



**TURUN
YLIOPISTO**

Entrepreneurship Unit

Annual report 2021

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Entrepreneurship

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Groundhog Day: Trapped in a time loop?

In the comedy film “Groundhog Day” from 1993, Bill Murray plays Phil Connors who becomes trapped in a time loop where he is forced to relive 2nd of February repeatedly. Contrary to many of our hopes in the beginning of 2021, the pandemic was not soon conquered during the year after all. Rather, it took new force with the new variants and we needed to persist and persevere with social distancing and remote working and teaching throughout the year. Hence, I believe the morning routine of stepping into one’s work zone at home and opening up the zoom on a daily basis may have contributed to the Groundhog Day experience for many.

However, when now looking back at our many achievements and outcomes during the year, this image of being stuck in a time loop is soon forgotten. Our team of entrepreneurship researchers, teachers and administrators has made new openings with new projects, published new research, and organized conferences – both in innovative virtual format reaching out to participants globally as well as in traditional face-to-face format with researchers gathering in Turku. Our researchers have been involved in international visits and many outreach activities. We have provided teaching and experimented with new approaches. We have received awards and recognition for our activities. As many other innovative and entrepreneurial organizations during the pandemic, we have been able to experiment with new ways of teaching, researching and engaging in interaction with our stakeholders. Many of these practices will become an important and integral part of our daily routines long into the future, beyond the pandemic.

When writing this preface, we are about to return to the office after two years of nearly complete remote working. However, only future will tell what this return means to each and everyone of us and our unit as a whole. In this sense I trust this reflects the sentiments of many in other universities and expert organizations globally.

However, based on the experience from the past two years, we can be confident that we will continue with our research, teaching and engagement activities in entrepreneurship no matter what!

Ulla Hytti

Professor

Head of the Entrepreneurship Unit



RESEARCH
WITH IMPACT

Research on entrepreneurship and new working modes

Entrepreneurship is one of the areas of strength at the Turku School of Economics. Research activities at the Entrepreneurship Unit focus on two themes in particular: entrepreneurship and new working modes in the digitalised economy; and entrepreneurial behaviour and business growth. These two main fields are connected through theoretical approaches in entrepreneurship and sociology, research methodology, science and technology studies, governance, and empirical studies. Research encompasses the processes of entrepreneurship and innovation as well as entrepreneurial behaviour from the point of view of business creation, growth, internationalisation, and renewal in different contexts in both private and public sector organisations. The Entrepreneurship Unit consists of about fourteen researchers with varied scientific backgrounds.



14

entrepreneurship
professionals



5

competitively funded
research projects



15

peer-reviewed
journal articles



11

presentations in
conferences
and events



16

monographs,
reports and
book chapters

Multidisciplinary scholarly excellence and international cooperation

We work internationally and emphasise scholarly excellence and policy relevance based on solid scientific knowledge particularly in entrepreneurship. The cornerstones of our entrepreneurship research are well-established multidisciplinary research groups, high-profile international research initiatives and networks, such as the European Council for Small Business and Entrepreneurship (ECSB), a strong track record in competitive research funding as well as close cooperation with policy makers.

JUFO publications 2011–2021

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
JUFO 1	9	1	3	5	9	9	6	10	5	9	10
JUFO 2	6	3	1	5	6	6	4	1	0	3	0
JUFO 3	0	0	0	3	1	8	1	0	1	0	2

HIGHLIGHTS FROM OUR RESEARCH PROJECTS IN 2021

Developing Inclusive and Sustainable Creative Economies (DISCE)



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 822314

The Developing Inclusive & Sustainable Creative Economies (DISCE) project set to improve and enhance the growth, inclusivity and sustainability of the cultural and creative economies in the EU was launched in January 2019. DISCE will investigate the relationships between higher education, skills development and creative work; emerging business models; possibilities for improved quantitative mapping; new ways to understand what the 'growth' of creative economies consists of – and why such growth is valuable. At the heart of the project is the question of what are inclusive and sustainable creative economies and how they can be developed. Creative practitioners and policy makers will play a vital role in DISCE as both producers and users of new knowledge. Combining ten regional case studies with EU-wide quantitative mapping, the aim of DISCE, ultimately, is not only to understand the EU's creative economies, but to help shape their future.

In the early 2021, the intensive virtual field work in ten European creative ecologies was finalised and the focus moved on to analysing the unique and rich data. Research team started to put the research findings together and compiled numerous research reports, articles and conference papers to highlight new stories and prospects for the creative economies of the future. Regional case study profiles were developed for each region studied, namely L'Aquila and Treviso in Italy, Liepāja in Latvia, Pécs in Hungary, Enschede in the Netherlands, Leuven in Belgium, Dundee and Chatham in the UK, Pori in Finland and Lund in Sweden.

Active stakeholder engagement has played even more important role when the project has progressed towards its end. A European-wide stakeholder survey was conducted in the spring 2021, Peer-to-Peer (P2P) Recovery Programme was launched to support the European cultural and creative sectors to cope with the challenges faced due to COVID-19. Several international webinars were organised, such as the Day of Creative Economies in the EU on the 2nd of June (read more on p. 28). DISCE team members attended policy workshops organised by the European Commission to support the development of Horizon Europe framework programme. Furthermore, stakeholder and policy workshops were organised in the studied regions to discuss and validate the preliminary findings. DISCE also hosted a panel discussion on **"Promoting inclusive and sustainable entrepreneurial activity in the creative economies"** at the RENT 2021 Conference in November in Turku (read more on the next page).

The project draws on the team's highly interdisciplinary expertise. Entrepreneurship unit is the coordinator of DISCE, Professor Jarna Heinonen being the Principal Investigator of the project. The other research members of the consortium are the King's College London (KCL) from the United Kingdom, the Gran Sasso Science Institute (GSSI) from Italy, and the Stockholm School of Economics (SSE) in Riga, Latvia. The consortium is completed with a Belgian based non-profit consultancy Culture and Media Agency Europe aisbl (CUMEDIAE) and the European network of non-governmental cultural centres based in Sweden Trans Europe Halles (TEH), who will together assume both the communications and stakeholder engagement within the CCIs. DISCE is funded by the Horizon 2020 Programme of the European Commission and it will run for three and a half years.

Read more on DISCE from the website (<https://disce.eu/>) or contact project coordinator Elisa Akola elisa.akola@utu.fi or the DISCE PI Professor Jarna Heinonen jarna.heinonen@utu.fi.

You can follow DISCE in the following social media channels:



DISCE Facebook / [@disceeu](https://www.facebook.com/disceeu) / <https://www.facebook.com/disceeu/>



DISCE Twitter / [@DISCE_EU](https://twitter.com/DISCE_EU) / https://twitter.com/DISCE_EU



DISCE Instagram / [@disce_eu](https://www.instagram.com/disce_eu) / https://www.instagram.com/disce_eu/



DISCE LinkedIn / [DISCE EU](https://www.linkedin.com/company/disce-eu/) / <https://www.linkedin.com/company/disce-eu/>

DISCE YouTube / [DISCE_EU](https://www.youtube.com/channel/UCSP0-1KVOCFVnEQndUjWJTw) / <https://www.youtube.com/channel/UCSP0-1KVOCFVnEQndUjWJTw>

DISCE shined in RENT 2021 Conference by hosting a panel discussion

On the 18th of November 2021, DISCE hosted the opening panel of the RENT Conference in Turku, Finland. The topic of the panel was “Promoting inclusive and sustainable entrepreneurial activity in the creative economies” and the session was chaired by Professor **Jarna Heinonen**. The panel centered on inclusivity, sustainability, and the status of the artists.

The panel was by design an all-female panel and featured **Alessandra Faggian**, Professor of Applied Economics, Director of Social Sciences and Vice Provost for Research at the Gran Sasso Science Institute, Italy; **Tiffany Fukuma** Managing Director of Trans Europe Halles (TEH); and **Jenni Lahtonen**, Creative Director and a founding member of TEHDAS 108 which promotes holistic well-being in the society and unleashes the human potential.

Fukuma underlined that “*through culture we can create new dynamics and new economic models*”. Faggian, agreeing with this sentiment said that “*the covid-19 pandemic shows us how important culture is for our life quality and for sustainability*” and Lehtonen noted that in her experience “*we have noticed that the less money, the more creativity, and that’s a big thing for society, it just needs to be recognised*”. Important questions were asked of the audience, foremost among these was whether artists still held positions as the advisors to the decision makers as they had been historically?



RENT 2021 Conference

Entrepreneurship Unit hosted RENT 2021 Research in Small Business and Entrepreneurship Conference in Turku on 17-19 November 2021. The conference was organised in person and was participated by 240 delegates, of whom 200 came from abroad. The conference was started with an ECSB pre-conference day on 17 November. The pre-conference activities included a doctoral workshop for PhD students, two Professional Development Workshops and a Post-doctoral Writing workshop that were organised at the Turku School of Economics as well as the Entrepreneurial learning ecosystems forum. The conference itself was held at Radisson Blue Marina Palace hotel. During the two days 165 papers were presented. The plenary session featured a keynote presentation by Professor David Audretsch (Indiana University) on “Entrepreneurship & Democracy” and a panel discussion “Promoting inclusive and sustainable entrepreneurial activity in the creative economies” hosted by the DISCE project.

RENT PRE-CONFERENCE EVENT:

Entrepreneurial Learning Ecosystems Forum – building on long-lasting regional and national co-operation

The Entrepreneurial Learning Ecosystems Forum gathered together 90 participants, including on-site and on-line participants. The Forum is based on a long-lasting co-operation between the University of Turku and its regional and national partners: The Nationwide YES Network, YES South-West Finland and the Scientific Association for Entrepreneurship Education.

Entrepreneurship education has grown in importance over time in Finland, with the University of Turku and its partners adopting a range of measures. Curriculum development initiatives, awareness raising as well as open events are nowadays multiple. Finland already having separate entrepreneurship conferences for researchers and educators, this Forum aimed to mix these two groups.

The Forum worked as a way to further enhance greater cooperation and cohesion in entrepreneurship education in Finland. Furthermore, it was a demonstration to our international participants of strong co-operation in Finland.

The Forum is especially a testament to co-operation in Turku region, where different stakeholders have worked together to raise the profile of entrepreneurship education in regional policy. While the work took visible forms already in the late 1990s, important milestones were reached in early 2000s with the establishment of first educator events and trainings. More recently, concrete achievements were the strategy for entrepreneurship education at the municipality level in 2013 and at the University of Turku in 2014.

