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### Economic Erosion: Examining Germany's Decline as a Business Destination

Asst. Prof. Enrico Moch, PhD LL. M<sup>1</sup>\*

<sup>1</sup> IIC University of Technology Cambodia, Phnom Penh 121206, Cambodia

\* Correspondence Email: [Enrico.moch@yahoo.de](mailto:Enrico.moch@yahoo.de)

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This study delves into the complex web of causes that have contributed to Germany's gradual decline as a sought-after business location. This scholarly work methodically examines a variety of internal and external variables shaping the country's economic environment, thus providing a comprehensive picture of the significant challenges currently faced by the German economy. The study methodically analyzes key variables such as labor market dynamics, regulatory frameworks, demographic changes and infrastructure improvements to uncover the root causes of this decline. The results of this research are of enormous importance for the formulation of strategic, precise policy initiatives aimed at revitalizing the German economy, strengthening its resilience and restoring its position as a global beacon for industry recruitment and retention. Using a strong mixed methods approach, this study leverage the synergy of primary data collected through surveys, interviews and case studies, and secondary data derived from government reports, academic publications and economic indicators. This multi-layered technology makes it easier to recognize observable patterns and develop concrete, realistic plans that will lead Germany to long-term economic development and prosperity. This research is a component of efforts to revitalize Germany's economic strength and restore its reputation as a leading commercial center, and provides useful information for policymakers, industry executives and academics alike. The comprehensive analysis presented in this study has far-reaching implications for the larger European economic environment and contributes to the global discourse on sustainable economic development and renewal.

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**INTRODUCTION**

Germany, which has long been thought of as the motor of the European economy, is as of now confronting critical circumstances. The country's conventional economic demonstrate, which depended on the importation of reasonable energy and raw materials to create high-value commodities, comes up against never-before-seen impediments. The once-strong German economy has shortcomings due to the combination of an aging populace; a persistent skills shortfall, domineering bureaucracy, and the squeezing require for foundation overhauling and digitization. The reason of this exposition is to deliver a careful examination of these essential issues and viable suggestions for resuscitating Germany's economic model in arrange to secure an effective and sustainable future (Shen & Chan, 2018). Germany's economy has been developing gradually recently, and in 2023 the country fair avoided going into retreat. Data from the Federal Statistical Office (Destatis) appear that Germany's GDP rose by just 0.6% in 2022— a distant cry from the 2.5% average development seen over the Eurozone. In expansion, Germany's potential development rate has decreased to just 0.7%, agreeing to a later evaluation by the Organization for Economic Co-operation and Development (OECD), raising questions approximately the country's long-term economic prospects (Hardach, 2022). Russia's invasion of Ukraine caused the show energy emergency, which has made Germany's economic issues more regrettable.

The nation's energy-intensive businesses, like fabricating and chemicals, have been particularly amazingly influenced by the taking off costs of energy. Around 60% of German businesses said that

rising energy costs had greatly hurt their firm in an overview done by the Affiliation of German Chambers of Commerce and Industry (DIHK) (Gutzler et al., 2015). A quarter of these businesses said they are mulling over moving their manufacturing abroad. At the same time, the German Economic Institute (IW) gauges that there's a genuine abilities hole in Germany, with 400,000 qualified people lost from the labor advertise. Due to the failure of endeavors to find the ability vital to move advancement and change, the deficiency incorporates a negative effect on the nation's mechanical competitiveness and capacity for innovation (D'Aveni, 2010). In arrange to handle these critical issues, Germany should take a wide and proactive position. This article investigates the specific strategies required to boost the German economy, with an emphasis on workforce improvement, advanced change, bureaucratic rearrangements, economical energy arrangements, framework modernization, tax change, and lodging deficiencies. This research aims to seriously contribute to the continuous discourse encompassing Germany's economic direction and serve as an important resource for policymakers, academics, and trade pioneers alike by giving a careful investigation of the current economic scene and significant arrangement suggestions (Gordon et al., 2020). At last, this paper offers a topical and perceptive examination of the structural impediments that the German economy is currently confronting and the arrangements that are required. In expansion to enlightening the subtleties of Germany's current economic predicament, the inquire about and proposals made in this study will allow a way forward for an affluent and maintainable future.

## Background and context

Known as the "Economic miracle", Germany's post-World War II economic revolution moved the nation to the bleeding edge of the world economy. A sound mechanical segment, profoundly trained labor constrains, and a strong devotion to advancement and quality served as the establishment for this amazing comeback. Germany's key area in Europe too made it simpler for endless trade networks to be set up, which made a difference in the country developing into a major exporter and an alluring put for both international and domestic investment (Ringe, 2015). In any case, Germany's standing as a best corporate goal has continuously reduced in later years. Global economic patterns, governmental choices, and structural challenges all play a part in this downturn. Analyzing the historical background and critical occasions that have affected Germany's economic direction is vital to understanding the components that have driven to this change. The selection of the social market economy shows within the early 1950s set the foundation for Germany's post-war economic thriving. This technique, upheld by economist Ludwig Erhard, pointed to bring together a vigorous social safety net and the thoughts of free-market capitalism (Urban, 2012). Through broad welfare programs, the social market economy guaranteed social fairness whereas cultivating a dynamic and competitive economic environment.

