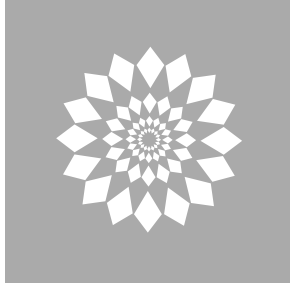


TRANSFERRING YOUR SKILLS INTO SELF-EMPLOYMENT

A Guide for Highly Skilled Migrants





MIGRAPRENEURS

Entrepreneurial and Intrapreneurial Mindset Development
for Highly Skilled Migrants in Europe

Erasmus + Strategic Partnerships 2016 2016-1-UK01-KA202-024286

Developed by MAKRO Management Development Consulting Company (TR) in
collaboration with Migrapreneurs Project Partners; University of Sheffield (UK), Inova
Consultancy (UK), Elan Interculturel (FR) and Agencia Para el Empleo de Madrid (ES)



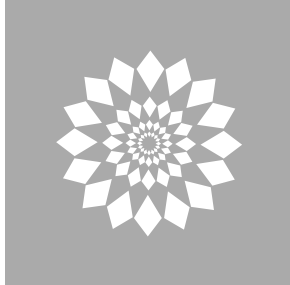
The
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TRANSFERRING YOUR SKILLS INTO SELF-EMPLOYMENT

A Guide for Highly Skilled Migrants

First Edition, January 2018

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1. Executive Summary

The guide with the theme of transferring skills into self-employment has been developed for mainly migrants / refugees who are unemployed or working beneath their skill level in their host countries. If you think you are one of them, this guide will help you discover your entrepreneurship / intrapreneurship skills, how to put them into practice with practical country specific information on how to setup a business in UK, France, Spain and Turkey.

We are aware of that you are not in an equal position with a citizen in your host country, when it comes to set-up a business or get jobs equivalent to your present skills and competences. It is evident that migrants face many barriers in their entrepreneurial journey; institutional barriers, challenges in accessing to finance, cultural constraints and *lack of entrepreneurial skills and competences*. [Migrapreneurs](#) Team steps in to help you transcend the last barrier with relevant guidance and training programmes.

Entrepreneurship is defined as an act of pursuing opportunities and ideas and transform them into value for others. As a transversal competence, entrepreneurship can be relevant to all individuals coming from a broad range of education backgrounds, occupations and sectors. This means that, transferring skills and competences from the previous engagements to entrepreneurship can be easier than to some other career paths. The key to transferring skills to entrepreneurship is paying attention to the skills that you are already using or developing in every sphere of your life. This process will also help you to know yourself better and make a wise decision whether to choose self-employment.

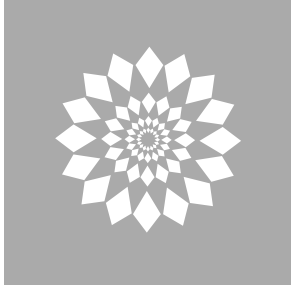


If you choose self-employment with a true belief of that you can really do this in a different country and with your present skill-set, you should dive deeper about the relevant setup procedures in your host country. You are lucky if you are planning your business within EU, as an EU citizen, as you most probably will have equal access to everything. But in case you are an entrepreneur coming from outside Europe, but willing to setup your business in one of EU member countries, you will have consider the differences present in national regulations even between the EU member countries. For instance, in the UK meeting national language requirement is one of the eligibility criteria to apply for entrepreneur visa, it is not among the criteria set in France, Spain or Turkey. In Turkey, while some of the professional careers, such as; dentistry, nursing, advocacy, etc. are only accessible to Turkish citizens, it is not the case in the UK, France and Spain.

Doing business online is another way of activity that you might want to choose, as most of the barriers for traditional businesses do not apply for online business. E-commerce is the common method for selling products in or across the continent. The major steps for starting an online shop comprise of; market research, setting up an online platform and developing a proper marketing strategy.

We have provided more details about all these introductory tips within the guide. What *Migrapreneurs Team* can do more for you as well as relevant contact details are given in the last sections.

Get in touch, get involved!



2. ‘Migrapreneurship’

Entrepreneurship as a Career Option in a New Country

2.1. What is Migrapreneurs and Migrapreneurship?

‘Migrapreneurs’ is an innovative project aiming to support under or unemployed highly skilled migrants in setting up in business. Funded by the European Commission and involving partners from the UK, France, Spain and Turkey, Migrapreneurs is developing useful tools as well as a training programme for highly skilled migrants in their entrepreneurial journey. The purpose of all project work and outputs is designed for utilizing the skills that highly skilled migrants bring into partner countries by fostering an entrepreneurial/intrapreneurial mindset for migrants. You can find out more about the project and link with us further by visiting our [website](#).

‘Migrapreneurship’ can be simply defined as entrepreneurship outside the home country and across the continent. This special term developed in Migrapreneurs project, addresses the target groups / participants who are migrants with an entrepreneurial orientation, willing to start up or scale up business, but facing difficulties in utilizing their skills and adapting the business environment in their host countries.

2.2. What it takes to be a Migrapreneur?

As a migrant, if you consider that you are overqualified for the employment opportunities offered / available to you and you are better with working more freely, entrepreneurship or a becoming a key player of a team (intrapreneurship) can be the right career for you. If you agree with this, you should also possess some other characteristics that traditional employees



and managers do not have. We bet your **creativity** is too good to use up in corporate environment, you are **passionate** to learn and for success, **curious** and **adventurous**, **proactive** in taking initiatives, **energetic** and **constantly** in action, **determined** and **persistent**, you do not give up easily and try as many times as you can to reach your goals. What motivates you are **materializing new ideas** and **working in a flexible environment**. If you meet these minimum characteristics and motives, or willing to develop the core entrepreneurship competences with [Migrapreneurs Training Programme](#), you can be the next Migrapreneur! We have some good news; European countries also started to welcome migrant entrepreneurs.

The promotion of entrepreneurship is incorporated in the Europe 2020 Strategy which aims to create the conditions for “smart, sustainable, and inclusive growth”. Within this framework, the Entrepreneurship 2020 Action Plan includes a commitment to **facilitate entrepreneurship among migrants** already present and residing in the EU. There is consensus on that through migrants’ participation in the labour market, including as entrepreneurs, they can add value to society in their adoptive country. [1]

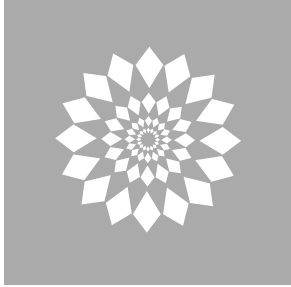
There is also a reality that you might face some difficulties when it comes to starting up a business in your host country. According to European Commission, migrant entrepreneurs tend to experience more barriers to set up a business than native entrepreneurs.

This is also validated with the results of [Comparative Needs Analysis Report](#) which has been developed in Migrapreneurs Project. These barriers are shortly summarized below cautionary in your entrepreneurial journey:



- **Institutional barriers**; migrants are generally unfamiliar with the business and regulatory environment, business setup procedures, commercial transactions, etc. We have provided some introductory information about the setup procedure in UK, Spain, France and Turkey in 4th Section.
- **Access to finance**; newly migrated entrepreneurs often struggle to secure finances from banks which require a credit history and being familiar with the formal banking system in the host country.
- **Cultural constraints**; these can be difficulties related to language and traditions in the host country. Being literate and fluent in the language as well as familiarity with the local culture are essential.
- **Lack of entrepreneurial skills and competences**; adopting in business environment requires high level of entrepreneurial and business management skills. Lack of these skills can be challenging for the migrants who have no experience in self-employment, even if they have the characteristics and motives to start their own business.

All these barriers can be transcended by using professional help in various forms. Among all, what we as Migrapreneurs Team, focus more is helping you to improve your entrepreneurial / intrapreneurial skills through systematic trainings programmes and complementary online interactive resources. In a similar vein, this guide has been developed with the purpose of helping you to discover how you can make use of present skills in your entrepreneurial / intrapreneurial journey.



3. Transferring Skills to Entrepreneurship in a New Country

Transferring skills simply means the use of skills developed through personal experience in either education or employment to perform other roles in future employment. Although many people have heard about transferrable skills, some of them actually know what they are and, very few know which ones they have and how to use them. [2] We provide valuable insights in the next sections for migrapreneurs belong to the last group, about what entrepreneurship skills are, which of the existing skills can be transferred to entrepreneurship / intrapreneurship and how to transfer them.

3.1. What are the entrepreneurship skills and competences?

Development of entrepreneurial mindsets has recently come into prominence around Europe. There is a growing awareness that entrepreneurship skills, knowledge and attitudes can be learned and in turn lead to the widespread development of entrepreneurial mindsets and culture, which benefit individuals and society as a whole. [3] However, still few people have the entrepreneurial mindsets and skills needed to set up their own business. [4] This is mostly because, entrepreneurship as a competence, has not been properly established in many educational systems and there is still no consensus on what the distinctive elements of entrepreneurship competence are. By looking from this perspective, the



need for a common definition and understanding for entrepreneurship is evident.

