

Impact of International Migration on Patents, Innovation, Economy and Business Strategy



Faik Tanrikulu

Abstract Socio-economic traumas due to civil wars, terror attacks, climate change and regional instability accelerate the migration in the world. Particularly with the efforts of manipulation of populist and radical right politicians, it is getting common to see migrants as a source of problems. The more international migration living in the country adapt to the employment, business sectors and labour market, the more successful they can be in social cohesion. Thus, applying a policy of open gate, receiving countries need to consider the issue of migration in terms of both economy and humanity. International migration can contribute to innovation, business environment, patents and economic growth. Migrants increase the ethnic and cultural diversity where they settle. Is international migration a burden on the consumer price index, competition on the business environment, unemployment and public finances in the states? This chapter will examine the impact of migration in developing and developed countries, economic growth, unemployment, competition on business sector and consumer price indices, and the need for migration in consideration of countries' ageing population.

1 Introduction

Due to the increase in international migration in the globalized world, the cultural, political, economic and demographic structure of the countries is in a rapid transformation. Globalization forces nation-states to live together with many cultures rather than a homogeneous ethnic structure. The international migration movement, which was around 173 million in 2000, reached 258 million people in 2017. More than 50% of immigrants live in a total of ten countries. The United States is home to 50 million immigrants, 19% of the world's immigrants. Saudi Arabia, Russia and

F. Tanrikulu (✉)

Faculty of Social Sciences and Humanities, İstanbul Medipol University, İstanbul, Turkey
e-mail: ftanrikulu@medipol.edu.tr

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Germany are the countries that receive the most immigration respectively. With 3.6 million Syrians in the country, Turkey hosts the most refugees in the world (International Migration Report 2017). It is probable to see similar demographic rates in developing and developed countries. Countries wish to benefit the economy by applying different incentives to attract qualified immigrants. Skilled immigrants are developing a significant number of patents in the fields of informatics, medicine and high technology. The US and Germany share the top two in the number of patents developed by immigrants. Empirical studies indicate that migrants do more entrepreneurship and commercial activities than indigenous people in their host countries.

Moreover, the ageing of the world's population leads to discussion of the effects of immigrants on the economy in the context of demographic transformation. Multiple researches have shown that the number of retirees as a result of the decrease in the young population will put financial pressure on the social security system of the countries. Should the current situation continue, it is set forth that the lack of labour cannot be solved without immigrants. In North America, Russia, Europe and even in China, the proportion of the elderly population is increasing. This situation obliges countries to take precautions and revise their immigration policies. So much so that even Japan, who refused to receive immigration for many years and did not want to change its population structure, had to facilitate the recruitment of migrants for the first time in its history. There are many evidences on studies that immigration makes a substantial contribution to economic growth than ever because population ageing has been shrinking in the states. Reports published by international institutions such as the World Bank, IMF and EU suggest that host countries will make a significant contribution to the national economy if they integrate migrants into economic activities and working life.

International migration can boost innovation and business competition through cultural diversity in the host economy. Cultural diversity leads to a rise of 2.1% in GDP per capita which is based according to international data for 1960–2010. This case in developing countries reach 2.8% points. Syrian refugees in Turkey will have a positive impact on growth and business environment which host the most refugees in the world. In this case, economic and business environment impact of refugees in Turkey should be analyzed.

2 Looking at the Global Picture: Migration, Patents and Innovation

Developed countries have been in a change not only economically but also as a population structure. While the ratio of those born abroad in the United States to the total population was 5% in 1960, it is now 14%. Likewise, foreign-born individuals in Sweden increased from 4% in 1960 to 14% today. Nowadays, many countries face the reality of migration (Weforum 2018).

