

**Table 1: A Comparison Between Turkey and the UK On Various Entrepreneurship Related Indexes**

Comparison Criteria	Source	UK	Turkey
Women Self-Employment Rate	Self-employment is defined as the employment of employers, workers who work for themselves, members of producers' co-operatives, and unpaid family workers (OECD, 2017)	11%	36.6%
Part Time Self Employment	Work less than 30 hours per week in their main job (OECD, 2017)	17%	37%
Women Employer	(ILO, 2017)	1.4%	1.4%
Women Own Account Employer	(ILO, 2017)	9.1%	8.7%
Contributing Family Workers	(ILO, 2017)	0.4%	28%
Employer Rate By Gender	Women / Men Ratio (OECD, 2018)	1/3	1/6
Gender Inequality Index	The GII is an inequality index. It measures gender inequalities in three important aspects of human development—reproductive health, measured by maternal mortality ratio and adolescent birth rates; empowerment, measured by proportion of parliamentary seats occupied by females and proportion of adult females and males aged 25 years and older with at least some secondary education; and economic status, expressed as labour market participation and measured by labour force participation rate of female and male populations aged 15 years and older (UN, 2017)	25 <sup>th</sup> out of 189	69 <sup>th</sup> out of 189
Human Development Index	The human development index (HDI) is a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and have a decent standard of living. The HDI is the geometric mean of normalized indices for each of the three dimensions (UN, 2017).	14 <sup>th</sup> out of 189	64 <sup>th</sup> out of 189
Corruption Index	The index, which ranks 180 countries and territories by their perceived levels of public sector corruption according to experts and businesspeople, uses a scale of 0 to 100, where 0 is highly corrupt and 100 is very clean (TI, 2017)	82 (8 <sup>th</sup> out of 180)	40 (81 <sup>th</sup> out of 180)
Economic Freedom Index	Economic freedom is the fundamental right of every human to control his or her own labour and property. In an economically free society, individuals are free to work, produce, consume, and invest in any way they please. In economically free societies, governments allow labour, capital, and goods to move freely, and refrain from coercion or constraint of liberty beyond the extent necessary to protect and maintain liberty itself. An overall score on a scale of 0 to 100 is given to an economy's financial freedom through deductions from the ideal score of 100. The Index measures the impact of liberty and free markets around the globe and confirms the formidable positive relationship between economic freedom and progress (Heritage, 2018).	78% (Mostly Free)	65.4% (Moderately Free)
Entrepreneurship Culture (The EY G20 Entrepreneurship Barometer)	The barometer ranks each of the g20 countries on the level of support it provides for entrepreneurs. It does so across the five pillars that are key to any robust entrepreneurial ecosystem: access to funding, entrepreneurship culture, tax and regulation, education and training, and coordinated support. Entrepreneurship culture is measured on four dimensions: tolerance of risk and failure, preference for self-employment, innovation and research culture, celebration of self-made wealth. The barometer captures the voice of the entrepreneur, using a survey of more than 1,500 entrepreneurs across the g20 countries. Us is ranked as the most entrepreneurial culture with the score of 7.67 (G20YEA, 2013).	7 (6 <sup>th</sup> of 20)	4.3 (15 <sup>th</sup> of 20)
Female Entrepreneurship Index	The female entrepreneurship index is a barometer of a country's current situation relative to a group of other countries with respect to the conditions present that will fuel high potential female entrepreneurship development (Terjesen & Lloyd, 2015)	70.6 (3 <sup>rd</sup> out of 77)	39.3 (45 <sup>th</sup> out of 77)
Funding	Aidis et al. 2009	Formal	Informal
Labour Force Participation Rate	Women aged 16–64 employed Men aged 16–64 employed (ONS, 2018) (TUIK, 2019)	70% 79.8%	39% 79%

**Table 2: The Globe Project: The nine dimensions of Turkish Culture**

<p><b>In-Group Collectivism (High)</b> The community gives high importance on relationships and emotional dependence. Strong community ties provide social resources, strength and economic support and play a significant role in entrepreneurial ventures actions. The community is highly group and family-oriented indicating that individuals who belong to these societies take pride and loyalties in their families and organizations.</p>	<p><b>Power Distance (High)</b> The community accepts and endorses authority, power differentials, status privileges, and social inequality. Power is not expected to be distributed equally and is seen as providing social order and stability.</p>
<p><b>Performance Orientation (Low)</b> There is a strong emphasis on loyalty, tradition, environment, society and family relationships.</p>	<p><b>Future Orientation (Low)</b> There is a strong pursuance of instant gratification less emphasis on saving for the future and longer-term plans.</p>
<p><b>Gender Egalitarianism (Low)</b> Women and men do not enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making. The different behaviours, aspirations and needs of women and men are not equally valued and favoured.</p>	<p><b>Human Orientation (High)</b> There is a need for belonging, care, affiliation, sympathy and promoting the wellbeing of others are important. Individuals receive various support in terms of encouragement, care, help, social capital from societies. A positive relation was found between agreeableness and human orientation. Further a direct and positive correlation was reported between humane orientation and entrepreneurial activity.</p>
<p><b>Uncertainty Avoidance (Low)</b> There is a “need for achievement” and inclined to be ambitious and motivated. Individuals are more tolerant and lenient operating in vague and risky situations.</p>	<p><b>Assertiveness (Mid)</b> There is an emphasis both on loyalty, harmony, cooperative relations and solidarity and on value competition (There is a sympathy for the weak There is a mild encouragement for individuals to take risks, negotiate deals aggressively. Also there is an encouragement for harmony and accommodating and supportive relations.</p>
<p><b>Institutional Collectivism (Mid)</b> Organizational and societal institutional practices encourage and reward collective action. There is a mitigated value for entrepreneurship and innovativeness through introducing efficient institutional systems promoting innovative ventures. On the other hand, there are socio-cultural obstacles, legal institutional barriers such as regulatory complexities, strict administrative hurdles, and bureaucratic procedures, difficulty in accessing credit, information and support that hinder research and innovation, lack of training programs. Strict bureaucratic procedures and regulatory burden impose strong impediments in starting up and operating business ventures.</p>	