In response to this need, today, there are many initiatives taken to define what entrepreneurial competences are. One of them is the Entrepreneurship Competence study (EntreComp), developed by EC in 2016. [EntreComp](#) defines entrepreneurship as a transversal competence, which applies to all spheres of life: from nurturing personal development, to actively participating in society, to (re)entering the job market as an employee or as a self-employed person, and also to starting up ventures (cultural, social or commercial). Entrepreneurship competences not only address the activities related to setting up a business, but also becoming intrapreneurial by taking important initiatives within an established organisation. From this regard, we can define it as follows;

Entrepreneurship is when you act upon opportunities and ideas and transform them into value for others. The value that is created can be financial, cultural or social. [5]

The Entrecomp framework defines entrepreneurship competences under 3 areas that directly mirror the definition of entrepreneurship as the ability to turn ideas into action that generate value for someone other than oneself; and 15 competences that, together, make up the building blocks of the entrepreneurship as a competence for all citizens. The model below represents the competence framework:

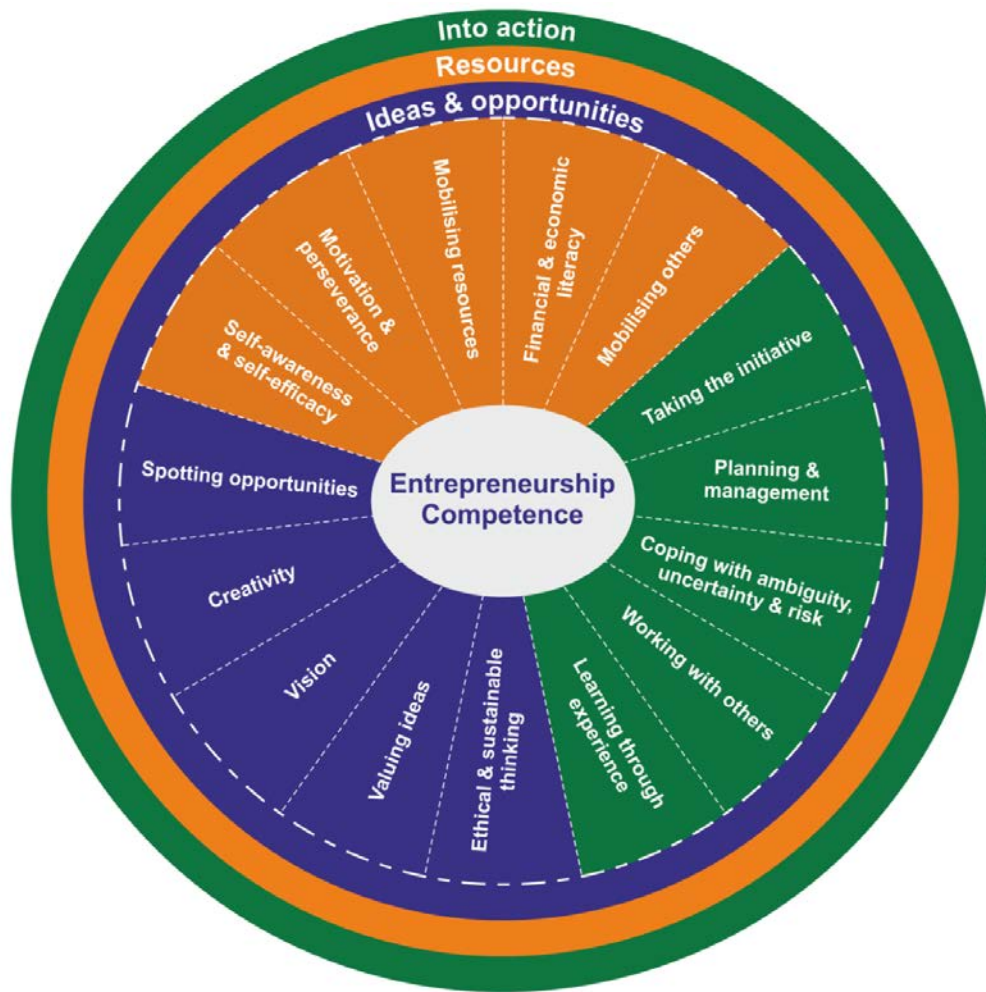
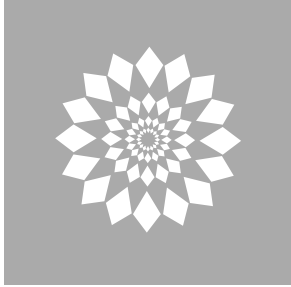


Figure: EntreComp Conceptual Model

All of the competences given in the model are equally important and there is no sequence in the acquisition process or a hierarchy. There are also hints elaborated on how each competence take place in the model. For instance, '*spotting opportunities*' means 'use of imagination and abilities to identify opportunities for creating value' and '*creativity*' means 'developing creative and purposeful ideas', and so on. A person with entrepreneurial orientation is expected to possess these competences at a good level.

In the next section, we will have a look at which of the present skills can be transferred to the entrepreneurship defined in this section.



3.2. How can I transfer my skills into entrepreneurship?

As a transversal competence, entrepreneurship can be relevant to all individuals coming from a broad range of education backgrounds, occupations and sectors. This means that, transferring skills and competences from the previous engagements to entrepreneurship can be easier than to some other career paths.

The best time to identify your transferrable skills is when you are using them. Look at yourself and think about; can you identify a moment / task you accomplish before by using the competences given in the previous section? Try to recall past experiences in school or in your previous job. For instance, a task that you have accomplished by 'taking initiative' - taking up challenges, acting and working independently to achieve something; realize a new idea or gain a customer. Think about a moment that you 'mobilize resources' - by making the most of limited resources; to buy a new phone or travel Europe. The key to transferring skills to entrepreneurship is paying attention to the skills that you are already using or developing in every sphere of your life. This process will also help you to know yourself better and make a wise decision whether to choose self-employment.

Nowadays, employers are more in search for transferrable skills than others. Most of them look for people that can either grow or improve the business. Going intrapreneurial is simple, if you think that you have the basic characteristics and transferrables identified up to now. Just prepare yourself to convince the hiring people that you have what they are looking for.



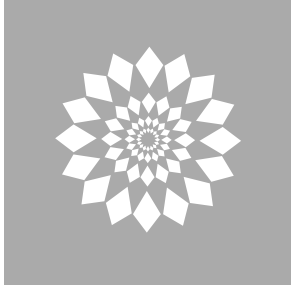
Going entrepreneurial is a different story. You are coming from a different environment where culture and business language is different. If you can stand behind your business idea, no matter how challenging the process with identified barriers in your host country, and if you believe that you can really do this with your present skill-set, it is time to think about the set up process.

How to transfer skills to entrepreneurship: A Case from Turkey

The video below is from an initiative called '[Welcome to Turkey](#)', providing interviews conducted with Syrians who set up a new life in Turkey. One of them is Samer, who had to choose a different career when he moved to Turkey. He starts a coffee shop in Ankara by using his barista skills gained from hobbies. Although his entrepreneurial story starts with despair, his case is still a good example on how can the skills transferred to self-employment.



In the next section, we provide introductory information about business set up process as well as valuable facts and figures in Europe and Migrapreneurs countries; UK, France, Spain and Turkey.



4. Doing Business in Europe and Migrapreneurs Countries

Being the largest economic market in the world, having access to huge markets out of Europe, free trade agreements with many countries in other continents, Eurozone, etc. traditionally makes Europe worth doing business in. Within member states, the rules are common, free movement applies; once you are in EU, you have equal access to everything. Data privacy is at highest level, creating a secure environment to do business. All these opportunities and more are increasingly attracting entrepreneurs and investors in and outside of Europe. Of course, all these opportunities come with some wiles. The impact of recent financial crisis is still being felt and unemployment is higher than in the past. There is also a rising nationalist tendencies, creating a pressure for migrants coming from outside Europe.

Although, in most cases European countries ensure consistency between laws, there are still considerable differences in national regulations and cultures, which also highly affect the business setup process and operations. The differences present in some of EU member countries and also Turkey, in terms of setting up a business, are touched upon in the respective sections below.



4.1. How can I do Business in the UK?

What should I Know Before Starting a Business in the UK?

In order to start a business in the UK, you need to have to reside in the UK legally and have a type of visa that allows you to do business in the country.

Once a migrant has obtained the paperwork allowing him or her to set up a business, the entrepreneur has full access to all these government support mechanisms in place for start-ups.

EU citizens:

According to the British government website: *“You don’t currently need to apply for a document to prove you can live in the UK unless:*

- *you’re an extended family member of someone from the European Economic Area (EEA) or Switzerland,*
- *you want to apply for British citizenship,*
- *you want to sponsor your partner’s visa application under the Immigration Rules”.*

Facts and Figures of the UK

During the past 3 years, the UK GDP has known a stable growth, growing from £1,845.444 in 2014 to £1,922.626 in 2016, with a growth of 3.1% in 2014, 2.3% in 2015 and 1.8% in 2016. The number of enterprises in the UK increased by 20% between 2012 and 2017, going from 2,233.290 businesses in 2012 to 2,668.810 in 2017.

In 2017, London remains the region with the largest number of businesses (representing 18.9% of the UK total). However, other regions have had more significant percentage growth from 2016 to 2017, the East has had a percentage growth of 6.8%, West Midlands 6.4%, North West 6.1% and London 6%.

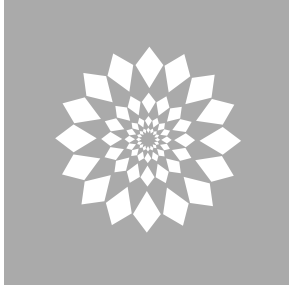
The 6 sectors that have known the most important growth from 2016 to 2017 are ‘transport and storage’ (17.7%), ‘education’ (15.4%), ‘business administration and support services’ (9.5%), ‘finance and insurance’ (6.3%), ‘construction’ (6%) and ‘health’ (5.8%).