Immigrants and their children provide significant benefits in science, art and economic activities. Apple's founder Steve Jobs is an example of this. Born as a child of a Syrian Muslim father and a German mother, but adopted as soon as he was born, Jobs laid the foundations of a company that would change the world in his new home. Besides, CEOs of world companies such as Microsoft, Google and Oracle have emigrated from overseas to the United States. At the same time, they or their children have been involved in important patents and inventions in the United States. The founder of Google, Sergey Brin, is the son of an academic family who emigrated to Maryland during the Soviet Union. In the same vein, Elon Musk emigrated to America in his twenties and made important discoveries. Jeff Bezos, the son of a family who emigrated from Cuba, placed Amazon among the world's best companies. The world's leading companies were founded by individuals of immigrant backgrounds (Fortune 2017).

Developed countries, such as the United States, the United Kingdom, Switzerland, Germany and Canada, offer special incentives and statutes to attract talented migrants to their countries. Germany develops green card applications and Canada develops different solutions such as scoring systems. The labour force they need is wanted to be provided by immigrants. Skilled immigrants have engaged in significant entrepreneurial activities in the countries where they migrated and developed patents in many areas. Common examples are seen in many areas in Europe, the United States and Asian countries. Especially in computer, medical and information systems, the need for qualified personnel is met by immigrants. In this respect, qualified migrants have an effective power to increase the number of patents in their countries. Bachelor immigrants obtain more patents than domestic students. It is seen that the immigrants who have received internship or student visas are more successful in terms of patents, commercialization and licensing than the local undergraduate students (Ozgen et al. 2011). In the last 50 years, one-quarter of the Nobel Prize winners in the United States are individuals born abroad. On the other hand, 25% of the companies producing high technology were established by immigrants. Between 1975 and 2005, the majority of those studying for a doctorate in the United States were foreigners. Qualified immigrants who came to Israel after the disintegration of the Soviet Union also made important contributions in the field of high technology (Peri 2011).

It is understood that the number of inventions and patents of immigrants between 2000 and 2010 by country. Accordingly, the country that benefited most from the capabilities of immigrants was the United States with 194,600 patents. Only 10,000 of these patent holders left the United States in the following years. Innovative patents have been developed by 25,300 immigrants in Germany and 20,400 in Switzerland (Independent 2017). Although the proportion of immigrants in the United States between 1880 and 1940 was 2%, 20% of the recipients of innovation and patents were immigrants. Nowadays, this rate has reached 30% (AI Monitor 2017). As of 2015, 70,000 entrepreneurs of Turkish origin living in Germany employ 400,000 people. According to OECD data, 29% of immigrants in France reported more entrepreneurial activities than local people. Similarly, in the United States, immigrants receive three times more patents than the local population

(Brookings 2015). Stanford economics professor Edward Lazear believes that entrepreneurship is the most important player in modern economy; Small and innovative companies play a key role in job creation, patent development and economic growth. Many developing and developed countries want to increase their role in the development of their country by giving special visas and status to entrepreneurial immigrants (Lofstrom 2017).

More than half of the foreigners studying doctorate have important roles in science and technology. As it is known, developments in entrepreneurship and technology play a key role in the growth of the economy. In as much as, the United States and developed countries support their economic development by making use of skilled manpower (Financial Times 2011).

In its report analyzing Fortune Magazine's data, the American Center for Entrepreneurship explained that 43% of the 500 most valuable US companies were founded by immigrants or immigrant children. Employing 12.1 million workers worldwide, these firms contribute \$ 5.3 trillion to global revenue. Half of the aforementioned companies serve in the high-technology, trade, finance and insurance sectors (Startupusa 2017).

Harvard School of Economics also confirmed that foreign-born individuals are more active in entrepreneurship and business activities (Brookings 2017).

3 Economic Impact of International Migration

Local citizens think that the economy pie has shrunk with the arrival of immigrants. However, contrary to this general belief, immigration can increase the economy and cause the local residents to take a bigger share from the economic cake. The economy is a game with neither static nor zero-sum. As the population increases, the total procurement of goods and services also increases in parallel (Hürfikirler 2019).

There are many scientific studies that point out that the economies of the host countries are growing in parallel with the rate of migration. The World Bank report 'Demographic Transformation and Development Goals' informs that migration may contribute significantly to the host country, but this depends on how quickly the asylum seekers find employment and adapt to the labour market (World Bank 2016). Another study puts forward that migration can bring measurable positive results to public finance in a short span of time. In addition to that, empirical research has shown that there is insufficient evidence that migration is a burden on the public budget and that the local residents lose their jobs (Furlanetto and Robstand 2016). Kancs and Lecca claim that immigration has helped to increase the Gross National Product (GNP) in the host country in the long run (Kancs and Lecca 2018).

