

An Analysis of the Driving Factors Behind Afghan Youth Migration to Türkiye

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ABSTRACT

This study investigates the factors driving Afghan youth migration to Turkey using primary data from 199 respondents via an online survey. Analysis of demographic characteristics and migration experiences reveals that Afghan youth migrants to Turkey, predominantly male (73.9%) with an average age of 28 years, hold high levels of education, with 43.2% possessing bachelor's degrees and 32.7% holding master's degrees. The research finds that a significant portion of Afghan youth migrants encounter challenges and discrimination during migration, with 80.4% reporting difficulties and 68.8% experiencing discrimination. Furthermore, a large majority (84.4%) do not intend to remain in Turkey, indicating a transient migration pattern. Key push factors identified include political instability (cited by 57.8% of respondents) and economic factors such as unemployment and poverty (influencing 34.7% of respondents). Conversely, the education system in Turkey emerges as a prominent pull factor, influencing migration decisions for 49.2% of respondents. Correlation analysis shows a statistically significant positive relationship (Pearson correlation coefficient = 0.187**, $p = 0.008$) between satisfaction with migration and pull factors, emphasizing their importance. Regression analysis highlights the impact of political factors, support from the Turkish government, and integration into Turkish society on satisfaction with migration decisions. Notably, political factors ($B = 0.134$, $p = 0.042$), government support ($B = 0.173$, $p = 0.004$), and integration ($B = 0.204$, $p = 0.011$) significantly influence satisfaction. Findings offer insights for cross-cultural workforce integration management, providing valuable implications for policymakers and organizations working with migrant populations.

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1. INTRODUCTION

Afghanistan has a lengthy history of displacement due to conflict. According to UNHCR figures, there are presently 2.6 million registered Afghan refugees globally, predominantly concentrated in Iran and Pakistan. Additionally, within Afghanistan, 3.5 million individuals are internally displaced due to ongoing conflict and humanitarian crises (UNHCR, 2024). Among those who have left, approximately 1.35 million reside in Pakistan and around 761,000 are in Iran (UNHCR Data Portal 2024). Afghan asylum seekers represent one of the largest groups (UNHCR 2021: 1) and constitute the largest category of irregular migrants in Turkey, with nearly 470,000 Afghan migrants detained by Turkish authorities between 2018 and May 2022 (PMM 2020; Arifoglu, & Artan 2020). Consequently, displacement from Afghanistan poses a significant challenge for its neighboring nations and the broader region. The ongoing substantial forced migration from Afghanistan underscores the gravity of the situation (Savci Pries and Erdoğan, 2024).

Afghanistan has been plagued by prolonged conflicts, political instability, and socioeconomic hardships, leading to significant displacement and migration within its borders and beyond. Over the years, approximately one-third of the Afghan population has experienced displacement at least once in their lifetime (Koser, 2014). In 2022, a notable influx of Afghan refugees, primarily from Pakistan, returned to their homeland due to economic challenges and limited prospects in host nations (UNHCR, 2022). However, this return has strained Afghanistan's already fragile infrastructure, exacerbating the humanitarian crisis. Upon their return, Afghan families face grim conditions characterized by scant access to essential services like healthcare, food, water, and shelter (UNHCR, 2022). This exacerbates their vulnerability and poses significant challenges to their fundamental rights. Compounding the socioeconomic difficulties, children are increasingly at risk of exploitation and violence, with

an estimated one million engaged in child labor (UNHCR, 2022). Such circumstances underscore the urgency for immediate intervention.

Violence remains pervasive in the lives of Afghan children, evidenced by attacks on schools and the recruitment of boys into armed groups, perpetuating instability and insecurity (UNHCR, 2022). Meanwhile, girls confront distinct challenges, including exposure to harmful practices like child and forced marriage (UNHCR, 2022). Moreover, restrictive policies imposed by the De Facto Authority (DFA) further marginalize women and girls, limiting their mobility and access to education, leaving them vulnerable to abuse (UNHCR, 2022). Neighboring countries such as Pakistan and Iran have accommodated a significant portion of Afghan refugees, hosting nearly nine out of ten individuals (UNHCR, 2019). Turkey has also played a crucial role as a transit country for Afghan migrants heading towards Europe since the early 1980s (İçduygu & Kirişci, 2009). However, the strain on resources in these host nations underscores the need for international cooperation and assistance.

