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# The Effect of Natural Disaster on Regional Economic Growth: Evidence from an Earthquake in İzmir/Türkiye<sup>1</sup>

# Aslı Doluª, Hüseyin İkizler<sup>ь</sup>

<sup>a</sup> İzmir Bakircay University, Economics Department, ORCID: 0000-0001-6099-8704 <sup>b</sup> TRK Technology, ORCID: 0000-0003-4075-8206

# Abstract

This study examines the economic impact of the Aegean Sea Earthquake, which struck İzmir, Türkiye, on October 30, 2020, focusing on how it affected local businesses and financial resilience. Using a combination of survey data and regression analysis, the study investigates the operational disruptions experienced by companies of varied sizes and sectors. Findings show that while large firms displayed resilience, small businesses suffered significant operational and financial setbacks, prolonging the economic recovery process. The results underscore the importance of developing robust crisis management strategies and fostering economic structures that are more resilient to both natural disasters and global crises. The study concludes with recommendations for policymakers and business leaders to enhance financial resilience to future shocks.

## **Article History**

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## Keywords

Natural disasters, economic resilience, earthquake, regional economic development, labor market, employment, labor demand

#### **JEL Codes**

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# **1. Introduction**

Natural disasters, particularly large-scale events such as earthquakes, have extensive effects on economic development (Shabnam, 2014; Klomp, 2016; Fabian et al., 2019). These disasters can significantly slow economic growth in the short term by halting economic activities, reducing incomes, and negatively affecting businesses. However, economic development involves more than just growth; it is a long-term process aimed at enhancing social welfare, improving living standards, and strengthening infrastructure Therefore, natural disasters threaten sustainability by disrupting short-term economic growth and undermining long-term development processes. In this context, the role of businesses in the economic system becomes especially clear, as natural disasters directly affect business operations, income streams, and overall sustainability. Natural disasters and unexpected events have profound, long-lasting effects on businesses. Large-scale disasters, such as earthquakes, adversely affect business operations, revenues, and service delivery, putting long-term sustainability at risk. These situations lead to periods of uncertainty and challenge for business owners and managers, evaluating their crisis management skills (Karunasena & Amaratunga, 2014; Sarmiento et al., 2015). The Aegean Sea Earthquake, which struck the Izmir region in 2020, had a significant impact on both the local economy and

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labor market. As seen in Izmir, the prolonged recovery process for small businesses caused a temporary disruption in economic development. This example proves that large-scale natural disasters have similar effects on economic development processes worldwide. Many countries, including Türkiye in the aftermath of the Izmir earthquake, have recognized the importance of learning from such crises and building more resilient economic structures.

The main challenges businesses face after an earthquake include the loss of customers, reduced income, production stoppages, and workforce losses. Small businesses were hit harder by the crisis and took longer to recover, while larger businesses showed greater resilience and actively contributed to regional development (Chang & Falit-Baiamonte, 2003; Webb, 2002). This study aims to evaluate the effects of the Aegean Sea Earthquake, which struck Izmir on October 30, 2020, on businesses and assess their preparedness for such unexpected events. The primary aim is to contribute to the development of more effective strategies for future disasters by analyzing the crisis management approaches and financial resilience of businesses of varied sizes. The analysis, considering factors such as the demographic characteristics of business owners and managers, business types, and the sectors they run in, provides a solid foundation for understanding the earthquake's impact on businesses (Corey & Deitch, 2011; Liu, Xu & Han, 2013). While the stagnation of production and trade slows overall economic development, it is notable that larger businesses tend to be more resilient to crises and recover more quickly. This highlights the importance of large companies as fundamental drivers of economic development. These businesses not only recovered swiftly but also continued to create employment and contribute to economic growth. Additionally, factors such as labor market flexibility and labor mobility played crucial roles in accelerating postcrisis recovery. In regions like Izmir, where the industry and service sectors are strong, reintegrating the workforce into the economy significantly accelerated regional development. In this context, we emphasize the need to update and prepare crisis management strategies for sustainable development. As shown in the Izmir example, developing resilient infrastructure and policies against natural disasters is critical for enhancing the sustainability of regional development. In addition, this study examines how unexpected global events such as pandemics increase the effects of earthquakes and how businesses try to cope with such crises. The study aims to evaluate the effectiveness of businesses' responses to such events by examining the differences between the pre-period and post-periods of business performance. The pandemic worsened the impact of the earthquake, highlighting that many businesses were unprepared for service interruptions. This

finding underscores the need for businesses to update their crisis management strategies and be better prepared for future uncertainties. The combined effects of the pandemic and the earthquake have exposed the fragility of economic development and emphasized the importance of building more resilient economic structures for long-term, sustainable growth. In this study, we will summarize the current knowledge on the regional economic impacts of natural disasters through a literature review, present findings on labor market changes following the 2020 Aegean Sea Earthquake in the Izmir region, and evaluate the labor market's recovery process based on these findings. Additionally, we will explore how the pandemic intensified the effects of the earthquake and discuss the strategies businesses developed to respond to these crises.

# 2. Literature

Firms, as fundamental components of the economy, can incur significant economic losses during unexpected events such as natural disasters. In earthquake-prone regions, these disasters have serious economic consequences, often severely affecting the regional economy. However, studies examining the economic effects of earthquakes on firms are limited in the literature. Recent academic studies highlight the significant economic impact of earthquakes on small businesses, particularly in developing countries and earthquake-prone regions. These businesses often struggle with longer recovery times due to limited financial and technical resources. For example, the 2023 Turkish earthquakes caused massive damage, with the World Bank estimating a loss of over \$34 billion, disproportionately affecting small and micro-enterprises that lack the infrastructure for rapid recovery (World Bank, 2023) . Small businesses in Albania similarly experienced severe disruptions following a recent earthquake, with losses in inventory, infrastructure, and customers. The United Nations Development Programme (UNDP) launched the "In Motion" recovery program to stabilize these businesses by offering support in infrastructure repair, business skill training, and reestablishing market activities. This program has shown promising results in assisting businesses to recover from both direct and indirect losses, highlighting the importance of targeted interventions in supporting small business resilience (UNDP, 2024). Research on earthquakes and firms globally shows that businesses are highly vulnerable to such disasters (Kaushalya, Karunasena & Amaratunga, 2014; Orhan, 2016; Sarmiento et al., 2015). The literature highlights that firm size is a key factor in how quickly a business can recover from the impact of an earthquake. Larger firms, with their greater financial and technical resources, are generally able to recover

