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Faculty of Business Economics

Master of Management

Master's thesis

Labour market discrimination: a study of the lived experiences of immigrants in Belgium

Suzan Kiwanuka

Thesis presented in fulfillment of the requirements for the degree of Master of Management, specialization Strategy and Innovation Management

SUPERVISOR :

Prof. dr. Bart LETEN

MENTOR :

Mevrouw Lily-Anne HONS



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Declaration

I certify that all the material in this dissertation that is not my work has been identified and that no material is included for which a degree has previously been conferred on me.

The contents of this dissertation reflect my personal views and are not necessarily endorsed by the University.

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(Date): **May 30th, 2022**

Supervisor: Prof. dr. Bart Leten

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University of Hasselt

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- *Suzan*

Abstract

This research examines the lived experiences of immigrants in Belgium, emphasising their experiences of labour market discrimination due to their perceived ethnic background. The study employs a quantitative methodology and adopts a numerical rating scale to evaluate 570 fictitious applicant CVs of different nationalities sent out at a university in Belgium (i.e. the applicants of Belgian, French, African and Asian ethnic backgrounds), differed only in their names. Evidence from the study suggests substantial discrimination at play in the Belgium labour market that negatively affects outcomes for immigrants in Belgium. However, based on the findings, the extent of discrimination is not equally distributed among the immigrant groups. Applicants with non-EU backgrounds seem to be the least disadvantaged in the Belgium labour market, with discrimination most pronounced for applicants with an Asian background. We find no evidence of discrimination against the applicants with an EU background.

Keywords: Ethnic discrimination, Migrants, Human capital, Labour market, Numerical rating scale, Correspondence test, Resume study, and Regression analyses.

MANAGERIAL SUMMARY

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A volume of experimental research has pointed to the ethnic background as a critical driver of immigrant discrimination in the labour market of most host countries. However, in some host countries like Belgium, limited experiments have examined the influence of nationality on one's employability in the host country. Data on ethnic discrimination in the Belgium labour market is still inadequate and, in most cases, not even available (Interfederal Centre for Equal Opportunities, 2021). Nevertheless, immigrant inflow in Belgium has been increasing over the last decades. For example, between 2009 and 2021, Belgium recorded a foreign population increase of 42.9% (Statista Research Department, 2022). This tendency has led to a rise in the number of migrants raised and educated in Belgium and willing to participate in the labour market under similar conditions as their native peers. However, this might not occur since some employers in Belgian society tend to have negative attitudes and race-based stereotypes against immigrants, explained by the lower employment rate of the minorities.

Against this background, we were motivated to research the immigrant experiences of the labour market discrimination in Belgium due to their perceived ethnic background. Does one's nationality influence their employability in the Belgium labour market? These immigrants are primarily racialized individuals who, despite being highly skilled and possessing high levels of education and work experience in Belgium, have experienced higher unemployment rates and lower incomes than the natives, Belgian born. The majority of the immigrants still find it hard to find meaningful job occupations in Belgium. As a result, those who manage to access the labour market tend to occupy lower responsibility positions in organizations or work in common professional careers such as domestic work in homes and low wage jobs in manufacturing industries for survival.

In most host countries like Belgium, the natives think that all immigrants are dependent on the host country's funding. In reality, this is not the case. Immigrants contribute positively to the economic and social development of the country through sharing innovative ideas and entrepreneurial skills, expanding trade opportunities between the host country and their home countries, filling labour market shortages caused by the rising ageing population and contributing to a country's diversity. For instance, during the corona pandemic 2020 and 2021, many migrants in Belgium supported vital sectors such as health and home care or provided essential services as shopkeepers, cleaners or food producers. In this context, therefore, this study aims to investigate whether having a foreign background or a different nationality versus being native influences the labour market opportunities immigrants face in Belgium.

Our study applies a quantitative methodology, using an experimental approach that evaluates fictitious applicant CVs for a PhD position sent out to a university in Belgium. The CVs

(N=570) we sent out represent the names of applicants of Asian origin (N=142), African origin (N=143), French origin (N= 142), and Belgian natives (N = 143). Belgium is a relevant case because Brussels, one of its regions, is at the heart of the EU. It has many diverse cultures and ethnicities comprising a highly qualified elite of non-Belgians working with powerful institutions like the European Union and NATO and international students in various universities. In addition, we use linear regression to determine the degree of association between the variables. The variables include; the scores (dependent variable), ethnicity, gender, religion and CV templates (independent variables).

Evidence from the study suggests substantial discrimination at play in the Belgium labour market that negatively affects outcomes for immigrants. Comparing the EU and non-EU immigrants, we found that the non-EU immigrants were least disadvantaged in the Belgium labour market than their other counterparts from the EU. The fact that we found no evidence of discrimination against the applicants of French origin representing the EU countries suggests that maybe the integration process in the labour market of this specific group has been successful. To further examine the robustness of our findings, we added controls for female gender and religion to determine if the results remain robust but found no significant evidence for discrimination based on the other factors added.

However, based on the significance level, discrimination is most pronounced for applicants with an Asian background. Yet, they have attended their high classes of education studies in Belgium, obtaining significant distinctions. Therefore, these findings suggest that, despite anti-discrimination legislation and measures aimed at promoting equal employment opportunities in the different regions of Belgium, discrimination remains a serious barrier to immigrants' access to the labour market in the Belgian society because of their perceived ethnic background.

Relevance to Strategy and Innovation Management

Immigration implies the economic and social development of the host country due to the attraction of skilled foreign workers. Attracting talented immigrants to the host country and allowing them to interact with the innovative universities and companies creates similar efficiency gains that can be a win-win for the source countries and the host country like Belgium. However, a better understanding of this phenomenon, specifically about immigrants' employment opportunities, requires extensive research that facilitates the analysis of the situation from different perspectives. The lack of integration in the labour market for immigrants negatively affects their human and economic development and thus affects the host country's development. Therefore, identifying data on the contribution of immigrants to the economy and data indicating the existence of labour market discrimination is useful. The concerned institutions can use this data to develop ideas that strongly support the spirit and the central provisions of immigration reform proposals, evaluate the effectiveness of the current policies and identify the necessity of modifying/creating new ones that help reach the expected results.

Research limitations and ethical issues

Like other audit or correspondence experiment designs, the present research only investigates discrimination during the hiring process—this limits its overall potential of determining the bias that may occur at the job offer.

Secondly, as a general rule, for any experiment conducted, it is generally essential that the individuals understand the purpose of the study and consent to it (Siegle, 2019). However, in this case, discrimination being a sensitive issue, we could not disclose the purpose of the investigation. It could lead to a biased rating, thus unreliable results, though this does not seem right from an ethical point of view.

Future recommendations

Discrimination in the labour market is not suitable for society. Countries should avoid it wherever possible. Therefore, as a recommendation, raising awareness among the natives is critical as most of them think that migration will disrupt society, which is not the case. In addition, to eliminate ethnic-based discrimination in the Belgian labour market, we recommend a fundamental shift in attitudes and practices that relate to employing immigrants. Facilitating this change requires Belgium's employers be made more aware of the skills and competencies of highly skilled immigrant workers that can be an advantage in a competitive world of growing innovations.

Overall, even though we found substantial discrimination among immigrants of Asian and African ethnic groups (except for the immigrants of French origin), it is necessary to make more investigations regarding this topic. We suggest including more job occupations (i.e. both high skilled and low skilled) in different sectors covering Belgium to have more robust results, such as the private sector, which was not part of this research yet.

Keywords: Ethnic discrimination, Migrants, Human capital, Labour market, Numerical rating scale, Correspondence test, Resume study, and Regression analyses.

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Abbreviations and Belgian Terms

ACTIRIS	Regional public service for employment in Brussels
CV	Curriculum vitae
DESA	Department of Economic and Social Affairs
EC	European Commission
EEA	European Economic Area
ENAR	European Network Against Racism
EU	European Union
EUROSTAT	Statistical office of the European Union
FOREM	Office Wallon de la formation professionnelle et de l'emploi – Regional and Community public service for employment and professional education in Wallonia
GDP	Gross Domestic Product
ILO	International Labour Organisation
IMF	International Monetary Fund
IOM	International Organization for Migration
NATO	North Atlantic Treaty Organisation
NON-EU	Outside the European Union
OECD	Organisation for Economic Co-operation and Development
STATBEL	Belgian Statistical Office
UNIA	Belgian independent public institution combating discrimination and defending equal opportunities
UN	United Nations
VDAB	Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding – Flemish Public Service for Employment and Professional Training

1.0 Introduction

In most European countries, it is not uncommon to hear statements such as "migrants have more problems to be employed" or that "migrants are less likely to have access to better positions". This group of people, and as may be the case with other minority groups, may be treated differently or discriminated against in the labour market, regardless of their competencies. Like many other European countries, Belgium is among the most preferred destination for many immigrants due to the country's rapid economic growth. Immigrants and their descendants make up a sizable proportion of the country's population. For instance, in 2020, the migration flow amounted to 144,169 people coming to Belgium through various administrative channels, a total estimate of over one million foreigners living in the country by 2020 (Migration|Statbel, 2021).

The significant migration has raised concerns about migrant discrimination in the Belgian labour market, making it an essential topic of political and public discussions and, therefore, a central task for scientific research. While it is clear that discrimination harms the migrants and the economy, it is challenging to measure discrimination and finding evidence about discrimination is not easy. In recent years, however, there has been a considerable increase in the amount of research that has tried to test discrimination in the labour market by using experiments like audits and resumé studies (Duguet, 2021), which is the approach used in the present research.

One of the biggest concerns about immigration is the lack of job opportunities for this specific population. Are the immigrants fully integrated into the labour market? According to Dumont and Liebig (2014), the integration of immigrants into the labour market is likely to directly impact the country's economic growth because young migrants, like native-born citizens, are better educated than those approaching retirement age. These migrants arrive with skills and contribute to receiving countries' human capital development and technological progress. The same authors further state that raising immigrants' employment rate to that of native-born people would result in significant fiscal gains in many European OECD countries, notably Belgium, France, and Sweden, with an impact of more than 0.5 per cent of GDP. It would also help immigrants achieve their own goals: after all, most immigrants come to find work and improve their own and their families' lives, not for social benefits. Hence, efforts to improve immigrant integration are an investment rather than a cost.

In contrast, the potential impact of higher unemployment among immigrants, such as conflicts (terrorism and manifestations), is of concern. Such consequences have occurred in other European countries like France and Germany (Algan et al., 2010). Failure to address immigrant unemployment due to discrimination results in instability within the economy.

According to the Interfederal Centre for Equal Opportunities and Federal Public Service Employment, Labour and Social Dialogue (2019), the data gathered show only a slight improvement in the Belgium labour market. People of foreign origin continue to be more disadvantaged in the labour market than people of Belgian origin. Hence if the situation remains unchanged, it will most likely take decades before the number of people from foreign origin in the Belgian labour market equals that of workers from Belgian origin.