Turkey, due to its geographic location and historical legacy as the successor to a former empire, has been contending with various asylum applications since its inception. This trend commenced with the 1923 protocol signed between Turkey and Greece and persisted with the migration of Turkish descendants from former imperial territories who resettled in Turkey (Bozdağlıoğlu, 2014; Sürmeli, 2016). Alongside these kinship-based migration movements, Turkey has experienced a significant rise in individual and mass migrations from Iran following the 1979 revolution, from Iraq after the Gulf Wars and the Halabja massacre, from Syria after the Arab Spring, and most recently from Afghanistan following the Taliban's takeover. Primarily, asylum seekers are seeking security and the right to apply for asylum (Güzel, Selçuk and Aygüler, 2024).

Migration to Turkey can be categorized into three primary segments. Firstly, there are refugees arriving from neighboring nations experiencing political instability and civil conflict, seeking safety in countries deemed secure amid political uncertainty, conflicts, and civil strife in their home countries. Secondly, Turkey is viewed as a transit point due to its strategic geographical position. Thirdly, Turkey is considered a desirable destination for migrants aiming to reach Europe, where living conditions and standards are perceived as more favorable compared to neighboring countries (Güler and Bükey, 2024).

Addressing the Afghan humanitarian crisis necessitates a comprehensive approach involving international aid, diplomatic efforts, and sustainable development initiatives. With an estimated 28.3 million people requiring humanitarian and protection assistance in 2023, immediate action is imperative (UNHCR, 2022). Prioritizing the protection and well-being of vulnerable populations, particularly women and children, is paramount in fostering stability and resilience within Afghanistan and its diaspora.

In addition to humanitarian challenges, Afghan migration to Turkey presents notable cross-cultural human resource (HR) and economic integration issues. Organizations operating in diverse labor markets must address language barriers, cultural misunderstandings, and unequal access to employment opportunities, which can hinder both productivity and cohesion. HR managers face challenges in creating inclusive work environments that respect cultural differences while promoting integration. Conversely, Afghan youth migrants also contribute positively by engaging in entrepreneurial activities, often leveraging transnational networks and informal economies to create micro-businesses within local communities. These entrepreneurial efforts, if supported by targeted policies and inclusive business environments, can enhance social cohesion and contribute to economic resilience both for migrants and host societies (İçduygu, & Aksel, 2015; Düvell, 2020; Donini et al., 2016).

Problem Statement

Despite extensive research on the multifaceted challenges faced by Afghan migrants, there remains a significant gap in understanding the specific driving factors behind the migration of Afghan youth to Turkey. While the broader context of conflict, instability, and socioeconomic hardships in Afghanistan provides a backdrop for migration, there is a need for a focused investigation into the push factors that impel Afghan youth to seek refuge in Turkey. The existing literature highlights the dire humanitarian situation in Afghanistan, characterized by limited access to essential services, widespread poverty, and ongoing violence (UNHCR, 2022). However, there is limited empirical research that delves into the unique experiences and motivations of Afghan youth migrants, particularly in relation to their decision to migrate to Turkey. Understanding these factors is crucial for informing policy interventions and humanitarian assistance efforts aimed at addressing the root causes of migration and providing support to vulnerable populations.

Furthermore, while previous studies have identified economic and political determinants as key push factors for Afghan migration, there is a lack of nuanced analysis that considers the interplay of various socio-economic and demographic factors specific to Afghan youth (Koser, 2014; Erol and Ali, 2022; Özyügun, 2024). Therefore, there is a need for quantitative research that employs rigorous statistical methods to investigate the relationship between immigration status and these push factors, including poverty, unemployment, and conflict. Moreover, the role of social factors, such as family dynamics, social networks, and community support, in shaping the migration decisions of Afghan youth remains understudied. Understanding the influence of these social factors

is essential for developing targeted interventions that address the specific needs and vulnerabilities of Afghan youth migrants.