The International Monetary Fund's (IMF) report, 'The Impact of Refugee Flow in Europe on the Economy' confirmed that the influx of refugees will have a positive impact on the expansion of public finances and the growth of GNP's employment areas in the short term. However, it states that the positive impacts of the accepted

refugees will be seen if they adapt to the labour market in the medium and long term (International Monetary Fund 2016).

Christine Lagarde, IMF chairman of the World Economic Forum, stated that the influx of asylum seekers towards Europe could contribute positively to the economies of the countries and the benefits of this situation should be focused on (Anadolu Ajansı 2016). Taking advantage of the active labour force is one of the important reasons that will increase the asylum seekers' belonging to countries. Therefore, integration policies should provide solutions to facilitate asylum seekers to enter the labour market.

The study investigating the effects of immigrants on the economy between 1960 and 2010 indicated that countries that raised their cultural diversity by 10% increased their GDP per capita by 2.1%. In developing countries, this is 2.8 (AI Monitor 2017). With German Chancellor Angela Merkel opening the border gates in 2015, about 1.5 million refugees settled in Europe. Germany has been criticized by the extreme right and the public for spending significant amounts on the adaptation of newcomers. However, the German Chamber of Commerce puts forward that the refugees had a positive contribution to economic growth and that they began to reap the costs. Günter Hirth, an economist at the Hannover Chamber of Commerce, said that Germany is taking advantage of the current refugee population, suggesting that the arriving refugees are mostly young, and this is a great opportunity for Germany (Washington Post 2019). The German Chamber of Commerce reported that refugees contributed 0.7% to the growth of the economy between 2006 and 2016. As a result of the increasing reactions to refugees, asylum seekers with vocational training were asked to be deported. Many chambers of commerce expressed their reactions to the deportation decision and requested that the decision be stopped (Tagesspiegel 2018).

Jason Furman, Obama's economic adviser and academician at Harvard University, is known for his work on the contribution of immigrants to the economy. Furman states that immigrants provide a clear economic benefit to developed countries. This benefit becomes more visible especially with the increase in pensions. Those who have anti-immigration views argue otherwise, suggesting that growth has fallen because of immigrants. In this discourse, the populist group comes to the fore. One of the challenges of the most developed countries in the world is the slowdown in growth. In the last decade, growth rates have declined from 3.1 to 1.2% in developed countries. Ageing of the population and the pressure of pension expenses on the public budget is an important factor in slowing growth (What do nationalism and immigration mean for economics?, 2019).

There are few empirical studies on the impact of migration on the market economy and institutions. The effects of migration on the level of freedom in the market economy in 110 countries between 1990 and 2011 were examined in historical, cultural and economic aspects. From this 20-year survey, it is concluded that immigrants increase the market economy, production, national income and economic efficiency. Moreover, there was no corruption in the institutions with the arrival of immigrants; rather, it is seen that immigrants adapt to the corporate culture, habits and laws of the country they come from, while they contribute 0.45% to the

growth in the long term. Together with migration, institutional structures of the countries have been strengthened (Clark et al. 2015).

On the other hand, one of the main arguments developed by the local population against immigrants is the increase in unemployment with the arrival of foreigners. For this reason, the issue is being discussed passionately in the community, especially the politicians. These statements appear more intensely in election periods or in times of economic crises. In the study that Basso and Peri conducted, it was aimed to see whether immigrants took the jobs of local people who were educated or uneducated in their regions between 1970 and 2010. As a result of the research, it was found that immigrants contributed positively to the labour force in their place of residence and did not cause a decrease in salaries (Peri, 2017).

