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ROMANIAN IMMIGRANT ENTREPRENEURSHIP: UTOPIA OR REALITY? AN OVERVIEW OF ENTREPRENEURIAL MANIFESTATIONS OF ROMANIAN IMMIGRANTS IN ANDALUSIA, SPAIN¹

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ABSTRACT. *According to the case study research, the authors of this article aim to analyse the entrepreneurial manifestations - potential and real - of Romanian immigrants in Andalusia, Spain. In general, their potential entrepreneurial manifestations are poorly expressed and blocked by a lot of perceived obstacles. Some of them refer to the lack of financial sources, bureaucracy, or the legal constraints associated with their immigrant status. However, a more pronounced orientation towards entrepreneurship is manifested by males, younger immigrants, the ones with a higher educational attainment, and the ones who had/have a role model. Concerning the real entrepreneurial manifestations, the opportunity and necessity driven entrepreneurialships are approached. In these cases, the most significant factors in the materialization of the entrepreneurial manifestations were the financial resources and the social networks.*

KEYWORDS: entrepreneurship, immigrant entrepreneurship, entrepreneurial intentions, Romanian, Spain.

JEL classification: J60, M10.

Introduction and a Brief Literature Review

The creativity and innovation are one of the main development sources in the knowledge society; while the first one generates new knowledge, the second one „uses” them in a practical way in order to obtain value and benefits (Pashera, Ronen, 2011; Alfantookh,

Haj Bakry, 2013). Dynamic, complex, and multidimensional phenomenon, entrepreneurship, implies both creativity and innovation. Its new approach based on its role of the agent of change in the knowledge society outlines the fact that there should be a connection between economic performance and entrepreneurship. In this context, the entrepreneurship is widely recognized as an important job generator and contributor to the economic growth, productivity and development, innovation, and promotion of enterprises (Joness, Tilley, 2003 cited in Sirec, Mocnik, 2012). Entrepreneurship, approached as the initiation and development of new organizations (Davidsson, 1995), is associated with the creation of utility, new technologies, products, processes, and services that foster the development of new industries (Markova, Petkovska-Mircevska, 2009).

In the European Union (EU), the innovation and the creation of new jobs - aspects strongly related to entrepreneurship - are elements promoted in the Europe 2020 Strategy. Cultural diversity is approached in this strategy as well. In this context, migration is outlined as an important contributor to the increase of competitiveness in the EU. This may mainly be achieved through ensuring workers with knowledge and skills necessary for the consolidation of the long term economic development. In general, there is a very pronounced tendency, especially among economists, to approach immigrants only as workforce (Bodvarsson, Van der Berg, 2009). This may be due to the profound impact immigrants have on the labour market in the destination country. However, the impact is more complex than that. Through the quality of people, remittances, and the potential for investment and entrepreneurship the immigrants actively contribute to the economic development of the host countries and have a great potential for development for the countries of origin (Nahoi, 2014). Immigrants may manifest a very pronounced entrepreneurial spirit in the country of destination developing various types of businesses. Most of them are often based on the selling of ethnic products or are active in construction, agriculture, service, textiles, music, arts, or IT (Kitching *et al.*, 2009; Bellido Jimenez, 2011). Over the past periods, entrepreneurship among immigrants, ethnic groups, and racial minority groups represents a subject with a high and, at the same time, increasing interest among both scholars and policy makers (Fairchild, 2009).

In general, in the scientific literature: „the terms of immigrant entrepreneurship, ethnic entrepreneurship, and minority entrepreneurship are used interchangeably” (Basu, 2006, p.582). However, there are thin delimitations between them. Immigrant entrepreneurship relates to immigrant entrepreneurs. They refer to immigrants who start a business in the country of destination. Minority entrepreneurship is associated with the minority entrepreneurs. These are a part of the minority group. Minority groups may refer to different categories of persons. For example, disabled people are often considered a minority group. In addition, minority groups do not necessarily relate only to immigrants. Ethnic entrepreneurship is specific to ethnic entrepreneurs. They belong to the ethnic group. An ethnic group is the one with a common culture, history, language, etc. (Basu, 2006). „In conclusion, an ethnic entrepreneur may or may not be an immigrant, but it is likely to belong to a minority community” (Basu, 2006, p.582).

In what concerns immigrant entrepreneurship, the scientific literature offers a very vast assortment of studies. These focus on different directions. Ones of the most approached refer to: policies' implications and recommendations; business orientation; the profile of the immigrant entrepreneur; differences between countries; immigrant entrepreneurs' needs, motivations and potential; comparisons with local entrepreneurs; evaluation of immigrant ventures, entrepreneurial and management styles and strategies; factors with impact on the development of immigrant entrepreneurship; first and second generations of immigrant entrepreneurs (van Delft *et al.*, 2000; Kloosterman, 2003; Arjona, 2004; Kitching *et al.*, 2009;

Gonzalez-Gonzales *et al.*, 2011; Ilhan-Nas *et al.*, 2011; Baycan *et al.*, 2012; Neville *et al.*, 2014).