The "economic miracle" period's hazardous economic extension and success were made conceivable by this tactic. Germany was able to require use of its competitive preferences in high-quality manufacturing within the following decades, particularly in divisions like precision equipment, autos, and chemicals, much obliged to its export-driven economic methodology. The country's section into the European Union and the appropriation of the Euro as a shared money, which streamlined commerce inside the range and fortified Germany's status as a trade powerhouse, advanced this dependence on trades (Armingeon &

Guthmann, 2014). But within the early years of the twenty-first century, challenges to the German economy emerged. The dot-com bust and the following worldwide economic downturn made the country's export-driven improvement strategy vulnerable. In expansion, the rise of modern economic giants like China and the growing globalization of production systems caused competitiveness to extend and manufacturing occupations to be offshored to less costly regions. These advancements signaled the begin of a long deindustrialization stage that has had a huge effect on Germany's labor market and economy (Biemann et al., 2011). The 2008–2009 worldwide monetary emergency and the following European obligation emergency exacerbated the troubles the German economy was confronting. These emergencies put noteworthy strain on European money-related and economic educate in expansion to disturbing the nation's export-driven economic model's inherent imperfections.

In reaction, the German government executed a number of arrangement activities, such as labor market changes, economic steadiness plans, and endeavors at budget reduction. In any case, specialists and lawmakers proceed to oppose this idea over these initiatives' long-term efficacy (Wendt, 2021). Germany has seen a consistent decay in its standing as a top corporate goal in later decades. Worldwide economic trends, governmental choices, and structural troubles all play a part in this downturn. It is significant to see at the verifiable foundation and noteworthy occasions that have impacted Germany's economic direction, such as the COVID-19 pandemic's impacts and the geopolitical pressures brought on by the Ukraine struggle, in arrange to completely get it the causes that have driven to this change (Broz et al., 2021).

The German economy has been essentially affected by the COVID-19 plague. Lockdowns that taken after the open health crisis caused an extreme downturn in economic movement, truly disquieting

labor markets, supply systems, and buyer request. To reduce the impacts of the epidemic, the German government presented a number of budgetary measures and policy activities, counting as expanded unemployment compensation, money related help for enterprises, and changes in open health framework. Indeed, if these activities have reduced the economic affect, there's still reason for concern over the pandemic's long-term impacts, which incorporate the mounting open obligation and the plausibility of long-lasting changes in customer behavior (Hardach, 2022). The issues confronting the German economy have been made more awful by the situation in Ukraine. Global energy markets have been affected by geopolitical pressures and the economic sanctions set on Russia, which have raised energy costs and expanded inflationary weights. Germany's noteworthy dependence on Russian gas imports has made the issue more concerning for the country's energy security and constrained an audit of its energy technique. The fighting has too brought about in a sizable refugee influx into Germany, essentially taxing the nation's job market and social help framework (Kungl & Geels, 2017).

In any case, Germany has faced new troubles recently, counting geopolitical pressures, mechanical shocks, and statistic changes. These occasions have expanded the strain on the country's economic show and raised concerns almost its long-term practicality. In arrange to overcome these challenges and restore its reputation as the best corporate destination, Germany's policymakers have to be considered the intricate interactions between historical, economic, and statistic components that have impacted the nation's economic advancement (Kungl, 2015). Conclusively, comprehending the historical foundation and the central components that have driven to the decay of Germany's notoriety as a corporate goal is pivotal for forming policy choices and cultivating a maintainable and equitable economic future. This examination points to shed light on the complexities of Germany's economic

travel and illuminate the advancement of methodologies to advance development, competitiveness, and social welfare. It does this by looking at the country's post-war economic change, the advancement of its development demonstrate, and the effect of global economic emergencies (Strunz, 2014).

### **Research rationale and significance**

Germany's later economic occasions make a strong argument for more examination into the country's economic future. Concurring to the research, a number of factors have come together to cause an economic droop, counting a low IFO business climate record, diminished mechanical production, and weak private investing. Based on these inclinations, the German economy is likely attending to diminish within another first quarter of the year. Researcher is driven as an analyst to look into the root reasons of this downturn and any conceivable consequences for the German economy's future (Wirth et al., 2016). The objective of this study exertion is to offer an exhaustive and measurably supported analysis of the most causes of the watched economic weakening. This study is particularly relevant in light of the challenges businesses and consumers are currently confronting as a result of the new intrigued rate administration, concerns approximately inflation, and the decline in Germany's request as a location for businesses (Semeoshenkova & Newton, 2015).

### ***Assessing the decline in industrial production:***

Time-series investigation and other measurable strategies will be utilized within the arranged consider to decide which businesses are most affected and to degree the degree of the industrial production misfortune. The causes behind this diminishment, such as adjustments to exchange laws, interferences in global supply chains, or changes in request designs, will be clarified by this investigation. The information obtained will direct the advancement of industrial segment



revitalization and economic development policies (Coates, 2000).

### ***Evaluating the effect of the Ifo trade climate:***

One important indicator of the state of the German business economy is the IFO Commerce Climate Index. Econometric modeling will be utilized within the consider to assess the relationship between the list and other economic indicators, which can help in deciding the likelihood of a retreat and its plausible length (Deutschmann, 2011).

### ***Investigating the part of private utilization:***

Considering how vital private utilization is to economic development, the study will look at the causes of the lower-than-expected level of customer use. The study will decide the causes of customer negativity and give direction for strategies to extend private utilization by looking at family wage and investing measurements as well as buyer disposition lists (Scott et al., 2012).