Therefore, this research seeks to address these gaps by conducting a comprehensive analysis of the driving factors behind Afghan youth migration to Turkey. By collecting primary data through an online survey and employing a logit model for statistical analysis, this study aims to provide empirical evidence on the association between immigration status and various push factors. Additionally, qualitative insights gathered through the survey will shed light on the role of social factors in shaping migration decisions. Ultimately, the findings of this research will contribute to a deeper understanding of Afghan youth migration dynamics and inform evidence-based policy interventions to support this vulnerable population,

Research Questions:

1. What are the predominant demographic characteristics, economic determinants, political factors, and social dynamics influencing the migration of Afghan youth to Turkey?
2. How do these factors interact and contribute to the decision-making process of Afghan youth when considering migration to Turkey?

State Of the Art

Buz, Memişoğlu, Dönmez, and Verduijn (2020) delve into the intricate web of Afghan migration experiences in Turkey in their research report "Destination Unknown: Afghans on the Move in Turkey." Emphasizing the multifaceted nature of migration drivers, the authors elucidate the prevalence of young male irregular migrants, spurred by a tumultuous mix of violence, economic deprivation, and restricted rights in Afghanistan, with women often fleeing additional threats like domestic violence and forced marriages. Their study uncovers a complex tapestry of motivations propelling migration to Turkey, ranging from aspirations of family reunification to seeking asylum, economic prospects, and improved living standards. The report meticulously details the arduous journeys Afghans undertake, often fraught with peril and reliance on smugglers, through fragmented routes primarily via Iran and Pakistan, with harrowing accounts of physical violence and family separation. Despite encountering myriad challenges upon arrival in Turkey, including limited access to protection, healthcare, education, and employment, coupled with inadequate support from public institutions and NGOs, the majority remain resolute in their determination to continue their migration journeys. The authors highlight the pivotal role of policy frameworks, particularly concerning permanent residency and legal employment, in mitigating onward movement tendencies, underscoring the imperative for long-term solutions to address the uncertain destinies of Afghan migrants and refugees.

The UNICEF report "Child and Youth Experiences of Migration, Displacement and Return in Afghanistan" (August 2023) delves into the plight of children and youth affected by migration and forced displacement in Afghanistan. Highlighting their vulnerable circumstances, the report reveals a distressing cycle of harm and neglect, especially for those coerced to return to Afghanistan. It details the perils of their journeys, including exploitation by smugglers, mistreatment upon forced return, and challenges in reintegration. Despite dire needs such as lack of access to essential services, children prioritize immediate assistance like cash support and counseling. The findings underscore the urgent need for more child-sensitive policies and programs to address their complex realities and deter further migration attempts.

Pouya's 2022 article, "The Causes of Afghan Immigration to Türkiye," delves into the factors driving Afghan migration to Turkey, particularly amidst recent waves of collective migration. As the second-largest migrant group in Turkey, understanding the socio-economic, cultural, historical, and safety drivers behind Afghan immigration is crucial. He contextualizes Afghanistan's history of prolonged conflicts, civil war, and ethnic tensions, which have historically propelled Afghans to seek refuge in neighboring countries and beyond, making migration an integral part of Afghanistan's narrative. The article examines both push and pull factors influencing migration dynamics between Afghanistan and Turkey. In light of recent events, such as the Taliban's resurgence, Afghan migrants face heightened challenges of deportation and uncertainty.

Bulgurcuoğlu and Atasü-Topcuoğlu (2024) shed light on the challenges faced by unaccompanied Afghan youth in Turkey in their paper titled "The precarious lives and survival strategies of unaccompanied Afghan youth in Türkiye." Drawing from empirical research on the experiences of 12 unaccompanied male Afghan youth, the authors highlight narratives of survival amidst the culturally-assumed transition to manhood. These narratives underscore the influence of patriarchal culture, including extreme manifestations of patriarchy under the Taliban regime, exacerbated by the backdrop of war and violence in Afghanistan. Forced to migrate for survival, these youth navigate life as irregular migrants in Turkey, confronting daily struggles such as fear of deportation, engagement in child labor, arduous work routines, and lack of access to education, adult protection, and social security. Despite these challenges, the youth develop survival strategies to manage their precarious lives, with their narratives emphasizing the conditions of constructing manhood within this context.