In 2016, industries attracting the most investment from EU countries are ‘Professional, scientific & technical services’, ‘Administrative and support service activities’ and ‘Transportation & storage’.

American countries invested the most in ‘Information and communication’ and ‘Financial services’ UK industries whilst Asian and African countries focused on the ‘financial service’ sector. Australia and Oceania invested the most in ‘retail & wholesale trade’ and ‘repair of motor vehicles & motor cycle’ industries.

In 2015, the ‘Consumer & retail’ industry made the most profit by exporting goods, followed by the ‘Automotive’ and ‘technology’ industries.

The most common challenges faced by UK based entrepreneurs currently include paperwork (e.g. dealing with permits, getting the right type of credit or paying taxes) and the uncertainty linked to the post Brexit context. The UK remains an attractive country for entrepreneurs thanks to the importing and exporting opportunities, Intellectual Property Rights (IPR), financial support, research and development and the highly skilled workforce. Sources and more information available [here](#).



After 'Brexit'?

Nothing is certain yet at this point. The UK government website states that: 'A new scheme will be available for EU citizens and their families to apply to stay in the UK after it leaves the EU'.

Non-EU citizens:

Tier 1 (Entrepreneur) visa:

You can apply for a 'Tier 2 (Entrepreneur) visa' if you want to set up and run a business in the UK and if you're from outside the European Economic Area and Switzerland. You must have at least £50,000 in investment funds, held in regulated financial institution(s) and free to spend on business in the UK or have £200,000 of your own money. Other eligibility criteria include:

- 'meet the English language requirement'¹
- be able to support yourself during your stay
- score 95 points - check your points score²
- be at least 16 years old'

When you apply, you'll need to provide the following documents:

- a current passport or other valid travel identification
- evidence of the investment funds available to you
- a business plan
- evidence that you can support yourself during your stay
- proof that you meet the English language requirement
- your tuberculosis test results if you're from a country where you have to take the test
- a criminal record certificate from any country you have lived in for 12 months or more in the last 10 years'

¹ Passing an approved English language test with at least B1 or having an academic qualification that was taught in English (recognised by [UK NARIC](#)).

² More information available here: Tier 1 (Entrepreneur) of the Points Based System – Policy Guidance



How much you pay for a Tier 1 (Entrepreneur) visa depends on your situation, where you are and how you apply. You can find out the different fees [here](#).

You'll also have to pay the healthcare surcharge as part of your application. Check how much you'll have to pay before you apply. You can come to the UK with a Tier 1 (Entrepreneur) visa for a maximum of 3 years and 4 months, extendable upon application.

Become a British Citizen

After living for at least 5 years in the UK, you can apply for British citizenship by naturalisation. More details and resources are available on the British government [website](#).

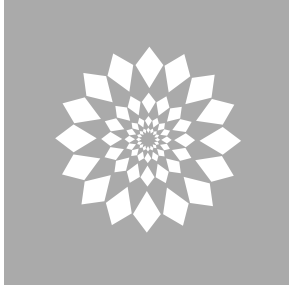
Guides are available on the UK government [website](#).

How do I Access Funding in the UK?

A 'business plan' is a written document that describes your business. It needs to be concise and specific in order to secure investment or a loan from a bank (or if you're a non EU-citizen applying for a 'Tier 1 (Entrepreneur) visa').

It covers your objectives, strategies, marketing and sales and financial forecasts. You will need to describe:

- Your business; its history
- Your product/service
- Your market segment(s); its size, the important trends
- Your existing customers; their profiles
- Your competition
- Your marketing and sales strategy; describe your product, pricing, promotion and distribution channels
- Your management and personnel
- Your financial forecasts
- Your SWOT analysis (strengths, weaknesses, opportunities and threats)



Annexes to the business plan can include: CVs of key personnel, market research data or technical specifications. [More information and resources](#) to help you write your business plan are available online or join the Migrapreneurs training, which will support you to develop your business plan.

Alternative Ways to Fund a Business

[Research](#) shows that entrepreneurs, and especially migrant entrepreneurs often have to rely on 'informal sources' of funding. This often means that their friends or relatives loan them money to start their business.

Newer ways to fund a business offer other alternatives. For example, crowdfunding is a way of raising finance by asking a large number of people each for a small amount of money.

Microfinance or microcredit is a type of banking service specifically designed for people with limited or no credit history, low-income individuals or groups who otherwise may have no other access to financial services.

Further information on accessing such funding is available to participants on the Migrapreneurs programme and the following online resources on alternative ways to fund your business can be found [here](#).

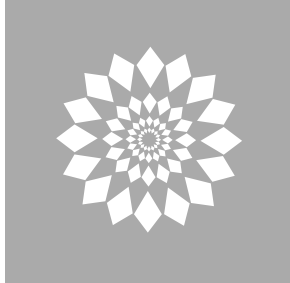
How can I Start my Business in the UK?

In the UK, most businesses register as a sole trader, limited company or partnership.

Sole traders

- Personal responsibility for your business's debts
- You have accounting responsibilities, including sending a Self-Assessment tax return every year

[Find out more](#) about registering as a sole traders and what your responsibilities would be.



Partnerships

- Shared responsibility for your business's debts.
- Shared business's profits
- Each partner pays tax on their share.

[Find out more](#) about registering a business partnership and your responsibilities.

Public Limited Company (PLC)

- Ownership open to public, meaning that anyone can buy shares.

Private Company Limited by Shares (LTD)

- One of the most common type of companies
- Cannot be owned by any members of the public
- Usually owned by an NGO or a small number of shareholders

Company Limited by Guarantee

- treated as incorporated bodies
- some or all of the partners have to have limited liabilities

Unlimited Company (UNLTD)

- 'In the event of a formal liquidation (and only then), the shareholders are responsible for completely settling the company's outstanding financial liabilities, regardless of the extent of their investment in the company'.

Limited Liability Partnership (LLP)

- Different than 'partnership'
- Partners are only responsible for their own misconduct or negligence

Community Interest Company

- For companies with the intention of using their profits with the intention of benefiting the communities they're in or improving the community services they offer



How to Register a Business in the UK?

1. Action: Check availability of unique company name, complete application form IN01, and file for registration with Companies House. You will need:

- At least one director and one shareholder (the same person can be appointed for both positions)
- A registered office address

Contact: Companies House

2. Action: Sign up for employer's liability insurance³

Contact: Insurance company

3. Action: Open a bank account

[Find out useful information](#) about how to open a bank account in the UK.

4. Action: Register for VAT and PAYE (Pay-As-You-earn tax) (no charge)

Contact: Her Majesty's Revenue and Customs (HMRC)

More information can be found on this [websites](#).

Business Regulations

Sales through a local branch/shop

You will have to register your company with Companies House in England and Wales, Scotland or Northern Ireland. At least one director and one shareholder will be required. One person can be appointed to both of these positions, but you can also set up a company with many directors and shareholders.

³ <http://www.doingbusiness.org/~media/WBG/DoingBusiness/Documents/Profiles/Country/GBR.pdf>



Distance selling

Occurs when a VAT-registered business in one EU country supplies and delivers goods to a customer in another EU country who isn't registered for VAT. You are distance selling into the UK if you're outside the UK but in another EU country

Customers who are not VAT-registered include: private individuals; some small businesses; businesses that can't register for VAT because their activities are exempt; public bodies; charities

If you distance sell into the UK and Isle of Man you have to register for UK VAT if the value of your distance sales exceeds £70,000 in a year. If you distance sell excise goods like alcohol and tobacco you'll have to register for UK VAT and Excise Duty.

Importing

You can find an [online guide here](#) on how to import goods to the UK.

Marketing and selling laws

All EU countries must comply with EU regulations. When moving goods from EU countries, you need to get a commodity code and pay VAT, but not import duty. You don't normally need an import licence. Imports within the EU are called 'acquisitions'.

Make sure you are aware of specific national business compliances when doing business with non-EU countries.

Employment laws

European nationals with the right to live in the UK are, with certain exceptions, still entitled to work in the UK and do not need to obtain a visa or work permit in order to do so. European nationals have the same rights as UK citizens in this respect, and employers must treat them equally and are also able to start their own businesses in the UK.



If you want to hire a non EU-citizen employee, you can check resources available on the UK government [website](#).

And check an employee's right to work in the UK with [this online tool](#).

Licensing

International trade is heavily regulated for some goods and you should be aware that you may suffer significant penalties if you don't have the necessary documentation and your goods might be seized by HM Revenue and Customs (HMRC). For detailed information on licences and sanctions related to controlled goods, refer to the guide on [controlled goods: licences, sanctions and embargoes](#).

Intellectual property

An EU trademark and registered community design protects intellectual property in the EU member states. IP can be “licensed-out” or “licensed-in”. You can “license-out” to another company in return for a fee. You can “license-in” if you want to use another company's IP to develop your own business and products. The person granting the licence is usually called the licensor, and the person receiving the licence is usually called the licensee.

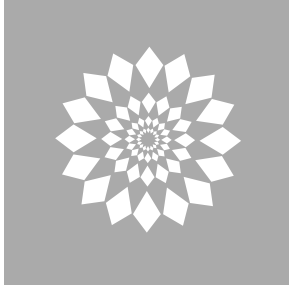
Technical and product requirements

All countries in the EU are subject to EU regulated standardisation. In the UK, the Department for Business Innovation and Skills (BIS) is responsible for conformity assessment and accreditation policy.