In this paper, the authors aim at analysing the entrepreneurial manifestations of Romanian immigrants in Andalusia, Spain, outlining a series of their characteristic features in association with their working status. The investigation was developed from the perspective of entrepreneurship as a potential/real career option for the Romanian immigrants in Andalusia. Through entrepreneurial manifestation, the authors of this article refer to both the potential and the real ones. Potential entrepreneurial manifestations are related to entrepreneurial intentions. Both terms are used as synonyms in this paper. The entrepreneurial intentions are considered as the individual's personal decision to start up a new venture (Romero *et al.*, 2011); they represent key elements in this process (Linan, Chen, 2009). Real entrepreneurial manifestations are considered the ones materialized in the initiation and development of the entrepreneurial venture.

In general, studies provided by the scientific literature mainly approach Turkish and Chinese immigrant entrepreneurs. What concerns the countries of destination, the United States of America, the Netherlands, Canada, Germany, and the United Kingdom are the most preferred for analysis.

Studies on Romanian immigrants in Spain, in general, are in an incipient phase. All the more those related to entrepreneurship. For example, Urbano *et al.* (2011) approach transnational entrepreneurship in Spain from the perspective of influencing socio-cultural factors, focusing on four case studies. Among them, one Romanian transnational entrepreneur was found. Arjona Garrido and Checa Olmos (2012) investigate immigrant entrepreneurship in Spain offering slightly referring to Romanian entrepreneurs. A special attention is paid to the type of the developed businesses.

This paper aims to bring a contribution to the enrichment of the literature on immigrant entrepreneurship by providing the analysis of a community of immigrants with a lower entrepreneurial culture, compared to the ones extensively studied in the scientific papers. Moreover, by choosing a poorly investigated immigrant community and a destination region not yet explored to its real potential, the authors of this article pursue to provide different perspectives in the area of immigrant entrepreneurship.

The present paper is structured into six parts. The first one puts forward a series of introductory aspects focusing on a brief review of the literature on immigrant entrepreneurship. The second one highlights the context in which the carried out research can be placed. A series of methodological aspects related to the carried out research is presented in the third part of the paper, while the fourth part outlines the hypotheses on which the paper is based. The fifth part highlights the main results obtained from the research focusing on the ones specific to the entrepreneurial manifestations of Romanian immigrants in Andalusia. The present paper ends with a section of the main conclusions in which the authors promote a series of potential policy implications of the investigated phenomenon.

1. Research Context

Romania plays a key role in the international migration context of the EU. It has a very well-known status of an active immigrant provider among the EU members (Grosu, Constantin, 2013). Italy and Spain represent the most important receivers of temporary Romanian migrants. Official data provided by the National Institute of Statistics do not really highlight this scenario, as it registers only the definitive migratory flows. However, more recent efforts are oriented towards emphasising the complexity of the international migration

phenomenon in Romania and focus on emigration. Correlated with the Population and Housing Census developed in 2011 and the Household Labour Force Survey, the most recent available data outline the fact that 46% of the Romanian emigrants went to Italy, 34% to Spain, 7% to Germany, 4% to the United Kingdom, 3% to Hungary, and 6% to other destinations in 2012 (National Institute of Statistics, 2014). In the same context, the images that are closer to the reality and catch the complexity of the phenomenon are provided by the national institutes of statistics in Italy and Spain. They register both the permanent and the temporary migration. Romanians represent the most important community of immigrants in both countries.

At the moment when the research was started, the most recent data available for Spain was the one afferent to 2010. This outlined that the number of Romanian immigrants in Spain was 831,235. Their number increased up to 870,258 in 2013, the most recent data available in 2014 when the research ended (Instituto Nacional de Estadística, 2014). Andalusia was placed in the top five preferred autonomous communities in Spain by the Romanian migrants along with the Autonomous Community of Madrid, the Autonomous Community of Valencia, Catalonia and Castilia-La Mancha in 2010. The same top remained until 2013. However, Andalusia migrated from the fifth position to the fourth one. There were 93,169 Romanians in Andalusia in 2010, while in 2013 their number increased up to 102,352. Romanians represent the third most important community of immigrants in Andalusia along with the ones coming from the United Kingdom and Morocco (Instituto Nacional de Estadística, 2014).

2. Methodological Specifications

This paper was developed on the basis of a series of information obtained from a very complex and comprehensive case study research carried out between 2011 and 2014. In order to provide a complex image of the investigated phenomenon, as an elevated view from above, a case study method has been chosen for the investigation. As the intention was to describe a phenomenon and the real-life context in which it took place (Yin, 2003), the authors of this article have focused on developing a descriptive case study. However, it was as well based on a series of explicative pieces of research that aimed to establish, outline, and explain causal relationships between the variables obtained through the research information (Saunders *et al.*, 2009). This method has been chosen for investigation in order to be sure that the phenomenon is well explored, and its essence is revealed (Baxter, Jack, 2008) aiming to raise awareness among policy makers in relation with its magnitude and complexity, for its proper management.