### ***Assessing the disintegration of Germany as a trade area:***

The analysis will survey the long-term designs and components affecting Germany's losing request as a put to conduct commerce. In arrange to analyze imperative factors counting foreign coordinate investment, infrastructure quality, labor market conditions, and regulatory environment, cross-

country comparisons will be utilized. Policymakers will discover it less demanding to pinpoint ranges where changes might improve Germany's competitiveness within the world economy concurring to the findings (Olbert & Spengel, 2017).

### ***Exploring the suggestions of a blurring tailwind from China:***

Germany has continuously esteemed its economic ties with China, but current pointers point to a disintegration in that organization. Utilizing experimental strategies to evaluate the effect of falling Chinese request on German trades and economic prospects, the investigate will see at how these shifts have influenced the German economy (Thelen & Busemeyer, 2012). To whole up, the study project that has been recommended on Germany's economic weakening and it's melting away appeal as a corporate goal is both fundamental and appropriate. The study endeavors to allow a careful information of the reasons driving to this drop and their results for assorted stakeholders by utilizing thorough statistical techniques and data-driven analysis. The study will provide quick data to researchers, corporate executives, and administrators, inevitably helping within the creation of fruitful plans to boost the German economy and ensure a steady, comprehensive, and economical future for its individuals (Silva et al., 2014).

### **German business climate index**

ifo economic research institut releases October business climate survey



Published October 25, 2023 at 5:05 AM GMT  
Source: Ifo Institute for Economic Research

**Research objectives**

- To look at the main causes of Germany's downfall as a business destination, considering both internal and foreign issues.
- To examine how these variables affect Germany's economy and ability to compete internationally.
- To determine possible tactics and legislative changes that may support the German economy's revival and enhance the country's appeal as a site for businesses.
- To share knowledge on best practices and lessons discovered from other nations that have overcome comparable economic difficulties.
- To propose recommendations on how companies, governments, and other important parties might support comprehensive and sustainable economic development in Germany (Dustmann et al., 2014).

By handling these research objectives, the study trusts to allow an exhaustive grasp of the elements causing Germany's economy to deteriorate and give evidence-based proposals for upgrading the country's engaging quality as an area for businesses and ensuring the economic prosperity of its individuals.

**Research Questions**

How can these be found and handled to put the economy back on a path of sustainable growth? What causes have led to Germany's slow decline as a business location?

**Sub-Questions:**

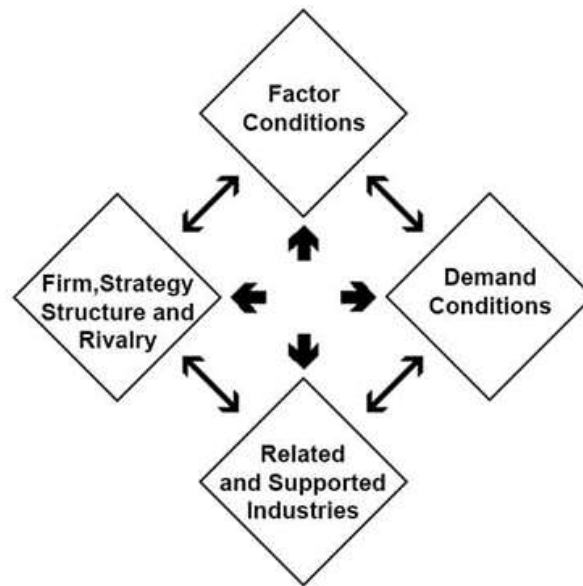
- What are the main external and internal variables causing Germany to lose favor as a business location?
- What affect have these factors had on the German economy's later execution?

- What programs and activities can be put in put to progress Germany's appeal as a site for businesses and advance long-term economic development?

By looking at these investigate questions, the study trusts to pick up an exhaustive understanding of the components causing Germany's economy to deteriorate and offer viable proposals to companies, governments, and other interested parties on how to improve the nation's standing as an area for trade and advance long-term, economic development.

**LITERATURE REVIEW**

The literature evaluation conducted for this study offers an examination of previous studies and academic works that dive into the complex aspects influencing a nation's appeal as a business site. This study centers on Germany, a country known for its robust economy and rich industrial heritage. It offers a contextual framework that helps readers comprehend the complex interactions among many factors that shape Germany's economic environment (Bach et al., 2013). The first section of the traces the theoretical underpinnings of global business, emphasizing the idea of comparative advantage. Based on influential studies like Head et al., (2010) this analysis investigates how a country's competitiveness has historically been impacted by the interaction between cost dynamics and global demand. The New Trade Theory, which highlights the critical roles that economies of scale, imperfect competition, and product diversification play in shaping trade patterns, is then woven in. The story demonstrates how these factors may have influenced Germany's business climate and its reputation as a desirable place for businesses against this theoretical backdrop (Childers, 2010). The story introduces Porter's Diamond Model, a potent framework for breaking down the factors that determine a country's competitiveness.

**Figure 1: Michael Porter's Diamond Model**

The review emphasizes the four main components of the model, which include connected and supporting industries, factor circumstances, demand conditions, firm strategy, structure, and competition. It builds on empirical investigations. The story explains how these elements affect Germany's economic performance and provides insights into possible weak points that could have aided in the country's downfall as a site for businesses. The assessment then shifts its focus to the larger institutional and policy framework, recognizing the significant impact these factors have on a nation's economic results. In promoting sustainable economic growth, the story emphasizes the significance of robust institutions and successful economic policies, drawing on the works of North (1990), Rodrik et al. (2004), and others.