more swiftly (Chang & Falit-Baiamonte, 2003; LeSage, Pace, Lam, Campanella, & Liu, 2011; Tierney, 1997; Webb, 2002). This aligns with Schumacher and Strobl's (2011) findings, which suggest that more developed regions with stronger infrastructure tend to suffer less severe economic losses in the aftermath of a natural disaster, facilitating a quicker recovery. In contrast, small businesses, with limited resources, face greater challenges in mitigating the economic risks posed by earthquakes (Corey & Deitch, 2011; Chhibber & Laajaj, 2013). Earlier studies in developed countries have shown that over one-third of small businesses do not reopen after a disaster, and more than a quarter close within two years (Tierney & Webb, 2001). Similarly, Liu, Xu, and Han (2013) reported that following the 2008 earthquake in Wuhan, China, a sizable part of small and medium-sized businesses were unable to resume operations, with full recovery taking at least 36 months. Research in developing countries has shown comparable results: around two-thirds of small businesses in Sri Lanka (Robinson & Jarvey, 2008) and Indonesia (Pribadi, 2005) experienced lower incomes after the disaster compared to pre-event levels. A study examining sectoral differences analyzed the long-term economic recovery of 232 firms after the 1999 Adapazarı earthquake. The findings showed that

firms in the finance, insurance, and real estate sectors recovered more quickly than those in other industries (Orhan, 2016). These findings are consistent with Chhibber and Laajaj's (2013) study, which emphasizes the importance of sectoral resilience, noting that sectors more aligned with the region's development strategies and financial structures tend to exhibit greater capacity for recovery. Furthermore, Schumacher and Strobl (2011) highlight that well-established sector, which often benefit from previous experiences with disasters, tend to exhibit stronger recovery mechanisms. This reinforces the importance of a sector's adaptability and its capacity to integrate crisis management practices into its operational strategies. This study will examine the effects of recent devastating earthquakes in Türkiye on local economic development to assess their socioeconomic impact. A survey focusing on the October 30, 2020, Aegean Sea Earthquake will be conducted in Izmir to evaluate the operational changes in firm activities, and these effects will be analyzed in detail.

## 3. Method

This study aims to understand the effects of the October 30, 2020, Aegean Sea Earthquake on companies running in Izmir and to analyze how such natural disasters influence business activities. A comprehensive survey and multivariate regression analysis were conducted to assess the short- and long-term impacts of the earthquake on company operations.

## 3.1 Survey Design and Implementation Process

The survey in this study evaluates changes in business activity after the earthquake and assesses the expected impact of future earthquakes by focusing on the sectoral distribution, size, and other descriptive statistics of the companies. The survey includes three sections and a total of thirty-three questions. The first section gathers descriptive information about the sector and size of the companies. The second section has questions about the extent to which activities changed after the earthquake. The third section features questions that predict how future earthquakes may affect the companies' operations.

We sent the online survey to all companies running in Izmir with the support of the Izmir Development Agency. However, due to insufficient responses from the online surveys, we also conducted face-to-face surveys with the agency's support. In total, 128 companies took part in the survey, and the analysis collected the obtained data. The study aimed to provide reliable results with a 5 percent margin of error.

In this study, the sample selection was based on the sectoral distribution of companies registered with the İzmir Chamber of Commerce. The table below compares the sectoral distribution of firms registered with the İzmir Chamber of Commerce to that of the survey sample:

**Table 1:** Sectoral Distribution Comparison of İzmir Chamber of

 Commerce Registered Companies and Survey Sample

Sector	Number of	Percentage	Number	Sample
	Companies	of Total (%)	of Firms	Percentag
	Registered		in the	e (%)
	with the		Survey	
	İzmir		Sample	
	Chamber of			
	Commerce			
Trade	30	46.5	65	50.8
Services	15	23.2	32	25
Manufacturing	10	15.5	20	15.6
/Production				
Agriculture-	5	7.8	7	5.5
Livestock				
Tourism	4,521	7	4	3.1
Total	64,521	100	128	100

The table shows that the survey sample largely reflects the sectoral distribution of companies registered with the İzmir Chamber of Commerce. Particularly in the trade and services sectors, the sample percentages align closely with the population percentages. Given that the trade sector constitutes the largest share in the Chamber's records, it is also predominantly represented in the survey. This alignment enhances the representativeness of the survey results.

## 3.2 Data Collection and Analysis Methods

The analysis of this study employed the multivariate regression model. This models the relationship between multiple dependent variables and one or more independent variables, effectively deriving meaningful results from complex data sets.

In our study, the multivariate regression examines 4 dependent variables  $(Y_1, Y_2, Y_3 \text{ and } Y_4)$  and their relationships with a set of 9 independent variables  $(X_1, X_2, ..., X_9)$ . The equations can be written as:

$$Y_1 = \beta_{10} + \beta_{11}X_1 + \beta_{12}X_2 + \dots + \beta_{19}X_9 + \epsilon_1$$
  
$$Y_2 = \beta_{20} + \beta_{21}X_1 + \beta_{22}X_2 + \dots + \beta_{29}X_9 + \epsilon_2$$

And so on, for Y\_3 and Y\_4. Each dependent variable is modeled as a linear combination of the independent variables, with distinct coefficients for each dependent variable. In this study, dependent variables included the number of customers, income status, production level, number of employees, and demand for intermediate goods seen in businesses after the earthquake. Researchers associated these dependent variables with independent variables such as the age, gender, and education level of the company owner, the owner's sector knowledge, the age of the company and its building, the number of employees, employee experience, and the ability to work remotely. The regression analyses revealed that the significance tests for all models yielded results at a significance level of 1 percent. Additionally, the error terms related to the periodic model results showed periodic relationships for all models. This finding shows that it is proper to evaluate different periods within the same model. Detailed reports and estimates about the analysis results appear in the appendix.

# 4. Results

## 4.1 Number of Customers of Businesses

The analysis shows that sectoral effects significantly influenced changes in the number of customers for companies after the earthquake. The tourism sector, being the most vulnerable, experienced the largest decline in customer numbers. Businesses in this sector, including hotels, travel agencies, and tour operators, saw a sharp drop in visitors due to the immediate disruptions caused by the earthquake. The combination of damaged infrastructure canceled travel plans, and a loss of consumer confidence in the safety of the region resulted in a significant reduction in customer numbers. The tourism sector's reliance on physical presence, along with the global perception of the region as being affected by natural disasters, compounded the challenges of recovery. Additionally, an increase in the age of the company positively affects customer retention due to earthquake effects. This finding shows that more established and long-standing companies tend to be more resilient during crises and are better at minimizing customer loss.