The studied subject was the community of Romanian immigrants, while the context in which it was placed was the autonomous community of Andalusia. One boundary for the study was established in relation with the definition of the term „immigrant“. This research is based on the definition provided by Eurostat (2011), which emphasizes the fact that immigrants are „people arriving or returning from abroad to take up residence in a country for a certain period, and that have previously been residents elsewhere. According to the 1998 United Nations recommendations on the statistics of international migration (Revision 1), an individual is a long-term immigrant if he/she stays in his/her country of destination for a period of 12 months or more, having previously been resident elsewhere for 12 months or more“. In this sense all the Romanians registered in the administrative registers and that had their residence in Andalusia in 2011 were considered eligible for the research.

The research has been developed from the following basic question: What are the main characteristics specific to the migratory process of Romanians in Andalusia? In addition, the following secondary questions have been considered:

- What is the general profile of the Romanian migrants to Andalusia?
- What are the main drivers associated with Romanian migration to Andalusia?
- What is their working status in Andalusia, focusing on their entrepreneurial manifestations?

The main aim of this case study research is to envisage the description of the fundamental characteristics specific to the migratory process of Romanians in Andalusia. However, the present paper is based only on the information specific to the entrepreneurial manifestations of Romanian immigrants in association with their working status.

A variety of data sources have been used and different methods of investigation have been employed in order to provide a wide image that may reveal multiple facets of the investigated phenomenon. The quantitative and qualitative pieces of research have been carried out. The efforts were focused on the following research techniques: questionnaire based survey, observations, semi-structured interviews, and informal discussions.

The quantitative research consisting of a questionnaire based survey among a representative sample of Romanian immigrants in Andalusia has been carried out. They were chosen using the simple random sampling technique, as data could not be gathered for all the population, the statistical inference based on the sample was necessary, and it was a must to have a face-to-face contact with the respondents (Saunders *et al.*, 2009). The most recent data available at the National Institute of Statistics in Spain in 2011 highlighted a total of 93,169 Romanians residing in Andalusia (Instituto Nacional de Estadística, 2011). Using the following formula, at a confidence level of 90% resulted in a representative sample of 270 respondents.

$$n = \frac{N \cdot Z^2 \cdot p \cdot q}{d^2 \cdot (N - 1) + Z^2 \cdot p \cdot q} \quad (1)$$

where: n = sample size; N = the total number of the investigated population, respectively 93,169; Z = 1.64 for a confidence level of 90%; p = 0.5; q = $1 - p$ = 0.5; d = margin of error (5%, respectively 0.05).

Participants of the sample were asked to respond to a questionnaire that has been developed after reviewing the existing scientific literature and research projects on migration and after having a series of preliminary informal discussions with Romanian immigrants in Andalusia. It has been improved after the debate with scholars and experts directly involved in issues related to the migration phenomenon, mainly members of the organizations in charge of the immigrants. Moreover, the authors of this paper tested it on a pilot sample of five Romanian immigrants, especially to identify the necessary time for filling in, to test the explicitness of the questions, and to identify if there are any ambiguous questions that needed adjustment.

In the present paper, the focus is on the statistical and econometric analysis of a series of information obtained from the quantitative research that mainly refer to the entrepreneurial intentions of the Romanian immigrants in Andalusia. The aim is to test and outline a series of causal relationships, as it is specified further in the hypotheses of this paper.

The qualitative pieces of research that had been carried out consisted of observations, semi-structured interviews, and informal discussions.

The Romanian immigrants in Andalusia were observed in various environments and as well during the time the quantitative research was carried out. The authors of this article had both roles of observer as participant and of the participant as observer, in every case. For

example, in case of the observation of the Romanian immigrants at their jobs, at the place where the busses were leaving for Romania, or at the special offices for immigrants' registration the role of the authors of this article was of the observer as participant. Whereas, while observing the Romanian immigrants at church or at supermarkets the role of the authors of this article was of the participant as observer.

Twenty-four semi-structured interviews have been carried out. Ten were carried out face-to-face and fourteen via telephone. In general, they were based on an interview guide developed in both Romanian and Spanish, in accordance with the research aim. However, there were situations when the number of questions addressed or the order in which they were addressed varied, in general, from one interviewee to another, in accordance with the interview's way of development. The authors of this article mainly interviewed the representatives of the Romanian authorities in Andalusia, the Spanish authorities in charge of migration issues in Andalusia, the Romanian Orthodox Church in Andalusia, the organizations in charge of the Romanian immigrants in Andalusia, and Spanish entrepreneurs with Romanian employees, which are active in agriculture. In general, the face-to-face interviews were carried out at the offices of the interviewees. They were formal, no disruptive factors appeared during their development, and they lasted for 17 minutes in average. The telephone interviews lasted for 21 minutes in average.