Previous studies indicate that some initiatives have been established at various policy levels to help mitigate discrimination, though an integrated approach is still necessary to make further progress. For instance, in the Walloon Region, the policy is legally based on the decree of July 4 1996, of the Walloon Parliament, stipulating the integration of foreign nationality and foreign descent

through the organization of alphabetization courses and language courses and school training (Gyes, 2009). The same author further states that the Flemish parliament passed the proportional Labour Participation and Diversity in Flanders policy on April 24 2002, to guarantee equal treatment, preventing discrimination on the grounds of gender, race, ethnicity and nationality. In the Brussels metropolitan area, discriminatory recruitment practices against migrants, especially young people with migrant parents, have been tackled by developing and using diversity charters, labels, and specific diversity awards for employers (OECD, 2021b).

However, even though the issue of immigrants' workplace promotion has been primarily addressed in a broader integration policy based on the two pillars, namely anti-discrimination and employment activation through the diversity management and plans approach, the main focus remains on getting the 'deprived', and 'excluded' immigrants referred to as 'allochtonen' (Flanders) or 'immigrès' (Wallonia) into a job in order to improve equal opportunities (Gyes, 2009).

Pina et al. (2015) state that immigrants need the opportunity to learn the language(s) of the host country, develop social capital and see the education and skills acquired in their country of origin validated or verified and reinforced if needed. In return, employers also need to be prepared to face the challenges and opportunities of working with a more diverse workforce. Furthermore, O'Connell & McGinnity (2008) state that equal opportunity to participate fully in employment and the reception of work rewards are crucial for a fair and well-functioning labour market. Discrimination is terrible for the economy as it creates social and ethnic divisions, weakens social solidarity, undermines labour market standards, and leads to inefficient skill utilization.

In this context, therefore, this study aims to investigate whether having a foreign background or a different nationality versus being native influences the labour market opportunities immigrants face in Belgium. The methodology used consists of an experimental approach involving the rating of 570 made up applicant CVs for a PhD position by professors at a Belgium university.

2.0 Literature Review

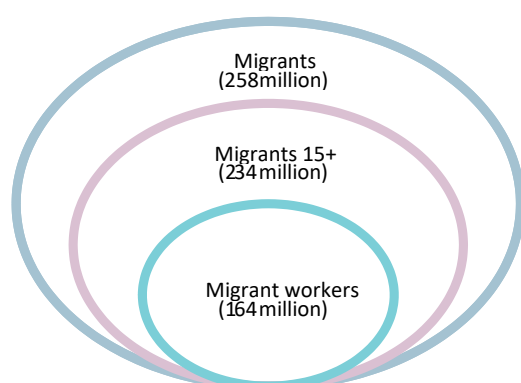
As stated before, migration has become one of the main topics in Belgium given the recent tendency of immigrants, mainly from Europe, Africa and Latin America, to choose it as a destination, having implications in the country's labour market. A fair amount of literature analyses the migration background in Belgium; however, the ones dealing specifically with the discrimination of immigrants in the Belgian labour market employing experiments are still limited.

This chapter presents the literature review of the primary investigations related to the immigrant experience of the Belgian labour market. Followed with migration evolution in Belgium, the Belgian labour market and the discrimination conceptual framework, trying to emphasise the Belgian situation regarding immigrants and the variables used in this investigation, presenting the influence that the nationality background or race of the immigrant has on the access and success to employment.

2.1 Migrants in the Labour Market

All over the world, people have always been on the move. Some people move in search of work or economic opportunities or to reconnect with their families or study (Cummings et al., 2015). Others flee conflict, persecution, terrorism or human rights violations (Moore & Shellman, 2004; Edmond, 2020). Others move in response to the adverse effects of climate change, natural disasters, or other environmental factors (Berlemann & Steinhardt, 2017). According to the International Labour Organization (2018), there were 232 million international migrants, 207 million migrants of working age, and 150 million migrant workers in 2013 as shared by UNDESA. In 2017, the estimated number of international migrants was 258 million, 234 million migrants of working age (15 and older), and 164 million migrant workers worldwide (Figure 1). As a result, the total number of international migrants increased by approximately 11% between 2013 and 2017, migrants of working age increased by 13%, and migrant workers increased by 9%, indicating a clear upward trend in migration inflows worldwide.

Figure 1- Global estimates of the stock of international migrants and migrant workers, 2017



Among migrant workers, 96 million are men, and 68 million are women

(Data Source: ILO, 2018)

Although there is no formal legal definition of an international migrant, most experts agree that a migrant is someone who changes their country of habitual residence, regardless of the reason for the migration or their legal status (Lafleur & Marfouk, 2019). This change of residence can be either short-term or long-term, with short-term migration lasting three to twelve months and long-term migration involving a change of country of residence for a year or more (United Nations Department of Economic and Social Affairs, 2016). In another study, a migrant is anyone who has crossed international borders or moved within a state away from his or her usual place of residence, regardless of (1) his or her legal status, (2) whether the movement is voluntary or involuntary, (3) the reason for the movement, or (4) the length of stay (International Organization for Migration, 2020).

Previous literature categorises a migrant as either a high-skilled or low-skilled migrant. Weinar and Klekowski Von Koppenfels (2020) define a high-skilled migrant as a foreign worker with specific characteristics and is therefore qualified for a particular visa category. However, the same authors point out that a review of the scientific literature suggests, for various reasons, that there is no single definition or measure of highly qualified. Shirmohammadi et al. (2018) define high-skilled migrants as people on a move who have university degrees or extensive work experience in professional fields when they leave their home countries to seek employment elsewhere in another country. Low-skilled migrants, on the other hand, are described as those who have completed secondary or lower education levels or are currently studying (Kubiciel-Lodziska & Maj, 2021).

Migrants born outside the EU are less integrated into the local labour market of the European Union's host countries than migrants born in Europe. In Belgium, for example, according to IMF, migrants from countries outside the EU have the highest rates of inactivity and unemployment compared to locals (International Monetary Fund, 2016). Only about half of non-EU migrants between 25 and 54 are working, compared to more than 80% of Belgian-born residents (Statbel, 2019). This employment gap extends across all educational levels. Improving migrant labour-force integration has become an urgent and challenging task in recent years as the foreign population is increasing. Between 2016 to 2019, the foreign population in Belgium increased by an average of around 1% (OECD, 2021a), which shows a solid upward trend in migration inflows.

To conclude, while there are many policies and programs aimed at integrating migrants into the labour market in the EU, these policies and programs do not address the multiple challenges that migrants face and, to some extent, do not lead to sufficient improvements. However, migrants are beneficial to any host country's growing economy, as discussed in the following paragraphs.

2.1.2 Benefits of Migrants in the Labour Market

Migrants are an essential source of labour force growth in many parts of the world in today's knowledge economy (Zikic, 2014). Attracting and retaining migrants can have numerous benefits for the host country and its economy, such as alleviating skills shortages, fostering innovation through knowledge acquisition, and increasing cultural diversity, among other things.

To begin with, according to the IOM report, the population in most European countries, including Belgium, is ageing, and the EU predicts a massive labour shortage of 45 million over the next 50 years as the working-age population declines (International Organization for Migration, 2014). The same authors further note that if there are no more immigrants to Europe, Europe's population will be 58 million less than in 2010. Immigration mitigates the effects of ageing and

depopulation and is essential for the sustainability of European countries. A country like Belgium, for example, has an estimated need for over a million high skilled workers in various sectors in the coming years (Torfs, 2017). Regional job search websites (Wallonia's FOREM, Brussels' ACTIRIS, Flanders' VDAB), and other Belgian government websites display a list of in-demand occupations in Belgium (Mussche et al., 2015). According to Skills Panorama (2016), engineers, project managers, technicians, accountants, nurses and midwives, and information technology personnel such as computer system designers and analysts are among the jobs in short supply. Therefore, an increase in foreign talent, focusing on talent from outside the European Union, is urgently needed to alleviate the country's labour market's growing skills shortage problem (Torfs, 2017).

Second, International migration contributes to the growth and prosperity of the host country. According to Lafleur and Marfouk (2019), one of the benefits of migration is a change in the variety of goods available to consumers. For example, in Brussels' Matonge neighbourhood, many migrants open restaurants or import gourmet products for grocery stores. The exchange of information on their respective market systems of origin and residence creates new export opportunities for Belgian firms within the region through networking and better knowledge of the tastes and needs of foreign consumers while maintaining economic competitiveness (Pina et al., 2015).

Third, high skilled migrants contribute to innovation by offering diverse approaches to innovation-related problem-solving (Laursen et al., 2020). According to previous research, insourcing exceptional foreign talent is critical for the breakthrough innovations and scientific discoveries required for economic growth (Kerr et al., 2016). Many European countries, including Belgium, have a competitive advantage in the global markets because of the increase in inventions, i.e. products or processes that provide new ways of doing something or offer new technical solutions to problems. For example, according to the World Intellectual Property Organization (2018), Belgium filed 1,217 patent applications, of which non-residents filed 216 and residents filed 1,001. When we compare the number of patents filed by each group as a proportion of the Belgium population share by origin in 2018; i.e. 10,018,514 Belgians and 1,357,556 foreigners, respectively (Statista Research Department, 2022); the contribution proportion for non-residents is 16%, which is more than the 1% contribution proportion of the residents. The presence of highly qualified migrants and international students in higher education also contributes to the knowledge required for long-term or sustainable innovation development.

Furthermore, migrants contribute to the spread of knowledge, and having a more diverse workforce increases the likelihood of innovation (Laursen et al., 2020). Increasing the number of highly educated migrants can provide locals with complementary skills, increase critical mass and specialisation in company roles, and facilitate knowledge transfer (Jones et al., 2021). According to research, the use of diverse perspectives, ideas, and skills ensures that a broader range of resources, skills, and abilities from multiple economic actors interact to bring together many different types of knowledge, skills, and competencies required for innovation (Karlsson et al., 2019). Cultural diversity can also be appealing to a host country looking to enter new markets or expand employment opportunities for workers of various origins (D'Netto et al., 2013).

Fifth, most developed countries negatively view low-skilled immigrants (OECD & European Union, 2018). On the other hand, low-skilled immigrants contribute to the functioning of the host country by accepting jobs that are not desirable to locals, allowing the locals to access more skilled

and profitable jobs. According to studies, low-skilled labour-intensive industries such as housekeeping and food preparation and service will continue to grow in European countries and without migrants to work in these sectors, this will have an impact on the economy (Anderson et al., 2021). In addition, other studies have also found that (low-skilled) migrants have no, or a small, crowding-out effect on native employment (Friedberg & Hunt, 1995).

Lastly, some migrants are entrepreneurs whose entrepreneurial spirit has enabled them to start very successful job-creating firms creating more jobs for the natives, although this career choice is partly because of a lack of alternative employment opportunities (OECD, 2010). Entrepreneurship has emerged as an essential vehicle for long-term development because it contributes to increased employment and economic growth in the countries where it is promoted (Huang et al., 2021). Immigrants advance their entrepreneurship by leveraging their skills and networks with fellow nationals that facilitate entrepreneurial activity by providing capital, support, knowledge and a supply or customer base (Eraydin et al., 2010). However, companies of migrant origin, on the other hand, face more significant risks than companies owned by natives because the same obstacles of discrimination and exclusion discussed in the following section also affect the viability and success of migrants' businesses.