Chandran Kukathas speaks of two different views that migration is a burden on the economy. The first is the idea that migration increases unemployment because it takes jobs from the citizens; the second is the impression that migration exerts pressure on public services. Kukathas stated that population growth would not mean increasing unemployment as a natural consequence and demand for goods and services would rise along with the new labour force. Therefore, more people mean more supply. Therefore, the high population does not hinder public services (Kukathas 2013). Likewise, Ben Powell states that there may be ups and downs about unemployment, but that does not mean that unemployment will rise in the long run, but employment will expand in parallel as labour increases (Konuk and Tümen 2016).

Another subject of discussion is the claim that migrants work at low wages and withdraw the average salary/wage level. However, it is reported that there is insufficient evidence that migrants reduce the salaries/wages of local residents. This has a minor effect on the salaries of non-college graduates in the United States because the labour force of migrants can be different than the local workers (Libertarianism 2011). Similar results have been observed in other experiments. The research examining the effect of migrants from Cuba to Miami in 1980 shows that the impact of the migration wave on the labour market in Miami is zero. In addition, as of 1962, the impact of Algerians living in France on the local labour market was so much limited. Similarly, there was a concern that the fall of the Berlin Wall and the merger of East and West Germany would adversely affect the labour market. However, according to tangible data, the effect of migrants on wages was limited there too (Konuk and Tümen 2016).

The economic literature generally states that immigrants provide a small, if not all, potential benefit to the local community. On the other hand, international migration supports economic growth with the contribution of foreign trade, domestic demand, innovation and especially human capital.

Amendments in areas such as legal regulations for immigrants, private property rights and economic freedom increase welfare in the country in the long run. For this reason, it is considered important to provide legal status and access to rights and services by the state in order to achieve social cohesion.

4 Analysis of the Relationship Between Ageing Population and Migration

Demographic transformation is one of the main factors affecting the development level of countries. Developed and developing countries make their political and economic plans according to the future population structure. Especially socio-economically developed countries have started to experience serious problems due to a rapidly ageing population. One of the suggested solutions to the ageing population problem is to increase the birth rate and then to encourage the arrival of immigrants. There are two realities; on the one hand, the employment market is shrinking, and on the other hand, the elderly population is dependent on the social security system. It is thought that the increasing health expenses and pension fees of the elderly population will naturally pose a burden on the social security system. Therefore, the elderly population will become dependent on the working population. It is inevitable that this dependence will disrupt the economic development by disrupting the population/labour balance in the countries.

On a global scale, the world population will grow older in the coming years. Decreasing birth rates, especially the rising average age of death, are among the factors triggering the elderly population. The UN report, which draws attention to the ageing population, estimates for the first time in 2047 that the number of elders will exceed the number of children. In the 50th session of the UN, the issue of 'ageing population' became the main agenda item among the member states. Wu Hongbo, head of the UN Social and Economic Affairs, commented that, while the birth rate declines, with globalization international migration continues to play an important role in changing the population structure. Population policies have undergone a significant transformation in the last decade. The UN report points out that between 2015 and 2050, the population aged 65 and over will increase from 23 to 28% in Europe. North America is among the regions that have the same problem. It is estimated that the elderly population in the region will increase from 18 to 23% in the same tranche. As of today, 25.8% of Japan, a strong economy among Asian countries, 21.1% of Germany, 21% of Italy, 18.3% of France and 14.5% of the United States is composed of the elderly population (United Nations (UN) 2017). China, the country with the largest population in the world, has slowed down the population growth for many years due to single child policy. However, as the elderly population increased, China had to give up its one-child policy over time. At present, the elderly population in China has reached 9.6%. Russia is among the countries facing the same situation and 13.3% of the population is composed of the elderly. In South Korea, called Asian tigers, the birth rate has fallen below the war period in the last 12 years, despite spending \$136 billion to encourage families to have children. The fertility rate decreased to 0.96 per woman. Lee Chul-hee, a professor of economics who is doing research on this subject, says that the situation will create difficulties for the financing of pensioners and will put serious pressure on the social security and health system in time (BBC 2018). Norwegian Prime Minister Erna Solberg also states that one of the most important issues in Norway is the decrease in