Moreover, the authors of this article have held over 70 informal discussions, both face-to-face and via telephone. They were mainly carried out with Romanian immigrants, but as well with the representatives of the Romanian authorities in Andalusia, the Romanian Orthodox Church in Andalusia, and the organizations in charge of the Romanian immigrants in Andalusia.

During the observations, the interviews, and discussions, 157 pages of notes have been taken. The authors have mainly written information received from the persons with whom interviews and discussions were held, elements of nonverbal language, facts, and personal sentiments in relation with various aspects approached during the research. The present paper mainly outlines a series of information - related to the entrepreneurial manifestations of Romanian immigrants - obtained from the qualitative pieces of research, which are mainly processed and explained using the inductive approach.

3. Hypothesis

In general, the scientific literature promotes different contexts - especially economic and cultural - with impact on the entrepreneurial manifestations. However, contextual elements (for example, access to capital), demographic factors, individual background, psychological characteristics, personality traits, and attitudes are often advocated as impact factors of the entrepreneurial manifestations (Davidsson, 1995; Kristiansen, Indarti, 2004).

This paper appeals to several of the above mentioned factors. The potential entrepreneurial manifestations are approached from the perspective of contextual elements, demographic factors, and individual background. Most of the information obtained was via the quantitative research that was carried out. In case of real entrepreneurial manifestations, the focus was more on the contextual elements that contributed to the materialization of the entrepreneurial intention. All the obtained information was from the qualitative pieces of research that have been developed.

In this frame, the main hypotheses on which this paper is based relates to the entrepreneurial intentions of Romanian immigrants in Andalusia. They focus on different variables promoted by the scientific literature as having an impact on the entrepreneurial

intentions. They refer to demographic factors (gender and age) and factors related to the individual background (the educational attainment and the existence of a role model).

In what concerns gender, in general, studies advocate that males are more prone to follow the entrepreneurial path, in comparison to females (Coulter, 2001). However, in the last period, there is a significant increase in women entrepreneurship; for example, in the United States of America, females start and develop businesses at a much higher rate – almost double – and resist longer and better in the business environment, compared to males (Hisrich *et al.*, 2008).

- *Hypothesis 1: Romanian male immigrants in Andalusia are more oriented towards becoming entrepreneurs in comparison to Romanian female immigrants.*

Regarding the entrepreneurs' age, in general, the scientific literature provides a series of studies that advocate the fact that entrepreneurs tend to belong to a specific age category, namely 25-34 years (Bellido Jiménez, 2011). Moreover, according to Hisrich *et al.* (2008), the vast majority of the entrepreneurs start their business when they are aged between 22 and 45. However, the entrepreneurial career can be started at any age, as long as the entrepreneur has the necessary experience, courage, financial support, or the energy necessary to initiate and develop a business. In general, it can be assessed that the specific scientific literature supports the idea according to which younger persons are more oriented towards an entrepreneurial career, compared to the older ones.

- *Hypothesis 2: Younger Romanian immigrants in Andalusia are more oriented towards becoming entrepreneurs in comparison to the older ones.*

Even if, in general, there is a tendency to consider entrepreneurs less educated than the rest of the population, the studies offered by the scientific literature outline exactly the contrary (Hisrich *et al.*, 2008). The educational attainment has a positive effect on people's tendency to follow the entrepreneurial path. Thus, the higher is the educational attainment, the greater is the desire of a person to identify and to exploit business opportunities. This mainly happens because the knowledge and skills developed through the educational process lead to the increase in the expectancy related to the income generated by the exploitation of the business opportunity (Shane, 2003). Education brings a contribution to the enrichment of a person's knowledge, to the development of his/her various skills and abilities – some of them, extremely important in the activities specific to the entrepreneurial process – and to the development of his/her entrepreneurial thinking (Shane, 2003). Thus, it can be assessed that, in general, the studies provided by the scientific literature support the important role education has in the desire and decision of a person to follow the entrepreneurial path: the higher is the educational attainment, the higher are the chances to start and develop a business (Shane, 2003).

- *Hypothesis 3: The Romanian immigrants in Andalusia with a higher educational attainment are more oriented towards becoming entrepreneurs in comparison to the Romanian immigrants that are less educated.*

In what concerns the existence of a role model in the family, the scientific literature supports the idea according to which the children of entrepreneurs are more prone to exploit business opportunities, compared to children that did not have or do not have entrepreneurs in their family. This mainly happens because through the close observation of entrepreneurs, a series of tacit knowledge specific to the entrepreneurial activity are developed (Shane, 2003). Various scientific studies outline the idea according to which the existence of an entrepreneur in the family – especially one of the parents – increases children attractiveness for following an entrepreneurial career (Shane, 2003). The existence of an entrepreneur in the family may

provide a series of valuable signals able to convince a person to follow the entrepreneurial path, considered as a very feasible career option (Hisrich *et al.*, 2008).