Table 2. Periodic	Impact of Earthe	juake on Change	in Number of Customers

Equation	Obs	Parms	I	RMSE	"R-s	q"		F	P>E	,	
number~r_1_2	128	9	1.432	2609	0.72	77	35.3	33958	0.0000		
num~r_1_week	128	9	1.157	7774	0.89	46	112.	.2755	0.0000		
nu~r_1_month	128	9	.9054	1094	0.94	46	225.	.4637	0.0000		
nu~r_6_month	128	9	.8252	2854	0.95	70	294.	.4518	0.0000		
		Coeff	icient	Std.	err.		t	P> t	[9]	5% conf.	interval]
number_of_customer	1_2										
	age	04	69935	.113	1809	-0.	.42	0.679		271103	.1771159
	gender	4	20726	.28	2919	-1.	.49	0.140	9	809338	.1394818
	sector	.52	99644	.234	7142	2.	.26	0.026	.0	652068	.994722
	firm age	.31	39153	.239	2663	1.	.31	0.192	1	598559	.7876864
buil	ding age.	.05	52484	.079	0352	0.	.70	0.486	1	012492	.211746
e	education	.39	99955	.217	6161	1.	.84	0.069		030906	.8308971
number_of	_workers	.09	26077	.426	0752	0.	.22	0.828	7	510639	.9362792
experience of the	e workers	.11	44028	.191	6328	0.	.60	0.552	2	650494	.4938549
	remote	19	59018	.262	0463	-0.	.75	0.456	7	147796	.322976
number_of_customer	_1_week										
	age	.02	61661	.09	1468	0.	.29	0.775	1	549497	.2072819
	gender	05	48676	.228	6432	-0.	.24	0.811	5	076039	.3978687
	sector	1.0	52026	.189	6861	5.	.55	0.000	.6	764283	1.427623
	firm age	.37	33581	.193	3649	1.	.93	0.056	0	095238	.75624
buil	_ding_age	.05	99173	.063	8729	0.	.94	0.350	0	665575	.186392
e	education	.0	17893	.175	8681	0.	.10	0.919	3	303434	.3661294
number of	_workers	.43	93613	.34	4336	1.	.28	0.204	2	424584	1.121181
experience of the	workers	.10	81395	.154	8696	0.	.70	0.486	1	985177	.4147967
	remote	.26	73486	.211	7747	1.	.26	0.209	1	519866	.6866837

number of customer 1 month						
age	.0331724	.0715304	0.46	0.644	1084648	.1748097
gender	.1113867	.1788049	0.62	0.535	2426649	.4654383
sector	1.395552	.1483395	9.41	0.000	1.101825	1.689279
firm age	.2580458	.1512164	1.71	0.091	0413778	.5574694
building age	.0112196	.0499503	0.22	0.823	087687	.1101261
education	0951805	.1375335	-0.69	0.490	3675105	.1771495
number of workers	.4353862	.2692798	1.62	0.109	0978146	.968587
experience of the workers	.1710075	.121112	1.41	0.161	0688065	.4108214
remote	.2094193	.1656134	1.26	0.209	1185117	.5373503
	1					
number of customer 6 month	+ 					
number_of_customer_6_month age	+    0264369	.0652003	-0.41	0.686	15554	.1026662
number_of_customer_6_month age gender	+    0264369   .1057784	.0652003 .1629816	-0.41 0.65	0.686 0.518	15554 2169415	.1026662
number_of_customer_6_month age gender sector	+    0264369   .1057784   1.441496	.0652003 .1629816 .1352122	-0.41 0.65 10.66	0.686 0.518 0.000	15554 2169415 1.173763	.1026662 .4284983 1.70923
number_of_customer_6_month age gender sector firm age	0264369  0264369   .1057784   1.441496   .3705793	.0652003 .1629816 .1352122 .1378346	-0.41 0.65 10.66 2.69	0.686 0.518 0.000 0.008	15554 2169415 1.173763 .0976531	.1026662 .4284983 1.70923 .6435056
number_of_customer_6_month age gender sector firm_age building age	0264369 .1057784 1.441496 .3705793 .0231718	.0652003 .1629816 .1352122 .1378346 .0455299	-0.41 0.65 10.66 2.69 0.51	0.686 0.518 0.000 0.008 0.612	15554 2169415 1.173763 .0976531 0669821	.1026662 .4284983 1.70923 .6435056 .1133256
number_of_customer_6_month age gender sector firm_age building_age education	0264369 .1057784 1.441496 .3705793 .0231718 0906897	.0652003 .1629816 .1352122 .1378346 .0455299 .1253625	-0.41 0.65 10.66 2.69 0.51 -0.72	0.686 0.518 0.000 0.008 0.612 0.471	15554 2169415 1.173763 .0976531 0669821 3389199	.1026662 .4284983 1.70923 .6435056 .1133256 .1575405
number_of_customer_6_month age gender sector firm_age building_age education number_of_workers	0264369 .1057784 1.441496 .3705793 .0231718 0906897 .592587	.0652003 .1629816 .1352122 .1378346 .0455299 .1253625 .2454499	-0.41 0.65 10.66 2.69 0.51 -0.72 2.41	0.686 0.518 0.000 0.008 0.612 0.471 0.017	15554 2169415 1.173763 .0976531 0669821 3389199 .1065717	.1026662 .4284983 1.70923 .6435056 .1133256 .1575405 1.078602
number_of_customer_6_month age gender sector firm_age building_age education number_of_workers experience of the workers	0264369 .1057784 1.441496 .3705793 .0231718 0906897 .592587 .1454048	.0652003 .1629816 .1352122 .1378346 .0455299 .1253625 .2454499 .1103943	-0.41 0.65 10.66 2.69 0.51 -0.72 2.41 1.32	0.686 0.518 0.000 0.008 0.612 0.471 0.017 0.190	15554 2169415 1.173763 .0976531 0669821 3389199 .1065717 0731868	.1026662 .4284983 1.70923 .6435056 .1133256 .1575405 1.078602 .3639965

The research findings highlight that factors such as company experience and customer loyalty play a critical role in maintaining or regaining customer numbers after natural disasters. In sectors that directly interact with customers, like the service industry, the experience and reputation associated with a company's age enhance customer loyalty and result in less loss during crises. Consequently, developing and implementing crisis management strategies can help companies increase their resilience against unexpected events such as natural disasters. Factors such as experience, sectoral knowledge, and customer loyalty are crucial in reducing the impact of crises on companies, and effectively managing these factors can shape their long-term success.