Sources: (Ozgen, 2012; Globe Project, 2018; Emrich, et al., 2004)

**Table 3: Number of meaning codes for each culture category**

INDEX	Iteration of codes			Total
	Incubation Stage	Decision Stage	Future Insight	
Power Distance	73	132	722	927
Gender Egalitarianism	41	50	356	447
In-Group Collectivism	48	31	14	93
Future Orientation	19	14	49	82
Performance Orientation	34	14	2	50
Institutional Collectivism	12	29	4	45
Human Orientation	23	11	9	43
Assertiveness	9	17	17	43
Uncertainty Avoidance	20	11	10	41
<b>TOTAL</b>	<b>279</b>	<b>309</b>	<b>1183</b>	<b>1771</b>

**Table 4: A comparison of regional and national level of culture dimensions**

Globe Culture Dimensions and related representative codes	Regional Level (This Study)	National Level (GLOBE Results)
Power distance	<i>High</i>	<i>High</i>
Uncertainty Avoidance	<i>High</i>	<i>Low</i>
Human Orientation	<i>High</i>	<i>High</i>
Institutional collectivism	<i>High</i>	<i>Moderate</i>
In-group collectivism	<i>High</i>	<i>High</i>
Assertiveness	<i>Low</i>	<i>Moderate</i>
Gender Egalitarianism	<i>Low</i>	<i>Low</i>
Future Orientation	<i>Low</i>	<i>Low</i>
Performance Orientation	<i>Low</i>	<i>Low</i>

**Table 5: Demographics of the Participants**

	25-30	31-35	36-40	41-50	Total
Age	5%	14%	38%	43%	100%
	Primary (5years)	Secondary (6 Years)	(6 Undergraduate	Masters	Total
Education	34%	53%	11%	3%	100%
	Married	Widow	Single	Divorced	Total
Marital Status	87%	0%	11%	3%	100%

**Table 6: Evaluation Of The Suitability Of The Formalisation Process Within The Context Of The Regional Culture**

Regional Culture	Persuasion Practices for Formalisation (Establishment of the Co-operative)	
	Suitable	Unsuitable
Power distance (H)	Strong leadership and powerful authority (The executors) The leader is a protecting father or a mother figure	Adaptation to collective action, new leadership style and rules evolving around commercial activities Difficulties with understanding the structure and borders of individual power
Uncertainty Avoidance (H)	Formal structures around entrepreneurship Long-term targets (The number of members and branches) Transparent, openly communicated business processes and targets Reduced uncertainty through collective action and collaboration	Lack of flexibility in the formal structure
Human Orientation (H)	Sense of belonging and moral support Opportunity to be a role model for others as facilitators Intercorrelations	Lack of task-orientation Increasing unresolved conflicts
Institutional collectivism (H)	Reduced regulatory complexities Facilitated access to necessary assets and information	Conflicts in the governance of sub-groups and response to leadership Lack of sole control and authority over entrepreneurial activities Lack of autonomy Imbalance in benefitting from the resources by individual members
In-group collectivism (H)	Group formation Strong ties among members Collective action	Conflict management Lack of independence and autonomy Conflicting benefits Destructive In-group competition
Assertiveness (L)	Collective action in harmony instead of individual endeavours Caring and supportive leadership	Balance between strong and weak ties (informal and formal relationship)
Gender Egalitarianism (L)	Female only cooperative Equal rights within the group Special privileges Socially legitimised formal commercial actions	Imbalance between in-group and outside of the group environments
Future Orientation(L)	Incremental targets – short, medium and long for gradual adaptation	Pressure to meet the targets Lack of control over the whole business
Performance Orientation (L)	Business targets: challenging but tailored to protect the balance between social values and in-group dynamics and business success and growth Facilitated access to some resources such as information Priority to work-life balance rather than business growth	Contradicting benefits Lack of performance metrics for individual effort Deadlines Reliance on others for success