

Acknowledgements

I would like thank the following for their support, encouragement and assistance during my PhD.

First and foremost, I would like to express my deepest appreciation to my supervisor, Marise Born, for being so kind and eager to help me with my questions. “Marise, ik heb ontzettend veel van je geleerd. Bedankt voor je hulp, steun, ruimdenkendheid.” I am also grateful to Henk van der Molen for his advice. “Henk, bedankt voor je motiverende woorden”. I am also indebted to Eva Derous who has always been inspiring, hard-working and a paragon of how small people can achieve big things in life and can be tough and strong! “Eva, bedankt voor het zijn van een uitmuntend voorbeeld.” “Marise, Henk and Eva, without your constant guidance and encouragement this dissertation would never have been realized.”

In addition to my advisors, I would like to thank Fons van de Vijver, Han Entzinger, Johnny Fontaine, Arzu Wasti and Sabine Severiens for being my committee members.

Let me also say “thank you” to my (ex-) colleagues Karin, Lonneke, Stefan, Heleen, Janneke, Maria, Gera, Benjamin, Rene, Daantje, Edwin, Arnold and Alec. Also, “Thank you Mirella and Hanny, the secretaries.”

The project would not have been possible without the contribution of the participants. Therefore, I am also grateful to all the employees of DEBA and in particular, the general manager, Esat Sivri. He was an example of a paternalistic leader and allowed me to collect data in the factory. I also would like to thank TANNET (Turks Academisch Netwerk) and METUNL (Middle East Technical University Graduates in the Netherlands) who were very supportive in the process of data collection in their unions. Special thanks also go to the university students from Erasmus University, Celal Bayar University and Pamukkale University.

My dear sister Ayşen and my dear office-mate Karin, who are also my paronyms deserve a special mention. “My sister, thank you not only for actively collecting data for my project and being so supportive during my PhD, but also for being

Acknowledgements

my sister, my half-mother, my psychologist, my stylist, and my best shopping friend. “Ablacım seni çok seviyorum, çok teşekkür ederim!” “Karin, you are the sweetest, cutest office mate one can imagine! Thanks for being my office-mate and my pranifim.”

My sincere thanks are also due to the other members of my family: My parents Meral and İhsan Cem. Without their support, encouragement and love I could never have completed my PhD studies. “Mom, I would like thank you for giving me the reading habit.” “Dad, through your attitude towards hard work, I learned that things do not come easy in life and we have to work hard.” “Annecim ve babacım sizleri çok seviyorum, işte sonunda bitti ve ben de dönüyorum!” I would also like to thank my brother Tahsin simply for being my brother, being with me all the time like my sister but also for helping me out to collect data and prepare the presents for my PhD defence. “My sweet niece Derin and two cute nephews Cem and Deniz, thanks for being so adorable and making me feel relaxed when spending time with you after my long and tiring studies.”

I also would like to mention all my relatives in Denizli, Turkey, for preparing welcoming meals each time we went to Turkey. Each of them means a lot to me. In particular, my aunt and uncle, Nihal and Bekir Bozbay. “Thanks for calling me frequently, and reminding me of how proud you are of me.”

I would also like to thank my friends: “Pauline, thank you for helping me find my way around during my first days in the Netherlands. Also thank you for directing me to the articles while I was preparing my PhD project.” “Günay and Türkhan thank you for the dinners and chit-chats” “Semra, thank you for making me feel that I am not all alone in Rotterdam.” “My friends in İstanbul, thank you for arranging welcoming parties for us and your real friendship.”

Last but not least, I thank my husband Serdar. “You were the main reason why I chose the Netherlands for my PhD. Thank you for being this reason and being my life companion. Our relationship would not be so meaningful and fulfilling today had we not started out on our own, all by ourselves, in the Netherlands. “Canım, seni çok seviyorum bu süreç boyunca gösterdiğin sabır için çok teşekkür ederim!”