## 4.2 Income Status of Businesses

The analysis revealed that sectoral effects played a decisive role in influencing the changes in company income during the period following the earthquake. Companies operating in certain sectors, such as manufacturing and services, experienced different levels of impact due to their distinct operational structures, supply chains, and customer bases. For earthquake, while those in digital or service-based sectors showed a more rapid recovery. The extent of sector-specific resilience was further shaped by factors like the flexibility of business models, the availability of alternative work arrangements, and the ability to quickly adapt to new market conditions. Additionally, the increase in company age positively affected the effects of the earthquake on income. This finding shows that well-established and long-term companies tend to be more resilient during crises and excel at minimizing income loss. The research results reveal that a company's experience, reputation, and financial resilience play vital roles in supporting or increasing income after natural disasters. In sectors with direct customer interaction, such as the service industry, a company's age and experience enable a faster income recovery. As a company ages, strengthened customer loyalty and a solid market position allow it to manage financial losses more effectively during crises.

instance, businesses in sectors that rely heavily on physical

infrastructure or face-to-face interactions were more

vulnerable to the immediate disruptions caused by the

Table 3. Periodic Effect of Earthquake on Change in Income

Equation	Obs	Parms		RMSE	"R-	sq"		F	P>F		
revenue 1 2	128	9	1.3	74173	0.7	686	43.	91169	0.0000		
revenue 1~k	128	9	1.09	95155	0.9	066	128	.3344	0.0000		
revenue 1~h	128	9	.901	L5295	0.9	451	227	.6593	0.0000		
revenue_6_~h	128	9	.77	77944	0.9	619	333	.9559	0.0000		
		Coeffi	cient	Std.	err.		t	P> t	[95%	conf.	interval]
revenue 1 2											
	age	033	)422	.108	5642	-0.	.30	0.761	248	0102	.1819259
	gender	537	3346	.271	3788	-1.	. 98	0.050	-1.07	4692	.0000225
	sector	.407	3677	.225	1403	1.	81	0.073	038	4325	.853168
	firm age	.442	5118	.229	5067	1.	.93	0.056	011	9344	.8969579
	building age	.050	9142	.075	8114	0.	. 67	0.503	099	1999	.2010283
	education	.397	7662	.208	7395	1.	91	0.059	01	5559	.8110913

number_of_workers experience_of_the_workers remote	.7267221 .1377753 .1000426	.4086957 .1838162 .2513575	1.78 0.75 0.40	0.078 0.455 0.691	0825362 2261991 3976702	1.53598 .5017497 .5977555
revenue 1 week						
age	0102247	.0865209	-0.12	0.906	1815447	.1610952
gender	1918211	.2162768	-0.89	0.377	6200707	.2364285
sector	1.099307	.1794268	6.13	0.000	.7440237	1.45459
firm age	.3910651	.1829066	2.14	0.035	.0288918	.7532385
building age	.0584439	.0604183	0.97	0.335	0611903	.1780781
education	1097137	.1663561	-0.66	0.511	4391155	.219688
number of workers	.6295249	.3257123	1.93	0.056	015418	1.274468
experience of the workers	.1618011	.1464933	1.10	0.272	1282703	.4518724
remote	.4445789	.2003207	2.22	0.028	.0479239	.8412339
revenue 1 month	+					
age	.0064751	.0712238	0.09	0.928	1345552	.1475055
gender	.0017205	.1780387	0.01	0.992	3508139	.3542549
sector	1.412755	.1477038	9.56	0.000	1.120287	1.705224
firm age	.26218	.1505684	1.74	0.084	0359606	.5603205
building age	.0011083	.0497362	0.02	0.982	0973744	.099591
education	1161618	.1369441	-0.85	0.398	3873248	.1550012
number of workers	.5528742	.2681258	2.06	0.041	.0219583	1.08379
experience of the workers	.2038228	.1205931	1.69	0.094	0349634	.4426091
remote	.3094426	.1649037	1.88	0.063	0170832	.6359683
revenue 6 month	r					
age	0304561	.0614602	-0.50	0.621	1521534	.0912412
gender	.0530364	.1536324	0.35	0.731	2511711	.3572439
sector	1.460722	.127456	11.46	0.000	1.208347	1.713098
firm age	.3548607	.1299279	2.73	0.007	.0975905	.6121309
building_age	.0292387	.0429182	0.68	0.497	0557436	.114221
education	1144665	.1181712	-0.97	0.335	3484573	.1195243
number of workers	.6510338	.23137	2.81	0.006	.192898	1.10917
experience_of_the_workers	.1534974	.1040617	1.48	0.143	0525551	.3595498
remote	.2232356	.142298	1.57	0.119	0585287	.5049998

Moreover, a high number of employees positively affects company income after the earthquake. More employees increase the company's operational ability, enabling quicker and more effective responses in times of crisis. This ability helps keep uninterrupted productivity and customer service, minimizing revenue loss. Large-scale companies can use their employees' skills and participation in crisis management processes to sustain their activities. Interestingly, the education of the company owner significantly affects revenue changes within 1-2 days after the earthquake. However, this effect diminishes over time. The findings reveal that highly educated owners can minimize revenue loss by making quick and effective decisions during crises. On the other hand, the decline of this effect in the long term suggests that crisis management relies on more than just owner education; other factors also play a role. These include company age, experience, reputation, and financial resilience. Wellestablished companies can recover their revenues more quickly due to their industry reputation and customer loyalty. The research findings emphasize the importance of sustainable strategies and operational resilience for long-term success, as well as the ability to cope with short-term effects during crisis periods. Although owner education initially influences income changes, over time, the firm's overall resilience and crisis management strategies become more significant.

# 4.3 Production Status of Enterprises

The analysis shows that sectoral effects played a key role in changing the production levels of firms after the earthquake. Additionally, increasing the age of the firm positively affects changes in production levels due to earthquake effects. This finding reveals that well-established firms with long operating histories tend to be more resilient during crises and excel at minimizing production losses. The research results show that a firm's experience, production process efficiency, and sectoral knowledge are critical for keeping or increasing production levels during crises such as natural disasters. The experience and operational efficiencies of firms in the production sector, gained through age, play a significant role in minimizing production fluctuations during crisis periods.