Hashemi and Ünlü (2021) and Hashemi, & Özey (2018), and Alemi et al. (2017) delve into Afghan migration to Turkey in their paper titled "An Analysis of Opportunities and Challenges Towards the Afghan Immigrants in

Turkey." Their study focuses on the opportunities and challenges faced by immigrants. Employing both descriptive and analytical methods, they analyze migration dynamics, drawing from theories like Ravenstein's theory of repulsion and gravity. While Turkey presents opportunities in education and employment, challenges endure, notably the absence of working permits and health insurance for Afghan migrants lacking proper identification.

Zeybekoğlu Akbaş, Aygül, Gürbüz, and Kurtuluş (2022) and İçduygu, and Karadağ, (2018) explore the religious lives of Afghan migrants before and after migration in their study titled "The Religious Life of Afghan Migrants Before and After Migration: Protecting Their Religious Identity or Social Cohesion." Conducted in Antalya, the study analyzes the religious socialization, challenges, and perceptions of Afghan migrants. Through interviews and content analysis, it reveals that while Afghan migrants maintain strong religious identities, they generally exhibit behaviors fostering social integration and cohesion in Turkey.

Gul (2023) AND Scalettaris et al (2021) investigate the impact of various reasons for leaving Afghanistan on the life satisfaction of Afghan refugees residing in Eastern Turkey in her study titled "Factors That Influence the Life Satisfaction of Afghan Refugees Living in Eastern Turkey: The Role of Their Migration Causes." Analyzing data from 500 individuals, she found that refugees leaving Afghanistan due to economic reasons and conflict tend to report higher levels of happiness, while those leaving due to religious and cultural pressures express lower satisfaction. Additionally, economic stability plays a significant role, as individuals who are satisfied with their household income tend to exhibit higher life satisfaction levels. Conversely, dissatisfaction with income and reliance on debt for livelihood result in lower satisfaction.

Barlas, and Ammar, (2022) investigate the attitudes of Afghan youth towards migration under the Taliban regime in their paper titled "Do Afghan Youth Think of Migrating to Other Countries under the Taliban Regime?" Amidst the Taliban's resurgence in Afghanistan, the migration of Afghan youth has garnered attention globally. This study surveyed 280 youth in Balkh and Samangan provinces of Afghanistan, employing convenience and snowball sampling techniques. The questionnaire covered demographic characteristics, financial conditions, and migration intentions. The results reveal that a staggering 91% of respondents contemplate migrating to other countries, citing insecurity, unemployment, dissatisfaction with the Taliban, and restrictions on women's activities as primary motivators. While 83% consider regular migration channels like family reunion and study or labor visas, 17% contemplate irregular migration routes. Notably, 40% of respondents express a preference for Germany as their desired destination.

2. METHOD

This study utilized a mixed-methods approach to comprehensively investigate the factors driving Afghan youth migration to Turkey. By integrating both quantitative and qualitative methodologies, the research aimed to provide a holistic understanding of the demographic, social, political, and economic dynamics influencing migration decisions. The methodology encompassed several key phases, including research design, data collection, and analytical techniques, all grounded in rigorous ethical practices.

In analyzing variables such as discrimination and integration, the study also sheds light on key issues relevant to workplace dynamics and human resource (HR) policies. Experiences of discrimination may reflect broader systemic barriers that migrants face in accessing equitable employment, fair treatment, and inclusive work environments. Conversely, levels of social and cultural integration are crucial indicators of how effectively migrants can adapt to new labor markets. These findings can inform HR policies by highlighting the need for anti-discrimination measures, diversity training, and inclusive hiring practices that support the well-being and productivity of migrant employees.