Today, entrepreneurship education can be seen and heard from many fronts and with different voices. This is essential – all of us are needed. Hope to see you next time in “our” events, whoever the organiser is!

Dr. Kirsi Peura

Chair of the Entrepreneurial Learning Ecosystem 2021

Chair of the Scientific Association for Entrepreneurship Education 2022-2023

RENT 2021 Conference succeeds in the middle of the pandemic

In 2018, the decision was taken to host the Research in Entrepreneurship and Small Business 2021 (RENT), the most significant European research conference in entrepreneurship. The timing seemed appropriate, as Turku had hosted the conference once before in 2001. Then the pandemic broke out and also interrupted the normal schedule of annual events related to research in entrepreneurship.

Decisions were made based on facts instead of assumptions

In June 2021, the parties responsible for the RENT conference, namely ECSB, EIASM and entrepreneurship researchers from Turku, decided to conduct a survey to determine the probability of entrepreneurship researchers travelling to Finland if the conference was held onsite in Turku. The results were promising, and most intended to travel. Another survey was conducted in August, and as the results were still encouraging, the decision to hold the conference in Turku was made. After the summer, the infection rates in Finland were encouragingly low, and it was also estimated that the vaccination of the population would progress effectively.

“EIASM, the organisation that owns the conference, also strongly supported the onsite implementation, as experiences of hybrid conferences had shown that people would resort to online participation at the last minute. Personally, I felt that organising a hybrid conference would have caused double the amount of work for us. Once the decision had been made, we simply had to take care of the arrangements and keep our cool,” conference chair **Ulla Hytti** says calmly.

Last-minute surprises

RENT 2021 was held at Radisson Blu Marina Palace Hotel in Turku from 18 to 19 November 2021. On the conference website, the delegates were instructed to use the Finentry service, which was the best source of up-to-date information on arriving in Finland.

There was enough excitement for every day until the end. The pandemic situation gradually took a turn for the worse in the autumn, and the organisers had to follow the instructions of the authorities daily. The COVID-19 passport was adopted for the first time throughout Finland at short notice during the week before the conference.

“We didn’t have any problems with the adoption of the COVID-19 passport. However, no one predicted Turku City Hall’s employees going on strike right before the City’s reception. For a moment, we pondered whether we would have City personnel or our own people standing at the City Hall’s door. At the time, I told everyone that ‘yes, yes, yes, we can do it’ and decided to believe in it myself,” Ulla Hytti laughs.

“Ultimately, the City of Turku’s Head of International Affairs Mika Akkanen himself came and checked our guests’ COVID-19 passports at the City Hall’s door. The City’s reception was very successful, and the guests considered the welcome speech given by the City of Turku’s newly appointed Deputy Mayor Ville Valkonen in particular to be representative, inspiring and suitable for the entrepreneurship theme,” says Ulla Hytti.

All is well that ends well

The RENT conference was eventually held successfully in Turku. Based on the feedback survey, the arrangements went very well, and the researchers were inspired by the chance to meet up with their long-term cooperation partners after a longer break in conferences.

“The most difficult part about the whole project was the last-minute uncertainty about whether people would actually show up or whether they would cancel their trip at the last minute,” Ulla Hytti recalls. *“After all, the number of delegates who had registered for the event was as high as before the pandemic, so the starting point was excellent. After the summer, I only dared to hope for some 150 participants. Ultimately everything went very smoothly,”* states Ulla Hytti with satisfaction.

Text: Sari Ruusumäki, Event and Convention Manager, Turku Convention Bureau

Full version of the article is published on https://www.meetturku.fi/en/news/2022-01-17_rent-2021-conference-succeeds-middle-pandemic

Boosting business founding activity and growth!

Entrepreneurship Unit and VTT Technical Research Centre of Finland Ltd are producing jointly an evidence-based study of business start-up activity for Ministry of Economic Affairs and Employment of Finland. The aim of our research project is to create a snapshot of business start-up activity in Finland and the factors influencing it on the basis of the GEM survey data, Statistics Finland's data and other national and international reference data, research reports, scientific articles and project workshops.

The study will provide recommendations for policy measures and choices which can contribute to increasing the business start-up activity and to boosting the founding of growth-oriented employer companies in Finland. The project pays special attention to how different groups of company founders should be taken into account in policy measures and choices, and what a number of benchmark countries, relevant to Finland, have done to facilitate start-up activity and establishment of growth-oriented companies. The statistical analysis finds out the demographics of business founders and what kind of companies are being set up, how growth-oriented start-ups are and how the activity of starting a business is distributed by region and industry. This provides an indication of the importance of business start-up activity to the national economy and an impetus to identifying policy measures that can facilitate business start-up and growth-oriented early-stage entrepreneurship in Finland. The focus of the study is on supporting the implementation of the Entrepreneurship Strategy under the Government Programme. The project runs for 2021–2022 and is led by Professor Jarna Heinonen and the project team in Entrepreneurship unit includes Adjunct Professor Pekka Stenholm and Senior researcher Tommi Pukkinen.

For more information: Professor Jarna Heinonen (jarna.heinonen@utu.fi) Senior researcher Tommi Pukkinen (tommi.pukkinen@utu.fi) and Adjunct Professor Pekka Stenholm (pekka.stenholm@utu.fi) .

Unlocking the value of Nordic bioresources – NordAqua

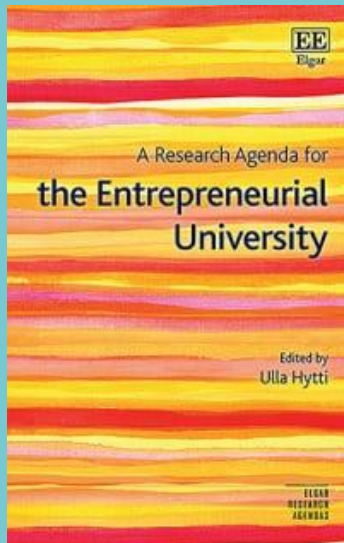
NordAqua is a five-year (2017-2022) Nordic Centre of Excellence (NCoE) funded by NordForsk through the Nordic Bioeconomy Programme. The Entrepreneurship Unit is a part of the NCoE with a specific role in encouraging and studying commercialisation and entrepreneurship within the NCoE. Entrepreneurship Unit contributes by bringing in better understanding on the challenges in commercialising research on blue bioeconomy. We study how scientists perceive and make sense of commercialisation, the potential of their own ideas and business opportunities. In addition, we are investigating how scientists evaluate and make sense of their own troubles and successes in between science and business. The research bridging research and industry continues and will further develop a better understanding of the studied phenomenon to open up new avenues for commercialisation of top research and entrepreneurship.

In 2021 Entrepreneurship offered an opportunity for NordAqua researchers to participate to the UTUGS course “Entrepreneurship for Research Professional” and three researchers registered in. The course supports NordAqua researchers to understand what it takes to commit oneself to entrepreneurial behavior and new business creation as well as to assess their own relationship to entrepreneurship. Furthermore, Jarna Heinonen and Ulla Hytti have served as mentors for two NordAqua researchers and supported them on their future career steps.

For more information: Professor Jarna Heinonen (jarna.heinonen@utu.fi) and www.nordaquafi.fi.

Academic entrepreneurship concerns many in the university ecosystem

Hytti, U. (Ed) (2021) **A Research Agenda for the Entrepreneurial University**, Edward Elgar.



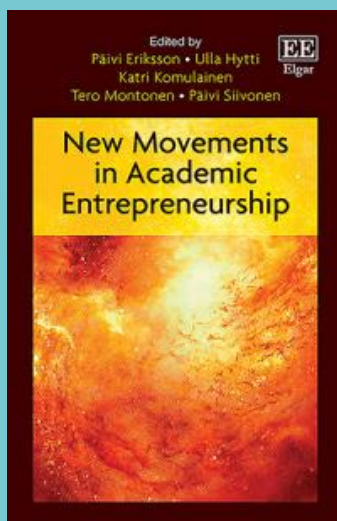
This Research Agenda highlights the main features of entrepreneurial university research over the two decades since the concept was first introduced, and examines how technological, environmental and social changes will affect future research questions and themes. It revisits existing research that tends to adopt either an idealised or a sceptical view of the entrepreneurial university, arguing for further investigation and the development of bridges between these two strands.

Offering insights into both mainstream and critical approaches, Contributions envision the future development of the 'alternative entrepreneurial university', creating space for more localised and contextualised institutions that can be both responsive to the needs of their societies and proactive in shaping them.

A Research Agenda for the Entrepreneurial University book is edited by Ulla Hytti.

Order: <https://www.e-elgar.com/shop/gbp/a-research-agenda-for-the-entrepreneurial-university-9781788975032.html>

Eriksson, P., Hytti, U., Komulainen, K., Montonen, T., Siivonen, P. (eds.) (2021) **New Movements in Academic Entrepreneurship**, Edward Elgar.



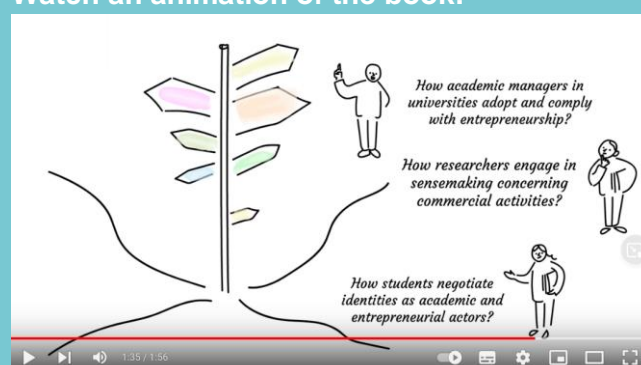
A systemic perspective acknowledges the variety of inter-related actors and stakeholders in academic entrepreneurship, which refers to entrepreneurial activities carried out in academic institutions. In their newly published book, a group of international authors suggest moving away from the understanding of academic entrepreneurs as atomistic individuals or even heroes. In the university ecosystem, the understanding of academic entrepreneurship is socially constructed in a web of diverse actors, varying interests, and multiple activities.

The New Movements in Academic Entrepreneurship (Edward Elgar 2021) book extends the boundaries of academic entrepreneurship by asking how academic managers of universities adopt and comply with entrepreneurship, how researchers engage in sensemaking concerning commercial activities, and how students negotiate identities as academic and entrepreneurial actors.