Packaging and labelling

Packaging in all countries of the EEA must conform to EU regulations in relation to health and environment protection. In the UK, you do not have to show particular information on the label for every kind of product, but if you include it you must be accurate. There are special rules for some products, and for retailers.

Labels must not be misleading about things like:



- Quantity or size
- The price
- What it's made of
- How, where and when it was made
- What you say it can do
- The people or organisations that endorse it

Rules apply to some sectors. Please find below resources by sectors:

- [Exporting and doing business abroad](#)
- [Food, catering and retail](#)
- [Importing](#)
- [More information and categories](#)
- [Sale of goods and services and data protection](#)
- [Patents, trademarks, copyright and designs](#)
- [Waste and environmental impact](#)

Where Can I Get Further Advice on Setting up a Business in the UK?

LEPs

LEPs are locally-owned partnerships between the public sector (local authorities) and private sector (businesses).

There are 39 LEP's in England – see map - and they determine local economic priorities and undertake activities to promote economic growth and create local jobs.

LEPs come in different sizes and structures – some LEP's have special interest groups, advisory panels, and the make-up of Boards differ in terms of public and private-sector and representatives from higher education/Universities.

Guidance: Entrepreneurs setting up in the UK

The UK government supports start-up companies and entrepreneurs setting up in the UK by providing access to mentoring programmes and funding.



UKTI

UKTI works with UK based businesses to ensure their success in international markets through exports. UKTI encourages and supports overseas companies to look at the UK as the best place to set up or expand their business.

UKTI has professional advisers around the UK and staff across more than 100 countries. Their headquarters are in London. The focus of the UKTI are to:

- Promote international trade and investment
- Helping UK companies achieve their potential overseas through exporting
- Encouraging investment in the UK by overseas businesses priorities

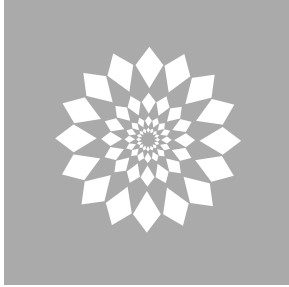
Local Chambers of Commerce

There are 52 accredited Chambers of Commerce with national coverage in the UK, representing thousands of businesses of all sizes and sectors. The British Chambers of Commerce (BCC) is a dynamic, high-profile and independent business network, with Chambers across the UK. Local Chambers sit at the heart of the community, working with businesses of all sizes, and representing all sectors. The Chambers are not for profit, although powerfully placed to help with business growth. In part, the Chambers act as a pressure group to promote pro-growth policies and defend business priorities to central government. Firms can also access a range of services, networking and support from their Chamber, to help them do business every day.

Innovate UK

Innovate UK is the new name for the Technology Strategy Board. It is an organisation of around 250 staff, drawn mainly from business and based in Swindon, UK. The key responsibilities are to:

- provide new support for innovative small and medium-sized enterprises (SMEs) with high-growth potential;



- make sure that government initiatives such as SBRI (Small Business Research Initiative) attract innovative UK businesses and give companies access to important customers in the public sector;
- identify and invest in the sectors that have the greatest potential for innovation to speed up economic growth;
- help innovative companies work with their backers so their ideas can be developed commercially.

The Private Sector

The private sector is replete with service based organisations which can provide support for growth



4.2. How can I do Business in France?

What should I Know Before Starting a Business in France?

For the EU Citizens, or the European Economic Area citizens (Iceland, Liechtenstein, Norway), as for the Switzerland citizens, there is no limitation to become associated and/or a company director, and there are no formalities to make.

For the Non-EU Citizens, on the other hand, it is requested to be holder of a particular title allowing to become a company director. According to the situations, there will be [several steps](#) to do.

Regular entrepreneur: If the individual is already a holder of a residence permit, a «long duration CE» permit or has an Algerian resident permit of 10 years, there will be no specific process to make.

Without one of these titles, it will then be necessary to ask a status change and to ask for a temporary resident permit authorizing the practice of a [self-employed activity](#).

Facts and Figures of France

In France, the foreigners' entrepreneurship system depends on its nationality, but not only. Foreigners' rights are a very specific topic which is also constantly changing. Moreover, it changes according to nationality, age, competences and work in France.

In Ile-de-France region, one company out of ten is managed by a non-EU member state foreigner. Ile-de-France's GDP represents almost 30% of the national fortune, and near 4% of the EU GDP. Its broadband communication networks give an opportunity to companies settling in and favours of their growth. Ile-de-France remains the first [employment](#) area in Europe, and its workforce is highly qualified (37% of French executives work in the region).

In France, the evolution of the GDP in the last three years (in Euro) has steadily increased (535 billion in 2014; 549 billion in 2015; 558 billion in 2016). This represents a big opportunity for businesses. Over 25.000 [companies](#) have been created by foreigners every year and 22% of them hire employees within their first year of existence.

Hotels and restaurants, real estate and trade are among the main business sectors of companies managed by foreigners. Nevertheless, success on creating a company depends from both context (e.g., difficulties of integration on the economic market) and know-how (e.g., experience and diplomas may be neither adapted to the new environment, nor valued).

Self-employment (cf. auto-entreprenariat) leaves room for more individual third sector initiatives such as services or consulting considering the opportunities offered by the labor market. This also gives bigger place to flexibility and professional mobility.

The alternative between labor and entrepreneurship raise a question about the diverse reasons which may transform an individual into an entrepreneur. Casson (1991) determines four of them: i. finding an outcome to the unemployment, ii. following its own aspirations, iii. learning an additional remuneration and iv. exploiting its skills.



For the migrants who do not live in France and want to set up a business, they will need to get a resident permit (cf. Titre de séjour). It is possible to request a temporary resident's permit carrying the mention «entrepreneur / liberal profession», or the title called «passport talent» ([Law of March 7th, 2016](#)). Those residence permits are delivered with some conditions, on request sent to the Prefecture, for 4 years. Thus you must be able to prove a viable project to obtain them. Then you will have to show them in order to set up your company.

Facts and Figures of France (cont'd)

Entrepreneurship status in France allows migrants to create a company without taking too many risks at first. Several foreign investors start their business each year in France, for very good reasons: thanks to a stable democracy, important means of transport, an excellent communication network, several international airports, supporting programs and the cultural wealth doubled by a highly skilled working force. Altogether, starting an entrepreneurship [new business](#) in France is a good idea.

Nevertheless, a migrant entrepreneur can also face several difficulties and challenges: get the proper status, adapt itself to a new, difficult environment, establish a contact with customers, facing « cultural shocks », master French language, dealing with the non-recognition of diplomas, experience and/or soft skills, facing some discriminations (in particular in the access to financing and premises). Moreover, the Migrant entrepreneur will need to understand a complex legal and administrative process driven [French ecosystem!](#)

National structures of supports are very well represented in France. They understand requirements for accessing to funds or alternative ways to finance business. Herewith, a list of the most important [organisations](#):

- National Structures of support: L'agence pour la création d'entreprise (PCE); Boutique de gestion pour entreprendre (BGE); Réseau Paris Esprit d'Entreprise
- Financing facilities: ACCRE ; France Active; ADIE; Paris Initiative Entreprise (PIE); BGE
- Incubators and co-working spaces: BGE Périph; ADEL; Plaine Saveur; SINGA; SIAD; MakeSense

In France there are different private networks of help, support and financing (France Actibe, Réseau Entreprendre, ADIE, Initiative France, etc.) present in every French department. Loans, honor loans, private funds specialized in TPE-SME are also popular and often for free.



Even before the access to funds, some stages of business creation will need to be made. Those stages are: *to develop a project – to present a business plan – to meet the interlocutors – to choose a legal status – to find a financing – to look for a place – to increase exposure – to develop the customer loyalty.*

Entrepreneurship is a state of mind. Ambition and talent are the main advantages to start a new business. The diploma is only the tip of the iceberg. According to a [study](#) made by the INSEE led in 2006, less than 60% of the entrepreneurs have a diploma of 2nd or 3rd cycle, and only 8.4% of them come from a prestigious university.

How Can I Start My Business in France?

- If your activity is commercial (purchase-sale or service provision): CFEnet, the online CFE of the Chambers of trade and industry
- If your activity is home-made or mixed (commercial and craft): CFE businesses, the online CFE of the Chambers of trades and arts and crafts.
- If your activity is liberal: cfe.urssaf.fr, the online CFE of [URSSAF](#)

[Independent workers](#) are, however, required to register themselves with the social security scheme for non-employees within eight days from the beginning of their professional activity and must pay social security contributions at their own expense (i.e., the hiring of an independent worker does not trigger the payment of any social security contributions for the party that benefits from the services provided by such worker).

These contributions are evaluated based on professional income and usually amount to approximately 30% of the total remuneration.

As for work-related accidents and illnesses, independents workers are not entitled to any compulsory insurance scheme in relation to this specific risk, but can subscribe to optional social security insurance or to a private scheme.



Where Can I Get Further Advice on Setting up a Business in France?