2.1.3 Problems faced by Migrants in the Labour Market

Many migrants rely on possible job opportunities in the countries they migrate to for a living, despite facing numerous challenges in host-country labour markets. Human capital endowment, discrimination, low pay, a small social network, denial of free association and trade union rights, and social exclusion are just a few of the problems that migrants encounter in most host countries' labour markets.

To begin with, migrants face a human capital endowment challenge. According to Chiswick (1979), as cited in Damelang et al. (2021), the skill gap between migrants and the native population of the host country creates a significant labour market challenge for migrants as some skills are country-specific. In addition, most high-skilled migrants' foreign educational certificates do not indicate the skills that employers in the host country consider relevant, making it difficult for migrants to obtain relevant jobs in the host countries despite their qualifications (Damelang et al., 2021). As a result, the migrants are more likely to work in labour-intensive industries with low skill requirements that do not match their education and skills, which may point to discrimination during the hiring process (International Labour Organization, 2020). The majority of these are construction, industrial cleaning, agriculture, hotel and catering, and domestic services (Guys, 2007).

Second, migrants have limited social networks, which hinders their job search in the host country by limiting individuals' access to opportunities and confining them to low-paying jobs with poor working conditions despite being highly qualified (Kindler et al., 2015). Because they serve as both the general personal relationships a person has and virtual information channels about job availability and recruitment, social networks are essential for migrant economic integration (Mesfin & Mamuye, 2020). Often immigrants' ethnic network provides them with information on jobs in their ethnic community. However, research demonstrated that ties with the native population are more practical to find stable employment (Lancee, 2012). According to Schmutte (2016), using referral networks in the labour market can amplify inequality between groups with limited social contact, posing a significant challenge to ethnic minorities.

Third, the language barrier is another significant challenge. Due to a language barrier in the labour market, many migrants struggle to find work in their host country. Language proficiency and employment are linked, and both contribute significantly to the ethnic minority group's higher unemployment and a lower rate of economic activity (Clark & Drinkwater, 2008). Gabrielli and Impicciatore (2021) highlight that language proficiency shortages significantly impact immigrants' job search in the labour market. Finding a job in a country like Belgium, for example, is extremely difficult if one does not speak Dutch or French, which is understandable given the importance of communication skills in modern economies that are increasingly service and knowledge-based.

To conclude, migrants have worse labour market outcomes due to ethnic or racial characteristics that impose societal barriers to their labour market integration, regardless of their demographic and socioeconomic composition. Ethnic, religious, or racial characteristics rather than skills significantly impact migrant career opportunities when hiring or promoting. Weichselbaumer (2019), for example, used a correspondence test to assess three different job applications in German companies and concluded that an applicant with the German name (Sandra Bauer) was the most successful, receiving positive feedback from 18.8 per cent of all companies she contacted. An applicant with the Turkish name (Meryem Ozturk) without a headscarf received positive feedback from 13.5 per cent of the companies. The applicant with the Turkish name who wore the headscarf was the least successful, receiving positive feedback from only 4.2 per cent of all companies contacted, demonstrating that ethnic, religious, or racial characteristics have a significant impact on migrant's success in the host country's labour market.

2.2 Migration Background in Belgium

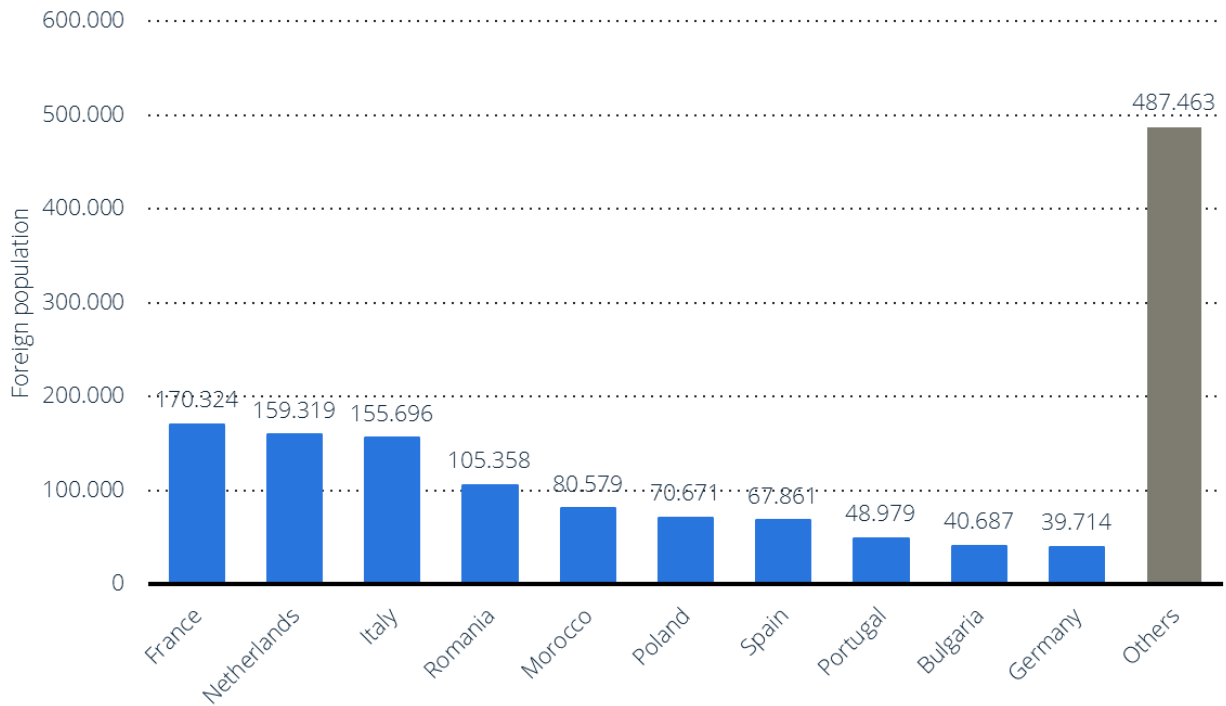
2.2.1 Migration evolution in Belgium

The migration experience in the EU has changed over the past decades. Before, it consisted of movements within the EU region, making Europe known as a continent of net emigration between the nineteenth and first half of the twentieth centuries, with most migration outflow occurring along the transatlantic route due to colonization and slave trade. However, this all changed in the second half of the twentieth century. Beginning with the decolonization between the 1950s and 1970s; followed by asylum seekers from Eastern Europe seeking refuge in western Europe between the 1970s and 1990s. Later on, the Latin Americans joined the migration wave, making Europe a net immigration continent, as is seen now (Migration Data Portal, 2019).

However, not all the EU countries experienced the same migration evolution. Belgium has a relatively long tradition of immigration, and it has undergone several phases of very active immigration before and after the Second World War (J. M. Lafleur & Stanek, 2016). Successive waves of migrants included groups originating from countries as diverse as Romania, France, Netherlands, Italy, Poland, Greece, Morocco and Turkey, to name but a few and involved the recruitment of guest workers for mining and heavy industries, who initially originated from Italy (Maes et al., 2019). Later on, new immigrants came from Turkey and Morocco during the early sixties due to an increase in demand for labour caused by rapid economic growth in that period (Thijssen et al., 2019). Currently, other immigrants, especially Africans, Asians, and South-Americans, are settling in Belgium to complete their university degrees, find better jobs compared to their home countries, and stay to have better careers and lives.

Over the last decade, substantial immigration in Belgium has increased by around 1.4 per cent in response to the economic boom (Statista Research Department, 2021). In 2020, Belgium was home to more than one million foreigners, the top three being France, Italy and the Netherlands, with about 485,340 people (Figure 2).

Figure 2 - Foreign population of Belgium in 2020, by origin



(Data Source: Statista Research Department, 2021)

According to society demographics, Belgium comprises three regions: the Flemish Region, the Brussels-Capital Region, and the Walloon Region, and each region has its own Regional Parliament and a Regional Government (Statista, 2020). Statbel (2021) figures indicate that in 2020, Belgium's migration balance (immigrants minus emigrants) stood at 41,756. The Flemish Region, the country's Dutch-speaking part, had an international migration balance of around 20,098 in 2020. By comparison, the international migration balance of the French-speaking Walloon Region was roughly one-third of this, at just over 8,023 immigrants.

Overall, there is a general recognition that immigration has transformed Belgium into a fully-fledged multicultural society with diverse cultures and ethnicities. According to the World Population Review (2021), because of employment opportunities, most people settle in large cities to earn a living more quickly than in the suburbs. For example, based on figures for 2020, in Antwerp, about 18 per cent of the population are foreigners; and in Brussels, about 32 per cent of the population are foreigners (Statbel, 2021). The Brussels Capital Region is very diverse, not only because of general immigration but also because it houses most of the European Union institutions and the NATO headquarters comprising a highly qualified elite of non-Belgians, the reason behind the nickname "capital of Europe" (Vogt et al., 2014). Population estimates based on the interpolation of

data in the World Population prospects (2021) show that Belgium registers an average of 92 migrations per day. Nevertheless, Belgium will need to accommodate the present and future permanent diverse character of its population by improving both the labour market and education system opportunities for its entire population, immigrants inclusive, to reflect a positive outcome for the labour market in general.

2.2.2 Belgian labour market

Belgium's performance in integrating migrants into the labour market is viewed negatively by international and national indicators (Adam & Dijk, 2015). Baeyens et al. (2020) observe that, despite the EU2020 strategy's goal of closing the employment gap between Belgians and non—EU foreigners, there has been no significant improvement in that regard over the last decade, primarily because of the labour-market discrimination based on different factors in different regions. For example, Andries (2018) notes that in Antwerp and Ghent, the biggest issue has been and continues to be a lack of education, with nearly 70 per cent and 61.8 per cent of the population unemployed due to a lack of education, respectively. The same author notes that both cities are already collaborating with the Flemish employment service VDAB to provide more training and language coaching, though this will take some time to bear fruit.

According to Eurostat (2020), an analysis based on 2019 data reveals a significant difference in the unemployment rate between nationals and people of foreign origin in Belgium aged 20 to 64 years, with the situation of migrants from third-world or non-EU27 countries (13.8%) labelled as alarming compared to migrants from EU-27 countries (5.9 per cent). Furthermore, Cornelius (2020) states that the employment rate of non-EU immigrants in Belgium is the lowest in the EU, indicating that only 52 per cent of non-EU immigrants in Belgium between the ages of 20 and 64 have a job, compared to France (55%), the Netherlands (60%), and Germany (64%). The same author further states that immigrants from predominantly Islamic countries have the most significant impact on unemployment. Only 43% of Islamic immigrants aged 25-35 years have a job compared to 84% of non-Muslim immigrants.

Lallemand (2020) notes that data from local integration and integration monitoring organizations shows that only 34% of foreign women find work in Belgium, with women originating from North Africa, Turkey, and the Middle East facing an alarmingly high unemployment rate. Many Muslim women are discriminated against in the labour market, primarily because of wearing headscarves in public (Chini, 2021). The same author mentions an incident in a Brussel institution where a job offer via Brussels' Actiris unemployment office specified that wearing a headscarf was forbidden as one of the job requirements. An incident that called for many reactions from the public as it was a clear indication of discrimination.

Over and above these differences in the Belgian labour market, many women, especially Moroccan women, approximately 9% in Belgium, decided to start their own businesses after a very long unsuccessful job search to survive and provide resources for their families (Ennaji, 2019).