Research Design

The research was structured to address the multidimensional aspects of Afghan youth migration by employing a carefully designed survey instrument. The study's primary data collection was conducted through an online survey, which served as the cornerstone of the investigation. The survey was meticulously developed in consultation with migration experts to ensure that it captured all relevant variables and aligned with established migration theories and frameworks.

The survey was divided into four main sections:

1. **Demographic Information:** This section captured participants' age, gender, educational attainment, and other socio-economic characteristics.
2. **Migration Experiences:** Questions in this section focused on the challenges faced during the migration process, including economic hardships, social discrimination, and language barriers.
3. **Push and Pull Factors:** This section examined the underlying motivations for migration, such as political instability, economic challenges, and opportunities in Turkey.

4. **Satisfaction and Intentions:** Participants were asked to reflect on their satisfaction with migration decisions and their future plans, including whether they intended to stay in Turkey or move elsewhere.

To enhance the reliability of the survey, a pilot test was conducted with a small group of Afghan youth migrants. Feedback from the pilot test was used to refine the survey questions, ensuring clarity, relevance, and cultural appropriateness.

Sampling

The study employed purposive sampling to target Afghan youth migrants, ensuring a sample that was representative of this demographic. A total of 199 respondents participated in the survey, drawn from diverse backgrounds and experiences. The sample included individuals who:

1. Were currently residing in Turkey as migrants.
2. Had been deported back to Afghanistan after residing in Turkey.
3. Had migrated onward to European countries or other destinations.

Recruitment of participants was facilitated through Afghan migrant networks, community organizations, and social media platforms. By leveraging these channels, the study reached a broad range of participants, including those from various regions of Afghanistan and cities within Turkey. This sampling strategy enabled the inclusion of perspectives from migrants at different stages of their migration journeys.

Data Collection

Data collection was conducted entirely online to maximize accessibility and reach a geographically dispersed population. The survey was distributed through email and social media platforms frequented by Afghan migrants, ensuring that participants could respond at their convenience. The survey was available in Dari and Pashto, the primary languages spoken by Afghan migrants, to eliminate language barriers and promote inclusivity.

The survey consisted of both closed-ended and open-ended questions:

1. **Closed-ended questions** allowed for the quantification of variables such as gender, educational level, and challenges faced during migration. These questions were designed using a Likert scale to measure the intensity of responses related to push and pull factors.
2. **Open-ended questions** provided participants with the opportunity to elaborate on their experiences, motivations, and challenges in their own words. These qualitative responses offered rich, nuanced insights that complemented the quantitative data.

The survey was conducted over a one-month period, ensuring sufficient time for broad participation. A total of 199 valid responses were collected, forming the basis for the study's analysis.

Data Analysis

The collected data were analyzed using a combination of descriptive statistics, inferential statistics, and qualitative content analysis. This multi-faceted approach allowed for a thorough exploration of the research questions.

1. **Descriptive Statistics:**
 - a) Descriptive analysis was performed to summarize the demographic characteristics of the sample, such as age distribution, gender ratios, and educational attainment.
 - b) Frequency tables and percentages were used to present the prevalence of migration challenges and intentions.
2. **Correlation Analysis:**
 - a) The study used Pearson correlation analysis to explore the relationship between satisfaction with migration decisions and pull factors such as perceived opportunities and stability in Turkey. This statistical method quantified the strength and direction of these relationships.
3. **Regression Analysis:**
 - a) Multiple regression analysis was conducted to identify significant predictors of satisfaction with migration decisions. Independent variables included political instability, government support, integration into Turkish society, and economic challenges. The analysis revealed the extent to which these factors influenced migrants' satisfaction levels.
4. **Qualitative Content Analysis:**
 - a) Open-ended responses were analyzed thematically to uncover patterns and deeper insights into the social, cultural, and psychological dimensions of migration. This qualitative analysis provided context to the quantitative findings, enriching the overall understanding of migration dynamics.