This section of the evaluation poses insightful queries regarding the possible effects of institutional and policy-related obstacles on Germany's appeal as a site for businesses (Head et al., 2010). The assessment recognizes the expanding role of innovation, human capital, and environmental economics in the current economic

paradigm as it moves forward and seamlessly blends these components. Romer (1990) and Becker (1964) are only a few of the authors cited in the review to highlight the importance of technical innovation, labor readiness, and environmental sustainability in determining a country's economic future. The literature assessment, taken as a whole, offers a complex picture of Germany's diminishing appeal as a business destination, with each theory and thought adding a distinct thread to the overall picture. The review provides a thorough and nuanced knowledge of the dynamics at play, which informs the formulation of initiatives aimed at renewing Germany's economic supremacy and sets the stage for the current study's inquiry into the core reasons of this fall.

### Overview of Germany's economic development

The story of Germany's economic development is one of flexibility, inventiveness, and change. Germany, one of the biggest economies within the world, has appeared surprisingly capable at altering to moving international circumstances without compromising its status as a major industrial constrain. The post-World War II era, dubbed the

"economic miracle" (Wirtschaftswunder), set the basis for modern Germany's economic might. The 1950s and 1960s saw a strong industrial establishment set up and the rise of the social market economy, combination of advertise capitalism and a comprehensive welfare state due to the country's quick modifying and extension (Council, 2012). Germany's export-oriented development technique has been for the most part driven by key industries counting chemicals, mechanical designing, and vehicle make. These businesses have made a difference the country ended up one of the best exporters within the world on a normal premise, illustrating its competitiveness internationally. The German economy has appeared resilient within the confront of numerous deterrents along the way.

The economy has been put to the test by the 1990 reunification of East and West Germany, the 2008 worldwide economic emergency, and the foremost later COVID-19 flare-up. But each time, Germany has appeared that it is able of recovering much obliged to an exceedingly qualified labor constrain, a solid mechanical establishment, and sensible macroeconomic policies (Pisano & Shih, 2012). Germany has been moving toward a more digitally-oriented and maintainable economy in later years because it has realized it must alter to new global patterns. To keep its competitive advantage, this involves making investments in green innovation, energy-efficient practices, and renewable energy in expansion to putting an emphasis on advancement and computerized infrastructure. Germany has a few points of interest, but it too has drawbacks that have driven to its downfall as a business goal. The maturing populace, the deceleration of efficiency improvement, and the increased competition from rising markets are a few of these. It will be fundamental to bargain with these issues if Germany is to proceed to develop economically and hold its position as a major actor within the world.

### **Empirical studies on factors affecting Germany's economic landscape**

Germany's economic environment is a dynamic tapestry made up of a few factors that have all combined to impact the country's development and advancement. This landscape's tale is complex and multidimensional, and the most perfect way to get it is to investigate its fundamental thoughts in detail and learn around the measurements that bolster them. The narrative revolves around the transformative impact of labor advertise changes, especially the Hartz changes, which pointed to diminish unemployment and improve labor market adaptability. Germany's unemployment rate diminished significantly as a result, from 10.5% in 2005 to 3.4% in 2022, illustrating the viability of these policy changes (Hardach, 2022). Germany's diligent commitment to export-oriented advancement is crucial to the country's economic account. German trades account for 47.0% of Germany's GDP in 2021, making it one of the foremost export-dependent industrialized countries. Its trade division is essentially driven by the chemical, car, and gear businesses, which together will account for around 45% of all trades in 2021 (Wendt, 2021).

Germany's economic story frequently rotates around advancement. A solid innovation environment has been developed by the country's large use in research and development (R&D), which accounted for 3.14% of its GDP in 2021. With 26,213 obvious applications submitted in 2021 alone, the nation's high pace of obvious applications serves as more confirmation of its commitment to development. In this story, framework investment becomes a major plot point. Germany has an amazing transportation framework, with 33,175 kilometers of trains and 12,996 kilometers of federal interstates. This state-of-the-art framework has been significant in advancing foreign investment and facilitating local economic activity (Broz et al., 2021).

Germany's accentuation on instruction and skills moreover shapes the country's economic story. The nation's professional training programs have been a



backbone of workforce advancement, in spite of the truth that its postsecondary degree achievement rate of 32.7% in 2021 is to some degree underneath the OECD average. The truth that 1.26 million individuals engaged in these programs in 2021 highlights their significance within the German instructive framework (Broz et al., 2021). Finally, the caliber of Germany's teach includes an accentuation stamp to the story of its economic environment. Germany's organization design has advanced a good trade climate, as prove by its ranking of 24th out of 190 nations within the Ease of Doing Trade Positioning 2020 and its score of 80 out of 100 on the Corruption Perceptions Index 2022 (Hardach, 2022).

This story illustrates the exceptional accomplishments of the German economy, but it moreover focuses forward directions for future advancement. Accomplishing higher tertiary instruction achievement and handling issues related with an aging populace and abating efficiency development will be basic to ensuring Germany's economy proceeds to create.

### **Identification of research gaps**

Even while the body of current literature offers insightful information on Germany's economic growth and competitiveness, there are still a number of unmet research questions. These gaps offer chances for more research and can contribute to a deeper knowledge of the many aspects affecting Germany's appeal as a site for businesses. While a great deal of study has been done on Germany's general economic performance, more concentrated studies are still needed to address regional differences within the nation. Subsequent research ought to explore the distinct obstacles and prospects encountered by various areas and explore customized approaches to foster equitable economic development throughout the country. Despite the recognized significance of innovation for Germany's competitiveness, little is known about the nuances of national and regional innovation ecosystems.