2.3 Conceptual Framework

This section presents the main concepts related to labour market discrimination, briefly discussing the theoretical models of discrimination and how to measure this phenomenon to understand the relationship with immigration.

According to Heath and Cheung (2007), the model of labour-market success states that it is the "human capital or skills" of an individual that matters when looking for a job rather than other personal characteristics such as ethnicity or social class, with an assumption that firms are profit-maximizing. This means that individuals (under the same conditions of education and skills) have to compete and obtain payment according to their marginal productivity, regardless of their background. However, the same authors' further state that this might not be fulfilled in reality as the labour market opportunities for minorities (immigrants) may vary depending on nationality, cultural differences, or the local society's stereotypes regarding their background. In this sense, immigrants may not have the same chances as the natives of being hired even though they have the same capabilities as their local peers.

In this context, therefore, this study investigates the discrimination in the labour market, which refers to "the differential treatment based on group stigmatization, which unfairly puts group members at a disadvantage" (Blank, Dabady, & Citro, 2004; Gaddis, 2018) as cited in (Lippens et al., (2020). It is critical to distinguish between discrimination (a behaviour) and prejudice (an influence or feeling) as well as stereotypes (a perception or belief). However, it is not always clear how certain groups' beliefs and feelings are related to discriminatory behaviour.

There are several ways to obtain evidence of discrimination in the labour market. According to UNIA, an independent public body that fights discrimination and promotes equal opportunities in Belgium, discrimination in the labour market can occur anytime, for instance, when looking for a job, at work, or when leaving a job (Interfederal Centre for Equal Opportunities, 2019). Furthermore, discrimination occurs when people of foreign origin are mistreated in the labour market or workplace compared to nationals or natives, despite being comparably qualified in terms of education, experience, or other relative criteria. (e.g. legal immigrant or descendent of immigrant-receiving unjustified differential treatment, such as when denied a job or fired from group membership (Wrench et al., 1999).

Despite the advancements in integrating foreign nationals and those of foreign origin into Belgian society, forms of racial and ethnic discrimination in the labour market impede this social development. In Belgium, a person's origin is still an obstacle in the labour market. According to the Interfederal Centre for Equal Opportunities and Opposition to Racism (2018), a total of 2,017 cases were opened by UNIA in 2017, with 27 per cent of them involving discrimination based on race and ethnicity, followed by disability (20.7 per cent) and age (15.7 per cent), indicating a 6 per cent increase over 2016 (1,907 cases). At an early stage of recruitment during the invitation for job interviews, many factors such as race or ethnicity, language proficiency, skill endowment and the level of education, among others, explain the discrimination of migrants in the labour market. These factors may be intentional or unintentional based on the situation.

First, discrimination can be race or ethnic-based. The race or nationality factor plays a significant role in the discrimination of migrant workers in the labour market. According to ENAR, job applicants with foreign-sounding names had 30% fewer chances of being invited to a job interview than applicants with a similar profile but Flemish sounding names (European Network Against Racism, 2018). For some employers, a non-Belgian sounds different from the traditional average Belgian person (Wahlgren, 2020), making it difficult for migrants to access the labour market in the long run.

Studies have also shown that women who wear (or are expected to wear) ethnic attire like the Maghreb or Arab women in Belgium who wear hijabs experience more negative interpersonal reactions from recruiters or potential employers (Coenen, 2017; Easat-Daas, 2019). Despite the European or Belgian anti-discrimination legislation, Belgian employers are generally reluctant to hire the Maghreb or Arab women because of clear signals of their ethnic group membership, like headscarves (Easat-Daas, 2019). As a result, the applicants are vulnerable to double jeopardy of discrimination in the labour market.

Second, discrimination can also be based on language proficiency. A growing literature suggests that immigrants' proficiency in the host country's language is key to their social and economic integration and accounts for the employment differences in labour market outcomes. Language skills represent a form of human capital affecting the employee's productivity (Baeyens et al., 2020). For example, in a country like Belgium, where Dutch (Flanders) and French (Wallonie and Brussels) are the main languages, this will act as a disadvantage for a particular ethnic group that cannot express themselves in either of the two languages (Kalter & Kogan, 2006).

Third, there is discrimination based on the level of education and skills. Piton and Rycx (2021) state that despite recognizing the academic qualifications and skills, the Belgian labour market, like any other host country, attributes a lower value to the education and experience acquired by immigrants outside Belgium. Many migrants are discriminated against in the labour market because the employers feel that the experience obtained in their country of origin might not be sufficient to meet the host country's standards, which is unfair. Like any other resident, an immigrant needs to be treated fairly and given a chance to prove their skills on the job backed by on job training. As a result, this leads to a mismatch in the labour market, immigrants being over-educated compared to natives; i.e. many immigrants have a higher level of education than required for the job.

To conclude, however, in some instances, discrimination based on academic qualifications may be unintentional when the employer cannot authenticate or equate the academic qualifications considering it a risk. Hence many applications of non-immigrants are omitted at the early stage of recruitment simply because the recruiters cannot evaluate or authenticate the acquired academic qualifications from foreign countries. In a recent study, Baeyens et al. (2020) note that this issue is real for non-EU immigrants for whom recognition is not as easy as what the Bologna system allows for immigrants who studied in an EU country.

2.3.1 Explaining the types of hiring discrimination

According to Dongze (2021), initial versions of the theories of hiring discrimination fall into two models. One is the Becker (1957) model, "taste-based discrimination", which states that some employers from the mainstream majority exclude workers from a minority group because of prejudice. The employers prefer not to hire them even if their productivity is identical to those of non-discriminated workers and they are more capable of working and bringing them higher profits. The second one, "Statistical discrimination", proposed by Arrow (1972), explains that job applicants are differentiated based on observable characteristics such as race, age, and gender. The same model also predicts an unobserved component of applicants' productivity at hiring due to a lack of information. Hence, making the employer refer to the average productivity of the group to which

the candidate belongs to estimate his or her productivity which does not reflect his or her true abilities (Baeyens et al., 2020).

In another study, Interfederal Centre for Equal Opportunities (2003) categorizes discrimination as direct and indirect. Direct discrimination occurs when one person or group is treated less favourably than another in a similar situation due to their background or personal characteristics. In contrast, indirect discrimination occurs when requirements, policies, or practices that appear neutral and fair for everyone disadvantage people who share a specific attribute. An example is when a test requires particular knowledge of the host country that immigrants usually do not have and this knowledge is not related to the nature of the job.

However, in the present study, it may be challenging to distinguish the type of discrimination that might be present in the Belgian labour market. Data collected might be related to either one's preference of working with a specific nationality background, preconception about minority groups, or a combination of both.

According to Nunley et al. (2015), it is difficult to distinguish between the mechanisms of the taste-based discrimination model and statistical discrimination model as both models offer credible explanations for racial or ethnic discrimination in hiring. The same author explains that a variance in the information provided about applicant productivity (e.g., language skills and educational credentials) is maintained in some studies to differentiate between the two mechanisms. In contrast, such information is maintained constant across applicants in other studies.

Veit and Thijsen (2021) further state that it might be challenging to separate the two mechanisms, as 'distaste' and uncertainty about productivity may overlap regarding specific groups. By assuming a general dislike against specific ethnic groups, we can link the taste-based discrimination model to the theories on intergroup relations in social psychology and sociology.

In addition, Fiske and Neuberg (1990), as cited by Veit and Thijsen (2021), state that both the taste based model and statistical model of discrimination result from individuals automatically categorizing others into in-groups (i.e. the natives) and out-groups (i.e. non-natives) during social interactions. These groups are formed based on visible cues such as race or ethnicity. The in-groups feel secure associating with members of their origin to protect their territories, hence explaining the stereotyping and ultimately discriminatory preferences and behaviour.

Furthermore, Hagendoorn (1993) states that the theories of hiring discrimination result from the formation of ethical hierarchies caused by perceived social and cultural distance. Many immigrants are more disadvantaged than the natives in the host country's labour market because they are ranked based on their perceived socio-economic background, norms, and values relative to the native population. The native population believes that if they associate with such people, they might lose their socio-economic status to those considered lower rank groups. For example, in most western societies, a typical pattern seems to be that North Europeans are ranked at the top, followed by East and South Europeans. In contrast, Africans and Middle East groups are at the bottom of the ranking list (Hagendoorn 1993; Hagendoorn et al., 1998; Hraba et al., 1989), as cited by Snellman & Ekehammar (2005); Weichselbaumer (2017), indicating labour market discrimination.

Although it is empirically difficult to differentiate between the theories of discrimination, these theories are instrumental in establishing the influence of one's nationality on the likelihood of being considered for a job in a host country (H_1). Non- EU migrants (i.e. Africans and Asians)

comprise the characteristics of typical labour migrants in terms of their social and economic position compared to EU migrants (see section 2). Thus, uncertainty about their productivity might be higher on average than the more high-skilled migrants from countries like France or the Netherlands, as non-EU migrants are more likely to face stigmatization. In addition, social integration is likely to be easier for migrants from neighbouring EU countries due to lower linguistic and cultural barriers (see section 2). Hence, there might be differences in the effect of being foreign between the two groups. The migrants from EU countries are more likely to be considered for a job in the Belgian labour market than the migrants from non-EU countries (H_2).

2.3.2 Measuring discrimination

Drawing inspiration from the pioneering work of Bertrand and Mullainathan (2004), as cited by Baert (2017), scientists in labour economics, sociology of work, and personnel psychology have turned to so-called field experiments over the last decade to measure hiring discrimination. Bertrand and Mullainathan (2004) made the first attempt to apply the technique to racial discrimination in the United States. They compared distinctive "African American" names such as Aisha (female applicants) and Kareem (male applicants) with "white" names such as Anne and Matthew. They tested four occupations in Boston and Chicago and found that the white applicant was 60 per cent more frequently called back than the African-American applicant.

The most common experimental technique used in measuring hiring discrimination is known as "correspondence testing", first applied in 1969 to measure the incidence of racial discrimination in the British labour market and later on in 1970 devised by Jowell and Prescott-Clarke in the United Kingdom (Riach & Rich, 1991). According to Baert (2017), applicants from the majority group and a minority submit applications for actual job offers from employers with identical resumes in this experimental technique. The applications match all relevant matters, except for the applicant's name, an application with a recognizable minority name and the familiar matching name of the majority group, and everything else is the same. Companies' responses to these requests are then studied, and the proportion of cases in which minorities and members of the majority group received positive responses or "call-backs" is calculated.

The limitation of the correspondence testing is that it can only examine discrimination in the first phase of the application process. For example, if a fictive applicant receives an interview invitation, the invitation is politely turned down (Duguet, 2021). However, previous research has found that most discrimination occurs during these early stages of the application process (Bovenkerk et al., 1994) as cited by (OECD, 2013). At the early stage of the hiring process, employers have relatively little information about job applicants, hence, being influenced by general status characteristics such as race, gender, and religion (Pager, 2007).

In addition, according to Wallace et al. (2012), an issue in correspondence tests regards the strength of the experimental manipulation. If the manipulation is too open or overt, it may compromise the realism of the experiment; if it is too subtle or difficult to analyze, it may not be noticed at all by the testers participating in the experiment. Therefore, we should aim to have the manipulation realistic for the findings to have a true magnitude.