Limitations

While the study offers valuable insights into the factors influencing Afghan youth migration, it is not without limitations. First, the reliance on self-reported data may introduce response bias, as participants may

underreport or overreport certain aspects of their experiences. Second, the online nature of the survey may exclude individuals with limited internet access, potentially affecting the generalizability of the findings. Third, the study was cross-sectional, capturing data at a single point in time. As such, it does not account for changes in migration motivations or experiences over time. Future research could address these limitations by incorporating longitudinal designs and broader sampling methods.

3. RESULT AND DISCUSSION

Table 1 provides insight into the demographic composition of Afghan youth who have migrated to Türkiye, highlighting significant trends in gender distribution, educational attainment, and age demographics. The data indicates a notable gender disparity among migrants, with males comprising a substantial majority at 73.9%, while females represent 26.1% of the migrant population. Educationally, a substantial proportion of migrants have pursued higher education, with 43.2% holding Bachelor's degrees and 32.7% attaining Master's degrees. Additionally, 12.1% of migrants have obtained Ph.D. qualifications. In my view, these percentages show that hope for a better life in Afghanistan has dropped following recent events. Educated young people, unable to find jobs or opportunities in their home country, are choosing to move elsewhere. Turkey is seen as a promising gateway to Europe, America, and Australia. Most of these educated youths are aiming to settle in more developed countries around the world. Age-wise, the data reveals that the largest cohort falls within the 25-30 age range, constituting 33.2% of the migrant population, closely followed by the 18-24 age group at 30.7%. Those aged 31-35 represent 25.1% of migrants, while older age brackets, including 36-50, make up smaller percentages, ranging from 8.5% to 0.5%.

In addition to the core findings, the study's qualitative responses revealed several implications for workplace dynamics and human resource management. Many Afghan youth migrants reported experiences of discrimination (68.8%) and challenges with social integration (as captured in open-ended responses), which significantly influenced their employment satisfaction and aspirations. These insights point to the critical need for organizations—particularly those employing migrant labor—to adopt inclusive HR strategies. Companies can improve migrant retention and performance by offering competitive wages, ensuring job security, and creating culturally sensitive work environments that promote belonging and respect for diversity. Moreover, the analysis underscores the value of cross-sector collaboration. Several respondents emphasized the role of NGOs in providing language training, vocational skills, and psychosocial support, which enhanced their employability. Partnerships between businesses and NGOs can be instrumental in addressing skill gaps, facilitating smoother workforce integration, and ultimately improving workforce quality. These findings advance cross-cultural HRM practices and call for tailored, context-specific approaches to support migrant workers in host countries like Turkey.

Table 1. Shows Demographic Characteristics

Gender	Female	52	26.1%
	Male	147	73.9%
Education Level	Ph.D.	24	12.1%
	Primary School	4	2%
	High School	20	10.1%
	Graduate		
	Bachelor Degree	86	43.2%
	Master Degree	65	32.7%
Age	18-24	61	30.7%
	25-30	66	33.2%
	31-35	50	25.1%
	36-40	17	8.5%
	41-45	1	0.5%
	46-50	4	2%

Source: Research findings.

The below table's data provided offers a comprehensive glimpse into the experiences, intentions, and social connections of youth migrants in Turkey. A significant majority, comprising 80.4%, have encountered challenges or difficulties during their migration process, highlighting the arduous nature of their journey. Moreover, nearly seven out of ten respondents, totaling 68.8%, reported facing discrimination or hurdles related to integration, underscoring potential barriers to their successful assimilation into Turkish society. Interestingly, despite these challenges, only a small minority of 14.1% expressed plans to stay in Turkey permanently.

Table 2. Migration Experiences and Intentions in Turkey

Questions	Yes	No
Have you faced any challenges or difficulties during the migration process?	80.4%	19.1%
Have you faced any discrimination or challenges related to integration?	68.8%	30.7%
Do you plan to stay in Turkey permanently?	14.1%	84.4%
Does your relative live in Turkey	42.2%	57.8%

Source: Research findings.