- *Hypothesis 4: The Romanian immigrants in Andalusia that had or have an entrepreneur in their family (a role model) are more oriented towards becoming entrepreneurs in comparison to the Romanian immigrants that did not have or do not have an entrepreneur in their family.*

4. Research Results: Focus on the Entrepreneurial Manifestations of Romanian Immigrants

The vast majority of the investigated Romanians migrated to Andalusia in order to find a job, hoping for a better life opportunity, especially from economic and social perspectives. Almost half of them were unemployed in Romania when they decided to migrate. Excepting the cases of Romanians that migrated to Andalusia based on a working contract, in most of the situations, at the short time after migration, Romanians were legally working in Andalusia. However, during the period when the quantitative research was carried out, it was quite equilibrium between the unemployed Romanian immigrants and the ones that were hired in private enterprises. The socioeconomic context with which Spain was confronted definitely had put a mark on the status of Romanian immigrants in Andalusia as well.

As entrepreneurship is an important factor of development, especially from a socioeconomic perspective, the aim was to see whether Romanians may manifest entrepreneurial intentions in their region of destination. In this sense, during the questionnaire based survey, Romanian immigrants were asked to express their level of agreement in relation to the desire to start a business on a seven levels Likert scale (from 0-total disagreement to 6-total agreement). The received responses outlined a quite equilibrated situation between the respondents that would like to become entrepreneurs (122) and the ones that do not (115); the rest of 33 respondents were extremely indifferent in relation with their desire to start a business. The poorly pronounced entrepreneurial spirit of Romanians may have been influenced – to some extent – by the fact that „the entrepreneurial culture in Romania may still be negatively influenced by the long communist period” (Romero *et al.*, 2011, p.348). Furthermore, the information obtained via the qualitative pieces of research emphasized that there are a series of obstacles that the Romanian immigrants perceive in their entrepreneurial demarche. For example, the majority considers that the lack of an adequate financial source and the legal constraints are associated with their immigrant status and are important obstacles in the process of business start-up in Andalusia. Moreover, bureaucracy/administrative difficulties are the inhibitors perceived in the business start-up process. Along with these, other important obstacles in the entrepreneurial demarche are the lack of entrepreneurship related skills and knowledge and the lack of a business idea and/or business opportunity. Most of them consider almost impossible to identify an opportunity and to exploit it. In the same context, to develop an innovative business idea is perceived utopian. Native entrepreneurial knowledge and skills as well as the ones that have developed over lifelong - such as creativity, the capacity of facing and overcoming obstacles, risk acceptance, foresight capacity, positive and critical thinking, etc. - are unknown for most of the Romanian immigrants. However, some of these obstacles may be surpassed. In accordance with the Andalusian strategy for entrepreneurship, an easy access to financial support and the development of entrepreneurial capabilities through education and consultancy services are aimed at (Romero, Fernandez-Serrano, 2014). Education may foster different skills that are necessary in business start-up

and development and in various developed activities, in general, in life (Onete *et al.*, 2014). Moreover, the development agencies may play a key role in facilitating the access to financial sources for entrepreneurial ventures (Nastase, Kajanus, 2009).

Along with the perceived obstacles specific to the business environment, there are as well a series of factors that influence the decision of Romanian immigrants in creating their own business. As it has already been outlined in this paper in the part about the hypothesis, the scientific literature promotes gender, age, the educational attainment, and the existence of a role model as one of the most important variables that have an impact on the development of the entrepreneurial spirit and on the desire to follow the entrepreneurial path. The main aim is to study the relationship between the entrepreneurial intentions of respondents, as dependent variable and gender, age, educational attainment, and the existence of a role model as factor variables; thus, the authors of this article have implemented a series of ANOVA analysis. Moreover, in order to properly establish the type of relationship that exists between the analysed variables, the authors have tested the nonparametric correlation coefficients Spearman and Kendall tau b. The analysed variables were established according to the questions included in the questionnaire, and they are presented and detailed in the following paragraphs.

Factor variables:

Gender. The data afferent to gender were obtained through the answers to a closed question with two response options (female and male). The obtained variable is noted as „gender”, and this is a dummy variable codified with 0 for females and 1 for males.

Age. The data afferent to age were provided by the answers to an open question. After all the respondents' ages had been collected, the obtained variable was a quantitative one. In order to provide a proper processing and analysis, this was transformed into a qualitative variable by regrouping the respondents' age according to a series of intervals. The final variable is noted as „age”, and it is a qualitative dummy variable with the following codification: 0 - under 16, 1 - 16-25 years, 2 - 26-35 years, 3 - 36-45 years, 4 - 46-55 years, 5 - 56-65 years, 6 - over 65.

The educational attainment. The data specific to the educational attainment were gathered from the answers to a closed question with four answer options (primary education, gymnasium, high school, and university). The obtained variable is noted as „edu”, and this is a dummy variable codified as follows: 0 - primary education, 1 - gymnasium, 2 - high school, 3 - university

The existence of an entrepreneur in the family (role model). The data afferent to the existence of a role model was gathered from the answers to a closed question with two response options (yes and no). The obtained variable is noted with „role_model”, and this is a dummy variable codified with 0 for the existence of an entrepreneur in the family and 1 for the inexistence of an entrepreneur in the family.