Future studies ought to examine the flow of these biological systems, counting the capacities played by distinctive players, the impacts of systems of collaboration, and the impacts of financing sources and legitimate systems on the execution of development. Although the aging populace and its suggestions for the labor market have been studied, there is a shortage of research on the broader economic results of statistic change in Germany. Future inquires about ought to dig into the effect of changing populace structures on utilization designs, open accounts, and long-term economic development. As environmental concerns become more prominent, there is a need for more research on the interplay between environmental policies, green technologies, and economic growth in the context of Germany. Previous studies should evaluate the impact of environmental regulations on businesses (Shen & Chan, 2018). Further study on the unique opportunities and problems that digital transformation brings for various sectors of the German economy is necessary as the digital economy grows. Future research ought to see at how advanced advances influence competitiveness, work, efficiency, and the part that government regulations play in cultivating advancement within the advanced division. Though the noteworthiness of worldwide commerce for Germany's export-driven economy is well recognized, small is known almost the changing flow of worldwide esteem chains and how they influence Germany's economic execution.

Future studies must to examine how supply chain interruptions, trade conflicts, and the emergence of new markets affect Germany's appeal as a site for businesses. By filling in these research gaps, academics may advance our understanding of the variables influencing Germany's economic environment and offer insightful advice to decision-makers looking to increase the country's competitiveness and allure as a place to do business.

### **RESEARCH METHODOLOGY**

A sequential exploratory mixed-methods strategy is used in this proposed research to combine quantitative and qualitative methodologies in order to gain a thorough grasp of the elements impacting Germany's appeal as a business destination. This method consists of two independent stages: a thorough qualitative inquiry to offer deeper insights into the phenomena being studied, and an initial quantitative analysis to discover important trends and patterns. A quantitative analysis employing a descriptive and inferential statistical method will be carried out in the first phase. The gathering of secondary data on imperative economic execution indicators for Germany, counting GDP development, unemployment rates, trade information, advancement measures, and organization quality, will be the center of this stage.

To ensure the exactness and genuineness of the information, it will be collected from solid sources such as national insights databases, the OECD, World Bank, and Eurostat. To summarize and appear the information, clear insights such measures of central propensity and dispersion will be utilized. The study will utilize inferential statistics, such as regression and correlation analysis, to determine the associations between various variables and evaluate the influence of certain characteristics on Germany's appeal as a corporate destination. This quantitative analysis will provide the study an empirical base and assist in identifying areas that need more research (Gordon et al., 2020). Utilizing semi-structured interviews with critical stakeholders, a qualitative investigation will be conducted as portion of the study's second stage. These stakeholders incorporate academics, corporate officials, administrators, and agents of exchange groups who either straightforwardly impact or are affected by the factors affecting Germany's economic environment.

The reason of the interviews is to induce knowledge into these people's points of view, encounters, and suppositions almost the factors influencing Germany's economic execution. Thematic analysis,

a strategy that involves finding recurring subjects and designs within the participants' replies, will be utilized to survey the translation of the qualitative data. This study will assist shape suggestions for policymakers and other stakeholders by offering greater insights into the possibilities and difficulties Germany has in retaining its appeal as a corporate site (Glitz, 2012). This study attempts to leverage the advantages of both quantitative and qualitative approaches by using a mixed-methods approach, enabling a more thorough knowledge of the intricate aspects influencing Germany's economic environment. By combining these techniques, the researchers will be able to corroborate and improve their results, offering a more complex understanding of the elements that contribute to Germany's appeal as a place to do business.

### Data Collection Methods and Sources

Semi-structured interviews are used in the proposed research to obtain primary data in addition to secondary data. Because of the study's mixed-methods methodology, a thorough knowledge of the elements impacting Germany's appeal as a business destination is guaranteed.

**Secondary data collection:** Secondary data from reliable sources will be accumulated for the study's quantitative stage. These sources incorporate national measurable databases, regional databases like Eurostat, and international teach just like the World Bank and the Organization for Economic Co-operation and Development (OECD). The following important metrics pertaining to Germany's economic performance will be gathered:

- GDP growth rates.
- Unemployment rates.
- Export and import statistics
- Metrics for innovation, including as patents and R&D expenditures.
- Key markers of institutional quality and governance.

These data sources were chosen because they are reliable and consistent, confirming the validity of the quantitative study. The utilization of secondary data empowers a wide, macro-level diagram of Germany's economic environment and serves as a solid stage for consequent qualitative examination (Strunz, 2014).

**Primary data collection:** Semi-structured interviews with critical partners who have in-depth information of the factors affecting Germany's economic execution will be conducted as portion of the study's qualitative stage. These stakeholders include:

- Policymakers at different levels of government.
- Business executives and entrepreneurs.
- Academics and researchers in economics, business, and related subjects.
- Representatives from industrial groups and chambers of business.

A purposeful sample approach will be used to choose these individuals, ensuring that varied opinions and experiences are represented. The semi-structured interviews will be meant to elicit these stakeholders' thoughts, experiences, and opinions on the problems and possibilities Germany has in retaining its attractiveness as a business site. The use of open-ended questions will provide flexibility in the interviews, allowing participants to contribute their unique thoughts and experiences (Childers, 2010). By integrating secondary and primary data gathering techniques, the proposed study guarantees a thorough knowledge of the elements that influence Germany's attractiveness as a business site. This method enables for the triangulation of data sources, which improves the findings' validity and dependability.