However, despite the limitations, in general, these tests are so far the best way to measure the existence of discrimination in hiring (Schneider et al., 2014, p.14) as cited by Zschirnt (2016). One of the most significant advantages of field experiments is that they offer controlled conditions

similar to those in the laboratory in quasi-experiments in real-world hiring situations" (Bendick & Nunes, 2012, p.238) as cited by Zschirnt & Ruedin (2016). Using a systematic procedure, two candidates, equally qualified and well-matched in their physical and behavioural characteristics and different only in race, act as testers (Rich, 2014).

Overall, in the light of the theoretical discussion and previous research on discrimination in the Belgium labour market and internationally, to test our hypotheses (see section 2.3.1), we propose extending the classical correspondence testing framework of Bertrand and Mullainathan (2004). However, in this study, instead of focusing on call-back responses from recruiting companies, our focus is on using numerical rating score datasets shared by a selected group of respondents evaluating the applicant CVs. In this way, the hypotheses can be tested by (1) comparing the average scores responses in each of the four nationality categories under investigation, and (2) by involving European and Non-European nationalities; we can check whether there is more substantial discrimination toward Non-Europeans.

3.0 Methodology

3.1 Overview of methodology

"Discrimination of immigrants continues to be a problem in the labour market of most host countries." As stated in the literature review, this study investigates whether having a foreign background or a different nationality versus being native influences immigrants' labour market opportunities in Belgium.

Therefore, this section explains the research methods used in writing this thesis. It describes the data and method, experimental design, sampling, measuring and evaluation, the research question and the data analysis technique. Selecting a suitable research method during the research process is vital. The information provided should satisfy the research objective, describe the problem statement, and be reliable for the target audience, relying on the data collection method. The data collected should be adequate for the research purpose; otherwise, it would be challenging to analyse the research.

In this study, we used a quantitative research method that usually involves collecting empirical data through case studies, personal experiences, interviews, surveys, and observations for the study. According to Bryman (2004), a quantitative research method is a deductive approach that focuses on quantification in gathering and analysing data and leading to a judgment between theory and the research. Hence, this explains why it is an appropriate method for this case study.

The main data sources for this study are primary and secondary. Primary data is a form of undocumented data, whereas secondary data is already documented (Saunders et al., 2003). The primary source includes numerical rating score data obtained from the CV evaluation. The secondary sources are official websites and reports from the Belgian government and institutions such as the Belgian statistical office (Statbel), the regional public service for employment in Brussels (Actiris), Forem Office Wallon de la formation professionnelle et de l'emploi, Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding (VDAB).

Furthermore, additional sources used in this study include complimentary scientific articles (other than the ones explored in the literature review), websites, statistical data, reports, and white papers from international institutions such as the European Commission, Department of Economic and Social Affairs (DESA), the Statistical Office of the European Union (EUROSTAT); European Network Against Racism (ENAR), International Labour Organisation (ILO), UNIA, the Organisation for Economic Co-operation and Development (OECD), among others. The keywords used in searching for articles and publications include: hiring discrimination, discrimination, stereotype, correspondence testing, research methods, regression analysis, labour market discrimination and migrants, among others.

3.2 Data and method

We used data from an evaluation of fictitious applicant CVs of we conducted via an email request sent out at a university in Belgium. The experiment involved administering fictitious applicant CVs and a numerical score rating scale to be reviewed by the respondents. We opted to use a numerical rating scale because it is less time consuming and effective in providing information in a relatively brief period at a low cost to the researcher (Adamovic, 2020). In addition, numerical

rating scales are also widely used as a vital tool for conducting quantitative research by asking respondents to choose from a range of options scaled between two extremes (Adamovic, 2020).

Selecting several nationalities or ethnic groups is necessary to provide a more fine-grained understanding of discrimination and analyze whether an ethnic hierarchy exists (Weichselbaumer, 2017). The respondent pool consisted of professors with relevant recruitment experience in the occupational field under study. The experiment only covered one occupational area, requiring a similar skill level.

3.3 Experimental design

The key question of this research is whether people of ethnic minorities such as Asians and Africans (non-EU) compete in equal conditions in the labour market compared to the natives in Belgium. To know the extent of the differences, we also included the French as the third group of comparison since they are the ones who have the most significant number of immigrants in Belgium from EU countries. For example, in 2020, the French foreigners amounted to around 12% of the foreign population in Belgium, which is approximately 1% more than the Netherlands, the second-largest group, which was 11% (Statista Research Department, 2021; Statista Research Department, 2022). Including both EU and non-EU nationalities allows us to analyse if the jobs in the Belgian labour market are given based on meritocracy and equality among these groups.

The data collection involves using the modified experimental method steps of Bertrand and Mullainathan (2004) that focus on creating fictitious CVs and applying for a job position. However, this study analyses numerical rating score data obtained from an experiment instead of considering call-back responses as Bertrand and Mullainathan (2004) used. In this paper, privacy is an equally valid concern, especially while conducting the experiment.

3.3.1 Construction of applicant CVs

The first step involves creating CVs that describe the fictional applicants as residing in different Belgium cities with similar socioeconomic characteristics and recently graduated. Using CVs from recent graduates offers several advantages. First, since recent graduates usually lack extensive work histories, they routinely list involvement in internships or graduate trainee programmes as part of their work qualifications (Leape & Vacca, 1995), as cited by Wallace et al. (2012). Hence the applicants can send these CVs to any available job position. Second, creating fictitious job applicants with short work histories simplifies the testing, as the use of applicants with lengthy work histories complicates tests for this type of discrimination (Nunley et al., 2015).

In addition, the CVs created were hypothetical, showing a timeline of applicants' professional experience since completing formal education; i.e. exhibited a maximum of one year of work experience in a company located in Belgium. The professional titles all match the most common job titles for the job position under investigation (i.e. interns and graduate management trainees).

3.3.2 Fictitious applicants

The second step involves the generation of pseudo identities. An example is a typically sounding Flemish name (Ervin van Den Elsen), a French name (Benoit Marchesseault), an African name (Julius Ngome) and an Asian name (Hamim Qadir Naifeh).

Unlike Bertrand and Mullainathan (2004), who used a National registry to identify the names, we had no access to the National registry in this study. We relied on our own experience, newspaper

sample analyses, acquaintances and an online free name generator software tool to select the names for the four categories. We later consulted with the respective groups to develop a final list of characters thought to be the most representative of the four categories under study.

3.4 Sampling

We conducted the experiment in one language (i.e. English). We sent the invitations to the respondents via email to participate in evaluating the CVs by responding with an attachment of their rating score sheets to confirm the completion of the experiment. Based on the rating score sheets completed and received back, the response rate was 66%, a percentage adequate to provide a manageable volume of data that can answer the research question, examine the significance of the results, and determine the test pattern. For our analyses, the final sample consisted of N=330 applicants (N=82 from Africans, N=85 from French, N=73 from Asians, and N=90 from Belgians).

3.5 Measuring and evaluation

For this study, we simplified the process of feedback evaluation by using a numerical score rating worksheet sent to respondents via email. We created a summary of the datasets for the four nationalities based on the responses received back to determine the average scores of different nationality categories. Using the simplified rating score template and keeping track of the answers via email communication was the most straightforward and inexpensive way to contact the respondents. In addition, since we had limited time for the study, using this method was also less time consuming, and it was easy to keep track of the responses and send reminders.

3.6 Research question

The research objective is to identify if there is evidence of discrimination against immigrants in the labour market in Belgium. The paper aims to answer the following question: Does one's nationality influence their employability in the Belgium labour market? In addition, the report also investigates if there is a difference in labour market opportunities between EU and non-EU immigrants in Belgium. In both cases, labour market opportunities are measured based on numerical rating score data of the CV evaluations compared to native Belgians.

3.7 Data analysis technique

We use a statistical method to analyse the data collected in the present study. The objective is to compare the samples and check the significance level of the data. Since the data collected has four categories (1=Belgian, 2=French, 3=Asian, and 4=African), if run in a linear regression with the same category, numbers can cause errors in analysis. Linear regression assumes all independent variables are numerical. Therefore, we assign zero and one to the independent variables to avoid these errors.

3.7.1 Dummy variables

According to Studenmund (2022), a dummy variable refers to one that assigns a numerical value to levels of categorical variables. The same author further states that dummy variables are immeasurable; therefore, we can only express them as binary numbers. Ethnicity and gender are

examples of variables that we can assign with numbers zero and one (Newbold et al., 2007). In this context, therefore, we created the following dummies as part of our dataset;

First, the dummy variable for Asian ethnicity, for all cases in which the applicant's nationality is Asian, we coded it as one (1) and all other cases as zero (0). In the dummy variable for French, in all cases where the applicant's nationality is French, we coded it as one (1) and all other instances coded as zero (0). The same for the African variable; we coded it as one (1) and all other cases as zero (0). The coding allowed us to enter the ethnicity values as numerical.

Second, for the binary categorical variable, in a dummy variable for females, we coded them as one (1) in all instances in which the applicant's name is female. In all other cases in which the applicant's name is Male, we coded them as zero (0), which allowed us to enter the gender values as numerical. (These numbers are just indicators).

Third, for example, in the dummy variable for CV template 1, for all cases in which the applicant's CV template used is CV1, we coded it as one (1) and all other cases as zero (0). The same applies to all CV templates depending on which CV template received a rating score.

Lastly, we created two dummy variables as the reference category (the category against which we compared all the other types). We don't have to include the two reference categories in the linear regression. However, we need to include all of the other dummy variables for ethnicity and resumes in the model. Including all other variables means we compare all nationalities to the BELGIAN race and the applicant CV templates to CV TEMPLATE 15.

3.7.2 Statistical test

In linear regression, beta coefficients are necessary for assessing the level of significance, which all relies on formulating a null hypothesis. According to Mcleod (2019), a statistically significant observation falls between .01 and .05, which means that there's a 1% or 5% chance that we would accept the alternate hypothesis even when our null hypothesis is true while those less than 1% represent a highly statistically significant.

The p -value measures the strength of the evidence supporting a null hypothesis. Therefore, if the p -value is less than the set significance level, we have statistically significant evidence against the null hypothesis, so we reject the null hypothesis and accept the alternate hypothesis. However, suppose the p -value is greater than the set significance level. In that case, we do not have statistically significant evidence against the null hypothesis, so we fail to reject the null hypothesis.

3.7.3 Formulation of research hypotheses

We formulated the hypothesis for this study around the research question, which investigates whether applicants of foreign origin face discrimination during the hiring processes based on the applicant's ethnicity or perceived racial background. Below are the outlined hypotheses for this research:

Null hypothesis (H_0) for this research

- Applicant's ethnicity does not influence the hiring process.
- There is no racial discrimination in the hiring process.

Alternative hypothesis (H_1) for this research

- Applicant's ethnicity influences the hiring process.
- There is racial discrimination in the hiring process.

3.7.4 Linear regression

According to Zach (2021), a linear regression model is one of the most commonly used techniques in statistics. This model helps quantify the relationship between predictor variables and a response variable. The coefficients express the degree of association between the variables under study when checked against the reference category.