Dependent variable:

Entrepreneurial intentions. The data specific to the entrepreneurial intentions of Romanian immigrants in Andalusia were obtained from the answers to a question where respondents had to express on a 7-levels Likert scale (from 0-total disagreement to 6-total agreement) their level of agreement in relation to their intention to follow the entrepreneurial path. The obtained variable is noted as „i”, and this is a dummy variable coded with 0, 1, 2, 3, 4, 5, and 6.

After defining the variables, the authors of this article established the hypothesis specific to the ANOVA analysis, based on the specifications identified in Anghelache (2004):

H0: The variation of the dependent variable is independent from the factor, respectively the means are equal: the factor is insignificant.

H1: The variation of the dependent variable is dependent on the factor, respectively the means are not equal: the factor is significant.

Where: dependent variable – *i*; factor – gender, age, edu, role_model, in every case.

Table 1 outlines the results afferent to the ANOVA analysis implemented for the dependent variable and the „gender” factor variable. The analysis of the results reveals the fact that H0 is rejected. It can be assessed that there are statistically significant differences, what concerns their entrepreneurial intentions, between the different groups of Romanian immigrants according to their gender. For example, in general, in comparison to females, males are more prone towards following the entrepreneurial path. Furthermore, in order to emphasize the previous statement, the authors of this article have tested the nonparametric correlation coefficients: Spearman and Kendall tau b. The results outlined in the table reveal the fact that there is a positive, direct relationship between the variables „*i*” and „gender”. Thus, considering the way the variables were codified and the obtained results, it can be assessed that Romanian male immigrants in Andalusia are more oriented towards becoming entrepreneurs in comparison to Romanian female immigrants. In addition, the first hypothesis on which the present paper has been based is confirmed.

Table 1. Average scores, ANOVA analysis, and nonparametric correlation coefficients: *i* and gender

	<i>i</i>
Females	2.57
Males	3.36
<i>F</i>	8.681
<i>Sig.</i>	0.003(***)
Kendall tau b	0.153
<i>Sig.</i>	0.004(***)
Spearman	0.174
<i>Sig.</i>	0.004(***)

Notes: (***) significance level of 0.01.

Source: own calculations.

Table 2 puts forward the results of the ANOVA analysis implemented for the dependent variable and the „age” factor variable. In this case H0 is rejected leading to the idea according to which statistically significant differences do exist between the different groups of respondents according to their age, in what concerns their entrepreneurial intentions. The younger respondents (in general, up to 35 years old) express more pronounced entrepreneurial intentions, in comparison to the older respondents. This statement is as well supported by the results afferent to the nonparametric correlation coefficients Spearman and Kendall tau b that reveal a negative reverse relationship between the analysed variables. Considering the way the variables were codified and the obtained results, it can be assessed that the younger are the Romanian immigrants, the more they aspire to become entrepreneurs. In the same frame, the older respondents do not tend to manifest entrepreneurial intentions: in some cases (for example, respondents aged over 65), the entrepreneurial intentions are inexistent. The second hypothesis is confirmed as well. The younger Romanian immigrants in Andalusia are more oriented towards becoming entrepreneurs in comparison to the older ones.

Table 2. Average scores, ANOVA analysis, and nonparametric correlation coefficients: i and age

	i
Under 16	3.00
16-25 years	2.92
26-35 years	3.61
36-45 years	2.77
46-55 years	2.41
56-65 years	0.88
Over 65	0.00
<i>F</i>	5.220
<i>Sig.</i>	0.000(***)
Kendall tau b	-0.164
<i>Sig.</i>	0.001(***)
Spearman	-0.203
<i>Sig.</i>	0.001(***)

Notes: (***) significance level of 0.01.

Source: own calculations.

Table 3 reflects the results of the ANOVA analysis implemented between „i” as dependent variable expressing the entrepreneurial intentions of the respondents and „edu” as factor variable expressing their educational attainment. In this case, H₀ is rejected. Statistical significant differences arise between the different groups of respondents according to their educational attainment, in what concerns their entrepreneurial intentions. For example, in general, respondents with a higher educational attainment are more oriented towards becoming entrepreneurs than the ones with a lower educational attainment. Moreover, this statement is supported by the results obtained through the computing of the nonparametric correlation coefficients Spearman and Kendall tau b that reveal a positive direct relationship between the variables „edu” and „i”. Thus, considering the way the variables were codified and the obtained results, it can be assessed that Romanian immigrants in Andalusia with a higher educational attainment are more oriented towards becoming entrepreneurs in comparison to Romanian immigrants that are less educated. This way, the third hypothesis is confirmed.