The book is edited by the researchers of the Academic entrepreneurship as a social process research consortium funded by the Academy of Finland (2016-2020) led by professor Päivi Eriksson.

Order: <https://www.e-elgar.com/shop/gbp/new-movements-in-academic-entrepreneurship-9781800370128.html>

Watch an animation of the book:



Digital Futures

Digital Futures is the Academy of Finland profiling funding that extends over several years and finances researchers and research activities related to the digital futures and digitalisation at different faculties at the University of Turku and especially at the School of Economics. The leader of DF initiative is professor Anne Kovalainen. Digital Futures has brought forward new initiatives, new collaborative ties, publications and projects both across faculties and within faculties.

At the Department, the Digital Futures research focuses on platform economy and the new modes of work led by Seppo Poutanen. This was further extended to a new Business Finland funded ReGrow- project. ReGrow -project is ongoing until the end of 2022, and it is developing new research networking and initiatives. National level collaboration includes cooperation with Research Institute of the Finnish Economy (ETLA), VTT and FIOH (please see the separate article). International collaboration within the Digital Futures was renewed during 2021 with several universities, including University of California, Northeastern University, University of Paderborn and University of Oslo.

Fast reaction research carried out by the DF researchers included a national survey of how Finns moved to teleworking when the covid pandemic hit the Finnish society and economy in the Spring 2020. The relative smoothness of this process was, according to our theoretical interpretation, strongly due to the organisational and institutional trust built over a long period of the Finnish collective labour agreement system. See Kovalainen, A., Poutanen, S. & Arvonen, J.: "Covid, luottamus ja digitalisaatio. Miten etätöihin siirtyminen tapahtui 2020?" (https://labour.fi/wp-content/uploads/2021/06/Talous-Yhteiskunta-2_2021.pdf), and Kovalainen, A., Poutanen, S. & Arvonen, J.: "Covid-19, luottamus ja digitalisaatio: Tutkimus etätöystä ja sen järjestymisestä Suomessa keväällä ja syksyllä 2020" (<http://urn.fi/URN:ISBN:978-951-29-8421-3>). Seppo Poutanen also continued his research on advanced digital platform work with colleagues from the University of Texas, US, and TTL, Finland: Seppänen, L., Spinuzzi, C., Poutanen, S. & Alasoini, T.: "Co-creation in Macrotask Knowledge Work on Online Platforms" (<https://tidsskrift.dk/njwls/article/view/123166/170221>).

In addition, the DF researchers were the organisers of WORK2021, the leading international biennial conference on multidisciplinary work life studies, which in the year 2021 was organised as three thematically distinguished online conferences (please see below).

Digital Society – joint international project

Digital Society is an international project initiated by DF researchers and researchers from Paderborn University Faculty of Arts and Humanities, in 2020, and started in 2021, extending by focus and participating members. The project addresses the key elements of the contemporary digital work, economy and society formation in European countries and gathers data in multiple locations. The specifics of the project are to be found out at the homepage of the project at TCLS during the Spring 2022.



The ReGrow project (2020-2022), funded by Business Finland and hosted by TCLS, explores key current and future economic issues in the era of data economy and platform economy and asks questions about the relations between platform firms and new forms of work, technology firms and innovations, and knowledge spillovers. The University of Turku part of the ReGrow-project is specifically interested in the platform economy which has introduced new ways of organising high-competence work related to value creation in companies and the development of innovations (e.g. Poutanen & Kovalainen & Rouvinen, 2020; Kenney & Zysman, 2019). The ReGrow project continues the ongoing research on digital society and platform economy, platforms, digital expertise work and platform work by the DF researchers. Part of the innovation research focuses on the new order of high-competence and digital work. Among the questions asked is that the Covid-19 situation has changed the ways innovations are developed, but to what extent and how permanently? The project also examines the transitions and the transfer of innovations in employee / entrepreneurial positions with the help of unique data sets.

During 2021 the ReGrow-project has analysed, among other things, the effects of Covid-19 pandemic to technology firms' innovation capabilities and future strategies in relation to their innovation work, skilled employees and network activities. The project collaborates both nationally and internationally with Finnish Institute of Economy (ETLA), VTT, Oxford University, Waterloo University and Northeastern University.

Co-Innovation funding is for research organisations and companies developing jointly new knowledge and innovations for business needs. The funding accelerates the use of research knowledge, boosts the creation of new Finnish export products and strengthens networks in ecosystems. The ReGrow project homepages have information: <https://regrow.fi/>

WORK2021 Conference

The fifth international WORK2021 Conference, led by Professor Anne Kovalainen, took place as a series of three virtual conferences on 18-19 August, 13-14 October and 8-9 December 2021. The conference was organised by Digital Futures researchers and Turku Centre for Labour Studies (TCLS). TCLS is a University level collaboration unit with teaching and research in working life and contemporary economy. TCLS is independent unit, headquartered at the Department of Management and Entrepreneurship (<https://www.utu.fi/en/university/turku-school-of-economics/turku-centre-for-labour-studies-tcls/network>).

Under the theme of Work beyond Crises, the WORK2021 conference addressed the contemporary transformations and reconfigurations of work. These transformations are related, among other things, to digitalisation and changing work relations, stirred by the current COVID-19 crisis.

Each of the three conferences hosted two keynote talks on the conference theme work beyond crises. In conference WORK I in August, professor of sociology Juliet Schor from the Boston College, US, gave a keynote speech on the contested nature of platform economy. Koen Frenken, who is professor in innovation studies at Utrecht University, spoke about safeguarding public interests in the gig economy. WORK II conference's keynote speaker Dr Funda Ustek-Spilda from Oxford Internet Institute, University of Oxford, UK delivered a keynote speech on the fair work in the gig economy after Covid-19. Senior economist, Dr. Uma Rani from the ILO talked about the role of digital labour platforms in transforming the world of work. WORK III conference in December hosted a keynote by Dr. Massimiliano Mascherini, Head of Unit at Eurofound, who detailed the economic and social implications of COVID-19 in Europe. In addition, the programme included a plenary panel by Professors Gillian Symon from University of London, Katrina Pritchard from Swansea University, and Christine Hine from University of Surrey. Their plenary panel discussion addressed specifically the possibilities and developments in qualitative research methods and methodology for contemporary digital work and organisation studies.

The three WORK2021 conferences gathered c. 500 participants. Circa 40% of the participants were from abroad, altogether over 30 different countries. The participants gave 175 presentations in 16 multidisciplinary streams. More information is available at the WORK2021 Conference website and at TCLS website. Conference website: <https://work2021.fi/> The next WORK conference will be organised in 2023. Follow WORK conference on Twitter to get the latest news and updates!



WORK Conference Twitter / @WORK2021fi / <https://twitter.com/WORK2021fi>



WORK2021

Work beyond Crises

WORK I
18-19 August

WORK II
13-14 October

WORK III
8-9 December

INTERNATIONAL RESEARCH AND TEACHING COOPERATION

International cooperation has always been an important part of our work, and we have had international faculty both in research and teaching positions. In addition to international faculty, we consider researcher and teacher mobility to be very important and encourage our doctoral students, as well as postdoctoral researchers, to benefit from international visits.

Researchers visiting other universities:

- University teacher Sanna Ilonen, Nord University, Norway (April-December 2021)
- Anne Kovalainen, Paderborn University, Germany (virtual visit in 2021)
- Seppo Poutanen, Paderborn University, Germany (virtual visit in 2021)

Research collaborators

We collaborate actively with a number of other national and foreign universities, institutions and networks. In 2021, we have conducted joint research projects at least with the following partners:

Aalto University, Finland	NTNU, Norway
Aston University, UK	Paderborn University, Germany
Audencia Business School, France	Royal Holloway, University of London, UK
Babson College, USA	Research Institute of the Finnish Economy, Finland
De Paul University, USA	Stockholm School of Economics in Riga, Latvia
Durham University Business School, UK	Stockholm University, Sweden
ESCP Europe Paris, France	Universidad del Desarrollo, Chile
Florida Atlantic University, USA	Universitat Autònoma de Barcelona, Spain
Finnish Institute of Occupational Health, Finland	University of California, USA
Gran Sasso Science Institute, Italy	University of Pretoria, South Africa
King's College London, UK	University of Southern Denmark, Denmark
Kingston University, UK	University of South Florida, USA
Lancaster University, UK	University of Texas, USA
Ludwig-Maximilians-Universität, Germany	University of Utah, USA
Lund University, Sweden	University of Vaasa, Finland
Nord University, Norway	University of Waikato, New Zealand
Northeastern University, USA	VU Amsterdam, the Netherlands
Northumbria University, UK	Åbo Akademi University, Finland

Sanna Ilonen visited Nord University

Sanna Ilonen worked as a visiting scholar from 1.4. to 31.12.2021 at Nord University (Bodø, Norway). During her research visit, Sanna built upon the findings of her recent doctoral dissertation on entrepreneurial learning by investigating entrepreneurial devotion and its development. During her research visit she focused on theoretical foundations of entrepreneurial devotion and gathered empirical material by interviewing serial entrepreneurs. Sanna participated in different types of workshops and seminars, such as guided writing retreat that was facilitated by Professor Andrew Corbett and Professor Candida Brush from Babson College.

Sanna received funding for the post-doctoral research abroad from the Foundations' Post Doc Pool, the Finnish Cultural Foundation. The Foundations' Post Doc Pool is a grant resource set up by Finnish foundations, all members of the Association of Finnish Foundations, and intended for post-doctoral research abroad. Nord university is a part of Engage – Centre for Engaged Education through Entrepreneurship consortium. Engage has been a Center of Excellence in Education since 2017.



Sanna (in the middle at the back) surrounded by her Norwegian colleagues.

The Entrepreneurship Unit hosts or is a national partner in following research networks that work as platforms for active collaboration in research, knowledge dissemination, teaching and data collection:

European Council for Small Business and Entrepreneurship (ECSB)

We host the Secretariat of the European Council for Small Business and Entrepreneurship (ECSB). The ECSB is a research-driven non-profit organisation whose main objective is to facilitate the creation and dissemination of new knowledge through research and the open exchange of ideas between academia, education, policy and practice. Professor Ulla Hytti is a President-Elect and a member of the ECSB Board. Through the ECSB we reach a network of about 2000 entrepreneurship researchers and educators world-wide.