Linear regression is calculated by;

$$Y = a + bX$$

Where,

$$b = \frac{n \sum xy - (\sum x)(\sum y)}{n(\sum x^2) - (\sum x)^2}$$

$$a = \frac{\sum y - b \sum x}{n}$$

whereas X is the explanatory variable and Y is the dependent variable. The slope of the line is b, and a is the intercept (the value of y when x=0).

However, popular analytical software such as Microsoft Excel, Microsoft Access, and SPSS can also calculate the linear regression analyses, hence avoiding the application of the formula manually. IBM SPSS Statistics version 28 is a simplified process which involves selecting Analyse, Regression, and then Linear to obtain accurate results. This method excludes any possible inaccuracy in the results.

In conclusion, this chapter discusses the study's research methodology and describes the data and method, experimental design, data collection and sample, measuring and evaluation, and the data analysis technique. In the following chapters, we cover the empirical outcomes of the experiment, research limitations and ethical issues, discussions and conclusion, and lastly, the recommendations.

4.0 Findings

4.1 Descriptive statistics

Table 1 summarises the results received for the final sample n=330. Applicants of Asian background were the least disadvantaged in being admitted for a PhD position even though all applicant CVs presented the same educational knowledge and work experience attained in Belgium.

Table 1 – Results of the applicant CV evaluations

Rating score scale (1=lowest, 7=highest)											
Ethnicity	CVs sent	Job position	1	2	3	4	5	6	7	CVs rated	Average
Belgian	143	PhD	0	13	15	28	24	9	1	90	4
French	142	PhD	0	16	13	35	14	7	0	85	3.8
Asian	142	PhD	0	15	21	22	9	4	2	73	3.62
African	143	PhD	0	14	25	23	14	5	1	82	3.68
Total	570		0	58	74	108	61	25	4	330	

4.2 Linear regression analysis

The null hypothesis is that the foreign applicants are treated similarly as Belgian applicants in the labour market, which implies that the p -value $> .10$

The alternative hypothesis that foreign applicants are treated unfavourably compared to Belgian applicants in the labour market, results in a p -value $< .10$

Decision rule:

We reject the null hypothesis if the computed level of significance is less than .10 or 10%

We do not reject the null hypothesis if the computed level of significance is more significant than .10 or 10%.

4.2.1 Does the applicant's ethnicity influence the score?

Model 1 summarises the relationship between the scores and ethnicity, indicating if the differences in distributions of the scores are statistically significant by fitting a simple linear regression model.

Model 1: Simple Linear Regression

		Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	4.044	.128		31.606	<,001	3.793	4.296
	French = 2	-.244	.184	-.088	-1.331	.184	-.606	.117
	Asian = 3	-.428	.191	-.146	-2.238	.026	-.804	-.052
	African = 4	-.362	.185	-.128	-1.951	.052	-.726	.003

a. Dependent Variable: Score (DV)

The empirical observation suggests that the regression coefficient associated with the French ethnic group is -0.24, implying that each one-point increase in the French ethnic group is associated with a 0.24 point decrease in the average score. However, at a .10 level of significance, we find no evidence of discrimination. The association between the French ethnic group and the score is statistically nonsignificant at a *p-value* of .184, as indicated in the analysis.

In addition, the regression coefficient associated with the Asian ethnic group is -0.43, suggesting that each one-point increase in the Asian ethnic group is associated with a 0.43 point decrease in the average score. Considering the significance level of .10 and .05, the association between the Asian group and the score is statistically significant at a *p-value* of .026

Furthermore, for the African ethnic group, the regression coefficient is -0.36, suggesting that each one-point increase in the African ethnic group is associated with a 0.36 point decrease in the average score. At a .10 level of significance, the association between the African ethnic group and the score is statistically significant with a *p-value* of .052

4.2.2 How do ethnicity, gender, and religion influence the mean score?

To further examine the robustness of our findings, we examine if results remain robust to adding controls for female gender and religion as illustrated in Model 2. For analytic purposes, we coded religion as Islamic belief= 1 and other = 0, and for gender, we coded female = 1 and male = 0

Model 2: Multiple Linear Regression

		Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	3.952	.145		27.247	<,001	3.666	4.237
	French = 2	-.275	.185	-.099	-1.487	.138	-.638	.089
	Asian = 3	-.663	.294	-.226	-2.258	.025	-1.241	-.085
	African = 4	-.390	.187	-.138	-2.091	.037	-.757	-.023
	Female gender	.152	.136	.062	1.118	.264	-.115	.419
	Islamic belief	.247	.244	.093	1.013	.312	-.233	.727

a. Dependent Variable: Score (DV)

Compared with Model 1, the association between ethnic groups and the score is larger for the Asian ethnic group (i.e. -0.43 versus -0.66) after adjustment for gender and religion. Although two of the predictor variables are statistically significantly, many are statistically nonsignificant.

To begin with, the French ethnic group are approximately 0.3 points lower than the reference group, adjusting for gender and religion. However, the results indicate a nonsignificant *p-value* of .138 at a .10 level of significance. In the case of the Asian and African ethnic groups, they are approximately 0.7 and 0.4 points, respectively, lower than the reference group. However, at a .10 and .05 level of significance, both groups remain statistically significantly at a *p-value* of .025 and .037, respectively, holding gender and religion.

Furthermore, considering the gender variable, the female gender was approximately 0.2 points higher than the male gender, adjusting for ethnicity. However, at a *p-value* of .264, we do not find a significant relationship between gender and race; hence, we find no evidence of discrimination against female applicants in the labour market. In addition, we analyse if discrimination results from one's religious beliefs. However, similar to gender, at a .10 and .05 level of significance, ethnic discrimination does not differ by religion. At a *p-value* of .312, we find no evidence of discrimination based on religion, whether Muslim or non-Muslim; this has no influence on one's employability in the Belgium labour market.

4.2.3 How do both ethnicity and the CV template influence the mean score?

The aim is to examine if using a particular CV template influences the scores, holding ethnicity by fitting a multiple linear regression (Model 3) to establish if there is a change in the mean score.

Model 3: Multiple Linear Regression

		Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	4.278	.275		15.528	<.001	3.736	4.820
	French = 2	-.200	.185	-.072	-1.080	.281	-.564	.164
	Asian = 3	-.411	.190	-.140	-2.160	.031	-.785	-.037
	African = 4	-.370	.185	-.131	-2.005	.046	-.733	-.007
	CV Template 1	-.075	.362	-.015	-.207	.836	-.787	.637
	CV Template 2	-.345	.362	-.071	-.954	.341	-1.056	.366
	CV Template 3	-.200	.364	-.041	-.551	.582	-.916	.515
	CV Template 4	-.512	.362	-.105	-1.414	.158	-1.225	.201
	CV Template 5	-.378	.363	-.077	-1.041	.299	-1.092	.336
	CV Template 6	.488	.363	.100	1.346	.179	-.225	1.201
	CV Template 7	-.282	.362	-.058	-.779	.436	-.993	.430
	CV Template 8	-.519	.362	-.106	-1.434	.152	-1.231	.193
	CV Template 9	-.167	.362	-.034	-.462	.645	-.880	.546
	CV Template 10	.097	.362	.020	.268	.789	-.615	.809
	CV Template 11	-.737	.362	-.151	-2.036	.043	-1.450	-.025
	CV Template 12	-.302	.363	-.062	-.833	.406	-1.017	.412
	CV Template 13	-.737	.362	-.151	-2.036	.043	-1.450	-.025
	CV Template 14	-.029	.362	-.006	-.079	.937	-.740	.683

a. Dependent Variable: Score (DV)

In comparison with Model 1, after adjusting the CV template, the average score for the French and Asian ethnic groups increases slightly by 0.04 and 0.02, respectively. In contrast, for the African ethnic group, the average score decreases slightly by 0.01. However, this increase or decrease in the average score has no significant impact on the values of specific variables. At a .10 and .05 level of significance, the French ethnic group has a *p-value* of .281, which is statistically nonsignificant at 28.1% and above the 10% threshold. The Asian ethnic group has a *p-value* of .031, which is statistically significant at 3.1% and below the 10% threshold. The African ethnic group has a *p-value* of .046, which is statistically significant at 4.6% and below the 10% threshold.

Furthermore, CV template 11 and CV template 13 are statistically significant, i.e. the two templates have a similar *p-value* of .043, as indicated in the analysis. In addition, on average, the two templates are both rated 0.7 points lower than the reference category, which has an average of 4.3, i.e. a difference of around 3.6 points lower than the reference category. Based on these findings, the nonsignificant values outweigh the significant values; hence no clear evidence of discrimination (except for the two templates). Therefore, we find minimal empirical support for the relationship between the template used by the applicant and their ethnicity.

5.0 Research limitations and ethical issues

Like other audit or correspondence experiment designs, the present research only investigates discrimination in the hiring process, limiting its overall potential of determining hiring discrimination that may occur at the point of the job offer (Bertrand & Mullainathan 2004). However, despite this criticism, this method is still relevant. The result from the first selection process might be enough to establish the existence of discrimination in the hiring process.

In addition, this research considered only one occupation related to the education sector; however, other fields or sectors may discriminate more or less pervasive than the outcomes we presented. However, since the main objective of this research is to investigate the discrimination in the Belgium labour market against people of foreign origin, the outcomes are still valid, at least for this institution.

Furthermore, as a general rule, for any experiment conducted, it is generally essential that the individuals understand the purpose of the study and consent to it (Siegle, 2019). This rule may not be applicable when testing discrimination. Discrimination is a sensitive issue; hence if the individuals involved in the experiment have prior information about the intentions of the investigation, it can lead to a biased rating, thus unreliable results. There should be no informed consent on behalf of the individuals involved in the experiment, though this does not seem right from an ethical point of view. However, for this study, we still had to seek approval from the concerned university department on whether to proceed with the experiment. We got an approval from the university under study, though the details of the respondents had to be maintained confidential.

6.0 Discussion and conclusion

In many host countries worldwide, immigration is an important phenomenon that has significantly influenced the host countries' social and economic growth. Migration and development are inextricably linked, i.e. they affect each other, both positively and negatively. However, despite this positive contribution to the economy, it has also posed some crucial challenges, specifically in the labour market. Many migrants leave their home countries looking for different work or better life prospects in the host country, although this might not be the case in most host countries like in the case of Belgium.

In this context, therefore, the present study aimed to investigate if there is discrimination in the Belgian labour market against immigrants of French origin (EU), Asian origin, and African origin (the two most significant minorities in Belgium after the Europeans).

Belgium has registered an increase in immigrants coming into the country from within the EU and outside the EU. For example, between 2009 and 2021, Belgium reported a 42.9% increase in foreigners, with the majority coming from EU countries (Statista Research Department, 2021; Statista Research Department, 2022). Furthermore, the same author noted that most immigrants are settled in the Flemish region representing around 43.7%, followed by the Brussels-Capital area (29.8%), and lastly Walloon area (26.3%).

Many of these immigrants are educated in Belgium and want to participate in the labour market; however, their chances of being employed in the host country's labour market are reduced by their perceived ethnic background compared to their Belgian peers. As a result, because of their perceived ethnic background, they take longer to find a job. They tend to occupy lower responsibility positions in organizations, yet they are equally educated and knowledgeable as their counterparts, the Belgian natives.