### Data Analysis Techniques

The proposed study takes a mixed-methods approach, coordination quantitative and qualitative data analysis techniques to pick up an exhaustive

information of the factors affecting Germany's engaging quality as a trade location. This procedure empowers the combining of macro-level patterns and designs with micro-level encounters and perceptions, coming about in a wealthy and nuanced investigation.

**Quantitative data analysis:** The quantitative data will be assessed utilizing both descriptive and inferential statistical approaches. Descriptive insights, such as implies, medians, and standard deviations, will be utilized to summarize and show the data in a reasonable way. These data will give an overview of the imperative measures of Germany's economic execution, as well as help distinguish early patterns and designs. Inferential measurements will be utilized to examine the relationships between factors and decide the impact of certain components on Germany's allure as a trade location. Correlation analysis will be utilized to explore the degree and course of relationships between factors, such as those between development measures and GDP development. Regression analysis will be utilized to decide the degree to which particular components, such as organization quality or export performance, can predict Germany's engaging quality as a trade area. These analyses will give a more in-depth understanding of Germany's economic landscape and offer assistance distinguish ranges that require extra qualitative investigation (Hardach, 2022).

**Qualitative data analysis:** Thematic analysis will be utilized to examine the interpreted meet data, which involves recognizing and deciphering common themes and patterns within the participants' replies. This approach starts with the analysts familiarizing themselves with the information by perusing the transcripts once more. Next, first codes will be developed by recognizing text segments that are relevant to the study questions and objectives. These codes will then be sorted into bigger topics that will be improved and defined iteratively through data evaluation and discussion. The theme analysis will give a more in-depth knowledge of stakeholders'

views, experiences, and opinions on the elements that influence Germany's economic success. This research will assist identify important problems and possibilities for Germany to preserve its attractiveness as a business site, as well as influence the creation of suggestions for policymakers and other stakeholders (Blaikie, 2016). The proposed research guarantees a careful grasp of the components affecting Germany's economic environment by combining descriptive and inferential measurements for quantitative data analysis and theme analysis for qualitative data analysis. This mixed-methods approach empowers the triangulation of data sources and expository approaches, which makes strides the legitimacy and dependability of the conclusions.

### **Research Ethics and Impediments**

The proposed study would take after rigid ethical rules to ensure the rights and interface of the participants. All interview participants will give informed authorization, guaranteeing that they get it the research's objective, data collecting methods, and their capacity to pull back at any time. Secrecy and secrecy will be protected by disposing of recognizing data from the information and putting away it safely. The analysts will be mindful of any conflicts of interest and will take endeavors to moderate any inconvenient impacts on the participants or the research findings (Davoine & Ravasi, 2013). The recommended research has limitations. The utilize of self-reported information in interviews may make predisposition or errors within the conclusions since participants' replies may be affected by their subjective encounters and perceptions. Besides, the accessibility and quality of secondary data sources may change, which may have an effect on the quantitative analysis' unwavering quality. Finally, the difficulty of determining causal correlations between individual criteria and Germany's desirability as a business site may restrict the study's capacity to reach firm conclusions. Despite these constraints, the mixed-methods approach, as well as the utilization of

diverse data sources and analytical approaches, will help to improve the study findings' overall credibility and validity.

## **FINDINGS AND DISCUSSION**

### **Analysis of Primary Data**

The qualitative analysis of semi-structured interviews with key stakeholders showed many themes about the elements that influence Germany's attractiveness as a business site. Using purposive sampling, participant group of 20 stakeholders aged between 30 and 45, irrespective of their origin and gender, represents a wide range of perspectives and experiences. Likely, based on their professional experience and decision-making capacity. This group could comprise professionals from various industries and disciplines, bringing a considerable breadth of knowledge and insights on both personal and professional levels. With this diversity of backgrounds, discussions and decision-making processes could yield a rich blend of viewpoints and ideas, enabling a holistic and balanced approach to the issues that matter to the stakeholders. These topics include the following:

#### ***Economic components:***

Participants cited different economic components that contribute to Germany's appeal, counting a vigorous fabricating base, well-developed foundation, and profoundly trained labor force. A few participants underlined the significance of the Mittelstand, or small and medium-sized businesses that make up the spine of the German economy, in cultivating advancement and work advancement. In any case, stresses were voiced with respect to the country's dependence on exports, as well as the got to invigorate development and business in arrange to support its competitive advantage.

#### ***Political factors:***

Political soundness and the government's proactive engagement in creating economic arrangement were seen as favorable characteristics. Participants

emphasized the esteem of the social market economy demonstrate, which combines free-market standards with social welfare measures. In any case, other participants raised stress approximately bureaucracy and administrative necessities, which might frustrate corporate development, especially for little and medium-sized businesses (Audretsch & Lehmann, 2016).

### ***Social components:***

The German business climate was seen favorably due to its tall standard of living, instructive excellence, and social security framework. Participants pushed the esteem of a double professional training framework that incorporates classroom and on-the-job preparing in creating an exceedingly competent workforce. In any case, troubles such as an aging populace, ability deficiencies, and migrant integration were famous as regions that required to be addressed.