#### Table 4. Periodic Effect of Earthquake on Change in Production

9 1.445103 9 1.127573 9 .9645104 9 .8676135 6ficient Std. er: 0259572 .114166 5744241 .285386 .118506 .2367612	0.7894       49.5607         0.9067       128.439         0.9384       201.527         0.9527       266.344	6 0.0000 1 0.0000 9 0.0000 1 0.0000 t  [95% cor	
fficient Std. er: 0259572 .114166 5744241 .285386 .118506 .2367612	r. t P>	t  [95% cor	nf. interval]
0259572 .11416 5744241 .285386 .118506 .2367612	3 0 23 0 8		
0259572 .114168 5744241 .285386 .118506 .2367612	3 0 23 0 8		
.24135	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	212001068 46 -1.139518 00 .6496956 691442424	3 .2520212 30093305 6 1.587317 4 .8115638
0486637 .0797243 2645846 .21951 1337238 .4297913	5 0.61 0.5 4 1.21 0.2 2 -0.31 0.7	431091988 301700749 569847533	3 .2065262 9 .6992442 3 .7173057
.1933043 .264331	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	35534121 885605784	1 .231402 4 .4862278
1223798       .08906.         1454126       .222678         1.22447       .184738         3026391       .188320         .064619       .062206         1246038       .171280         5352061       .335353         1441285       .150829         3557529       .206250         0410909       .076199         0410905       .076199	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	00        1336112           15        5863391           00         .8586699           11        0702551           01        0585566           68        4637563           13        1288281           41        1545294           87        0526433          1097911        1097911	1989/11         2955139         1.59027         6755333         1.177946         2145487         1.19924         4.4427864         7.7641494         9.1919736         8.1919736
.489847         .158022           2457421         .161087           .0212982         .053210           2157063         .14651           .8855967         .286857           .1466607         .129017           .3570239         .176423	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	1.17694           00         1.17694           30        0732265           90        0840646           44        505812           43         .0175905           58        1088073           45         .0076873	1.802747         5.5647107         6.1266609         7.0744002         9.1.53602         3.4021286         1.7063608
0085841 .068544 0653578 .171340 489263 .142147 3384627 .14490 0307322 .047865 1525068 .131792	4         0.13         0.9           3         -0.38         0.7           1         10.48         0.0           4         2.34         0.0           1         0.64         0.5           2         -1.16         0.2	011271406 044046297 00 1.20779 21 .0515384 220640456 504134685	5       .1443088         7       .2739141         7       1.770728         4       .6253871         6       .1255099         5       .1084549
	122447       184730         3026391       1883203         064619       0622060         1246038       171280         5352061       3353533         1441285       1508297         3557529       2062503         0410909       0761993         0410909       1904763         .489847       1580222         2457421       1610877         0212982       0532100         2157063       146511         5855967       2868577         1466607       1290177         3570239       1764233         0085841       0685444         0653578       1713400         .489263       1421477         3384627       .144904         0307322       0478653         1525068       1317922	1.22447       .1047301       0.03       0.03         3026391       .1883209       1.61       0.1         .064619       .0622068       1.04       0.3         1246038       .1712805       -0.73       0.4         5352061       .3353539       1.60       0.1         1441285       .1508297       0.96       0.3         3557529       .2062505       1.72       0.0	$\begin{array}{cccccccccccccccccccccccccccccccccccc$

As a result, effectively implementing crisis management strategies can help businesses enhance their resilience against unexpected events like natural disasters. The combination of experience, sectoral knowledge, and operational efficiency is crucial for reducing the impact of crises on businesses. Thoughtful management of these factors plays a significant role in shaping the long-term production success of companies.

# 4.4 Number of Employees of Businesses

According to the analysis, only sectoral factors decisively influenced changes in the number of employees at the company. While the company's suitability for remote work positively affected employee numbers in the first week after the earthquake, this effect did not continue significantly in later periods. The findings show that the sector in which the company runs plays a critical role in figuring out changes in the number of employees. Specifically, labor demand in the sector during crises and the company's position within that sector are key factors influencing employee numbers.

Tabl	e 5.	Periodic	Effect o	f Eart	hquake	on	Change	in l	Numl	per of	Emp	loyees
------	------	----------	----------	--------	--------	----	--------	------	------	--------	-----	--------

Equation	Obs	Parms	RMSE	"R-s	sq"	F	P>F	
number~s_1_2	128	9	1.644386	0.78	869 4	8.82565	0.0000	
num~s_1_week	128	9	1.002395	0.93	366 1	95.2228	0.0000	
nu~s_1_month	128	9	.913928	0.94	486 2	44.1813	0.0000	
nu~s_6_month	128	9	.9156259	0.94	488	245.083	0.0000	
		Coeffici	ent Std.	err.	t	P> t	[95% conf.	interval]
number of workers	1 2	+ 						
	age	04417	55 .12	29912	-0.34	0.734	3014142	.2130632
	gender	07866	38 .324	7418	-0.24	0.809	7216851	.5643575
	sector	1.264	95 .269	94112	4.70	0.000	.7314885	1.798411
:	firm age	.04592	96 .274	6362	0.17	0.867	4978775	.5897367
build	ding age	.19330	29 .090	)7187	2.13	0.035	.0136708	.3729349
e	ducation	i09259	98 .249	97854	-0.37	0.712	5871999	.4020003
number of	workers	.08222	26 .489	0604	0.17	0.867	8861659	1.050611
experience of the	workers	.01474	58 .219	9612	0.07	0.947	4207994	.450291
	remote	.20012	57 .300	7836	0.67	0.507	3954559	.7957073
number of workers	1 week							
	age	.01442	55 .079	91925	0.18	0.856	1423836	.1712345
	gender	.06644	45 .197	9581	0.34	0.738	3255323	.4584212
	sector	1.5563	03 .164	2292	9.48	0.000	1.231113	1.881494
:	firm age	.27226	26 .167	4143	1.63	0.107	0592345	.6037597
build	ding age	.08095	17 .055	53008	1.46	0.146	0285495	.1904529
ed	ducation	27431	65 .152	2657	-1.80	0.074	5758178	.0271847
number of	workers	.54403	44 .298	31243	1.82	0.071	0462815	1.13435
experience of the	workers	.0659	93 .134	10853	0.49	0.624	1995092	.3314952
	remote	.37974	42 .183	33535	2.07	0.041	.016686	.7428023
number_of_workers	_1_month							
	age	.02362	95 .072	2034	0.33	0.744	1193404	.1665993
	gender	.17651	41 .180	4872	0.98	0.330	1808686	.5338968
	sector	1.4231	18 .149	7352	9.50	0.000	1.126628	1.719609
:	firm age	.34339	39 .152	26392	2.25	0.026	.0411531	.6456347
build	ding age	.09130	16 .050	4202	1.81	0.073	0085355	.1911387
ec	ducation	14226	27 .138	8274	-1.02	0.308	4171549	.1326295
number of	workers	.59687	75 .271	8133	2.20	0.030	.0586601	1.135095
experience of the	workers	.05822	78 .122	2515	0.48	0.635	1838424	.3002981
	remote	.25978	29 .167	1716	1.55	0.123	0712335	.5907993
number of workers	6 month							
	age	.02032	07 .072	23375	0.28	0.779	1229147	.1635562
	gender	.16477	92 .180	8225	0.91	0.364	1932675	.5228258
	sector	1.4043	56 .150	0133	9.36	0.000	1.107315	1.701397
:	firm age	.36510	45 .152	29227	2.39	0.019	.0623022	.6679068
build	ding age	.08851	14 .050	)5139	1.75	0.082	0115112	.188534
e	ducation	1186	84 .139	0854	-0.85	0.395	3940869	.1567189
number of	workers	.65118	86 .272	23183	2.39	0.018	.1119712	1.190406
experience of the	workers	.06057	48 .122	24787	0.49	0.622	1819452	.3030948
` `-	remote	.23202	31 .167	4821	1.39	0.169	0996082	.5636544
			-				-	-