Therefore, the above has motivated the present research. This study investigated the influence of ethnicity on the employment opportunities for immigrants from Asia, Africa, and France in Belgium, using an experimental approach, sending CVs for a PhD position.

The current investigation findings provide empirical support for the argument that there is substantial discrimination against immigrants of foreign origin, even if they are equally qualified as native applicants when they strive for the same job in the Belgium labour market. However, according to the findings, the extent of discrimination is not equally distributed among the immigrants. Instead, there seems to prevail an ethnic hierarchy: based on the scores, there is evidence for more significant levels of aversion towards immigrant applicants of non-EU origin than those of EU origin. In particular, applicants with Asian names seem to be the least desirable candidates for the position in this case, as each one-point increase in the Asian ethnic group is associated with a 0.43 point decrease in the average score compared with African applicant names (- 0.36 points) and French applicant names (- 0.24 points).

In addition, considering the significant values in the analysis (except for the French ethnic group), the Asian and African ethnic groups have a p-value $> .10$, i.e. a p-value of .026 and .052, respectively. The empirical observations are per the hypothesis, suggesting that foreign applicants are likely to suffer greater disadvantages in the Belgian labour market, with applicants of non-EU origin especially facing more discrimination as they are more distinct from the majority group.

Contrary to our expectations, we do not find that discrimination increased significantly with the addition of controls for the female gender or religion (except for the Asian dummy that has a larger coefficient of -0.43 versus -0.66), and the CV template type (excluding CV templates 11 and 13). Although the outcomes changed in magnitude, most remained statistically non-significant.

We can relate the substantial discrimination with the Becker (1957) model, "taste-based discrimination," whereby some employers from the mainstream majority exclude workers from a minority group because of prejudice or race-based stereotypes. This act affects the minority group (the immigrants) as they may not have equal chances as the natives of being hired even though they have the same capabilities as their local peers. Hence, this leads to the rising unemployment of immigrants, an issue that calls for immediate attention as it negatively impacts the social and economic development of the country.

All in all, the main contribution of this research has been to address discrimination in the labour market for immigrants of Asian, and African origin, adding the French immigrants as the other comparison group from the EU for the first time, employing a CV evaluation experiment approach. According to the findings as discussed, discrimination may be prevalent among the foreign people of Asian and African origin; however, we can not base these findings to rule that there is evidence of discrimination in the Belgium labour market. The outcomes only consider the evaluation during the hiring process; what happens after the job offer has not been evaluated. In addition, we only consider one job position, it could be more significant to cover at least two or more job positions in different sectors for our comparison and conclusion.

6.1 Recommendations

Discrimination in the labour market is not suitable for society. Countries should avoid it wherever possible. Therefore, as a recommendation, raising awareness among the natives is critical as most of them think that migration will disrupt society, which is not the case. Migrants can also be very positive as they often fill labour market shortages, contributing to a country's economic activity or diversity. For instance, during the corona pandemic 2020 and 2021, many migrants in Belgium supported vital sectors such as health and home care or provided essential services as shopkeepers, cleaners or food producers. In addition, to eliminate ethnic-based discrimination in the Belgian labour market, we recommend a fundamental shift in attitudes and practices that relate to employing immigrants. Facilitating this change requires Belgium's employers be made more aware of the skills and competencies of highly skilled immigrant workers that can be an advantage in a competitive world of growing innovations.

Overall, even though we found substantial discrimination among immigrants of Asian and African ethnic groups (except for the immigrants of French origin), it is necessary to make more investigations regarding this topic. We suggest including more job occupations (i.e. both high skilled and low skilled) in different sectors covering Belgium to have more robust results, such as the private sector, which was not part of this research yet.

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Appendix 1

Sample CV Templates



PROFESSIONAL SUMMARY

Experienced and effective Business Development officer bringing forth valuable industry experience and a passion for management. Adept in analytical thinking, strategic planning, leadership, and building strong relationships with business partners.

SKILLS

- Business Strategy
- Effective time management
- Microsoft office
- Excellent communication skills

WORK HISTORY

Business Development Assistant: ICIPARIS XL – Leuven
08.2020 - 08.2021

- Lead and conducted an in-depth analysis of business performance versus business goals
- Continually researched new business opportunities in the market
- Served as a dedicated and supportive Intern in a fast-paced environment

EDUCATION

Hasselt University: 09.2018 – 02.2020

Master's degree: Management, Strategy & Innovation

- Awarded a distinction

Catholic University of Leuven: 09.2015 – 07.2018

Bachelor's degree: : Human Resources Management/ Personnel Administration, General

- Awarded a great distinction

HOBBIES

Playing tennis, swimming and watching movies.

LANGUAGES

English - Fluent

Dutch - Upper intermediate

ANNE-MARIJN RADSTAKE

PHD POSITION 📞 0478470987

◦ DETAILS ◦

0478470987
annemarijn22@gmail.com

◦ SKILLS ◦

Excellent interpersonal and organizational skills

Multi-task and flexible

Microsoft office

Communication skills

◦ HOBBIES ◦

Reading, travelling and tennis

◦ LANGUAGES ◦

English.....Fluent

Dutch..... Advanced

👤 PROFILE

Dedicated human resource officer with one year of experience in identifying talent and training of company personnel, promote employee satisfaction and motivation, evident in my proven ability to establish and maintain excellent communication and relationships among employees and management.

🏢 EMPLOYMENT HISTORY

Talent Management Internship (Human Resources), NTT DATA Europe & LATAM, Brussels

August 2020 — August 2021

- Participated in the onboarding of new colleagues
- Participated in People initiatives to increase employee engagement
- Supported implementation and development of trainings for employees in Benelux & France (contact external providers, design communications, recognize training needs)
- Overall, participated proactively in all People initiatives and provide new ideas and improvements for ongoing projects

🎓 EDUCATION

Bachelors degree, Human Resource Management, Lessius Hogeschool Antwerpen

September 2014 — July 2017

Graduated with high honors

Master Strategy & Innovation, Antwerp Management School

September 2018 — July 2019

Grade: Cum Laude

AKINSOLA MANUELA

a.kinsola.manuela@hotmail.com | 0474897724

PROFESSIONAL SUMMARY

Proven abilities in project documentation, coordination and product development, carrying a long one year of experience in implementation of different projects like the participation in the migration of Mastercard platform to the new MI platform

SKILLS

- Microsoft office
- Leadership
- Team management
- Excellent Interpersonal communication skills

WORK HISTORY

Aug 2019 - Aug 2020

Assistant Project Manager,
Mastercard, Waterloo

- Assist the Project Manager in developing, tracking, updating, and writing reports on project progress to stakeholders
- Identify and manage scope, constraints, issues, assumptions, dependencies, and deadlines
- Effectively manage and monitor the project team, manage costs and track sales targets

EDUCATION

SEPTEMBER 2017 — JULY 2019

Masters: Business Administration, KU Leuven, Brussels
Awarded a distinction

SEPTEMBER 2013 — JULY 2016

Professional Bachelor: Idea & Innovation Management, Erasmus Hogeschool, Brussels
• Awarded a distinction

HOBBIES

Meeting friends and beach walks.

LANGUAGES

English - Fluent

Dutch; Flemish - Upper Intermediate

PROFESSIONAL SUMMARY

A project management professional with one year of experience in management. I am creative and have experience in various areas across a business management, with specific focus on strategy and Change. I like to work in teams that are skilled, and vibrant.

SKILLS

Project and change management Excellent organizational, presentation and
Microsoft office communication skills

WORK HISTORY

Project Assistant • *Walters People*

Brussels Region, Belgium • August 2020 to September 2021

- Identifying, collecting and compiling all information, documents and files required and ensure that all requirements and deadlines are met
- Assisting with the drafting of minutes, reports and proposals where necessary
- Supporting the project communication by updating the project website, social media, mailing lists and databases, etc.
- Assisting events organization by compiling relevant information, managing agendas, sending out invitation letters, etc.
- Providing day-to-day administrative support to the Project Management Team: meetings coordination, minute's taking, correspondence, reporting activities, etc

EDUCATION

Master of Science - Innovation & Entrepreneurship • *Antwerp Management School*

Antwerp • July 2020

- Awarded a distinction

BBA - Business Management • *Antwerp Management School*

Antwerp • July 2019

- Awarded a great distinction

HOBBIES

Playing tennis, watching soccer and hanging out with friends over the weekend.

LANGUAGES

English - Fluent

Dutch; Flemish - Upper Intermediate

HAMIM QADIR NAIFEH

6687, BERTOEGNE, BELGIUM
+32493351645 | HAKIM.QADIRN@HOTMAIL.COM

Passionate about building organizations that are fit for the future! A goal-driven management consultant with diversified experience gained on developing business ventures. Design business processes, organizational and product concepts. A quick learner, good expertise in MS Office, with process modelling tools (Visio, Aris) and the creation of flow charts, strong interpersonal communication skills, strong organizational skills and ability to manage multiple projects simultaneously.

WORK HISTORY

Management Consultant, AION Consulting, Brussels Metropolitan Area

August 2020 to September 2021

- Maintain relationships and communicate in a timely manner with the various stakeholders;
- Communicate effectively through all stages of a project's lifecycle;
- Create and maintain adequate documentation;
- Ensure that the processes and their documentation are in line with external and internal regulations;
- Estimate, manage, and de-risk project budgets and project schedules;
- Deliver presentations to key stakeholders to illustrate competitive and industry dynamics and the interplay between these elements;
- Synthesize developments into focused understanding, insights, and guidance for future strategic moves;
- Monitor and regularly evaluate the existing processes (based on key figures, customer complaints, ...) to identify potential improvements

EDUCATION

Master of Management – Strategy & Innovation

Hasselt University : September 2019 – July 2020

- Awarded a distinction

BBA - Business Management

Antwerp Management School : September 2016 – July 2019

- Awarded a great distinction

HOBBIES

Playing cricket, swimming and watching soccer

LANGUAGES

English

Fluent

Dutch; Flemish

Upper intermediate

Eline Hijink

PHD POSITION

Details

0478470992
elinehijink@gmail.com

Skills

Innovative skills
Microsoft Office
Analytical skills
Interpersonal
Communication skills

Hobbies

Playing chess and Cricket

Languages

English – Fluent
Dutch; Flemish –
Advanced

Profile

Experienced Project Analyst with a demonstrated presence in the financial services and Energy sector. Always ready to face new challenges and bring my analytical and management skills to solve problems.

Employment History

Management Consultant, Capgemini, Brussels

JULY 2020 — JULY 2021

- Empowered to create new data led propositions to grow existing new client accounts, to develop client relationships gain recognition as a trusted client adviser and to provide thought leadership to advance your reputation as a trusted data partner to internal and external audiences
- Assessing client's data and analytics maturity
- Helping clients defining a data strategy
- Implementing a new operating model which supports innovation acceleration through data & analytics

Education

Bachelors degree, Business Management across Europe (BME),

UC Leuven- Limburg

SEPTEMBER 2015 — JULY 2018

Graduated with high honors

Master of Management, Strategy & Innovation Management, Hasselt University, Diepenbeek

SEPTEMBER 2018 — FEBRUARY 2020

Grade: Distinction

MARILYN OTUMBO

1050, Ixelles, Belgium | +32488717156 | marilynotumbo@gmail.com

PROFESSIONAL SUMMARY

Working in a recruitment firm exposed me with every single form of recruitment from permanent placement to project, through temporary business and contracting. I have to admit that I love the idea of having a positive impact on people's career and supporting them finding the next challenge that will drive them. And most of all entering complex sales / business development processes to increase the partnership with companies looking for the right profiles in this war for talent market.