Administrative Status:

[Défenseur des droits](#) (Legal and statutory information)

[OFII](#) (Legal and statutory information)

[La cimade](#) (Assistant to the access to the rights)

[Mrap](#) (Assistant to the access to the rights)

[Ligue des droits de l'homme](#) (Assistant to the access to the rights)

Funding (projects in France):

[ADIE](#)

[Diasporasphere](#) (Crowdfunding)

[Jamaa Funding](#)



4.3. How can I do Business in Spain?

What should I Know Before Starting a Business in Spain?

Migrants have full access to all government support mechanisms once they are legally residents in Spain. In order to obtain residency in Spain we have to distinguish between European and not European citizens.

EU Citizens:

In the European Union there is the principle of free movement of workers, by which all citizens of member countries have the right to access work, in any member country, under the same conditions as the citizens of that country.

Citizens of the EU or the European Economic Area have the right to reside in Spain, but are required to apply for their Foreigner Identification Number (NIE), provided when they will remain in Spain for more than three months (for shorter periods, it is sufficient with a passport or identity document). The place of application will be the Foreigners Office of your province, or a police station.

Facts and Figures of Spain

The annual growth of the Gross Domestic Product in the year 2017 remains at 3.1% and it chains ten consecutive quarters growing at 3% or above. From these numbers it is clear that the national demand is accelerating, and this happens thanks to the greater investment in capital goods while maintaining the consumption of households and the expenditure of Public Administrations. In the GDP, domestic consumption has been replaced by exports. The fact that the growth comes from the investment in machinery and other goods to produce is good news, since it implies that prospects are good and that companies are providing themselves to continue attending to increases in demand. Or what is the same, anticipates more activity. Exports had increases at the beginning of the year and still have a very strong rhythm, adding 7.4% year-on-year.

Among others, the main challenges to invest in Spain are: privileged geographical position to be an international business platform and very favorable climate to locate businesses and operations; cost of living, one of the main concerns of entrepreneurs is the costs and in this sense living in Spain is cheaper than many cities with similar quality of life; entrepreneur ecosystem, changes in the labor preferences of young people, together with the economic crisis, has caused the number of entrepreneurial projects to grow exponentially in recent years; success stories, increasing number of investment and sale operations of Spanish startups with relevant amounts. In the other hand the main threats are: private investment, in Europe, a quarter of what is invested in the USA is invested in startups and half of what is invested in Asia; lack of “unicorns” (startup company valued at over 1.000 million euros) despite the success stories that we have mentioned before, Spain in particular has not yet generated any startup of the so-called unicorns; taxation, fiscal costs affect both the will to undertake and the willingness to invest, in this sense, Spain is behind other markets in both cases.



Non-EU Citizens:

Initial authorization for residence and self-employment should be requested at diplomatic mission or Spanish consular office corresponding to your place of residence:

Requirements:

- Not being irregularly in Spanish territory.
- Lack of criminal record.
- Not be banned from entering Spain and not be considered as rejected in the territorial space of countries with which Spain has signed an agreement in that sense.
- Not being, as the case may be, within the period of commitment of non-return to Spain that the foreigner has assumed upon voluntary return to their country of origin.
- Comply with the requirements that current legislation requires for the opening and operation of the projected activity.
- **Possess the required professional qualification** or accredited experience, sufficient in the exercise of the professional activity, as well as, where appropriate, the collegiality when required.
- Be **able to prove that the planned investment is sufficient** and the incidence, if any, in the creation of employment.
- Be **able to prove that they have sufficient financial resources** for their maintenance and accommodation, once deducted the necessary for the maintenance of the activity.

All Required documentation can be found [here](#).



How can I Start my Business in Spain?

The process to start a business in Spain will depend on the legal form you choose, having available public places of advice to entrepreneurs where you can be tutored through all the process. Most of the time the counselling services are in Spanish, if you wish to be assisted in other languages you should inform in advance so the organization can provide you with a translator.

The most representative legal forms are:

Self-employed: natural person who, in a habitual, personal and direct manner, on their own behalf, engages in economic or professional activity for financial gain (ideal for retail businesses, clothing, food, stationery, souvenir, jewellery, newsagent kiosks etc. and professionals such as plumbers, electricians, painters and decorators, etc.). Personal responsibility for your business's debts. Without minimum legal share capital.

Limited Liability Entrepreneur: as self-employed but with limited of liability under certain conditions.

Community of assets: private agreement between two or more self-employed individuals, who hold ownership and title of an asset or right pro indiviso. Without minimum legal share capital.

Civil partnership: private contract in collaboration between two or more self-employed who wish to carry out an activity jointly for financial gain. Without minimum legal share capital.

Limited liability company: a type of trading company in which liability is limited to the capital contributed, minimum of 3.000 €.

Public limited society: a type of company designed for large companies with many shareholders. The capital, divided into shares, consists of the contributions of the



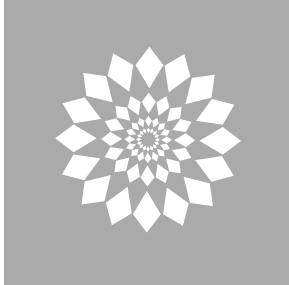
partners, who are not personally liable for the company debts. Minimum share capital 60.000 €

Cooperative Society: this is a form of social economy, appropriate for worker-owned companies. They have the purpose of providing members with jobs. The minimum share capital is set in statutes.

All characteristics, procedures and taxation can be found [here](#).

Depending on the activity, and not of the legal form, other procedures are:

Procedure	Description	Organisation
Activity license	Licenses for installations and works, activity licenses and operating licenses	City councils
Registration in other official bodies and or registries	Depending on the activity carried out, the start of the activity must be communicated with a mandatory nature in those administrations, authorities and / or registries.	Other official bodies and or registries
Registration of personal files	Obligation of those responsible for managing personal data to guarantee the right to protection of said data.	Spanish data protection agency



Complementary:

Procedure	Description	Organisation
Registration of distinctive signs	Distinctive Signs are used in industry and commerce to distinguish the products or services of a company from the other competitors in the market.	Spanish office of patents and brands

Business on-line have to meet basically the same requirements that are required to physical stores, regarding [the Law of Retail Trade](#), that regulates the specific legal conditions in terms of execution time and payment, right of withdrawal, payment by credit card, etc..

Other specific requirements that on-line businesses have to fulfill are:

- [Law on Services of the Information Society and Electronic Commerce](#)
- [Data protection act](#)
- [Consumer Law and electronic commerce](#)

Where can I Get Further Advice on Setting up a Business in Spain?

Further information can be found on the links given below:

- [Central authorities](#)
- [Spanish office of patents and brands](#)
- [Immigration web](#)
- [Social Security](#)
- [Tax Office](#)
- [Mercantile Register](#)



4.4. How can I do Business in Turkey?

What should I Know Before Starting a Business in Turkey?

It is useful to understand what is involved in setting up a business in Turkey for those with entrepreneurial streak. First thing to consider is that it takes a long time to have right for setting up a company for foreign entrepreneurs if they have not been living in Turkey for some time. They will need work permit which can be applied either in Turkey or in their countries (via [Turkish Embassies](#)) and [residence permits](#) from the relevant authority in Turkey. Among four different types of work permits, the one that applies for foreign entrepreneurs setting up a business is 'independent work permit' which is available if they lived continuously in Turkey for at least 5 years. There are some [exceptional cases](#) for foreign entrepreneurs to automatically become eligible for a work permit, including; EU citizens (and their family) and foreigners married to Turkish citizens.

Facts and Figures of Turkey

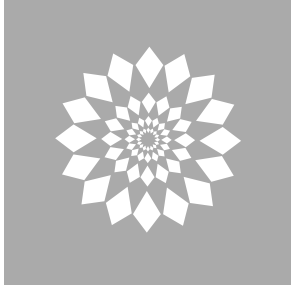
Turkey's economic performance in the last 15 years found to be very impressive in terms of fiscal stability, increased employment and incomes, making Turkey an upper-middle-income country. All these were results of radical macroeconomic reforms and allowed the economy to grow at an annual average real GDP growth rate of 5,6 percent from 2003 to 2016. Although nowadays these achievements are being challenged by domestic and political issues, geopolitical environment and the influx of more than 3 million Syrian refugees; the government urges to take strong measures to revitalize the economy. The forecasts for GDP growth are moderate with around 4 percent in the forthcoming years.

The first 5 major sectors highly contributing the GDP in Turkey are; manufacturing, wholesale and retail trade, construction, real estate and transport & storage. Manufacturing is also one of the sectors with highest share in exports in Turkey, together with agriculture and forestry, fisheries, mining and quarrying. Major manufacturing sectors, with highest share in exports in 2016, can be grouped as medium-high technology sectors (motor vehicles, machinery and equipment, electrical & electronic equipment), medium-low technology sectors (basic metals and fabricated metal products) and low technology sectors (textile and food products).

Main reasons to start a business in Turkey were generally suggested by the national and international authorities as;

- A developing economy with a potential of becoming one of the fastest growing economies in the next three years.
- Young, dynamic, entrepreneurial and tech loving population. Turkey has the largest youth population in Europe.
- Large domestic market with lots of untapped opportunities.

In addition to these, geographic location, liberal investment environment and developing infrastructure are also suggested as the pros of starting a business in Turkey. There are also strategic, large-scale and regional [incentive alternatives](#) attracting foreign investors which can be made use of equally as local investors.



The authority for issuing work permits (Ministry of Labour and Social Security) will also require evidences to show that the prospective business will create employment opportunities or contribute economic development along with the evidences that prove enough capital funds are available to operate the business in Turkey. It is unlikely to be asked for a complete business plan, but it is always good to have it in order to map the future and support growth.