<https://ecsb.org/>

NordAqua

NordAqua is a five-year (2017-2022) Nordic Centre of Excellence (NCoE) funded by NordForsk through the Nordic Bioeconomy Programme. The NordAqua NCoE is a hub of 10 Nordic universities and research institutes from 3 different Nordic countries, along with several industrial and societal partners. With the strong cooperation of its partners, the NordAqua consortium has the potential to accelerate the transition to the bioeconomy by promoting sustainability as an attractive investment for industry.



<https://www.nordaqua.fi/>

Turku Centre for Labour Studies (TCLS)

Turku Centre for Labour Studies TCLS is an independent unit, headquartered at the Department of Management and Entrepreneurship. TCLS is a research network which gathers multidisciplinary research on work and working life, including entrepreneurship and self-employment. TCLS acts at the University level and connects the eight faculties of the University of Turku, Åbo Akademi University and several other Research Units nationally and internationally. At the moment TCLS hosts Business Finland funded project ReGrow (www.ReGrow.fi), which addresses new modes of work and innovations in post-Covid-19 economy.



TCLS organises an international multidisciplinary research conference every second year as well as local seminars, and does outreach activities locally and nationally, following the third task of the University. International work and working life research conference WORK2021 was organised as a virtual series of three conferences in August, October and January 2021. Next WORK conference will be organised in 2023. TCLS also coordinates the Multidisciplinary Studies in Work, Working life and HR Research (TYHE) study programme developed and offered together with UTU faculties and Åbo Akademi.

<https://www.utu.fi/en/university/turku-school-of-economics/turku-centre-for-labour-studies-tcls>



INSPIRING
LEARNING EXPERIENCES

**3132**

ECTS accomplished

**Balance**between academia
and business life**14**bachelor and master
level courses**11**dissertations
in progress**Several**participative methods
employed in each course

In entrepreneurship, we offer education at all academic degree levels. In addition, our faculty is active in training programmes offered for example to executive education, TSE exe, and to the Open University and in increasing amount also in other faculties of the University of Turku. The strengths of entrepreneurship education are embedded in the faculty's close connection to research in entrepreneurship. We also collaborate closely with student associations and Boost Turku – an open student-based entrepreneurship society for new start-ups. Guest lecturers from business life and international faculty are also a regular part of courses. In 2020, we introduced the new Entrepreneurs-in-Residence scheme to develop the ongoing collaboration with entrepreneurs as part of our teaching. EiR programme was awarded with Into! Entrepreneurial Act of the Year 2020-2021 prize (see p. 30).

In Entrepreneurship studies, we aim to advance students' skills and know-how to recognise, create and exploit new business opportunities in all sectors. In our teaching we believe that entrepreneurship is about how you create a successful organisation in a dynamic and constantly changing business environment; how to recruit innovative employees, how to coordinate their work and how to build a productive and entrepreneurial organisational culture. In addition, we offer students both individual and societal views of entrepreneurship, for example an understanding of what kind of career opportunities entrepreneurship offers and how entrepreneurship is promoted in society.

Entrepreneurship as a discipline is highly research-oriented with numerous international research projects and significant outcomes (e.g. publications, scientific and societal impact). Consequently, Entrepreneurship is a relatively small discipline at the Turku School of Economics in terms of the number of major students. It is however, a very popular minor subject and also single courses reach wider audiences. Furthermore, the faculty has contributed to guiding and supervising degree students across disciplines. In addition, according to the spirit of the Entrepreneurial University Strategy an increasing amount of entrepreneurship studies are being offered to other faculties based on their needs.

Development of Entrepreneurship studies in terms of study credits and degrees 2013–2021

	2013	2014	2015	2016	2017	2018	2019	2020	2021
Study credits (ECTS)	2454	2590	2555	2598	3054	3209	2515	2428	3132
Graduated students (B.Sc.)	1	5	1	2	-	-	1	1	2
Graduated students (M.Sc.)	1	2	4	2	-	2	1	-	2
Graduated students (D.Sc.)	-	-	-	-	2	3	1	2	1

ENTREPRENEURSHIP STUDIES

Bachelor studies

Our aim at the bachelor level is to provide students with a theoretical and practical knowledge of entrepreneurship. Our bachelor studies focus on the entrepreneurial process and understanding the role of entrepreneurship at an individual and at a societal level. Entrepreneurship studies provide tools for students to work in a constantly changing, innovative business environment after graduation no matter their career choice. During entrepreneurship studies we emphasise active connections to business life e.g. through visiting lecturers and excursions.

Masters studies

Our master studies focus on enhancing research skills through courses related to theoretical perspectives, classics and current issues in entrepreneurship research and research methods. Master studies provide the opportunity to specialise in an interesting research area.

PhD studies

The primary purpose of PhD studies is the preparation of a piece of original entrepreneurship research. Our PhD studies are designed to train doctoral candidates as independent researchers, so that they can claim professional standing as academic staff or in a profession requiring skills in entrepreneurship research. PhD studies consist of a dissertation and PhD courses. The entrepreneurship research seminar series provides our doctoral candidates with excellent learning opportunities and also possibilities to discuss their PhD projects with peers and senior researchers and professors. In 2020, we benefited from the virtual research seminars and invited several guest speakers in addition to our own PhD students. Additionally, international research visits and fellowships are encouraged as a part of the PhD process.

Dissertations in progress at the Entrepreneurship Unit

There are 11 active PhD students in Entrepreneurship. The following three doctoral students were employed by the Entrepreneurship Unit in 2021:

Anna Elkina	<i>Entrepreneurial identity formation through entrepreneurial experience: an autoethnographic research</i>
Mohamed Farhoud	<i>Reward-based Crowdfunding as a catalyst of social enterprises' Legitimacy, Autonomy, and Performance</i>
Matti Karinen	<i>Pathways to Primary Sector Legitimacy</i>

Doctoral Defense in Entrepreneurship by Riikka Franzén

M.Sc. **Riikka Franzén** defended her dissertation in Entrepreneurship "*The Construction of Entrepreneurial Opportunities - Focus on Women Entrepreneurs*" on 29th of October 2021. The opponent was Professor Iiris Altio from University of Jyväskylä. Professor Ulla Hytti (University of Turku) acted as a custos in the defense.

Riikka's study aimed to provide a contextualised understanding of how opportunity creation is constructed by women entrepreneurs. It concentrates on women entrepreneurs' talk to find out how they make sense of opportunity creation, what kinds of interpretations they make and what kinds of meanings they assign to people, actions, events, or situations in which they create opportunities. The study answered the call for contextualisation in entrepreneurship research by investigating how women entrepreneurs' sense making and interpretations are formed in the cultural and social environment they are embedded in and how they negotiate understandings that can accommodate the opportunity and their business within the social and cultural norms and understandings of "how the world is". Furthermore, the study's aimed to understand women entrepreneurs' individual situations and their embeddedness in social structures and practices that enable and restrict their endeavours to create opportunities.

The study's findings tell a mundane account of opportunity creation, challenging the heroic account that has been prevalent in entrepreneurship research. According to creation theory, opportunity is not discovered based on an exceptional cognitive capacity nor on an exceptional ability to predict the future but is continuously created in interactions with the environment. Creation does not end when a venture is established but continues through the existence of the business, sometimes even in a different business entity. The social constructionist viewpoint says that entrepreneurs are embedded in the social structures and practices that enable and restrict their endeavours to create the opportunity. The stories of the studied women entrepreneurs tell how their expectations, dreams, aspirations, and actions to create an opportunity are influenced by their family situations, the decisions and attitudes of their family members, their own and their family members' health situations, and the assumptions, expectations, and actions of those around them. The stories of the women entrepreneurs present a picture of entrepreneurs as hardworking, active, responsible, persistent, and enthusiastic, even passionate. Enterprising, for them, is not just about creating wealth; it is more about a way to create an environment in which it is possible to generate a livelihood in a meaningful way.

The study contributes to the entrepreneurship and opportunity literature by bringing out the voices of women entrepreneurs who are often invisible in entrepreneurship research. Combining different kinds of materials and readings enabled us to add to our understanding of how women entrepreneurs construct opportunity creation in their talk and to gain a more contextualised picture of the circumstances and environments in which they create opportunities. The study indicates that even in one of the most equal countries in the world, women entrepreneurs cannot escape gendered social norms and practices when creating entrepreneurial opportunities.

The dissertation is available on <https://urn.fi/URN:ISBN:978-951-29-8635-4>



*Riikka Franzén, Custos Ulla Hytti
and Opponent Iiris Altio*

OTHER ENTREPRENEURSHIP EDUCATION ACTIVITIES

Entrepreneurial thinking and business models in executive education

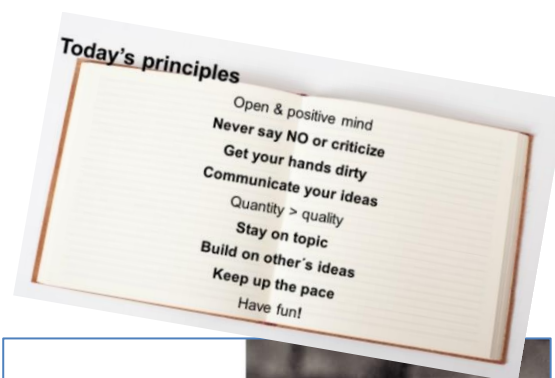
Entrepreneurship has an important role in most executive education programmes offered by TSE exe. Members of our staff work as teachers and experts in the programmes and also supervise EMBA and JOKO theses. Our entrepreneurship faculty contributes mainly to one of the EMBA programmes' four learning goals, namely "the graduates have the ability to lead and contribute to business renewal". The main themes related to entrepreneurship and discussed in the programme include for example an entrepreneurial twist and corporate entrepreneurship at work as well as new business opportunities and opportunity creation and lean start-ups. The EMBA students submit an assignment on "Entrepreneurial thinking and business models" to Senior Research Fellows Pekka Stenholm and Tommi Pukkinen based on the one-day entrepreneurial workshop. Furthermore, Pekka Stenholm co-planned and conducted a new 'Eat Failure for Breakfast' – teaching module together with Dr. Peter Zetting from International Business Studies. In addition, Professor Jarna Heinonen serves as Chair of the TSE exe Advisory Board the role of which is to support TSE exe in designing top-quality and responsive executive education in the changing society.