Table 3. Average scores, ANOVA analysis, and nonparametric correlation coefficients i and edu

	i
Primary education (I – IV grades)	1.93
Gymnasium (V – VIII grades)	3.10
High school (IX - XII/XIII grades)	2.98
University	3.42
<i>F</i>	4.204
<i>Sig.</i>	0.006(***)
Kendall tau b	0.144
<i>Sig.</i>	0.003(***)
Spearman	0.176
<i>Sig.</i>	0.004(***)

Notes: (***) significance level of 0.01.

Source: own calculations.

Table 4 presents the results of the ANOVA analysis implemented for the dependent variable „i” associated with the respondents’ entrepreneurial intentions and the „role_model” factor variable associated with the existence of an entrepreneur in respondents’ families, as a

role model. H0 is rejected expressing the fact that there are statistically significant differences between the different groups of respondents according to the existence of a role model in their family, in what concerns their entrepreneurial intentions. Thus, respondents that had or have an entrepreneur in their family manifest stronger entrepreneurial intentions. This statement is as well supported by the results of the computed nonparametric correlation coefficients outlined in the table below. In addition, the fourth hypothesis is confirmed as well. The Romanian immigrants in Andalusia that had or have an entrepreneur in their family (a role model) are more oriented towards becoming entrepreneurs in comparison to the Romanian immigrants that did not have or do not have an entrepreneur in their family.

Table 4. Average scores, ANOVA analysis, and nonparametric correlation coefficients: i and role_model

	i
Existence of an entrepreneur in the family	4.21
Inexistence of an entrepreneur in the family	2.18
<i>F</i>	66.429
<i>Sig.</i>	0.000(***)
Kendall tau b	- 0.390
<i>Sig.</i>	0.000(***)
Spearman	- 0.444
<i>Sig.</i>	0.000(***)

Notes: (***) significance level of 0.01.

Source: own calculations.

Even if Romanian immigrants in Andalusia tend to perceive a lot of obstacles in their entrepreneurial demarche, in general, the variables that have impact on the proper development of their entrepreneurial intentions tend to favour them. This way, although they seem to be quite reluctant to developing opportunity entrepreneurship, they may adopt entrepreneurship as a survival means. To sum up, the unemployed Romanian immigrants may orient themselves towards entrepreneurship. In addition, the necessity entrepreneurship ways of manifestation may increase. The immigrant entrepreneurs will benefit from their new incomes and, at the same time, they will contribute to the development of the destination region. Job generation, economic and social welfare are just a couple of positive outcomes associated with the development of immigrant entrepreneurship in the area. Moreover, from a cultural perspective, new management styles will be implemented and promoted in the area.

The information gathered via the qualitative pieces of research highlighted real entrepreneurial manifestations in three cases. Two were the cases of opportunity entrepreneurship, while the third one was a case of the necessity entrepreneurship. One entrepreneur had a business in the hotel and restaurant industry, while the other two aimed at the retail sector focusing on selling Romanian food products. Moreover, the development of stores or restaurants with Romanian food products was mainly aimed as business start-up in Andalusia by most of the respondents with more pronounced entrepreneurial intentions.

The entrepreneur active in the hotel and restaurant industry and one of the two entrepreneurs active in the retail sector migrated to Andalusia especially for the business start-up purpose. In both cases, the financial resources they had from Romania and their social networks in Andalusia helped them very much in their entrepreneurial process. The other entrepreneur have become active in the retail sector and opened the Romanian grocery store after she had lost her job. She considered that this market niche is very auspicious for investment. When she started her business in 2013, only 3 stores of this type were in Andalusia, while the whole addressable market could be composed of 102,352 Romanian

immigrants that were residing in Andalusia at that period (Instituto Nacional de Estadística, 2014); not taking into account the Spaniards that may want to try Romanian food products. The quite pronounced ethnic market and its demand for Romanian food products determined the Romanian immigrant who had lost her job to become an entrepreneur. Other factors that contributed to the materialization of her entrepreneurial intentions were the money she succeeded to raise since she came to Andalusia and her social networks, especially the strong connections she had with the Romanians living in her region, most of them became her clients. The last part of the sentence is applicable to all the three investigated cases. The Romanian immigrants are the most important clients for the Romanian entrepreneurs. Moreover, the businesses generated jobs, mainly taken by other Romanian immigrants. Even if at the beginning Spaniards were quite reluctant to the businesses opened by the Romanian immigrants, afterwards entrepreneurship became an important means of social inclusion. A lot of obstacles were encountered in the area of bureaucracy and in relation to their immigrant status, but they were easily surmounted.