The only requirement for foreign entrepreneurs to prove their expertise is an officially translated diploma. They can establish businesses in almost all sectors. However, certain professional businesses and jobs are only accessible to Turkish citizens by law. These include; dentistry, nursing, pharmaceuticals, veterinary, advocacy, notary, security, diving, pilotage, captaincy, customs brokerage and tour guiding.

Facts and Figures of Turkey (cont'd)

Although there are good incentives attracting investors with high capital, there are some limitations and challenges for starting business in Turkey which are mostly relevant for foreign start-ups, such as;

- Availability of human capital and local expertise: As there are enough skilled workforce in Turkey, which might hinder foreigners simply turn up thinking they can provide higher quality services. This challenge can be transcended by learning local business culture, save up as much as personal contacts and getting prepared to tough competition.
- Considerable bureaucracy levels for incorporating a company and capital registration (more information in the next sections)
- Deficiencies in the regulatory framework and hiring foreign employees.

An entrepreneur from İstanbul explains the whole picture with [this paragraph](#):

“We are in a geographical location that is politically and economically unstable compared to more developed parts of the world. You need to be ready on the changes and calculating every risk. But the returns are higher here as this is an emerging market with strong potential.”



How Can I Start My Business in Turkey?

Foreign entrepreneurs have the same rights with Turkish citizens when it comes to choosing the type of company structure. There are a number of company structures available in Turkey such as; joint stock, limited liability, cooperative, collective and limited partnerships. [The most common structures](#), also suggested to foreign entrepreneurs, are shortly explained below:

Joint Stock Company: Can be formed by at least one person. The capital of the company is fixed, divided into shares but the total shall not be less than 50.000 Turkish Liras.

Limited Liability Company: Can be formed by one person. The capital of the company is fixed, shareholder liability is limited to the capital they paid which in total shall not be less than 10.000 Turkish Liras.

Company formation involves several steps with some paperwork and online registrations. These steps are given below, only titles;

1. Submit memorandum and articles of incorporation online at MERSIS (Central Registry Record System)
2. Prepare and notarize company documents required for application at the relevant Trade Registry Office
3. Obtain tax identity number from tax office
4. Deposit 0,04 percent of company capital to the account of Competition Authority
5. Deposit at least 25 percent of the start-up capital in a bank and obtain a proof
6. Apply for registration at the Trade Registry Office
7. Certify the legal books by a notary public
8. Follow up with the tax office on the Trade Registry Office's company establishment notification.



These formalities might not sound so straightforward, but by accessing right channels providing up-to-date information about company set-up and a professional help (described in the following sections), all the steps can be completed easily. The overall process should not take longer than 15 days.

When registering the company trading name, the entrepreneurs should keep in mind that the trading name must be original and not in use by another company. This can be checked from the relevant Trade Registry Office. The name can be chosen in another language, only if it does not contradict to any law or policies. Besides, it should not be offensive or misleading, or include any sensitive words or expressions.

Once the company is established, the operations can start anytime. The company can also engage in distance selling activities, most common one is e-trade, if the products / services are suitable for this. The only criterion for distance selling is having a company established for taxation purposes. The entrepreneurs, who first establish a physical shop, can sell their products through online markets, without the need for establishing a new company. A company established in Turkey can sell both in domestic and international markets⁴.

Last but not least, the entrepreneurs should be aware of that, the overall process of company set-up incl. paperwork will be in Turkish. So, if the entrepreneur does not know and understand Turkish, it is advised them to work with a Turkish speaker person who has enough knowledge about the process and can help them in every step.

Where Can I Get Further Advice on Setting up a Business in Turkey?

The entrepreneurs who are thinking about setting up a business in Turkey, but not living in Turkey, should first consult with Turkish Embassy in their countries. Besides, they should start working with a lawyer who is fully aware of and experienced on set-up procedure in Turkey.

⁴ <http://www.egirisimci.gov.tr/> (Turkish)



Other useful links are provided within the previous sections. Turkish authorities which provide useful preliminary information are [Invest in Turkey](#) and [Ministry of Labour and Social Security](#) (Turkish).

5. How Can I Sell My Products Online?

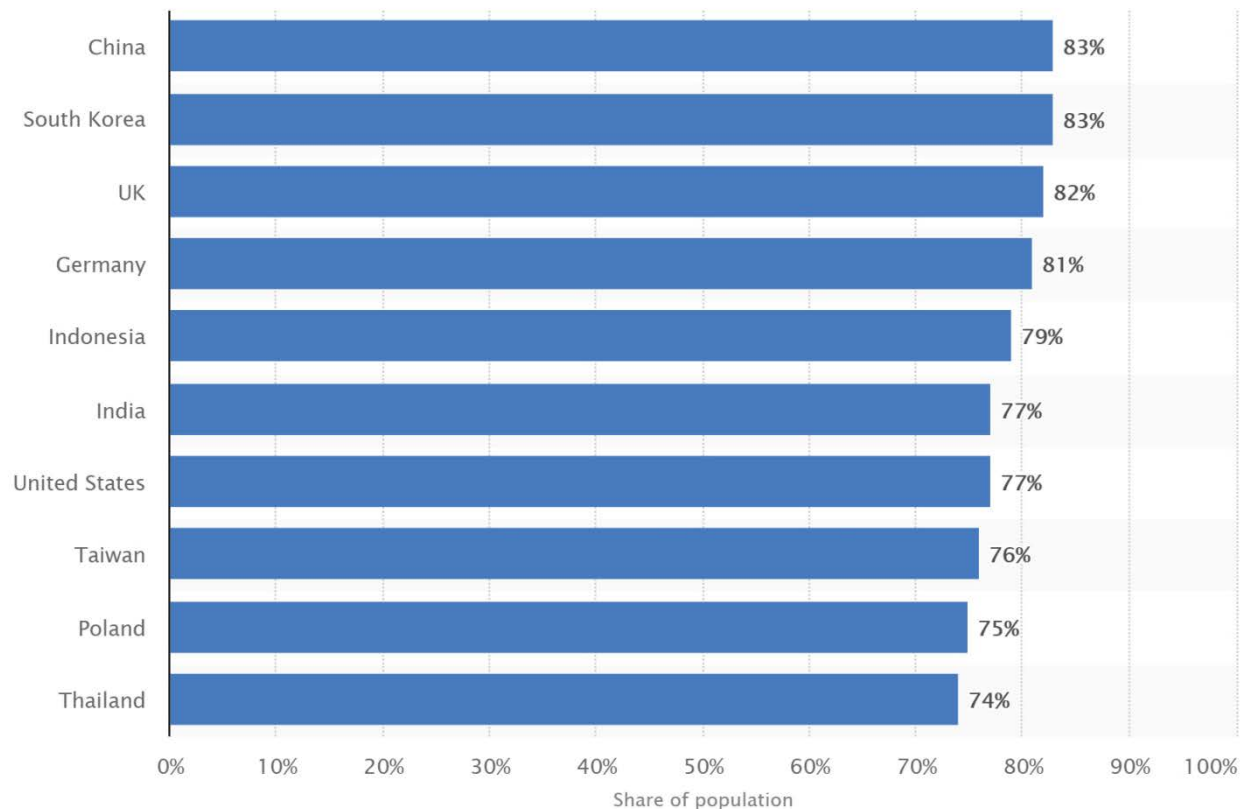
Once you have established your company in Europe, by relying on the framework of relevant regulations given in the previous sections, you can also start selling your products online in or outside Europe. The common method for distance selling is e-commerce (electronic commerce) which is simply defined as a way for people to buy products or services over the Internet, via website - online shop. Anyone can open an e-commerce store, as most of the barriers for traditional commerce do not apply for online commerce.

E-commerce is a fast growing industry in the world with the advances in Internet usage. Today, more than 50% of global Internet users shop online and e-commerce accounts for around 10% of total retail sales in the world. There is still a big potential of growth in the future.

As the first step, start with thinking about your target **market** to sell online. *Are you thinking about selling across the continent?* If yes, you need to look at the technological and demographic data of the potential countries; internet penetration rates, population, number of internet users, language, etc. All these factors will help you determine your target market and decide where to promote and sell your products. According to recent statistics, by the 2nd quarter of 2017, the first three highest online shopping penetration rates are present in China, South Korea and the UK.



Graph: Global Markets with the Highest Online Shopping Penetration Rate



Are your customer segments going to be the same with your traditional business customers? You need to know your audience very well; their lifestyle and behaviours. This can be done through searching on the forums related to your products, observing people that you can satisfy their needs. Or stalking your competitors; their way of keeping track of customers or promoting products will give valuable clues about what market you should focus on.

As the second step, you need think about the **place to sell**; your own website or online shopping platforms. If you do not have web development skills, you can make use of ready platforms for your online shop. [Shopify](#), is one of the most commonly used platform in the world for this purpose. It



provides a template-based framework to you, and you just add your products by just clicking on some buttons, so easy.

These kinds of platforms also come with built-in methods of secure payment, sales information, marketing (SEO, automated marketing, etc.) and shipping. All you need is to focus on your products and reaching out the right customers.

As the third step, focus on your **marketing strategy**. Marketing is a huge world, but when selling online is the case, good news is that you will make it all on your seat. Once you define your online customers, the methods to retain them should also be online. All e-commerce stores use social media to expand online presence. Social media (mainly Facebook and Instagram) will help you interact with your customers and gain reputation over positive mentions they make to their network.