The limited effectiveness of remote work only in the early days of the crisis highlights the need for the company to review its crisis management strategies. Continuously and effectively offering remote work options during crisis management can help companies mitigate the impact of crises and keep stable employee numbers. As a result, sectoral dynamics and the company's crisis management strategies significantly influence changes in employee numbers. Careful management of these factors is crucial for shaping the company's long-term success.

## 4.5 Intermediate Goods Demand of Businesses

According to the analysis, changes in the demand for intermediate goods at the company depend on factors, including the sector, the age of the company, the age of the business building, the number of employees, and the ability to work remotely. In particular, the general demand dynamics and competitive conditions of the sector play a determining role in the demand for intermediate goods. As the company's age increases, its experience and reputation can positively influence this demand.

Equation	Obs	Parms	RMSE	"R-sq	"	F	P>F		
input dema~2	128	9 1.	037005	0.9220	) 15	56.3303	0.0000		
input dema~k	128	9.8	127693	0.9563	3 28	39.0311	0.0000		
inpu~1 month	128	9.6	948112	0.9699	9 42	26.6075	0.0000		
inpu~6_month	128	9.6	684116	0.9720	5 46	59.7462	0.0000		
		Coefficien	t Std.	err.		P> t	[95%	conf.	interval]
input demand 1 2		·+ 							
	age	0567499	.0819	269 -	-0.69	0.490	218	9733	.1054735
	gender	.067769	.2047	931	0.33	0.741	337	7419	.4732798
	sector	1.399645	.1698	997	8.24	0.000	1.063	3227	1.736064
t	firm age	.0178293	.1731	948	0.10	0.918	325	1137	.3607723
build	ding age	.1770138	.0572	103	3.09	0.002	.063	7318	.2902958
ec	ducation	1249885	.1575	231 -	-0.79	0.429		4369	.1869229
number of	workers	.2388662	.3084	179	0.77	0.440	371	8321	.8495645
experience of the	workers	.1512931	.1387	149	1.09	0.278	123	3763	.4259626
	remote	2799067	.1896	843 -	-1.48	0.143	655	5005	.095687
input_demand_1_wee	ek								
	age	0202936	.0642	115 -	-0.32	0.753	147	4387	.1068516
	gender	.1440406	.1605	099	0.90	0.371	17	3785	.4618661
	sector	1.382719	.1331	616 1	10.38	0.000	1.11	9046	1.646393
t	firm_age	.1798651	.1357	442	1.33	0.188	088	9219	.4486522
build	ding_age	.1309019	.0448	394	2.92	0.004	.042	1153	.2196885
ec	ducation	0844126	.1234	612 -	-0.68	0.495	328	3781	.160053
number of	workers	.6014915	.2417	275	2.49	0.014	.122	2847	1.080136
experience of the	workers	.1149854	.10	872	1.06	0.292	1002	2911	.330262
	remote	.1503794	.1486	681	1.01	0.314	143	9982	.444757
input_demand_1_mor	nth								
	age	.0133138	.0548	924	0.24	0.809	095	3787	.1220062
	gender	.2259514	.1372	149	1.65	0.102	045	7478	.4976506
	sector	1.412507	.1138	357 1	12.41	0.000	1.18	7101	1.637913
t	firm_age	.2697033	.1160	435	2.32	0.022	.039	9256	.499481
build	ding_age	.0736182	.0383	319	1.92	0.057	0022	2827	.1495191
ec	ducation	.0032728	.1055	432	0.03	0.975	205	7132	.2122588
number_of	workers	.5576929	.2066	453	2.70	0.008	.148	5145	.9668712
experience_of_the	workers	.0917062	.0929	414	0.99	0.326	092	2327	.2757395
	remote	.1766504	.1270	917	1.39	0.167	075	0039	.4283047
input_demand_6_mor	nth								
	age	.0163615	.0528	067	0.31	0.757	0882	2012	.1209241
	gender	.2311204	.1320	014	1.75	0.083	0302	2555	.4924963
	sector	1.370936	.1095	105 1	12.52	0.000	1.15	4094	1.587777
t	firm_age	.3247534	.1116	344	2.91	0.004	.103	7062	.5458006
build	ding_age	.0776254	.0368	754	2.11	0.037	.004	6083	.1506424
ec	ducation	.0334398	.101	533	0.33	0.742	167	6058	.2344853
number of	workers	.5901395	.1987	937	2.97	0.004	.19	6508	.9837709
experience_of_the	workers	.0787349	.08	941	0.88	0.380	098	3059	.2557758
	remote	.1368494	.1222	628	1.12	0.265	1052	2432	.378942

## Table 6. Periodic Effect of Earthquake on Intermediate Goods Demand Change

Interestingly, the analysis shows that the age of the company's building positively affects the demand for intermediate goods. This finding shows that an older building or one with a long history contributes to more reliable and sustainable production processes, enhancing the supply of intermediate goods. Additionally, the number of employees and the ability to work remotely significantly affect the demand for intermediate goods. Maintaining flexibility in employee numbers and enabling remote work during crisis periods can positively influence the company's operational continuity and demand management.