population and recommends having at least two children. In addition, he stresses that if the population continues to decline in this way, the tax revenues of the Norwegian people will fall, and thus it will be impossible to maintain current welfare standards. At present, 80% of the labour force is met by individuals born abroad with the population ageing in Norway (Express 2019). The European Commission says that ageing will be the biggest problem of the twenty-first century for European societies. It also foresees that Germany's population of 81 million today will fall to 71 million by 2060. Wolfgang Kaschuba, Director of Research for Integration and Migration in Berlin, states that Germany needs half a million immigrants each year to maintain economic growth, that population ageing is becoming a greater problem and that the dynamic population structure needs to be maintained (Washington Post 2019).

The increasing anti-immigration opposition is also increasingly taking place in politics. Steve King, a member of the Iowa Republican Congress in the United States made immigrants a target with his statement 'We cannot shape our civilization depending on the children of immigrants'. However, migrants cover the pension expenses of the elderly population with the taxes they pay. In England, for example, voters question the existence of foreigners and see them as competitors. However, the deficit of the National Health Workforce is covered by immigrants (The Economist 2017). The social and economic problems that come with the elderly population force the developed countries to take precautions. As the number of young people participating in the labour market decreases each year, it is becoming increasingly difficult to find employees to fill their places. Therefore, migrants have the potential to bring dynamism to the labour market.

5 Impact of Immigrants on Production and Service Diversity

As the developing countries are economically up, there has been a significant transformation in the labour and employment market. With this transformation, while the need for qualified personnel increases, on the other hand, the need for low skilled labour force also increases. Sectors, also called secondary employment market, are preferred by foreigners. Industrialized countries are experiencing this situation more today. Populations of immigrant backgrounds tend to increase steadily in countries that need labor. More than 20% of those working in most EU countries such as 25% in the United Kingdom, France 24%, Sweden 23%, Austria 21% and Germany 20% are immigrant (Eurofound 2017). In these countries, it contributes to the economy by working in low-skilled jobs by working in areas where the local community does not prefer to work.

The implementation of compulsory education in Turkey and literacy rates with the increasing level of education in higher education institutions have increased. With the increase in the level of education, young people prefer to work in white-collar jobs, where they can find jobs more easily and earn good money. For

this reason, while there is a demand for labour in blue-collar jobs, there is an excess supply of labour in white-collar jobs. These developments are increasingly needed to hear more immigrants to work in Turkey as it is in the labour market of the developed countries. The immigration population has been gradually increasing since the beginning of the Syrian crisis. As political and economic instabilities persist in the region, it seems difficult for refugees to return to their countries in the short term. The number of immigrants from different countries including the majority of Syrians as refugees in Turkey is not quite low. The point reached with the people coming from different countries, especially Syrians, is about 4% of the population (UNCHR 2019). Turkey's young population and birth rate per woman yearly is steadily decreasing. It is thought that the need for unskilled and skilled young labour force will increase with the increase in the elderly population. In order to maintain the social security system and to ensure competition in the workforce, it is essential to keep the young population at a certain level. The Syrians, whose number is close to 3.6 million, are mostly young population. The Syrian youth population has a positive potential to close the labour force deficit in the unskilled business lines. In areas where the indigenous population does not want to work, it will create competition in the workforce and productivity in the enterprises. While the refugees who were initially thought of as temporary visitors and lived in camps, after in the 9th year of the Syrian crisis today 90% of them are trying to survive in different cities. Forty percent of refugees quit their post-primary education. For this reason, their contributions to working life and workforce should be increased by providing vocational trainings other than compulsory education. Particularly, Syrians should be supported to be employed in the agricultural field and participate in the workforce. In some sectors and areas, the need for labour is increasing. In this regard, open labour force such as elderly and child care services can be met by immigrants.