However, the main source of traffic to your website will come from search engines - Google, Bing, Yahoo, etc. There are two alternatives for you to be found easily on web; paid or free. The most commonly used paid method is [Google AdWords](#). Free method is [Search Engine Optimization](#) (SEO), helping you take certain steps to help your website rank better for the keywords you want to target.



6. How can Migrapreneurs Team Help You?

Migrapreneurs Team consist of experts from project partner countries; UK, France, Spain and Turkey. All of these experts will be happy to help you for your further concerns about how to go entrepreneurial or intrapreneurial in your host countries. You can contact the organisation and expert in your country by using the contact information given in [7th Section](#).

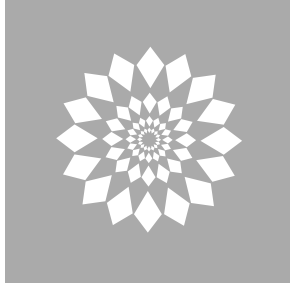
The Team will be organising a series of multiplier events, in a seminar format, until August 2019. If you want to get informed more about Migrapreneurs and its activities, the dates of forthcoming events to be organised in your country, again by contacting the partner organisation in your country.

The major activity that the Team will provide to serve your needs is **Migrapreneurs Training Programme** which is for anyone who:

- Is a migrant with a degree or equivalent qualification but who is currently working beneath their skill level or is unemployed
- Wants to be an entrepreneur but is not sure if it's for them
- Has a business idea but doesn't know how to get started

Benefits to you:

- Find out if entrepreneurship is the right path for you
- Connect with like-minded entrepreneurs in the region and around Europe
- Develop competencies in business planning, leadership and change management



- Access online platforms for complementary resources
- Gain all the skills and tools necessary to start your business

The programme is going to be implemented in partner countries in 2018 and in the first quarter of 2019. The contact person in your country will provide you detailed information about the context and schedule of the programme implementation.

You can also follow us on our [website](#) and [Facebook page](#), as we release the major announcements and updates also on these channels.

We wish you success in your entrepreneurial journey!

7. Useful Contacts

The University of Sheffield Management School (UK)

The Migrapreneurs project is led by The University of Sheffield Management School, a leading business school with a world-class reputation for high quality teaching, ground-breaking research and cutting-edge thinking.

Contact: Carolyn Usher, c.usher@sheffield.ac.uk



The
University
Of
Sheffield.

Inova Consultancy (UK)

Provides a flexible consultancy service that responds to the needs of organisations and individuals internationally in the area of diversity, equal opportunities and entrepreneurship.

Contact: Erika Conchis, econchis@inovaconsult.com





Elan Interculturel (FR)

Elan Interculturel is a non-profit organisation that works to promote cross-cultural dialogue, raises awareness, develops intercultural research and provides training for people living and/or working in diversity contexts.

Contact: Juan Marcos, marcos@elaninterculturel.com



élan interculturel

MAKRO Consulting (TR)

MAKRO is a management development and consulting company providing tailor-made consulting services. They provide a range of services to SMEs including strategic management, internationalization and business planning.

Contact: Merve Gül Barut, merve@makroconsult.com.tr



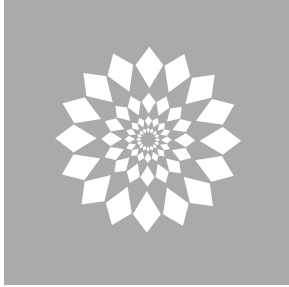
Agencia Para El Empleo Madrid (ES)

The Agencia para el Empleo aims to improve the possibilities of access to paid employment and self-employment, through labour intermediation, orientation, self-employment counselling and training.

Contact: Ariadna Tineo Manso, tineoma@madrid.es



AE AGENCIA
PARA EL EMPLEO
Agencia de Colocación autorizada 13-2

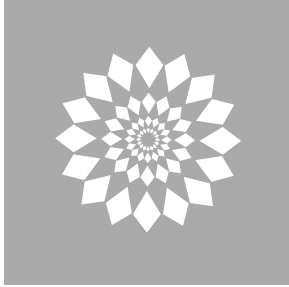


8. Further Readings

8.1. Further Readings from UK

- https://data.gov.uk/dataset/uk_trade

[a] <https://www.ons.gov.uk/economy/grossdomesticproductgdp>
<https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/bulletins/ukbusinessactivitysizeandlocation/2017>
<https://www.ons.gov.uk/businessindustryandtrade/business/businessinnovation/datasets/foreigndirectinvestmentinvolvingukcompanies2013inwardtables>
<https://www.gov.uk/government/publications/why-overseas-companies-should-set-up-in-the-uk/why-overseas-companies-should-set-up-in-the-uk#n:1>
- [b] <https://www.gov.uk/tier-1-entrepreneur>
- [c] <https://www.gov.uk/topic/immigration-operational-guidance>
<https://www.gov.uk/tier-1-entrepreneur/documents-you-must-provide>
Tier 1 (Entrepreneur) of the Points Based System – Policy Guidance
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/662368/T1_E_Guidance_04_2017.pdf
- [d] <https://www.gov.uk/write-business-plan>
<https://www.princes-trust.org.uk/help-for-young-people/tools-resources/business-tools/business-plans>
<https://www.startupdonut.co.uk/business-planning/write-a-business-plan/writing-a-business-plan>
- [e] <https://startups.co.uk/alternative-funding-sources/>
<https://realbusiness.co.uk/funding/2015/11/05/bank-alternatives-ways-to-fund-business-growth/>
- [f] <https://www.gov.uk/topic/company-registration-filing/starting-company>
<https://www.gov.uk/topic/company-registration-filing/forms>
<https://www.companyaddress.co.uk/blog/starting-business/types-of-company>



8.2. Further Readings from Spain

- [a] <http://portal.circe.es/es-ES/Paginas/Home.aspx>
<http://www.ipyme.org/es-ES/Paginas/Home.aspx>
<https://administracion.gob.es/>
<http://www.eugo.es/portalEugo/beginConsultaGuias.htm>
<https://www.sepe.es/contenidos/autonomos/index.html>

9. Resources

- [1] European Commission, 2016, Evaluation and Analysis of Good Practices in Promoting and Supporting Migrant Entrepreneurship - Guide Book
- [2] Aikman, M., 2014, How to Turn Your Transferrable Skills into Job Opportunities - Blog Post @www.flexjobs.com
- [3] European Commission, 2016, EntreComp: The Entrepreneurship Competence Framework
- [4] European Commission, 2016, A New Skills Agenda for Europe - Working together to strengthen human capital, employability and competitiveness
- [5] FFE-YE, 2012, Impact of Entrepreneurship Education in Denmark - 2011. In L. Vestergaard, K. Moberg & C. Jørgensen (Eds.). Odense: The Danish Foundation for Entrepreneurship - Young Enterprise.



Annex – Summary Translations

Résumé – Un Guide pour les Migrapreneurs

Ce guide, à destination des Migrapreneurs (Migrants & Entrepreneurs), a été développé et conçu comme une aide aux immigrés souhaitant développer des *compétences entrepreneuriales transférables*. Si vous êtes un Migrapreneurs, ce guide vous aidera à mettre vos *compétences entrepreneuriales* au profit du système socio-économique français pour créer des entreprises innovantes. Actuellement, de nombreux Migrapreneurs ont entamé cette démarche en Angleterre, en France, en Espagne et en Turquie.

Pour un immigré, la création d'une entreprise ou l'accès à un emploi lié à ses compétences peut être plus compliqué que pour un natif. Les personnes non natives du pays dans lequel elles souhaitent s'installer professionnellement doivent faire face à de multiples barrières dans leur parcours entrepreneurial : des freins dans l'accès aux financements, des obstacles culturels et parfois le manque de reconnaissance de leurs compétences entrepreneuriales. L'équipe Migrapreneurs souhaite surmonter ces difficultés, dépasser ces barrières en proposant ce guide, introduction à notre programme de formation.

L'entrepreneuriat peut être défini comme étant l'acte de poursuivre des occasions et des idées, de les transformer et de les réaliser pour qu'elles profitent à d'autres. L'entrepreneuriat peut se révéler pertinent pour tous les individus venant d'une large gamme de formation, d'horizons, de secteurs et d'occupations : puisque les compétences nécessaires à l'entrepreneur sont avant tout des compétences transférables, héritées d'expériences antérieures. Cela implique que le fait de devenir entrepreneur peut s'avérer plus facile chez les personnes ayant déjà une expérience professionnelle, quelle qu'elle soit. La clé aux compétences transférables dans l'entrepreneuriat est de porter une attention particulièrement spécifique aux compétences que vous avez déjà utilisé et développé dans d'autres sphères de votre parcours. Ce processus vous aidera également à mieux vous connaître, et à faire le



meilleur choix avec le plus de cartes en main avant de vous lancer dans l'aventure de l'entrepreneuriat.

Si vous choisissez de devenir entrepreneur, avec la certitude que vous pouvez vous lancer professionnellement dans un autre pays que celui dans lequel vos compétences se sont développées et construites, alors vous devriez prendre le temps de bien analyser les procédures de la création d'entreprise du pays dans lequel vous souhaitez vous installer. Si vous décidez de monter votre affaire dans un pays membre de l'UE, et ce en tant que citoyen européen, alors vous êtes chanceux et aurez probablement un accès administratif égal aux citoyens natifs du pays, et devrez suivre les procédures classiques. Dans le cas où vous êtes un entrepreneur venant d'en dehors de l'Union Européenne, mais désireux de vous installer dans l'un des pays membres, vous aurez alors à considérer un certain nombre de différences : aussi bien au niveau des réglementations nationales qu'entre les pays membres de l'UE, n'ayant que rarement les mêmes politiques et procédures. Par exemple, au Royaume-Uni, respecter l'exigence de la langue nationale est l'un des premiers critères d'éligibilité pour obtenir le visa d'entrepreneur, critère n'étant pas si impératif en France, Espagne ou Turquie.