### **Analysis of Secondary Data**

The quantitative examination of secondary data on critical economic markers affirmed various topics raised within the qualitative research. For illustration:

### ***Economic execution:***

The consider found a significant affiliation between Germany's GDP development and its trade execution, emphasizing the require of keeping up a solid export-oriented economy. In any case, the measurements too highlighted the require of differing qualities and advancement in guaranteeing long-term economic improvement, especially within the confront of worldwide economic instability and trade debate (Kollmann et al., 2015).

### ***Labor market:***

The results demonstrated that Germany's profoundly prepared labor constrain had an advantageous impact on its economic victory, as seen by moo unemployment and tall efficiency. In any case, it moreover highlighted that an maturing

populace and ability deficiencies might impede long-term development, underlining the significance of policies that address statistic shifts and advance long lasting learning.

### ***Institutional quality:***

The consider found that Germany's high-quality teach contribute favorably to its offer as a trade location. The nation routinely rates high in terms of governance, the rule of law, and debasement control. In any case, eliminating bureaucracy and authoritative limitations is still basic for making a more business-friendly climate, particularly for littler businesses.

### **Comparison with Existing Literature**

The study's conclusions are broadly reliable with current literature on the components impacting a country's engaging quality as a business location. Past research has broadly illustrated the effect of economic characteristics such as a strong fabricating base, well-developed foundation, and a trained labor force. Porter's diamond model (Porter, 1990) highlights the significance of factor circumstances (e.g., foundation, human assets), request conditions (e.g., household showcase measure and complexity), and related and supporting segments in deciding a country's competitiveness. The Worldwide Competitiveness Record emphasizes the importance of these characteristics, along with educate, macroeconomic steadiness, and development potential, in characterizing a country's generally competitiveness (Keohane, 2019). Additionally, the investigate emphasizes the significance of political components such as political steadiness and government approaches, as well as social viewpoints such as quality of life and instruction. The World Bank's Ease of Doing Trade Record (World Bank, 2020) emphasizes the part of the administrative environment and government approaches in pulling in endeavors and investments.

The Human Improvement File (UNDP, 2020) emphasizes the importance of social factors such as



instruction, wellbeing, and living conditions in cultivating a alluring commerce environment. However, the consider adds fresh experiences by examining the interaction of these components within the setting of Germany. It emphasizes the distinctive highlights of the German economy, such as the basic part of the Mittelstand (small and medium-sized firms) in driving advancement and work creation, as well as the double vocational training framework in creating an exceedingly trained workforce. These issues have been tended to within the writing on the German economy, but the current ponder ties them to the bigger address of a country's engaging quality as a business goal (Jackson & Sorge, 2016). Besides, the report underlines the need of handling up and coming troubles, such as advancing development and enterprise, diminishing bureaucracy, and adjusting to statistic changes. This forward-looking perspective contributes to the current literature by highlighting areas that require more consideration from policymakers and other partners to guarantee Germany's long-term engaging quality as a business goal.

In summary, whereas the study's findings are broadly reliable with existing literature on the determinants of a country's engaging quality as a commerce area, they include new insights by centering on Germany's particular setting and highlighting developing challenges that must be tended to in arrange to preserve and improve the country's competitive position within the worldwide economy.

### Discussion of Findings and Their Implications

The conclusions of this broad study on the components that impact Germany's engaging quality as a business goal have far-reaching results for policymakers, corporate leaders, and other German stakeholders. The study's mixed-methods approach, which incorporates qualitative interviews with key stakeholders as well as quantitative analysis of secondary data on economic markets, gives a nuanced understanding of the interaction of

different economic, political, and social factors that impact the country's trade environment. To protect and improve Germany's competitive position within the worldwide economy, the following activities ought to be investigated in light of the study's conclusions.

#### *Foster advancement and enterprise:*

The significance of development and business in advancing economic advancement and differences cannot be emphasized. The study's findings emphasize the need of developing a flourishing development biological system to secure Germany's long-term economic success. This may be finished employing a multifaceted technique that incorporates:

**a. Boosting investment in investigate and advancement:** Expanded public and private division investment in R&D is basic for developing an advancement culture and progressing innovation. Policymakers seem investigate giving assess breaks, endowments, and other monetary bolster strategies to boost R&D endeavors in an assortment of businesses.

**b. Strengthening bolster for start-ups and small businesses:** The foundation of a solid back framework for start-ups and little enterprises is basic to empowering advancement, work development, and economic differing qualities. Policymakers ought to prioritize extending get to subsidizing, advertising mentorship and preparing programs, and streamlining administrative methods so that these ventures may succeed (Scott et al., 2012).

**c. Encouraging collaboration between partners:** The study's findings highlight the significance of empowering collaboration among trade, the scholarly world, and government in encouraging information exchange, invigorating development, and advancing the commercialization of research yields. Making networking stages, agreeable research activities, and public-private

collaborations may all contribute to a more inventive and affluent economy.

#### ***Address bureaucracy and regulatory burdens:***

The study finds that bureaucracy and regulatory limitations may smother corporate development, especially for little and medium-sized businesses, which are the spine of the German economy. To cultivate a more business-friendly climate, governments ought to consider:

##### **a. Streamlining regulatory methods:**

Streamlining and mechanizing authoritative operations can offer assistance firms handle regulatory requirements whereas diminishing compliance time and costs. This may make a more productive and engaging company environment (Friedberg, 2021).

