verbal and physical assaults attributed to **'consumer racism'** as corroborated by Ishaq et al., (2010), Shimp and Sharma (1987), Quellet (2005).
- **Durable inequalities due to institutional racism**, Tilly (1999) and Powell and Mendaian (2016)

Conclusions and recommendations

- BAIEs are the victims of **'social stigma'** and **ill informed perception** that immigrants are **'costs and burden to society'** and **economy** as their experience **make them feel, second class citizens, under class, mistrusted, disrespected** born out of ill social perception of prejudice. Hence, **'othered'**, Tilly (1999) and Powell and Mendaian (2016).
- This is regardless of the positive contributions immigrants are making globally in many fronts: Including BME's contribute **£32 bn pounds per year to the British economy** (Ram and Jones, 2008; Deakins and Freel, 2012; ERC, 2013).
- **BAIEs in South Yorkshire provides 63 people full time employment.**
- This systematic, structural and culturally embedded alienation of immigrants **on the basis of their group identities** can be explained in the literature as **"othering and belonging"** a sociological phenomenon as discussed by Powell and Menendian (2016) and Brons (2015).
-

Conclusions and Recommendations

The research contributes in four major areas:

- **Othering' and 'belonging', a sociological framework explaining the underlying structural and system level contemporary context of alienation against BAIEs on the basis of their group identities as Black Africans and immigrants**
- **BAIEs' manifest attributes of Resilience born out of high tolerance to risk and uncertainty, adaptability, cultural predisposition and high propensity and preparedness towards enterprise and self employment.**
- **Thus, resilience has been identified as BAIEs key and distinctive entrepreneurial attribute and attitude, explaining the ability of BAIEs to survive and thrive in the face of a challenging and sometimes hostile environment (opportunity structure).**
 - Thus, BAIEs identify in their business a sense of purpose, a means of preserving identities, a means of self-expression, upward social mobility, self-realisation, self-actualisation and a sense of freedom.
- **Phenomenological Research methodology suitable in investigating the complex and subtle social realities with unlike quantitative approach which diminishes the 'sense-making human role' of a researcher.**
- **Practical application** in regard to policy provision and professional practitioners to inform managerial and business support practices.

Conclusions and Recommendations

Recommendations:

- **The need for strategic intervention and provision of support** that builds trust, bridging the gaps, building confidence and ensuring representation, preparing level plain field but **doesn't necessarily mean throwing money at them or indulge them favourably**. But;
 - Encourage their competitiveness
 - Encourage further research and engagement with the sector
 - Recognising their challenges at all levels
 - Promote/adopt business friendly policy and practices

Nurture sense of belonging by humanising BAIEs and counteracting negative master narratives, addressing structural and systemic issues.

- *Belongingness or widening the circle of human concern involves **“humanizing the other”** where the most marginalised outgroups are brought into **the centre of our concern through higher order of love**. In a true compassionate democracy, a society that is in balance, where everyone “belongs.”*

Government's role of addressing imbalances and nurturing an organic development of 'belonging'

- It is not the free market that best addresses imbalances in allocating resources and creating opportunities in a society, but it is the responsibility of governments to intervene and redress historical inequalities, marginalities and nurture an organic development of “belonging” which pays greater dividends to all and bring about a **genuinely inclusive community** that is timely and relevant to the geographical context of this PhD research inquiry with **Sheffield Partnership Board's 2018 mission to make Sheffield an inclusive city.**

Recommended scopes for further Research

- Black African Female Entrepreneurs,
- Comparative study among the UK's visible ethnic groups, and 1st and 2nd generation.
- Research by countries of origins.
- Provision of business support.

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Appendix

1. Interview process and steps

- **Step 1: - Identify and list potential participants** based on the selection criteria (Figure 3.3)
- **Step 2: - Contact nominated potential participants**, introduce myself, the research and check their willingness to participate
- Exchange contact details and agreed methods for further communications
- **Step 3: - Arrange first meeting** (in person) as and when required
- Establish trust and provide more detailed information about the research and processes involved including audio, video recording and consent form.
- **Step 4: - Arrange second meeting** for interview as and when agreed by the participant, ensure the time is convenient and place (venue) is suitable
- **Step 5: - Interview takes place**
- **Step 6: - Transcribe audio/video recording**
- **Step 7 - Present the copy of the transcription to participants** for confirmation and amend any discrepancies.

2. Summary of the Key contributions and implications of the research.

<p>Empirical Contribution</p>	<ul style="list-style-type: none"> •Extends the geographical scope with regional focus and contexts •The study focuses on particular social groups (BAIEs) and with clearly identified countries of origin •Captures recent immigrants' lived experience (asylum seekers and refugees) •Rich data due to researcher's embeddedness (advantage point)
<p>Theoretical Contribution</p>	<ul style="list-style-type: none"> •Provides original contribution to theory, “othering” and “belonging” as a framework for BAIEs' experiences of prejudice on the basis of group identities as ‘Black Africans’ and ‘immigrants’ •Advances knowledge of diversity in entrepreneurship •Explores ‘distinctive entrepreneurial attributes’ and •introduces (illustrates) a ‘resilience conceptual framework’ •Examines the impact of regional opportunity structure •Examines the dilemma of ethnic niche markets (enclaves) •Fills the critical gap in literature on immigrant and or Black •and Ethnic Minority •Recommends the need for the provision of tailored business support •Contributes to the scholarly discourse by ‘e-publishing’ two •full conference papers at ISBE and one abstract at MDE •Serves as stepping stone for further research •Provides recommendations of scope for future research
<p>Methodological Contribution</p>	<ul style="list-style-type: none"> • Adds to methodological diversity through qualitative research output of ‘phenomenological’ enquiry. • Offers detailed research operationalisation; interview criteria, coding processes, systems and templates
<p>Contribution to Policy and Practice</p>	<ul style="list-style-type: none"> •Offers strategic recommendations on managerial practices, experience and solutions •Aids policy makers and professional practitioners to inform practices •Reinforces Sheffield City Partnership Board 2018 vision.

Distinctions in definitions of the terms migrant, refugee and asylum seeker

Term	Definition
Migrant	is someone who moves from one place to another in order to live in another country for more than a year (Pearsall, 1998).
Refugee	is a person who has fled armed conflict or persecution and who is recognised as needing international protection because it is too dangerous for them to return home; they are protected under the 1951 UN Refugee convention.
Asylum seeker	is someone who claims asylum and does not immediately return to the country s/he fled from.

Conceptual clarity of definitions of immigrant, ethnic and minority entrepreneurs

Concept	Definition
Immigrant Entrepreneurs	<p>Individuals who, as recent arrivals in the country, start a business as a means of economic survival. This group may involve a migration network linking migrants, former migrants and non-migrants with a common origin and destination (Butler and Greene 1997a):</p> <p>“An immigrant is a person who comes to live permanently in a foreign country” (Pearsall, 1998, p.914)</p>
Ethnic Entrepreneurs	<p>“. . . a set of connections and regular patterns of interaction among people sharing common national background or migration experiences” (Waldinger, Aldrich and Ward, 1990, p. 3).</p>
Minority Entrepreneurs	<p>Business owners who are not of the majority population. U.S. Federal categories include Black, Hispanic or Latin American, Asian, Pacific Islander, American Indian, or Alaska Native descent. This group occasionally includes women.</p>

Source: Butler and Greene (1997a); Waldinger, Aldrich, and Ward (1990); and U.S. Department of Commerce (1997) (as cited by Chaganti and Greene, 2002, p.128)