## **5.** Conclusion and Recommendations

We analyzed the economic impact of the Aegean Sea Earthquake, which struck İzmir, Türkiye, on October 30, 2020, by exploring its effects on local businesses, their recovery processes, and overall financial resilience in the region. The findings reveal that businesses are still insufficiently prepared for natural disasters like earthquakes. Additionally, recent unexpected events, such as pandemics, have intensified their impacts on businesses and underscored the urgent need for effective emergency management

strategies. These crises yield varying results based on the experience and knowledge of the companies involved. The research shows that experienced and well-established companies exhibit greater resilience during crises due to their institutional knowledge and effective crisis management strategies. These companies succeed in minimizing customer loss, protecting their income, ensuring production continuity, and managing their workforce effectively. Therefore, crisis management processes play a critical role in figuring out the long-term success of businesses. To enhance preparedness against crises, business owners and managers should take several initiative-taking steps. First, they should regularly attend crisis management training to improve their ability to respond effectively to crises and bolster their businesses' ability to cope. Additionally, companies need to develop alternative business continuity strategies to keep operations and ensure consistent customer service. Diversifying suppliers and accessing different supply sources can also minimize disruptions in the supply chain. Public-private partnerships offer another avenue for effective crisis preparedness. Collaborating with local governments and other organizations enables businesses to create joint crisis plans and respond in a coordinated manner. Furthermore, developing sustainability plans and using information and communication technologies can enhance resilience during crises. State-supported crisis management training and consultancy services can equip business owners and managers with the skills to make effective decisions during crises and ensure operational continuity. Organizing training on crisis communication and post-crisis recovery strategies can also prepare businesses for these processes. This policy proposal can succeed through cooperation between the state and the private sector, empowering businesses to respond more effectively to crises and sustain their long-term success. Ultimately, businesses must prepare for and respond effectively to natural disasters and crises. This study provides a foundation for guiding businesses in this regard and developing crisis management strategies. However, each business needs to adapt its preparedness plans and strategies to its specific circumstances. Future research that delves deeper into diverse types of crises and how businesses across different industries respond could further enhance crisis management strategies. The limitations of this study should be acknowledged. While the findings provide valuable insights into the economic impact of natural disasters on local businesses, the scope of the research was confined to businesses in İzmir, Türkiye. Therefore, the results may not be universally applicable to other regions or industries without further investigation. Additionally, the study primarily relied on survey data, which may have been influenced by response biases or limitations in sample

representation. Future research could expand the sample size and include diverse geographical locations and industries to further validate the findings and improve the generalizability of the results. In terms of future academic implications, this study highlights the need for further research on the intersection of crisis management and business resilience, particularly in the context of natural disasters and other unexpected global events. Future studies could explore the role of technology and innovation in crisis preparedness, as well as the impact of digital transformation on business recovery. Overall, the findings of this study are largely consistent with the existing literature, supporting the robustness of the results and demonstrating their alignment with previously established patterns and theories. This consistency not only reinforces the validity of the current analysis but also highlights its contribution to the broader understanding of the topic by offering additional insights and empirical evidence within the context studied.

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# APPENDIX

# SURVEY FORM

# DATE:

This survey form was prepared for a research conducted on behalf of TÜBİTAK at the Department of Economics, Faculty of Economics and Administrative Sciences, Bakırçay University. The study aims to examine the extent to which the earthquake affected the performance of businesses and to determine the changes in the labor market, which is the final result of business performance. This scientific research has no administrative or political aspect.

Please do not write your name, surname or anything indicating your identity on the survey form.

There are 28 questions in this survey. Try to answer the questions with as many single options as possible.

In cases where you can give more than one answer, please do not exceed 3 options. Answering the questions completely, realistically and sincerely will contribute to the achievement of the purpose of this research.

Answer the questions by placing an X in the spaces in parentheses. Example: (X)

If the sections allocated for the answer are not sufficient and/or if there are no answers suitable for you, you can also use the empty sections of the survey form for the answer.

Thank you in advance for your valuable help and contributions with your answers to the questions.

Best regards

Assistant Professor Aslı DOLU

Dr. Hüseyin İKİZLER

Researcher

Project Executive

# QUESTIONS

#### **Part-1 Descriptive Statistics** 1. What is your age? 1.() 15-20 between ages 2.() 21-30 between ages 3.() 31-40 between ages 4.() 41-50 between ages 5.() 51-60 between ages 6.() 60-65 between ages 7.() 65 Ages and above 2. What is the gender of the business owner/partners? (If there are partners, more than one mark can be made.) 1.() Female 3.() I Don't Want To Specify 2.() Male 3. Which industry do you think the business serves the most? 1.() Agriculture-Animal Husbandry 2.() Trade 3.() Services 4.() Manufacturing-Production 5.() Tourism 6.() Transportation 4. The first two numbers of your business's Nace Code, which indicates your field of activity in the Izmir Chamber of Commerce membership information system? (01-99) 5. What is the status of your business? 1.() Individual Company 2.() Limited Company 3.() Joint Stock Company 4.() Collective Company 6. How many years has the business been in business? 1.() Less than 3 years 2.() 3-5 years 3.() More than 5 years 7. Graduation of the business owner/partners? (In case of partners, more than one can be marked.) 1.() University and above 2.() Secondary/High School Graduate 3.() Primary School Graduate and below 8. Number of people working in the business? 1.( ) Less than 10 2.( ) Between 10-49 3.( ) 50 and above 9. What is the average working time of employees in the company? 1.() Less than 6 months 2.() Between 6-12 months 3.() Between 2-3 years 4.() 3 years and above Part-2 Earthquake Impact on Company Activities 10. Did you experience an earthquake while your company was still operating?

# 1.() Yes 2.() No (Please go to Question 17.)

In the table below, for each column (period information), select only one of the options for the relevant variables. For example, the survey can be answered by placing an X to indicate the option that the number of customers decreased by 40%-60% during the earthquake. Then, information on how activities changed in other periods can be entered for the same question.