In this context, with the support of international institutions, non-formal vocational education courses are organized, especially Turkish language education for Syrians. Especially handicraft technology, clothing-production and information sectors attracted great attention, and 505,922 Syrians benefited from these trainings. In the long term, immigrants can be an important factor in economic growth and for startup companies to reach the world. In the meanwhile, the companies, if they have cultural diversity, result in 2.1% points gross domestic product growth per capita (Al Monitor 2017). Refugees in Turkey's gross domestic product growth rate of 0.5% is reported to contribute 1.7%. In addition, a significant increase has been achieved from the export rates to the Middle East from the provinces in the Southeast, where Syrians live intensely. Refugees, who know the region, culture and language well, have an important contribution in increasing exports in the region. Similarly, according to the World Bank, firms and countries, whose job market is among different ethnic and social groups, report that it provides an advantage in terms of social cohesion and competition (World Bank 2014).

6 Do Migrants Increase Global Competitiveness of the Companies in Turkey?

Turkey has become an attraction for immigrants with an increase in its global competitiveness. Participation in the foreign labour market has increased regularly. While the labour market increased on one hand due to socio-economic developments, on the other hand, after 2009, Turkey has become a country for refugees with the political developments and instability experienced at the regional level. In this regard, it is necessary to create policies within the scope of foreign employment and labour migration management and to compete in global companies by collecting data on the international workforce. It is essential to facilitate participation in the workforce in order to compete with the international workforce potential in the world in terms of mobility and attracting qualified workforce of countries (TBMM 2018). A Turkuaz Card system has been created to provide companies with international workforce potential and capabilities. Thus, foreigners with the possibility of contributing to the level of education, professional experience, science and technology were aimed to come to Turkey. With this card, qualified foreign labour force was expected to provide benefits. Foreigners who are expected to contribute to the national economy and companies as an employment or investment capacity are given indefinite work permit.

Legal requirements for immigration management have become indispensable for reasons such as increased demands and international labour policy development and implementation failure to meet today's conditions. In 2016, with the Foreigners International Protection Law numbered 6355, work permits began to replace residence permits in the context of labour migration. Individuals' participation in the workforce, such as the access of migrants to the labour markets and the regulation of work permits, are considered important for compliance. Language education, especially vocational education, and equal use of continuing education opportunities will increase competition in the labour market. While Turkey was a country that immigrated in 1960s, it became a transit country for the European transit route for the countries of the region in 1980. Since 2003, there has been a significant increase in the number of people who came to work in the country. After 2011, Turkey has been the refuge country of those who fled significantly from the war because of the regional and Syrian crisis (TBMM 2018).

While the number of foreigners working legally in 2009 was 14,023, the work permit given to foreigners in 2018 was 115,837 in total; Syria takes the first place with 34,573 people, while Georgia with 7321, Kyrgyzstan with 13,452, Ukraine with 6394, Uzbekistan with 3969 and Turkmenistan with 5547. When the work permits are examined, it is seen that there are generally immigrants at a young age and the registered workforce has high school or higher education diplomas. Foreigners from a total of 165 countries from different professions and nationalities applied for work permit. Before 2000, foreigners coming from legal ways were mostly working in low-skilled jobs. In those years, the existing laws directed foreigners to unregistered employment because they did not allow them to work in

sectors that are in line with the nature of the foreigners. Recently, there has been an increase in the employment of highly skilled foreigners besides the unskilled labour force. Investments of foreign companies in Turkey apart from regulations and incentives granted in this area have also been effective.

According to data shared between the years 2010 and 2017 by Turkey Union of Chambers and Commodity Exchanges (TOBB), the number of companies founded by people with Syrian nationals with Syrian shareholders is 65,052. It is reported that a total of 100,000 people is employed by these companies in Turkey. 13.2% of the companies are foreign joint-owned companies established in Turkey. When this rate is analyzed on a provincial basis, Yalova holds the first place among the provinces with the highest proportion of companies established with foreign partners with 47.8%. Gaziantep with 30.7%, Mersin with 21.1% and Istanbul with 19.3% follows Yalova. When analyzed by sector, the company with the most common foreign capital was established in the 'wholesale trade' sector; the highest amount of foreign partner capital was again reported in the 'wholesale trade' sector. While the total amount of capital in this sector is 122 million TL, 81.7% of the total capital is foreign common capital. Syrians under temporary protection invest significantly in Turkey and they bring an important amount of capital to the country.