SKILLS

- Analytically- minded
- Enthusiastic adopting new processes
- Passionate about innovation & start-ups
- Great public speaking

WORK HISTORY

AUGUST 2020-SEPTEMBER 2021

Talent Acquisition| Bundl| Corporate Venture Development Firm Antwerp, Belgium

- Ensuring all assessment questions and challenges give candidates the freedom to showcase their unique skills and competencies.
- Leveraging smart rating principles that enable to objectively compare candidates and create comprehensive reports to share with interviewers during the final stages.

EDUCATION

JULY 2020: *Master of Science, Innovation & Entrepreneurship, Antwerp Management School, Antwerp*

- Awarded a distinction

JULY 2019: *BBA, Business Management, Antwerp Management School, Antwerp*

- Awarded a great distinction

HOBBIES

Playing tennis and running.

LANGUAGES

English - Fluent

Dutch; Flemish – Upper Intermediate

Francis Plante, Phd Position

0489 4465 706, francisplante@gmail.com

PROFILE	I carry along one year of experience in management, customer-oriented dedicated to providing quality care for ultimate customer satisfaction. Proven ability to establish and maintain excellent communication and relationships with clients, enthusiastic about working as a team and well-organized	
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EMPLOYMENT HISTORY	HR Business Partner Internship, Radisson Hotel Group.	Brussels
Aug 2019 - Aug 2020	<ul style="list-style-type: none">• Handle applications for trainees and student jobs• Manage the hotel's online presence in terms of job postings and requests• Organization of training• Continuous update of operations• Internal communication with teams• Develop efficient working relationships with schools	

EDUCATION		
Sep 2014 - Jul 2017	Bachelor in Social Sciences, Free University of Brussels Graduated with high honours	Brussels
Sep 2018 - July 2019	Master of Management, Strategy & Innovation Management, Hasselt University Grade: Cum Laude	Diepenbeek

SKILLS	Microsoft Office	Effective Time management
	Interpersonal skills	Communication skills

HOBBIES	Reading, cooking and making friends	
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LANGUAGES	English	Fluent
	Dutch; Flemish	Upper Intermediate

Nahlah Khalidah Srou

PIID POSITION

✉ nahlarkhalidah@hotmail.com

☎ 0473189542

Profile

I'm a graduated MBA student at KU Leuven, focusing on strategy. I have a one year of experience in a banking role, proven ability to establish and maintain excellent communication and relationships with clients as well business development.

Employment History

Investment Banking Analyst Internship at BNP Paribas, Brussels

August 2019 — August 2020

- Deliver value to clients on their most important strategic decisions and transactions, from beginning to close
- Company and sectorial research, preparation of key documents and financial modelling

Education

Bachelors of Applied Economics, Business Economics, University of Antwerp, Antwerp.

September 2014 — July 2017

Graduated with high honours

Master of Business Administration, KU Leuven, Brussels

September 2017 — July 2018

Grade: Distinction

Skills

Strong communication skills (written and oral)

Strong analytical and conceptual skills

Effective Time management

Microsoft Office

Hobbies

Travelling and Shopping

Languages

English – Fluent

Dutch – Upper Intermediate

MILAN VAN KUIJK

9000, Ghent, Belgium | +32477998330 | milan.vankuijk@hotmail.com

Professional Summary

I am an ambitious young professional with one of experience in business development consultancy always looking to continuously be challenged. I am eager to think in a disruptive way and develop myself further within a dynamic team.

Skills

- Outstanding communication skills
- Quick learner
- Microsoft office
- Presentations

Work History

Business Development

Aug 2020 - Sep 2021

Europa World wide Group

Flemish region, Belgium

- Business development including sourcing sales leads, proactive calling and cold calls
- Book appointments through self-generation
- Converting prospective clients to live, trading clients
- Build and retain a customer base
- Maximize gross profit and commercial opportunities
- Plan the personal sales activity
- Understand / explain products and services, resolve queries and objections

Education

Master of Science: Innovation & Entrepreneurship

Jul 2020

Antwerp Management School

Antwerp

- Awarded a distinction
- Relevant Coursework Completed: Change management in a start up

BBA: Business Management

Jul 2019

Antwerp Management School

Antwerp

- Awarded a great distinction

Hobbies

Playing and watch cricket matches

Languages

English - Fluent

Dutch - Advanced

RUTTOH BEN

9270, Laarne Belgium ♦ +32470848204 ♦ ruttohbenk@hotmail.com

PROFESSIONAL SUMMARY

Hands-on entrepreneurial strategy and transformation professional. Experience in strategy consulting, corporate development and transformational planning. Thrives in environments characterized by a high degree of change and growth. Developed a broad skillset based on experiences across a range of industries: Professional Services, Financial Services, CPG, Retail.

SKILLS

Proficient In Windows And Mac Operating Systems, strong interpersonal skills with high levels of enthusiasm and a good team player to integrate the local organization and the global communities, business development minded, flexible and mobile

WORK HISTORY

Associate Consultant

Capgemini Invent, Brussels Region - August 2020 – August 2021

- Working in multi-disciplinary teams and involved in responding to a variety of strategic, business and/or operational questions addressing topics within marketing, business transformation, customer experience improvements, strategic/business investment analysis, and financial appraisal, operational excellence, technological innovations, and new services launches
- Support ambitious growth strategy and to leverage on Capgemini Invent leadership

EDUCATION

Master of Science: Innovation & Entrepreneurship, September 2019 - July 2020

Antwerp Management School - Antwerp

- Awarded a distinction
- Relevant Coursework Completed: Change management in a start-up

Bachelors: Business Economics, September 2016 - July 2019

Free University of Brussels - Brussels

- Awarded a great distinction

HOBBIES

Cycling and watching soccer

LANGUAGES

English – Fluent

Dutch; Flemish – Upper Intermediate

Monique Bousquet

PhD Position, 0487137525, mbousquet@gmail.com

Soft Office
Marketing Strategy
Strategy
Communication skills
Creative Thinking

Interests

Watching movies

Languages

– Fluent
Flemish – Upper
intermediate

Profile

I am an ambitious young professional with one year of work experience in the marketing management field always looking to continuously be challenged. I always think in a disruptive way and develop myself further within a dynamic environment.

Employment History

Strategy & Insights Intern, Coca-Cola, Brussels

Aug 2020 — Aug 2021

- Continuous monitoring of the execution and performance of the promotions and those of the competitors in retail
- Assessment of the performance of the promotions (CCEP & Com)
- Result tracking of the coupons, updating the dashboard and passing results.
- Synthesize developments into focused understanding, insights and guidance for future strategic moves
- Assisting the rest of the Strategy & Insights team in various tasks

Education

Bachelors degree, International Business and Trade, Thomas More College, Mechelen

Sept 2015 — July 2018

Graduated with high honours

Master in International Management and Strategy, Vlerick Business School, Brussels

Sept 2019 — July 2020

Grade: Cum Laude

Suhayla Nibaal Handal, PhD Position

• suhaylanibaalhandal@hotmail.com • 0482157367

PROFILE

I am a dynamic, motivated individual carrying one year of experience in the management field and not afraid to exit the comfort zone to acquire new knowledge. I love to think out of the box and to connect good ideas and people within the organization. I will bring the contagious energy in and help things move and done.

EMPLOYMENT HISTORY

Assistant Wholesale Banking Lending, ING Belgium

August 2020 - August 2021, Brussels

- Assisted in preparing credit packages according to ING policy and defended the credit request for approval to a credit committee
- Assisted in structuring and negotiating the credit facilities with the customer (in partnership with the relationship manager) and follow up of the implementation/ documentation of new credit facilities with other lending colleagues and legal team
- Appointed to manage relevant strategic change and/or regulatory projects and all related internal stakeholders

EDUCATION

Vrije Universiteit Brussel (VUB), Bachelors in Business Economics

Sep 2016 — Jul 2019, Brussels

Graduated with high honours

Antwerp Management School, Master in Innovation and Entrepreneurship

Sep 2019 — July 2020, Antwerp

Grade: Distinction

SKILLS

Project Management

Analytical skills

Microsoft Office

Strategic (corporate communication)

HOBBIES

Reading a book, cooking and spending quality time with people that matter most

LANGUAGES

English -Fluent

Dutch; Flemish – Upper Intermediate

Tawoh Ken

PhD Position

👤 Profile

Dedicated innovation consultant with one year of experience in new business building, product & service solutions to drive new growth in fast growing companies. Proven ability to establish and maintain excellent communication and relationships with clients as well as advising companies on how to grow through strategic thinking and creativity.

🏢 Employment History

Innovation Lead internship, Bain & Company, Brussels

July 2020 — July 2021

- Help clients understand the business, user and technology landscape.
- Use design principles to guide ideation, continue to refine priorities and focus on highest potential opportunities.
- Effectively collaborate with, co-create with, and influence multiple stakeholders (case team, client team, experts, outside partners), with the ability to persuade and drive decisions.
- Help manage cross functional project and team workstreams so as to prioritize and execute on highest value add activities

🎓 Education

Bachelors degree, Business Management across Europe (BME),

UC Leuven- Limburg

September 2015 — July 2018

Graduated with high honours

Master of Management, Strategy & Innovation Management,

Hasselt University, Diepenbeek

September 2018 — February 2020

Grade: Magna Cum Laude

Details

0494446601

tawohken@gmail.com

Skills

Innovative skills
Microsoft office
Effective Time management
Strategic communication skills

Hobbies

Playing golf, listening to music and hanging out with friends

Languages

English – Fluent

Dutch; Flemish – Upper Intermediate

YVES JOMPHE

Professional Summary

I'm well-structured, fact base team player, flexible, dynamic, humble, always eager to learn new skills, see the positive in every situations and welcome feedback to continuously improve myself.

I'm looking for Phd opportunity in a management field. I currently hold an MBA carrying along one year of experience in business management.

Work History

ING - Analyst (Assistant Relationship Manager)

Brussels, Belgium

08/2020 - 09/2021

- Client contact management (understanding the marketing strategy to support the team in maintaining and developing relationships)
- Prepare briefing and presentations for client meetings or pitches in conjunction with product partners
- Work closely with relationship managers, client onboarding, risk and finance to ensure that internal exposure and income reporting systems accurately reflect the client information and the performance of the client relationship

Hobbies

Playing volleyball and cricket

Languages

English - Fluent

Dutch - Upper Intermediate

✉ yvesjomphe@hotmail.com

☎ +32473257855

📍 9400, Lieferinge, Belgium

Skills

- Good command of Excel, Word and PowerPoint
- Analytical skills
- Interpersonal communication skills

Education

07/2020

Antwerp Management School

Antwerp

Master of Science: Innovation & Entrepreneurship

- A warded a distinction

07/2019

Antwerp Management School

Antwerp

BBA : Business Management

- A warded a great distinction