Créer une activité en ligne peut également être une option que vous pourriez envisager, prenant en considération que la plupart des barrières et freins à la la création d'entreprise de façon plus traditionnelle ne s'appliquent pas à ce cas précis. Le commerce en ligne est une méthode commune pour vendre des produits à travers les continents. Les étapes majeures pour lancer un commerce en ligne comprennent : une étude de marché, la création d'une plateforme en ligne et une stratégie marketing appropriée.

Vous trouverez plus de détails et de conseils en parcourant le guide. Vous trouverez également dans celui-ci une section avec les contacts de l'équipe Migrapreneurs par pays.

Restons en contact, rejoignez-nous!



Resumen Ejecutivo – Guía para Migrantes Altamente Cualificados

La guía sobre el tema de la transferencia de habilidades al trabajo por cuenta propia se ha desarrollado principalmente para los migrantes / refugiados que están desempleados o que trabajan por debajo de su nivel de formación en los países de acogida. Si crees que te encuentras en esta situación, esta guía te ayudará a descubrir tus habilidades de emprendimiento y cómo ponerlas en práctica con información específica del país, cómo configurar un negocio en el Reino Unido, Francia, España y Turquía.

Somos conscientes de que no te encuentras en una posición de igualdad con respecto a un ciudadano de tu país de acogida, cuando se trata de establecer un negocio o encontrar empleos equivalentes a tus habilidades y competencias actuales. Es evidente que los migrantes se enfrentan a muchas barreras en su viaje empresarial; barreras institucionales, desafíos en el acceso a la financiación, limitaciones culturales y falta de habilidades y competencias empresariales. El Equipo de [Migrapreneurs](#) interviene para ayudar a trascender la última barrera con orientación y programas de capacitación relevantes.

El emprendimiento se define como un acto de buscar oportunidades, tomando riesgos y transformando ideas, lo que puede beneficiarnos financieramente. Como competencia transversal, el emprendimiento puede ser relevante para todas las personas provenientes de una amplia gama de antecedentes educativos, ocupaciones y sectores. Esto significa que la transferencia de habilidades y competencias de los compromisos previos al emprendimiento puede ser más fácil que en otras salidas laborales. La clave para transferir habilidades al emprendimiento es prestar atención a las habilidades que ya utilizas o desarrollas en cada aspecto de tu vida. Este proceso también te ayudará a conocerte mejor y tomar una decisión sabia si eliges o no trabajar por cuenta propia.

Si eliges trabajar por cuenta propia con la convicción de que realmente puedes hacer esto en un país diferente y con tu actual conjunto de habilidades, debes profundizar

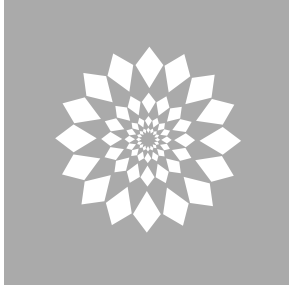


más en los procedimientos de establecimiento relevantes en tu país de acogida. Tienes suerte si planificas tu negocio dentro de la UE, como ciudadano de la UE, ya que probablemente tendrás igual acceso a todo. Pero en caso de que seas un emprendedor que provenga de fuera de Europa pero estés dispuesto a establecer tu negocio en uno de los países miembros de la UE, tendrás que tener en cuenta las diferencias presentes en las reglamentaciones nacionales, incluso entre los países miembros de la UE. Por ejemplo, en el Reino Unido el requisito del idioma oficial es uno de los criterios de elegibilidad para solicitar una visa de emprendedor, mientras que este criterio no está entre los criterios establecidos en Francia, España o Turquía. En Turquía, mientras que algunas de las carreras profesionales, tales como; odontología, enfermería, abogacía, etc. son solo accesibles para los ciudadanos turcos, no es el caso en el Reino Unido, Francia y España.

Hacer negocios online es otro camino que quizás desees elegir, ya que la mayoría de las barreras para las empresas tradicionales no se aplican a los negocios online. El comercio electrónico es el método común para vender productos en y a través de todo el continente. Los principales pasos para comenzar una tienda en línea comprenden; investigación de mercado, establecimiento de una plataforma online y desarrollo de una estrategia de marketing adecuada.

Hemos proporcionado más detalles sobre todos estos consejos introductorios dentro de la guía. Lo que el *Equipo de Migrapreneurs* puede hacer por ti, así como los detalles de contacto relevantes se encuentran en las últimas secciones.

¡Ponte en contacto, participa!



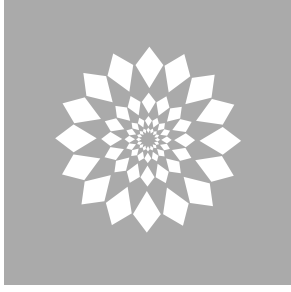
Yönetici Özeti – Vasıflı Göçmenler için Bir Kılavuz

Mevcut yeteneklerin girişimciliğe aktarılması temasını taşıyan bu kılavuz, ev sahibi ülkelerinde iş arayan veya, beceri ve yeteneklerine uygun olmayan işlerde çalışan göçmenler / mülteciler için geliştirilmiştir. Sizde bu iki gruptan birinde olduğunuzu düşünüyorsanız; bu kılavuz girişimcilik becerilerinizi keşfetmeniz ve becerilerinizi kullanarak İngiltere, Fransa, İspanya veya Türkiye’de nasıl iş kurulacağı konusunda güncel bilgiler ile size yardımcı olacaktır.

Mevcut yetenekleriniz dahilinde iş bulmak veya yeni bir iş kurmak söz konusu olduğunda, ev sahibi ülkenizdeki bir vatandaş ile aynı statüde olmadığınızın farkındayız. Göçmen ve mültecilerin girişimcilik serüveninde kurumsal engeller, finansmana erişim sorunları, kültürel sınırlamalar ve *girişimcilik beceri ve yeteneklerinin eksikliği* gibi birçok engelle karşılaştığı ortadadır. [Migrapreneurs](#) Ekibi, beceri ve yetenek eksikliği engelini, uygun rehberlik ve eğitim programları ile aşmanızda size yardımcı olacaktır.

Girişimcilik, fırsatları takip etme, risk alma ve size finansal anlamda fayda sağlayabilecek fikirleri dönüştürme eylemi olarak tanımlanabilir. Bir çapraz beceri olarak girişimcilik, birçok farklı eğitim, meslek ve sektör alanından gelen tüm bireylere uygun olabilir. Bunun anlamı, daha önceki tecrübelerden edinilen beceri ve yeteneklerin girişimciliğe aktarılmasının diğer alanlara göre daha kolay olmasıdır. Becerilerinizi girişimciliğe aktarmanın yolu, hayatınızın her alanında zaten kullandığınız veya geliştirdiğiniz becerilere dikkat etmektir. Bu süreç aynı zamanda kendinizi daha iyi tanımanıza yardımcı olacak ve girişimciliğe yönelme konusunda daha akıllıca kararlar vermenizi sağlayacaktır.

Eğer mevcut becerileriniz ile farklı bir ülkede kendi işinizi kurabileceğinize inanıyorsanız, ev sahibi ülkenizdeki iş kurma prosedürleri hakkında derinlemesine bilgi edinmelisiniz. AB sınırları içerisinde AB vatandaşı olarak iş yapacaksanız şanslısınız; muhtemelen her şeye eşit bir şekilde erişme imkânına sahip olacaksınız. Ancak Avrupa dışından gelen bir girişimciyseniz ve işinizi AB üye ülkelerinden birinde kurmak istiyorsanız, AB üye ülkeleri arasındaki yasal farklılıkları bile göz önünde bulundurmanız gerekecektir. Örneğin, İngiltere’de girişimci vizesine başvurabilmek için yerel dil bilme zorunluluğu



başvuru kriterlerinden biridir, ancak Fransa, İspanya veya Türkiye’de böyle bir kriter bulunmamaktadır. Türkiye’de dış hekimliği, hemşirelik veya avukatlık gibi bazı uzmanlıklara yalnızca Türk vatandaşları tarafından erişilebilirken; İngiltere, Fransa ve İspanya’da böyle bir durum söz konusu değildir.

Online iş yapmak seçmek isteyebileceğiniz farklı bir alternatif olabilir, çünkü geleneksel işletmelerde karşılaşılan engellerin çoğu online ticaret için geçerli değildir. E-ticaret, ulusal veya uluslararası olarak uzaktan ürün satmak için en yaygın kullanılan yöntemdir. E-ticarete başlamak için atılacak temel adımlar; pazar araştırması, çevrimiçi bir platform kurma ve uygun bir pazarlama stratejisi geliştirmedir.

Tüm bu ipuçları hakkında daha detaylı bilgileri kılavuz içerisinde bulabilirsiniz. Migrapreneurs Ekibinin sizin için neler yapabileceği ve iletişim bilgileri son bölümde verilmektedir.

Bize ulaşın, bize katılın!