As a result, the administrative and legal changes in the labour market of immigrants have increased significantly in the number of immigrants who have had a work permit in recent years. In this regard, it will increase the productivity of the companies by competing in the global area and obtaining human resources with different cultures and languages. At the same time, diversity was provided on behalf of companies in the professions and nationalities of immigrants.

7 Conclusion

According to the data of the United Nations High Commissioner for Refugees (UNHCR), 68 million 500,000 people are forcibly displaced in the world. Of these, 25 million 400,000 are refugees. Increasing political instability in the region in recent years has significantly accelerated migration movements. Asylum seekers face many difficulties in the migration process, the difficulties of moving to another country in the beginning, then the struggles in the country of migration. Similarly, host countries face difficulties with mass migration, apart from individual and regular migration. Mass migration in many parts of the world can cause political, cultural and economic problems. It can even lead to the change of political actors and governments in the countries of migration.

Migration movements between countries accelerated with globalization. Moreover, even in nation-states, societies are composed of individuals of immigrant origin. It is vital for countries to bring immigrants to life at social, cultural and economic levels. Many countries are implementing special programmes to attract entrepreneurs and qualified immigrants. Indeed, many patents and inventions have been developed by immigrants in the United States and EU countries. Similarly,

immigrants can play a key role in economic growth with the number of entrepreneurs in the countries where they are located. One such example is that 40% of the top 500 companies in the United States were founded by immigrants. With socio-economic developments in the world, birth rates decrease and the average life span increases with developing technology. Although countries have provided important incentives to increase the rate of young people, they have not been able to achieve their desired success in raising birth rates. Therefore, countries have to face the reality of ageing population. It is stated by the researchers that the need for young population is necessary for countries to sustain economic growth and development. Countries that fail to meet this agreement agree on the necessity of receiving immigration. However, both the rise of extreme-right parties and the periodic economic crises target immigrants as subjects of crime. Nevertheless, rational politicians want to stretch immigration policies because the elderly population ratio of many countries is close to 20%. If current birth rates continue, it is difficult to cover the social security system and pension expenses without receiving immigration. Otherwise, these expenses will create a burden on public finance.

Syrians in Turkey transfer a significant amount of capital accumulation to Turkish banks. It is noteworthy that the total deposit, which was 311 million in 2012, reached 1.5 billion in 2015. Besides the deposits in banks, it has increased regional competition with the companies established by Syrian entrepreneurs in the region they live in. In addition, the profitability of companies and economic mobility have been freshened up with the effect of cheap labor. The fact that the established companies provide employment to 100,000 people directly and indirectly creates important competitive opportunities for the country. In addition, the aids provided to refugees by national and international institutions have a demand-increasing effect in the economy. Its effect on increasing national income is undeniable as it increases regional employment and domestic demand.

Not only with the humanitarian situation of Syrians in Turkey, but also with the increased tendency in the permanence of their stay in the country, cohesion policies in addressing the social, economic and employment are needed. Employment and labour force capacity, which are important milestones of social cohesion, will increase the competitiveness of companies. In particular, the business world will need to develop projects and policies that will concern all shareholders and immigrants. All shareholders specifically have responsibility for how the social, economic and demographic dimensions of Syrians can adapt. It will reduce the production costs of goods and services in the country of immigration. Prices will also decrease if the goods market is competitive. This price decrease will also increase the demand for goods and services. Accordingly, both the level of wages and employment will increase in the country receiving immigration. Decreasing wages will increase employers' profits. As increases in profits will increase the demand for consumer goods as employers' income, it may create new job opportunities. Therefore, international migration increases the competitiveness of companies in a global sense by increasing the number of qualified, highly motivated individuals in the country receiving immigration and exchange of knowledge and skills among countries. In this sense, companies tend to see labour migration more preferable as

immigrant workers expand production at a lower cost. Depending on the sectors, these demands can change. Companies support and need unqualified staff migration in labour- and service-intensive sectors. On the other hand, companies operating in capital-intensive industries emphasize the need for qualified immigrants.

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