Conclusions, Implications, and Further Issues to be Addressed

The investigated Romanian immigrants in Andalusia tend to manifest quite poorly shaped entrepreneurial intentions. The idea of starting a business is quite unapproachable to them in their host country. For most of them, it is considered utopian. They perceive a lot of obstacles in their entrepreneurial demarche; the most important ones are related to the scarce financial conditions, bureaucracy, and legal constraints derived from their immigrant status. In the same category, the lack of entrepreneurship related skills and knowledge and the lack of a business idea and/or of a business opportunity can be found. Whereas, when analysing and testing the variables with impact on the entrepreneurial intentions of immigrants, all the hypotheses on which the paper was based have been validated. Thus, the Romanian male immigrants in Andalusia are more oriented towards becoming entrepreneurs in comparison to the Romanian female immigrants. The younger Romanian immigrants are more oriented towards following the entrepreneurial path in comparison to the older ones. Older Romanian immigrants manifested low entrepreneurial intentions; in case of respondents aged over 65 they were almost inexistent. The Romanian immigrants in Andalusia with a higher educational attainment were more interested in becoming entrepreneurs and so were the ones that have/had a role model in their family.

Both forms of opportunity and necessity entrepreneurship are and may be manifested among the Romanian immigrants. The latter one represents a very good option, especially for the unemployed immigrants. In these situations, the factors that had an impact on the entrepreneurial process were the financial resources and the social networks which the entrepreneur had. In what concerns the main types of businesses that immigrants would target, they refer to stores or restaurants with Romanian food products.

The entrepreneurship which is developed in immigrant communities can have a positive impact on both the host and the origin regions; of course, as any phenomenon it has some negative outcomes as well. However, for example, in the host region, entrepreneurship leads to job generation. Even if, in general, the jobs tend to be taken by persons of the same nationality as the entrepreneur, there are as well situations when a lot of jobs are available for the citizens of the host region. Other positive outcomes may refer to product/service innovation, productivity, improvement in management styles, etc. Whereas, immigrant entrepreneurs can develop businesses in the host region maintaining close contact with their region of origin. They may strategically use their colleagues or even associates in their region

of origin, developing this way form of transnational entrepreneurship. Another positive outcome of immigrant entrepreneurship in the region of origin refers to remittances. The more money immigrants earn, the more money they send back home. Moreover, from another point of view, immigrant entrepreneurship may raise awareness among the citizens of the host region on the immigrants' customs, traditions, etc.; this way becoming - to some extent - a promoter of the culture and, implicitly, the immigrants' region of origin. Considering all of the previous statements, the fostering of entrepreneurship among the Romanian immigrants in Andalusia may represent a solution to the unemployment, contribute to economic development in Andalusia, lead to the development of transnational entrepreneurship between Romania and Spain, increase the amount of remittances in Romania, etc. In this sense, Romanian policy makers along with the Spanish policy makers may orient their efforts towards designing a series of strategies to foster entrepreneurship among the Romanian immigrants in Andalusia, in the frame of the EU acquis. It is important to identify a series of motivational factors that would make entrepreneurship a career option for Romanian immigrants in Andalusia, in order to properly support and promote them among the designed policies, along with a series of measures meant to reduce or even eliminate the obstacles Romanian immigrants perceive in their entrepreneurial demarche.

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RUMUNŲ IMIGRANTŲ VERSLUMAS: UTOPIJA AR REALYBĖ? BENDRAI APIE RUMUNŲ IMIGRANTŲ VERSLUMO RAIŠKĄ ANDALŪZIJOJE, ISPANIJOJE**Vasile Dinu, Raluca Mariana Grosu, Andreea Simona Săseanu****SANTRAUKA**

Jei verslumas, svarbus darbo vietas kuriantis veiksnys, prisidedantis prie ekonominio augimo, yra puoselėjamas imigrantų bendruomenėse, jis skatina siunčiančių ir priimančių šalių vystymąsi. Šio straipsnio tikslas – išanalizuoti rumunų imigrantų verslumo raišką Andalūzijoje, Ispanijoje. Darbe nagrinėjamos abi verslumo raiškos: potenciali ir tikroji, kuri buvo įgyvendinta vystant verslo įmones.

Atlikta atvejo analizė atskleidė, kad potenciali subjekto verslumo raiška yra prastai išreikšta ir ją stabdo daug kliūčių, pvz., finansavimo šaltinių stoka, biurokratija ar teisinai apribojimai, susiję su imigranto statusu. Ryškesnę orientaciją į verslumą parodė vyrai, jaunesni imigrantai, tie, kurie buvo įgiję aukštąjį išsilavinimą, ir tie, kurie turi ar turėjo sektiną pavyzdį. Kalbant apie tikrąsias verslumo raiškas, buvo aptartas galimybės ir būtinybės skatinamas verslumas. Šiuo atveju patys svarbiausi veiksniai, lemiantys verslumo raiškos įgyvendinimą, – finansiniai ištekliai ir socialiniai tinklai.

Pasirinkdami mažai tyrinėtą imigrantų bendruomenę ir atitinkamą regioną, kurio tyrimų potencialas dar nebuvo išnaudotas, šio straipsnio autoriai siekia pateikti kitokias perspektyvas imigrantų verslumo srityje ir papildyti mokslinę literatūrą šia tematika.

REIKŠMINIAI ŽODŽIAI: verslumas, imigrantų verslumas, verslo ketinimai, rumunai, Ispanija.