When we asked the participants about the types of challenges and problems they encountered during migration, they mentioned various issues such as social, cultural, and economic challenges. Among the participants, more than 65 respondents recalled facing economic and employment-related challenges during migration, while over 45 participants recalled facing issues of racial, ethnic, and national discrimination during their migration journey. Language barriers were also highlighted as significant and major issues encountered by migrants during migration, with more than 40 participants recalling facing language barrier challenges. Other challenges mentioned by migrants included documentation and legal issues, as well as social integration.

When we inquired whether they had intentions of relocating to Turkey, where they would like to go, about 26% of the respondents said they intended to go to European countries, while about 35% of the respondents said they would go back to Afghanistan. In my opinion, returning to Afghanistan poses several risks for these migrants. One of the very important reasons they want to return to Afghanistan again is the very dangerous and impassable routes to Europe, the harsh conditions of countries including Turkey, and still not having enough money to reach European countries. About 16% of the respondents said they intend to travel to America. These respondents include those who have cases to go to America. Only about 14% of the respondents said they intend to live in Turkey.

Table 3 offers insights into the factors influencing the migration decisions of respondents, categorized into push and pull factors. Economic considerations, such as unemployment and poverty, were cited as influential by a significant portion of respondents, with 34.7% indicating significant impact to these factors. Similarly, political instability, including conflict and war, emerged as a prominent push factor, with 57.8% highlighting significant impact on their decision to migrate. Social factors also played a substantial role, with 30.2% acknowledging a moderate impact on their migration decision. In contrast, perceived opportunities in Turkey served as a significant pull factor, with 33.2% attributing a moderate impact to these opportunities. Additionally, stability and security in Turkey were cited by 28.1% as having a significant impact on their decision to migrate. Moreover, the education system in Turkey was deemed influential by a considerable proportion of respondents, with 49.2% indicating a significant impact on their migration decision.

Table 3. Factors Influencing Migration Decisions.

Factors	Questions	No impact has been made	A slight impact has been made	A moderate impact has been made	A significant impact has been made	A very significant impact has been made
Push Factor	To what extent did economic factors (unemployment, poverty) influence your decision to migrate?	25.6%	16.6%	22.6%	21.6%	13.1%
	To what extent did political factors e.g., conflict, war) influence your decision to migrate?	11.6%	9%	20.6%	21.1%	36.7%
	To what extent did social factors influence	14.6%	19.1%	30.2%	22.6%	12.6%

	your decision to migrate?					
Pull Factor	To what extent were the perceived opportunities in Turkey a factor in your decision to migrate?	14.6%	21.1%	33.2%	22.6%	7.5%
	How much did the stability and security situation in Turkey influence your decision?	12.6%	14.1%	30.7%	28.1%	13.6%
	To what extent did the education system in Turkey contribute to your decision?	9.5%	11.6%	29.1%	29.6%	19.6%

Source: Research findings

The below table illustrates the correlations between two variables: "To what extent are you satisfied with your decision to migrate?" and "Pull Factors." For the correlation between these variables, the Pearson correlation coefficient is reported as ".187**." This coefficient signifies a positive correlation between the satisfaction with the decision to migrate and the pull factors influencing migration. Moreover, the significance level (2-tailed) is ".008," indicating that this correlation is statistically significant at the 0.01 level. The sample size for "To what extent are you satisfied with your decision to migrate?" is "203," while for "Pull Factors" it is "199." Similarly, the table displays the correlation between "Pull Factors" and "To what extent are you satisfied with your decision to migrate?" The Pearson correlation coefficient remains the same at ".187**," implying the consistent positive correlation between the two variables. The significance level (2-tailed) is also ".008," suggesting statistical significance at the 0.01 level. The sample sizes for "Pull Factors" and "To what extent are you satisfied with your decision to migrate?" are "200" and "199," respectively.

Table 4. Shows correlation between migration decision and pull factors.