UTUGS Entrepreneurship for research professionals

'Entrepreneurship for research professionals' is a course targeted to the University of Turku Graduate School (UTUGS) PhD students in order to develop their so-called transferable skills particularly in entrepreneurship. In 2021 the course was open also to the NordAqua researchers (see NordAqua p. 12) as well as to the students of EC2U (<https://ec2u.eu/>) partner universities. Therefore, given the pandemic the course was run in hybrid mode to make it possible for the students abroad to participate.

The students enrolling to the course are to explore whether entrepreneurship could be something personally relevant for them, to know what it entails, and how to move forward with one's idea. The 10-hour workshop following the Lean Start-up method introduces the students with the process of team-building, working with and validating the problem, interacting with the (potential) customers to get early feedback, developing the business model and communicating one's idea for different audiences (through pitching event). In order to tie the workshop to theory, reflection and learning, the students were invited to go through pre-course readings and a post-course reflection assignment as well as to participate to a 2-hour wrap-up session.

Altogether 8 students from the UTU completed the course successfully. Furthermore, a handful of students from the NordAqua and EC2U partnerships participated to the insightful learning camp, but did not submit the final assignments. However, their intellectual input during the learning camp in terms of fertilising new ideas from different disciplines was highly appreciated and recognised by the fellow participants and the course leaders, Professor Jarna Heinonen and Adjunct Professor Pekka Stenholm. The course is a part of the regular UTUGS offerings and ties closely to the Entrepreneurial University action plan.

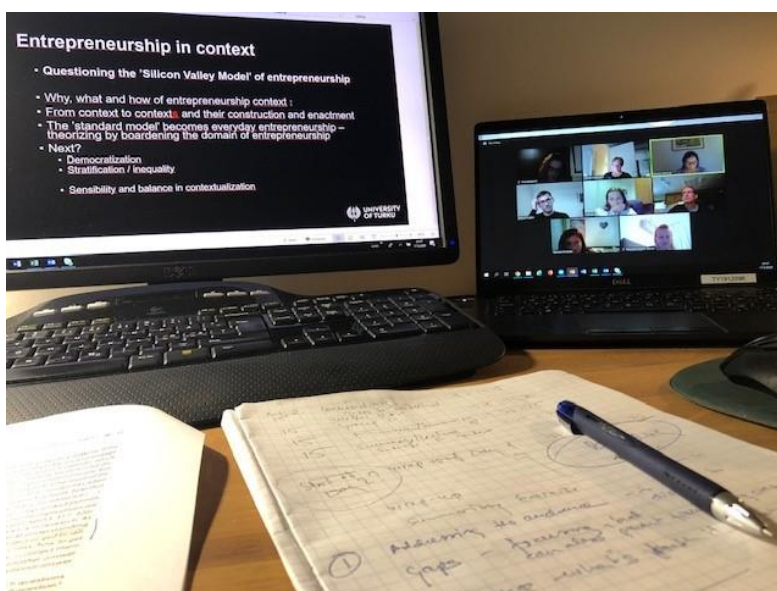


PhD Courses for students in the International Centre for Entrepreneurial Studies, Osijek, Croatia

There is a long tradition of education collaboration between the Entrepreneurship faculty members at the Turku School of Economics and the University of Josip Juraj Strossmayer in Osijek. The International Centre for Entrepreneurship Studies in Osijek is headed by Professor Slavica Singer who is also Honorary Doctor at the Turku School of Economics

In 2021 we offered again two PhD courses for the students conducting their PhD studies in the University of Josip Juraj Strossmayer. Professor Ulla Hytti ran a course on Qualitative methods and Professor Jarna Heinonen on Contemporary Issues in Entrepreneurship. The courses are run intensively on Thursday and Friday evenings and Saturday until afternoon as most of the PhD students are part-time students while working during the days. The courses include pre-assignments, pre-readings and discussions in the class, group works as well as post-assignment and learning reflections. The course contents are derived from the respective Entrepreneurship Courses at the TSE.

About a half a dozen doctoral students from Osijek, International Centre for Entrepreneurial Studies participated to the courses. Given the pandemic both of the courses were run virtually as online courses: the teacher lecturing and facilitating the discussion was sitting in her own home-office or even at the cottage while the students participated to the workshop not only in Croatia, but also in Canada, for example. The course demonstrates that it is fully possible to run such international PhD course effectively without travelling around the globe. This saves not only participants' and teachers' time and travel costs, but it is also sustainable by saving environmental resources.



Entrepreneurship education export initiatives in United Arab Emirates

Entrepreneurship unit has participated actively to the University of Turku Education export. Education export offers various types of commissioned professional training both in South America and Middle East and in different parts of South East Asia. In August 2021, Sanna Ilonen trained educators as part of "Entrepreneurship Education for K-12 School Teachers" programme at United Arab Emirates University. The programme was aimed for boosting teachers' entrepreneurial competencies, skills and mindset in entrepreneurship and innovation. Programme was organised online due to ongoing pandemic.



INTERACTION WITH SOCIETY

Our activities contribute significantly to the third task of the university: societal impact and interaction with society. Our close relationships with business life and policy makers indicate that our expertise in entrepreneurship research, education and development is relevant for and appreciated by society in general, and our customers in particular. Our staff serve as board members in different organisations and their expertise is continuously requested in national and international expert assignments.

The research done at the Entrepreneurship Unit has wide impact as outcomes have contributed to societal policies and decision-making. Our research has been used for instance in designing legislation, re-organising the activities of specific public agencies supporting SMEs, and informing entrepreneurship policy makers of research findings. A good example of such research activities with both scientific and societal impact is DISCE research project funded by the Horizon 2020 Programme of the European Commission. Below are two examples of DISCE activities in 2021. Communication and dissemination activities are an integral part of the research projects which, based on quality research aims at making an impact on society and the economy.

TSE Alumni Webinar: Freedom and perseverance at work - What can we learn from creative entrepreneurs?"

Professors Jarna Heinonen and Ulla Hytti joined TSE Alumni Webinar "Freedom and perseverance at work - What can we learn from creative entrepreneurs?" with Professor of Practice at Turku School of Economics Riku Santala on 27 October 2021. The discussion inspired by the learnings of DISCE covered for example topics such as how do creative entrepreneurs embrace their creativity, how do they survive when facing adversity during pandemic, and how do they realise their creative projects with resources in hands, what kind of value do they create to themselves, their customers and the society?



The Day of Creative Economies in the EU: Value, care and capabilities for a sustainable and inclusive future

On the 2nd of June 2021 DISCE project hosted **The Day of Creative Economies in the EU: Value, care and capabilities for a sustainable and inclusive future** with around 60 participants. The event provided an online discussion space to assess the impact of Covid-19 on the cultural sector in Europe and practitioners' vision, hopes and plans for the future. The event featured different activities, including two keynote interventions, a panel discussion and futuring workshops with breakout room discussions and presentations. The event was live streamed via Facebook.

The Opening Panel "Cultural Policies in the EU: State of play after C-19" presented a lively and informative conversation about the cultural policy at the EU level joined by Elena Polivtseva (Head of policy and research, IETM), Gabriele Rosana (Policy Director, Culture Action Europe), Catherine Magnant (Head of Unit, Cultural Policy, DG EAC), Prof. Jarna Heinonen (Entrepreneurship, University of Turku) and Prof. Annick Schramme (Cultural entrepreneurship, Antwerp Management School).

The discussion touched on many of the new actions that have been recently launched or are about to be launched in the framework of Creative Europe Programme, Horizon Europe Programme, New Knowledge and Innovation Community by EIT, MFF, Next Generation EU and Recovery plan for Europe. The panelists shed light on the consequences of Covid-19 mentioning the devastating effects of the pandemics for cultural and creative sectors, especially for performing arts and entrepreneurship initiatives.

After the panel discussion DISCE researchers ran futuring workshops where the participants pondered how ideal sustainable and inclusive creative economy in the future could look like. Despite the difficulties encountered by creative industries due to the pandemic, the participants shared a positive vision of sustainable and inclusive future for culture. It was considered that the pandemic had offered the culture and creative sectors opportunities to team up and create new strategies.

Overall, the day provided a great opportunity to discuss current challenges and future prospects for creative economies in Europe.



Seven researchers, seven faculties, seven stories

In celebrating its 100th Anniversary, University of Turku together with Turku City Theater produced *Academic Quarter* event. Due to the COVID-19, the event was postponed until the October of 2021.

Academic Quarter provided a unique glimpse into the reality of science through seven stories from researchers presenting University of Turku's seven faculties. The two-hour "lecture" was divided into 15-minute performances through which the researchers unfolded the invisible world they work with. During the Academic Quarter event the audience heard stories by Professor of Biodiversity Research **Ilari E. Sääksjärvi**, Professor of Law **Anne Alvesalo-Kuusi**, Associate Professor of Economic Sociology **Outi Sarpila**, Professor of Finnish History **Kirsi Vainio-Korhonen**, Associate Professor of Education **Marjaana Puurtinen**, Professor of Molecular Cell Biology, Associate Professor of Cancer **Johanna Ivaska**, and Adjunct Professor **Pekka Stenholm** from Turku School of Economics (Entrepreneurship Unit).

– Despite the throughout preparations and all rehearsals, it was really exciting to walk to the main stage, stand in the spotlight and perform to a dark wall, Stenholm explained. To be honest, I felt pretty nervous when I waited for my turn in the dark side of the stage, he adds.

The Academic Quarter concept was inspired by Helsingin Sanomat's The Black Box event, which opens the work of journalists, and by TEDx concept. The event has been built by the University of Turku's creative writing subject together with Artistic Director of the Turku City Theater, Director Mikko Kouki and Playwright Satu Rasila, who train performers in the theater.

– After both performances, we felt exhausted and happy. It was a huge personal learning experience, but once again also a great opportunity to how amazing things our university is dealing with, Stenholm concluded and continues that just like his presentation topic, luck and imagination, he felt really lucky being able to be part of this exceptional event.



Photo credits: Johanna Ivaska

Entrepreneurs in Residence Programme won Intoa! Entrepreneurial Act of the Year award 2020–2021

Entrepreneurs-in-Residence (EiR) is a programme that involves entrepreneurs in the activities of Turku School of Economics in variety of ways. The objective of the EiR programme is to increase the participation and presence of active entrepreneurs in the school. The unique programme was launched by the Entrepreneurship unit in autumn 2020 and no similar cooperation programme between entrepreneurs and a university exists in Finland.

In the spring 2021, the Entrepreneurs in Residence (EiR) Programme was selected as the winner of the Intoa! Entrepreneurial Act of the Year award of the University of Turku. The Entrepreneurial Act of the Year award is €30,000, which is donated by the competition partner and sponsor LähiTapiola Varsinais-Suomi.