Change in Company Activities	Before the Earthquake	During an Earthquake	1 Week Later	After 1 Month	After 6 months
11. Number of Customers?	-				
No customers came.					
It decreased by 60%-80%.					
It decreased by 40%-60%.					
Decreased by less than 40%.					
There was almost no change.					
12. Company Revenue?		-	·		
No income was generated.					
It decreased by 60%-80%.					
It decreased by 40%-60%.					
Decreased by less than 40%.					
There was almost no change.					
13. Company Production (Servic	ce delivery)?				<b>I</b>
No production/service was performed.					
It decreased by 60%-80%.					
It decreased by 40%-60%.					
Decreased by less than 40%.					
There was almost no change.					
14. Number of Company Employees?	-	I	<b>I</b>		<b>I</b>
The employees did not come.					
It decreased by 60%-80%.					
It decreased by 40%-60%.					
Decreased by less than 40%.					
There was almost no change.					
15. How long has the company b	een in operation?				
There was no change in the duration					

It decreased by 60%-80%.					
It decreased by 40%-60%.					
Decreased by less than 40%.					
There was almost no change.					
16. Will there be a change in	your business's tu	rnover during	the outage? Can you	estimate this chang	e as a
percentage of your usual turnov	er for a week?				
Dout 2 Europetations Descending 1	 Farthanalta				
Part-3 Expectations Regarding I	Lartnquake	anna during ar	· ····		
1. What could be the impact of $1$ () Production out 2. () Salas out	2 () Denalties for no	venue during al	i outage:		
1.() Froduction cut 2.() Sales cut	S() Penalties for inc	revenues	Tur contracts		
<b>18</b> How long would you postpor	.() Other effects off	revenues	ons ofter the outoge?		
1 () I will not change the investme	ent decision 2 () I w	vill postpone it fo	or 1-3 months $3()$ I wi	ill postpone it for 3-6 n	nonths
4 () I will postpone it for 6 month	s 5 () I will cancel (	the investment d	ecision		ionuis.
<b>19. What could be the impact on</b>	vour business's on	erations during	y an outage?		
1.() Disruption in company organ	ization 2.() Workers	stress 3.() Dec	rease in the number of	customers	
4.() Endangerment of employees	or customers 5.() Pa	rtial closure 6.	) Damage to the compa	ny's reputation	
7.() Order delay 8.() Other operat	tional effects	×.		5 1	
20. Once operational, how long v	will your operations	s continue to be	affected?		
1.( ) 0 days 2.( ) A few days	3.() 1-2 weeks	4.() 2-4 weeks	5.() $> 1$ months		
21. Over the course of a full year	; what consequence	es could the out	age have on your activ	vity level?	
1.() No effect 2.() Decrease in	activity 3.() Incre	ease in activity			
22. Is your business dependent	on municipal servi	ces (drinking w	ater/electricity), ignor	ing the substitute sol	utions
you have at your disposal (e.g. w	ater tanks) to prote	ect yourself aga	inst the risk of service	interruptions?	
1.() Yes, for production	2.() Yes, for sale	3.( ) Yes, fo	r the supply chain		
4.() Yes, for well-being at work	5.() Yes, for other	reasons			
23. How do you reduce the numb	er of employees if t	here is a decrea	se in your activities af	ter you are operationa	l after
the outage?					
1.() I do not change the number of	f employees	2.() Paid Leave		3.() Unpaid leave	4.(
) Termination of employment cont	ract				
24. Do you believe that the busin	ess building is solid	1?			
1.( ) Yes 2.( ) No					
25. Do you expect a devastating	earthquake in the n	ext 30 years?			
1.() Not possible 2.() Low probat	onlity 3.() Poss	ible Possible	4.() Most likely		
26. Do you expect a devastating	earthquake in the n	ext 10 years?			
1.() Not possible 2.() Low probat	onlity 3.() Poss	ible Possible	4.() Most likely		
<b>27. Do you expect a devastating</b>	загопquaкe next ye	ar:	() Most libely		
<b>1.</b> () Not possible 2.() Low probat	miny 3.() POSS	ill suffor ofter a	4.() WOST likely	a oorthaueleo9	
1 () Invulnerable 2 () Minor dome		erate damage	A () Serious domage	ig carinquake:	
1.1 $j$ $111$ $j$ $111$ $j$ $111$ $j$ $111$ $j$ $1111$ j $111$	120 J.U.IVIOU	CIAL UAIIIASC	TA I SULIUUS UAIIId2C		

# **Demographic Information and Business Characteristics**

In this section, information will be provided about the profile of business owners and officers (job description, age, gender, graduation status, etc.) and the characteristics of the business such as its sector, status, service period, and age of the building, because of the survey conducted on the companies.

	Company owner	Middle manager	Top manager	Total
21-30 years old	4.7	2.3	3.1	10.2

31-40 years old	18.0	5.5	1.6	25.0
41-50 years old	29.7	1.6	6.3	37.5
51-60 years old	16.4	0.8	1.6	18.8
60-65 years old	0.8	0.0	0.0	0.8
61-64 years old	4.7	0.0	0.0	4.7
65 years old and above	3.1	0.0	0.0	3.1
Total	77.3	10.2	12.5	100.0

	Male	Female	Total
Primary school graduate and below	8.6	3.1	11.7
Company owner	7.8	2.3	10.2
Senior manager	0.8	0.8	1.6
Senior/secondary school graduate	39.1	18.8	57.8
Company owner	29.7	14.1	43.8
Middle manager	6.3	1.6	7.8
Senior manager	3.1	3.1	6.3
University and above	21.9	8.6	30.5
Company owner	18.0	5.5	23.4
Middle manager	0.8	1.6	2.3
Senior manager	3.1	1.6	4.7
Total	69.5	30.5	100.0

	Incorporated company	Limited company	Sole Proprietorship	Total
Agriculture-Animal Husbandry	0.0	0.0	0.8	0.8
Manufacturing-Production	0.8	3.9	7.0	11.7
Services	1.6	5.5	12.5	19.5
Trade	0.8	7.8	58.6	67.2
Tourism	0.0	0.8	0.0	0.8
Total	3.1	18.0	78.9	100.0

Building Age\Business Activity Period	Less than 3 years	3-5 years	More than 5 years	Total
5-10	0.8	3.9	2.3	7.0
11-15	1.6	2.3	4.7	8.6
16-20	0.0	3.9	8.6	12.5
21-25	0.8	0.0	10.9	11.7
26-30	0.0	2.3	10.2	12.5
31 and above	3.9	6.3	37.5	47.7
Total	7.0	18.8	74.2	100.0

Average Working Time \ Company Size	Less than 10	Between 10-49	50+	Total
Less than 6 months	1.6	0.0	0.0	1.6
6-12 months	14.1	1.6	0.0	15.6
2-3 years	24.2	0.8	0.0	25.0
3 years and above	51.6	5.5	0.8	57.8
Total	91.4	7.8	0.8	100.0

Suitable for Remote				
Work\Company				
Operation Period	Less than 3 years	Between 3-5 years	More than 5 years	Total
Yes	0.8	0.0	6.3	7.0
No	6.3	16.4	66.4	89.1
Partially	0.0	2.3	1.6	3.9
Total	7.0	18.8	74.2	100.0