**b. Promoting straightforwardness:** Guaranteeing that administrative data is broadly accessible, comprehensible, and up to date may help firms in making educated choices and decreasing instability, in the long run contributing to a more favorable trade climate.

##### **c. Engaging in persistent regulatory change:**

**Directions** ought to be looked into and upgraded on a standard premise in conjunction with companies and other partners to guarantee that they are current, viable, and advance economic development.

#### ***Address statistic challenges:***

Agreeing to the report, the maturing populace and ability deficiencies posture serious troubles to Germany's long-term economic development. To address these troubles, governments can think around presenting measures like:

**a. Promoting deep rooted learning:** Empowering proceeded skill improvement and reskilling can offer assistance decrease the impacts of an aging populace and keep the workforce adaptable to moving economic prerequisites. Policymakers ought to consider developing programs that advance deep rooted learning and incentivize individuals and

organizations to contribute in expertise advancement.

**b. Increasing labor constrain interest:** Executing arrangements that energize the interest of underrepresented bunches, such as ladies, more seasoned specialists, and people with incapacities, can help to lighten labor deficiencies and boost economic development. This might incorporate expanding get to to childcare, building up adaptable work courses of action, and giving specialized training programs (Baccaro & Benassi, 2017).

##### **c. Implementing viable integration approaches:**

Leveraging immigrants' abilities and capacities through effective integration policies may offer assistance address ability deficiencies whereas moreover guaranteeing a changed and energetic workforce. To advance social cohesiveness and economic development, policymakers ought to prioritize dialect instruction, the acknowledgment of foreign capabilities, and social integration.

#### ***Maintain qualities:***

The report underlines Germany's center competitive focal points, such as its strong framework, high-quality instruction framework, and broad social welfare programs, in recruiting undertakings and ability. To maintain these capabilities, policymakers ought to:

Continue contributing in framework: Maintained investment in transportation, vitality, and advanced foundation is basic for Germany's long-term economic advancement and competitive advantage. Policymakers ought to emphasize framework advancement and modernization to keep the nation well-connected and engaging to investors (Fitzenberger, 1999).

Preserve the double professional training framework: The double professional preparing framework, which incorporates classroom and on-the-job preparing, could be a key component of Germany's gifted labor drive. Policymakers ought to proceed to back and improve this framework to

guarantee that it meets the requests of businesses and laborers in a persistently changing economy.

By executing these strategies and routinely surveying the components that impact Germany's attractiveness as a commerce goal, the nation can protect its position as a driving economy whereas too cultivating long-term development in an progressively competitive worldwide setting.

### Summary of Key Findings

This research study utilized a mixed-methods approach to explore the variables impacting Germany's engaging quality as a business goal, combining qualitative interviews with key partners with quantitative examination of secondary data on economic indicators. The comes about of the study may be summarized as takes after:

**1. Economic variables:** Germany's vigorous fabricating base, well-developed framework, and exceedingly qualified labor drive all offer assistance to form the nation a desirable trade location. In any case, stresses with respect to the country's dependence on exports, as well as the ought to advance development and business, were recognized as areas for advancement.

**2. Political variables:** Germany's political solidness and the government's proactive engagement in creating economic arrangements, eminently the social market economy show, are seen favorably. In any case, bureaucracy and regulatory costs were specified as conceivable boundaries to corporate development.

**3. Social factors:** Germany's high standard of living, instructive greatness, and social security framework all play critical parts in pulling in firms and individuals. However, statistic issues such as aging populations, ability deficiencies, and movement integration must be tended to.

### Recommendations for Policy and Practice

Agreeing on the study's findings, different recommendations may be made for politicians,

corporate pioneers, and other stakeholders in Germany:

**1. Foster advancement and enterprise:** Execute policies and exercises that stimulate research and advancement, help start-ups and little endeavors, and cultivate collaboration among industry, the scholarly community, and government to drive specialized changes and economic expansion.

**2. Address bureaucracy and regulatory burdens:** Streamline regulatory strategies, empower transparency, and participate in progressing regulatory change to form a more business-friendly climate, particularly for small and medium-sized businesses.

**3. Address demographic challenges:** Create and execute arrangements to address the maturing populace, skill deficiencies, and migrant integration, coming about in a changed and flourishing workforce.

**4. Maintain qualities:** Proceed to contribute in framework, instruction, and social welfare programs to keep Germany an engaging put for enterprises and ability.

### Limitations and Future Research Directions

While the study provides useful information about the elements that influence Germany's attractiveness as a business site, it is not without limits. The use of self-reported data in interviews may bring bias or mistakes into the conclusions, and the availability and quality of secondary data sources may differ. Besides, the trouble in deciding causal correlations between certain criteria and Germany's desirability as a business location may limit the study's capacity to reach conclusive discoveries (Hirth, 2018).

Future study might overcome these restrictions by utilizing longitudinal investigate strategies to investigate how these characteristics change over time and how they influence Germany's economic success. Besides, future studies might broaden the

scope of the investigate to cover a broader assortment of economic, political, and social components, as well as comparison appraisals with other countries, to better get it the particular characteristics of Germany's trade climate. At last, this study includes to our understanding of the components that impact Germany's engaging quality as a trade location and makes proposals for policymakers and other stakeholders to protect and make strides the country's competitive position within the global economy. By tending to the highlighted issues and capitalizing on its qualities, Germany can keep up its request as a corporate and ability goal, guaranteeing long-term economic advancement and thriving.

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