EiR is a programme that involves entrepreneurs in the activities of Turku School of Economics. The programme promotes students and teachers' understanding of the realities of entrepreneurship and thus shapes their entrepreneurial attitudes. For entrepreneurs, the programme offers a viewpoint into the everyday life at the University and academia as well as access to the latest academic research and knowledge. The programme is unique in Finland and the Entrepreneurship unit has developed it on the basis of international models for the University of Turku.

- The Entrepreneurs in Residence programme strengthens the University's connection to business life. For many students starting their career, entrepreneurship can seem like a natural option or goal, which is why promoting entrepreneurial mindset in the University is important, said partner of the competition, CEO of LähiTapiola Varsinais-Suomi Olli Aakula.

With the award, the jury wished to give recognition to a new type of business collaboration. The programme makes the collaboration with entrepreneurs more systematic and involves entrepreneurs in the University's activities.

- All the entrepreneurial acts entered into the competition had their own strengths and possibilities for further development. The winner stood out in its scalability for other faculties. The EiR programme combines the University's entrepreneurship goals and strengthens our profile as the Entrepreneurial University, said the chair of the jury, Rector Jukka Kola.

For more information: Professor Jarna Heinonen (jarna.heinonen@utu.fi) and University Teacher Sanna Ilonen (sanna.ilonen@utu.fi)



EiRs CM-trader Hannu Aaltonen, Founder and CEO of Dagsmark Petfood Ltd Laura Strömberg and Founder and CEE of Zefort Ltd Jussi Karttila together with Professor Jarna Heinonen (picture by Antti Tarponen)

SOCIAL MEDIA

Social media and other accessible channels are used to communicate our research and activities to international and domestic stakeholders and networks in an accessible and open manner. Open engagement with society is a central component of our activity at the interface of scientific study and societal dynamics in themes of entrepreneurship, changing modes of work and the digital future. We communicate via our Unit's social media channels, mainly Facebook, Twitter and Instagram. In addition, bigger projects such as, DISCE and ReGrow have also their own social media channels in use.

Social media is important also in teaching. Major and minor studies students on both graduate and undergraduate levels are engaged with the unit's activities through a number of social media channels including Facebook, Twitter and Instagram and social media is also used as a teaching tool. Our teaching leverages the openness and accessibility of social media to communicate current events and promote active participation both inside and outside the classroom. The unit's social media presence is coordinated at the unit level, but, more importantly, is based on the activity of a number of staff members taking part in important conversations across society.

Follow us in various social media channels through the links below:



Entrepreneurship Unit's Facebook / [@tseentrepreneurship](https://www.facebook.com/tseentrepreneurship/?fref=ts) / <https://www.facebook.com/tseentrepreneurship/?fref=ts>
DISCE Facebook / [@disceeu](https://www.facebook.com/disceeu) / <https://www.facebook.com/disceeu/>



Entrepreneurship Unit's Twitter / [@tseentre](https://twitter.com/TSEentre) / <https://twitter.com/TSEentre>
DISCE Twitter / [@DISCE_EU](https://twitter.com/DISCE_EU) / https://twitter.com/DISCE_EU
ReGrow Twitter / [@ReGrowResearch](https://twitter.com/ReGrowResearch) / <https://twitter.com/Regrowresearch>



Entrepreneurship Unit's Instagram / [@tseentrepreneurship](https://www.instagram.com/tseentrepreneurship/) / <https://www.instagram.com/tseentrepreneurship/>
DISCE Instagram / [@disce_eu](https://www.instagram.com/disce_eu/) / https://www.instagram.com/disce_eu/
TCLS Instagram / [@tcls_utu](https://www.instagram.com/tcls_utu/) / https://www.instagram.com/tcls_utu/



DISCE LinkedIn / [DISCE EU](https://www.linkedin.com/company/disce-eu/) / <https://www.linkedin.com/company/disce-eu/>
TCLS Turku Centre for Labour Studies LinkedIn / <https://www.linkedin.com/company/tcls-turku-centre-for-labour-studies/>
DISCE YouTube / [DISCE EU](https://www.youtube.com/channel/UCSP0-1KVOCFVnEQndUjWJTw) / <https://www.youtube.com/channel/UCSP0-1KVOCFVnEQndUjWJTw>

APPENDICES

Professional and community relations

Community relations

Project Researcher Satu Aaltonen

- European Council of Small Business and Entrepreneurship (ECSB), Member

Project Coordinator Elisa Akola

- European Council of Small Business and Entrepreneurship (ECSB), Executive Secretary

Doctoral Researcher Mohamed Farhoud

- The African Network for Social Entrepreneurship Scholars, co-founder and coordinator
- Africa Academy of Management, Member
- EMES International Research Network, Member
- Catalyst 2030, Member

Professor Jarna Heinonen

- OP osuuskunta / OP Ryhmä (OP co-operative / OP Group), Member and Vice-Chair of the Board of Directors
- TOP-säätiö (TOP Foundation), Board Member and Chair
- Finnish Cultural Foundation in South-West Finland, Member and Vice-Chair of the Board, Chair of the Group (social sciences and economics)
- Economic Policy Working Group, Turku Chamber of Commerce, Member
- The Research Committee of the Finnish Family Firm Association, Member
- European Council of Small Business and Entrepreneurship (ECSB), Member

Professor Ulla Hytti

- European Council for Small Business and Entrepreneurship (ECSB), President and Board Member
- Engage – Centre for Engaged Education through Entrepreneurship (a Norwegian Center of Excellence in Education), Advisory Board Member

Postdoctoral Researcher Kaisa Hytönen

- European Council of Small Business and Entrepreneurship (ECSB), Member

University Teacher Sanna Ilonen

- Scientific Association for Entrepreneurship Education, Deputy Board Member
- European Council of Small Business and Entrepreneurship (ECSB), Member

Professor Anne Kovalainen

- The Finnish Academy of Science and Letters, Member, Selection Committee Member
- The Finnish Society of Sciences and Letters, Member
- CORPUS project (Oslo University) funded by the Research Council of Norway 2019-2023, Advisory Board Member
- Expert hearing at the Employment and Equality Committee of the Parliament of Finland, 26.5.2021
- Expert statement in hearing at Ministry of Employment and Economic Affairs on platform work and entrepreneurship, 9.5.2021
- National expert group for research on artificial intelligence and digitalisation, member

Postdoctoral Researcher Kirsi Peura

- European Council of Small Business and Entrepreneurship (ECSB), Member
- Scientific Association for Entrepreneurship Education, Board Member
- Association of Businessmen in Turku, Member
- National YES Entrepreneurship Education Network, Member

Senior Research Fellow Seppo Poutanen

- National Science Foundation (USA), Member of the Evaluation Faculty

- European Science Foundation, Member of the College of Review Panel
- International Sociological Association (ISA), European Sociological Association (ESA), British Sociological Association (BSA), American Sociological Association (ASA) and Society for Social Studies of Science (4S), Member

Senior Researcher Tommi Pukkinen

- European Council of Small Business and Entrepreneurship (ECSB), Member

Senior Research Fellow Pekka Stenholm

- Academy of Management (AoM), Member
- European Council of Small Business and Entrepreneurship (ECSB), Country Vice-President
- Nordic Conference of Small Business Research, Scientific Committee Member
- Board of Directors of the Foundation of Turun Urheiluliitto, Member
- Steering Group of i9 Innovation Project in Satakunta, Member

University administration

Professor Jarna Heinonen

- Head of the Department of Management and Entrepreneurship
- Member of the Education Development Committee, School of Economics, University of Turku,
- Member and Chair of the EMBA Programme Committee/TSE ex-Advisory Board, School of Economics, University of Turku
- Member of Board, Turku School of Economics

Professor Ulla Hytti

- Member of the planning committee for Education within UTUGS (University of Turku Graduate School) University of Turku
- Member of the Steering Committee of the Doctoral Programme at the Turku School of Economics, University of Turku
- Member of the Steering Committee of Bachelor Programme of International Management and Entrepreneurship at the Turku School of Economics, University of Turku
- Member of the Career Model working group at the University of Turku

Postdoctoral Researcher Kaisa Hytönen

- Member of a steering group at Appreciation and support for Researchers-project, University of Turku
- Member of a steering Group of Well-being and Competence Development, University of Turku
- Member of a steering group of TEVY Yrityselämään! Tulevaisuusajattelu, henkilökohtaiset valmiudet ja projektityö (Introduction to Business: Futures thinking and project work) -course

University Teacher Sanna Ilonen

- Member of the Steering Committee of Bachelor Programme of International Management and Entrepreneurship at the Turku School of Economics, University of Turku
- Steering group member of Universitas Turku,
- Deputy Member of Advisory Board at Turku University Library (alakampus)

Professor Anne Kovalainen

- Director and Chair of Board at Turku Centre for Labour Studies, University of Turku
- Member of Board at Turku University Institute for Advanced Studies (TIAS)
- Chair and member of the organising group of the University Profiling area in Digital Futures

Postdoctoral Researcher Kirsi Peura

- Member of the Steering Committee of Faculty development programme of entrepreneurship and entrepreneurial behaviour in university teaching, University of Turku

Senior Research Fellow Pekka Stenholm

- Member of the Committee for Research and Doctoral Studies at the Turku School of Economics, University of Turku

Activities in the scientific community

Positions of trust

Doctoral Researcher Mohamed Farhoud

- Editorial board membership: Teaching cases on Social Entrepreneurship in Africa, Emerald

Professor Jarna Heinonen

- Editorial board memberships: International Small Business Journal; Journal of Global Entrepreneurship Research
- Expert assignments: Vice Chair of the review panel for social sciences at South-West Finland Cultural Foundation, Professional references for professorships at Lappeenranta University of Technology and University of Vaasa, Evaluation of doctoral applicants for the Neuro-Innovation Doctoral Programme in the University of Eastern Finland, Evaluation statements given to several funds and foundations. Due to confidentiality all foundation and fund details withdrawn.