	To what extent are you satisfied with your decision to migrate?	Pull Factors
To what extent are you satisfied with your decision to migrate?	Pearson Correlation	1
	Sig. (2-tailed)	.187**
	N	203
Pull Factors	Pearson Correlation	.187**
	Sig. (2-tailed)	.008
	N	199

Source: Research findings

The table shows the regression coefficients for factors influencing satisfaction with migration decisions. Each independent variable's coefficient (B), standard error, t-value, and significance (Sig.) are listed. Among the variables examined, political factors exhibited a statistically significant positive relationship with satisfaction (B = 0.134, t = 2.053, p = 0.042), while support from the Turkish government (B = 0.173, t = 2.887, p = 0.004) and integration into Turkish society (B = 0.204, t = 2.574, p = 0.011) also significantly influenced satisfaction. Meanwhile, economic factors, observed opportunities in Turkey, stability and security situation, and

discrimination/integration challenges did not show significant associations with satisfaction. However, challenges during the migration journey ($B = 0.339$, $t = 1.817$, $p = 0.071$) exhibited a marginal level of significance.

Table 5. Shows regression analysis of factors influencing migration decision.

Independent Variable	B	Std. Error	t-value	Sig.
(Constant)	1.916	.687	2.789	.006
Economic Factors	-.003	.057	-.060	.952
Political Factors	.134	.065	2.053	.042
Social Factors	-.121	.070	-.724	.086
Observed Opportunities in Turkey	-.004	.075	-.059	.953
Stability and Security Situation	.063	.074	.845	.399
Education System in Turkey	.015	.071	.205	.838
Challenges During Migration Journey	.339	.187	1.817	.071
Support from Turkish Government	.173	.060	2.887	.004
Integration into Turkish Society	.204	.079	2.574	.011
Discrimination/Integration Challenges	.181	.155	1.163	.247
Intent to Stay in Turkey Indefinitely	-.195	.220	-.887	.376
Intent to Leave Turkey	-.046	.050	-.906	.366

Source: Research findings

4. CONCLUSION

This study offers a comprehensive analysis of Afghan youth migration to Turkey, providing critical insights into demographic patterns, migration challenges, and satisfaction with migration decisions. The findings not only shed light on the multifaceted nature of Afghan youth migration but also have important implications for cross-cultural management practices and future research in migrant entrepreneurship and human resource management (HRM). The demographic composition of Afghan youth migrants in Turkey reveals a significant gender disparity, with a notable proportion of migrants holding higher education qualifications, such as Bachelor’s (43.2%) and Master’s degrees (32.7%), suggesting a skilled and young workforce. However, the challenges they face—ranging from economic hardships and discrimination to integration difficulties—emphasize the importance of adopting inclusive HR policies in host countries like Turkey.

This research advances cross-cultural management practices by illustrating the profound impact of integration challenges on migrant workers. Specifically, the study highlights the role of discrimination (68.8%) and integration issues as key barriers to workplace dynamics, underscoring the necessity for companies to adopt culturally sensitive strategies. For businesses, this includes providing competitive wages, job security, and fostering inclusive work environments where migrant employees feel respected and valued. Furthermore, the findings suggest that the collaboration between businesses and NGOs can be a powerful mechanism to support migrant entrepreneurship. NGOs can assist in providing skill development programs that enhance migrant workers' employability, thereby contributing to more effective workforce integration and increasing the quality of business operations.

Future directions for migrant entrepreneurship and HRM research should focus on exploring strategies for improving migrant integration into the workforce, including the development of training and mentoring programs tailored to migrant workers. Additionally, research should explore the long-term career trajectories of migrant workers and assess how companies can better support them in their professional development. By addressing the socio-economic challenges faced by migrants and facilitating smoother transitions into local labor markets, HR policies can be designed to not only improve migrant satisfaction and retention but also maximize their potential as drivers of economic growth. Understanding the diverse aspirations of migrant workers—such as the desire for further migration or return to their home countries—can help inform targeted support measures to create more inclusive, equitable, and productive work environments.

In conclusion, this study not only adds valuable insights into the migration experience of Afghan youth but also lays the foundation for improving HR practices and migrant integration strategies. Future research should further explore cross-cultural management practices, the role of migrant entrepreneurship, and HR policies that can help integrate and retain migrant talent, ultimately contributing to both business success and the well-being of migrant workers.

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