Professor Ulla Hytti

- Editorial board memberships: Entrepreneurship and Regional Development (Associate Editor), Entrepreneurship Education and Pedagogy (Research Editor), International Journal of Entrepreneurial Behaviour and Research, International Journal of Entrepreneurship and Innovation
- Expert assignments: Professional reference for professorship at Norwegian University of Life Sciences, Professional reference for docentship at University of Helsinki, Member of a committee evaluating research for funding for Social Sciences and Humanities Research Council of Canada, Jury member for DELTA Awards - Disciplinary Excellence in Learning, Teaching and Assessment Award for National Forum for the Enhancement of Teaching and Learning in Higher Education in Ireland, Jury member for the European Entrepreneurship Education Award

Postdoctoral Researcher Kaisa Hytönen

- Editorial board membership: Ammattikasvatuksen Aikakauskirja

Professor Anne Kovalainen

- Editorial board memberships: International Small Business Journal, Research in the Sociology of Work, Journal of Global Entrepreneurship Research, Work in the Global Economy
- Expert assignments: expert for Belgian National Research Council on several research programmes during 2021, expert for KU Leuven University on Rector's Funding Scheme, Research Programme evaluation for the Spanish Ministry of Science and Innovation, member of the evaluation committee at Social Sciences and Humanities Research Council of Canada (SSHRC)

Postdoctoral Researcher Kirsi Peura

- Editorial board membership: Advisory Editorial Board Member, Strategies for the Creation and Maintenance of Entrepreneurial Universities, IGI Global
- Expert assignments: Member of expert task force in entrepreneurship education, National YES Entrepreneurship Education Network; Member of the Steering Committee of Entrepreneurship and entrepreneurial behaviour

Senior Research Fellow Seppo Poutanen

- Editorial board membership: Work in the Global Economy
- Member of the Advisory Board of CALIPER-project 2018-

Senior Research Fellow Pekka Stenholm

- Editorial review board memberships: Management Decision, Small Business Economics, International Small Business Journal
- Co-guest Editor: Small Business Economics Special Issue on the interplay of context and entrepreneurship: the new frontier for contextualization research

Ad hoc referee for journals

Academy of Management Learning and Education
Ammattikasvatuksen Aikakauskirja
Baltic Journal of Management
Educational Research Review
Electronic markets
Entrepreneurship and Regional Development
Entrepreneurship Theory and Practice
eSignals Research
European Journal of Higher Education
Gender in Management
Gender, Work and Organization
Higher Education
Industry and Higher Education
International Journal of Entrepreneurial Behaviour and Research

International Journal of Gender and Entrepreneurship
International Small Business Journal
Journal of Business Venturing
Journal of Small Business and Enterprise Development
Journal of Small Business and Entrepreneurship
Journal of Small Business Management
Kulttuurintutkimus
Management Decision
Nordic Journal of Business
PLoS One
Scandinavian Journal of Management
Small Business Economics
Sustainability: Science, Practice and Policy
Technovation

Referee for conferences

- 3E Conference (ECSB Entrepreneurship Education Conference)
- Academy of Management Annual Meeting 2021
- ACERE 2021 Conference
- Babson 2022 Conference
- British Academy of Management Conference
- Finnish Entrepreneurship Education conference (Yrittäjyyskasvuspäivät)
- RENT Research in Entrepreneurship and Small Business Conference
- WORK2021 Conference

Awards, prizes or honours

Professor Ulla Hytti started as a president of the European Council for Small Business and Entrepreneurship (ECSB) in November 2021, the term being two years.

University Teacher Sanna Ilonen was appointed as a member of the board of YKTS Scientific Association for Entrepreneurship Education.

Postdoctoral Researcher Kirsi Peura was appointed as a chair of the board of YKTS Scientific Association for Entrepreneurship Education.

Postdoctoral Researcher Kirsi Peura received YES Agent - Entrepreneurial Education Developer 2021 Award in recognition for her work in promoting entrepreneurship education and entrepreneurial culture in South-West Finland. The recognition was granted by the nationwide YES Network in conjunction with the YES South-West Finland.

Senior Research Fellow Pekka Stenholm was nominated as a best reviewer at RENT 2021 Conference.

Senior Research Fellow Pekka Stenholm received the Award for the most active ECSB Country-VP 2021 at RENT 2021 Conference.

Activities in conferences, workshops and seminars

Project Researcher Satu Aaltonen

- Presentation at the Entrepreneurial Learning Ecosystems Forum

Project Coordinator Elisa Akola

- Organising committee member at 3E 2021 and 2022 Conferences

Doctoral Researcher Anna Elkina

- Presentations at 3E 2021 and RENT 2021 Conferences

Professor Jarna Heinonen

- Session chair at RENT 2021 conference
- Presentation at RENT 2021 Conference

Professor Ulla Hytti

- Chair at RENT 2021 Conference in Turku, Finland
- Presentation at RENT 2021 Conference
- Keynote speech at the 15th International Entrepreneurship Educators Conference, the UK

Postdoctoral Researcher Kaisa Hytönen

- Presentations at National Entrepreneurship Education Conference and RENT 2021 Conference
- Session chair at RENT 2021 conference

University Teacher Sanna Ilonen

- Invited lecturer at Entrepreneurship Education for K-12 School Teachers Seminar and Workshop: entrepreneurial teaching methods
- Organising committee member at the Entrepreneurial Learning Ecosystems Forum
- Presentations at National Entrepreneurship Education Conference and RENT 2021 Conference

Doctoral Researcher Matti Karinen

- Organising committee member at WORK2021 I, II & III Conference
- Presentation at the 12th International Process Symposium

Professor Anne Kovalainen

- Chair at WORK2021 I, II & III Conference
- Chair of plenary speeches by professor Juliet Schor, Boston College at WORK2021 I, by Dr Funda Ustek-Spilda from University of Oxford and Dr. Uma Rani from the ILO at WORK2021 II, Dr. Massimiliano Mascherini, Eurofound and a panel discussion at WORK2021 III
- Presentations at WORK2021 III Conference and Sociology Colloquium 2021 at Paderborn University

Postdoctoral Researcher Kirsi Peura

- Chair at the Entrepreneurial Learning Ecosystems Forum
- Host of the annual Spring Entrepreneurship Day 2021 at the University of Turku

Senior Research Fellow Seppo Poutanen

- Organising committee member at WORK2021 I, II & III Conference
- Chair of the plenary speech by professor Koen Frenken from Utrecht University at WORK2021 II
- Session chair at WORK2021 I Conference
- Presentations at WORK2021 III Conference and Sociology Colloquium 2021 at Paderborn University

Project Coordinator Marja Rautajoki

- Organising committee member at WORK2021 I, II & III Conference
- Presentation at WORK2021 II Conference

Senior Researcher Tommi Pukkinen

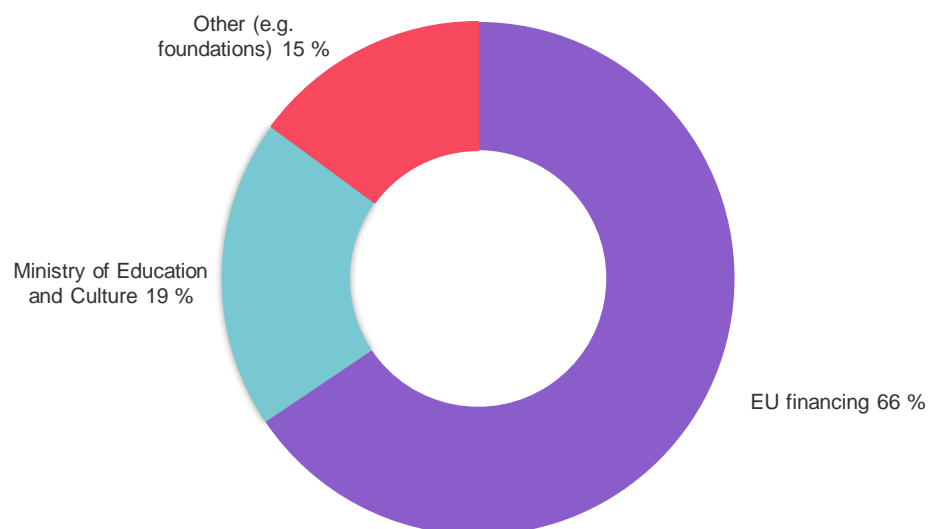
- Session chair at RENT 2021 conference
- Presentation at RENT 2021 Conference

Senior Research Fellow Pekka Stenholm

- Session chair at RENT 2021 conference
- Presentations at Babson 2021 Conference, RENT 2021 Conference and 37th EGOS Colloquium 2021
- Mentor at the ECSB Post-Doctoral Paper Development Workshop at RENT 2021 Conference

Main sources of finance

In 2021, the unit's revenues were 306 000 EUR. The most important financier was the European Commission. The main sources of finance 2021 are represented below:



Publications

Journal articles and editorials

- Allahverdiyeva, Y., Aro, E.-M., van Bavel, B., Escudero, C., Funk, C., Heinonen, J., Herfindal, L., Lindblad, P., Mäkinen, S., Penttilä, M., Sivonen, K., Chauton, MS., Skomedal, H. & Skjermo, J. (2021) NordAqua, a Nordic Center of Excellence to develop an algae-based photosynthetic production platform. *Physiologia Plantarum*, 173(2), 1–7. <http://dx.doi.org/10.1111/ppl.13394>
- Aparicio, S., Urbano, D. & Stenholm, P. (2021) Attracting the entrepreneurial potential: A multilevel institutional approach. *Technological Forecasting and Social Change*, 168, 120748 <https://doi.org/10.1016/j.techfore.2021.120748>
- Crosina, E., Radu-Lefebvre, M., Lefebvre, V., Hytti, U. & Jno-Charles, A. (2021) Entrepreneurial identity: A leader's superpower and their Achilles' heel? *MIT Sloan Management Review*, September. <https://sloanreview.mit.edu/article/entrepreneurial-identity-a-leaders-superpower-and-their-achilles-heel/>
- Ewoh-Odoyi, E. (2021) How gender is recognised in economic and education policy programmes and initiatives: An analysis of Nigerian state policy discourse. *Social Sciences*, 10(12), 465 <http://dx.doi.org/10.3390/socsci10120465>
- Farhoud, M., Shah, S., Stenholm, P., Kibler, E., Renko, M. & Terjesen, S. (2021) Social enterprise crowdfunding in an acute crisis. *Journal of Business Venturing Insights*, 15 June 2021, e00211. <http://dx.doi.org/10.1016/j.jbvi.2020.e00211>
- Hanage, R., Stenholm, P., Scott, J.M. & Davies, M.A.P. (2021) Journey's end: a dynamic framework of entrepreneurial processes and capitals relating to early stage business exit. *International Journal of Entrepreneurial Behavior & Research*, 27(7), 1776–1797. <https://doi.org/10.1108/IJEBR-11-2020-0768>
- Ilonen, S. (2021) Creating an entrepreneurial learning environment for entrepreneurship education in HE: The educator's perspective. *Industry and Higher Education*, 35(4), 518–530. <https://doi.org/10.1177/09504222211020637>
- Kovalainen, A., Poutanen, S. & Arvonen, J. (2021) Covid-19, luottamus ja digitalisaatio. Miten etätöihin siirtyminen tapahtui 2020? *Talous & yhteiskunta*, 2, 44–50. https://labour.fi/wp-content/uploads/2021/06/Talous-Yhteiskunta-2_2021.pdf
- Nsereko, I., Bignotti, A. & Farhoud, M. (2021) Creating change through social entrepreneurship: The case of girls' school dropouts in Uganda. *Emerald Emerging Markets Case Studies*, 11(4). <https://doi.org/10.1108/EEMCS-05-2021-0157>
- Pattinson, S., Lassalle, P., Heinonen, J., Scott, J. M., & Preece, D. (2021) Exploring ideas generation through a shared artifact: The case of GasTec. *The International Journal of Entrepreneurship and Innovation*, 23(1), 58–68. <https://doi.org/10.1177/14657503211027091>
- Peura, K. & Aaltonen, S. (2021) Navigating the challenges in the transfer between experiential and formal learning in entrepreneurship. *Ammattikasvatuksen Aikakauskirja*, 23(1), 27–40. <https://journal.fi/akakk/article/view/107445>
- Radu-Lefebvre, M., Lefebvre, V., Crosina, E. & Hytti U. (2021) Entrepreneurial identity: A review and research agenda. *Entrepreneurship Theory and Practice*, 45(6), 1550–1590. <http://dx.doi.org/10.1177/10422587211013795>
- Seppänen, L., Spinuzzi, C., Poutanen, S., & Alasoini, T. (2021) Co-creation in macrotask knowledge work on online labor platforms. *Nordic Journal of Working Life Studies*, 11(2). <https://doi.org/10.18291/njwls.123166>

- Stenholm, P., Ramström, J., Franzén, R. & Nieminen, L. (2021) Unintentional teaching of entrepreneurial competences. *Industry and Higher Education*, 35(4), 1–13. <http://dx.doi.org/10.1177/09504222211018068>
- Winkler, C., Liguori, E., Van Gelderen, M., Noyes, E., Pittz, T., Liñán, F., Hytti, U. Walmsley, A., Cochran S. L., Hudson, M., McGuire, S. J. J. (2021) Publishing in entrepreneurship education and pedagogy. *Entrepreneurship Education and Pedagogy*. December 2021. <https://doi.org/10.1177/25151274211071021>

Books, book chapters and book reviews

- Elkina, A. (2021) Doing gender in the student entrepreneurship society programme In: P. Eriksson, U. Hytti, K. Komulainen, T. Montonen & P. Siivonen (Eds.) *New Movements in Academic Entrepreneurship*, 144–163. Cheltenham, UK: Edward Elgar Publishing.
- Eriksson, P., Hytti, U., Komulainen, K., Montonen, T. & Siivonen, P. (2021) Introduction: From diversity of interpretations to sustainability of institutions. In: P. Eriksson, U. Hytti, K. Komulainen, T. Montonen & P. Siivonen (Eds.) *New Movements in Academic Entrepreneurship*, 1–17. Cheltenham, UK: Edward Elgar Publishing.
- Eriksson, P., Hytti, U., Komulainen, K., Montonen, T. & Siivonen, P. (Eds.) (2021) *New Movements in Academic Entrepreneurship*. Cheltenham, UK: Edward Elgar Publishing.
- Heinonen, J. (2021) Corporate entrepreneurship. In: D. Deakins & J. M. Scott (eds.) *Entrepreneurship. A Contemporary & Global Approach*, 181–199. London, UK: Sage Publications Ltd.
- Hytti, U. (Ed.) (2021) *A Research Agenda for the Entrepreneurial University*. Cheltenham, UK: Edward Elgar Publishing.
- Hytti, U. (2021) Introduction: Navigating the frontiers of entrepreneurial university research In: U. Hytti (Ed.) *A Research Agenda for the Entrepreneurial University*, 1–6. Cheltenham, UK: Edward Elgar Publishing.
- Kovalainen, A. (2021) Crisis of care: A problem of economisation, of technologisation, or of politics of care? In: L.L. Hansen, H.M. Dahl & L. Horn (Eds.) *A Care Crisis in the Nordic Welfare States? Care Work, Gender Equality and Welfare State Sustainability*, 60–79. Bristol, UK: University of Bristol.
- Kovalainen, A. (2021) Intersectionality, gender, social class and the neoliberal self-governance of institutions and individuals. In: J. Hearn, C. Niemistö & M. Viallon, Margaux (eds.) *Memories and Reflections from the Gender Research Group: 21 Years of Collaborative Action*, 31–35. Hanken School of Economics, Research Reports 79. <https://helda.helsinki.fi/dhanken/handle/10227/466156>
- Montonen, T., Eriksson, P. & Peura, K. (2021) The third mission of universities: A boundary object with interpretative flexibility In: P. Eriksson, U. Hytti, K. Komulainen, T. Montonen & P. Siivonen (Eds.) *New Movements in Academic Entrepreneurship*, 68–82. Cheltenham, UK: Edward Elgar Publishing.
- Muhos, M., Simunaniemi, A.-M., Kurikkala, H., Heinonen, J., Phusavat, K. & Yousuk, R. (2021) Engaging successors in family businesses: Case studies in Finland and Thailand. In: H.-D. Yan & F.-L.T. Yu (eds.) *The Routledge Companion to Asian Family Business: Governance, Succession, and Challenges in the Age of Digital Disruption*, 153–173. Abingdon, Oxon, UK: Routledge. <https://doi.org/10.4324/9780429342813>
- Peura, K., Elkina, A., Paasio, K. & Hytti, U. (2021) Identity work of a researcher in entrepreneurial university backyard research. In: P. Eriksson, U. Hytti, K. Komulainen, T. Montonen & P. Siivonen (eds.) *New Movements in Academic Entrepreneurship*, 104–123. Cheltenham, UK: Edward Elgar Publishing.

Research reports, working papers

- Busk, H., Järvensivu, A., Kauhanen, A., Kauhanen, M., Pesola, H., Pärnänen, A., Shemeikka, R., Stenholm, P. & Jäntti, M. (2021) Työllisyyden tutkijatyöryhmän raportti. Työ- ja elinkeinoministeriön julkaisuja 2021: 40. <http://urn.fi/URN:ISBN:978-952-327-868-4>

- Heinonen, J. (2021) Maaseudun nuorten yrittäjyyttä kahlitsevat stereotyyppiset käsitykset yrittäjyydestä. Blog Rural Policy Council / Ministry of Agriculture and Forestry of Finland. <https://www.maaseutupolitiikka.fi/blog/maaseudun-nuorten-yrittajyytta-kahlitsevat-stereotyyppiset-kasitykset-yrittajyydesta>
- Kovalainen, A., Poutanen, S. & Arvonen, J. (2021) Covid-19, luottamus ja digitalisaatio: Tutkimus etätyöstä ja sen järjestymisestä Suomessa keväällä ja syksyllä 2020. Turun yliopisto. <https://urn.fi/URN:ISBN:978-951-29-8421-3>
- Pukkinen, T., Heinonen, J., Hytti, U. & Stenholm, P. (2021) *Yrittäjyys maaseudun nuorten uravaihtoehtona*. Turun yliopisto, Turun kauppakorkeakoulu. <https://urn.fi/URN:ISBN:978-951-29-8358-2>

Conference papers and proceedings

- Elkina, A. (2021) Doing gender in the student entrepreneurship society programme. Paper presented at *3E Conference 2021*, online, May 5-7, 2021.
- Elkina, A. (2021) Avoiding entrepreneurial identity at the business course for researchers. Paper presented at *RENT 2021 Conference*, Turku, Finland, November 17–19, 2021.
- Hytti, U., Heinonen, J., Hytönen, K. & Nieminen, L. (2021) Repositioning creative freelancers as entrepreneurial agents. Paper presented at *RENT 2021 Conference*, Turku, Finland, November 17–19, 2021.
- Kozliska, I., Hytti, U. & Stenholm, P. (2021) An academic and an entrepreneur: Determinants of dual identity strength among university researchers. Paper presented at *RENT 2021 Conference*, Turku, Finland, November 17–19, 2021.
- Ilonen, S. & Harikkala-Laihin, R. (2021) Introducing entrepreneurial devotion through a layered perspective to affect. Paper presented at *RENT 2021 Conference*, Turku, Finland, November 17–19, 2021.
- Kovalainen, A. & Poutanen, S. (2021) The politics of learning-at-work and reality of platform workers. Paper presented at *International Labour Process Conference*, University of Greenwich, April 12–14, 2021.
- Kovalainen, A. & Poutanen, S. (2021) The workspaces at home during the Covid-19. Paper presented at *WORK2021 Conference*, online, December 8–9, 2021.
- Poutanen, S., Kovalainen, A. & Arvonen, J. (2021) How did Finns transfer to remote work due to Covid-19 pandemic in the Spring and Autumn 2020? Some answers from a nation-wide survey. Paper presented at *WORK2021 Conference*, online, December 8–9, 2021
- Rautajoki, M. (2021) The multivoiced nature of platform work - Writings and discussion on the current phenomenon of working life in Europe. Paper presented at *WORK2021 Conference*, online October 13–14, 2021.
- Stenholm, P., Hytönen, K. & Pukkinen, T. (2021) Entrepreneurial value creation in cultural and creative industries – Beyond tensions. Paper presented at *RENT 2021 Conference*, Turku, Finland, November 17–19, 2021.
- Stenholm, P., Renko, M., & Pukkinen, T. (2021) How early engagement in entrepreneurship may help youth become more resilient. Paper presented at *Babson College Entrepreneurship Research Conference*, online, June 6–8, 2021

Dissertations

- Franzén, R. (2021) *The Construction of Entrepreneurial Opportunities - Focus on Women Entrepreneurs*. Turun yliopiston julkaisuja, Annales Universitatis Turkuensis. Series E, part 81, Oeconomica. <https://urn.fi/URN:ISBN:978-951-29-8635-4>

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