BRISPO brings together the expertise of three key research units - Interface Demography, TOR, and Qualitative Research in Action - making VUB’s department of sociology a hub of cutting-edge applied and academic research.

With a renewed emphasis on multidisciplinary research, mixed methods and innovative methodological approaches, the institute will continue its work on labour sociology, social equity, time and society, artificial intelligence, migration, diversity, and other demographic challenges of the future. In this issue, we take a look at some of our interesting academic work and policy outreach.

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Scientific Research @BRISPO

In a new co-authored study, Eva Van Belle addresses racial discrimination in CV screening by investigating how 40 recruiters in Swedish firms evaluate and select fictitious CVs where race and ethnicity were systematically manipulated. Non-White CVs received higher ratings, with a statistically significant preference for Chinese over Iraqi names. Dialog data exposed recruiters making assumptions about job fit based on limited information, particularly when qualifications are deemed equal.
In two recently published studies, Lena Imeraj and Sylvie Gadeyne shed light on the complex interplay between education, ethnicity, and residential mobility in Brussels and Belgian metropolitan cities. The first explores the impact of education on the residential mobility of young adults from diverse ethnic and social backgrounds in Brussels. This study challenges traditional views by showing that not all individuals benefit equally from educational achievements in overcoming poverty and segregation. The other study examines parental education and neighborhood characteristics that influence the educational success of native and ethnic minority youth in Belgium.

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**Events @BRISPO**

On May 6, the SEAD consortium will organise a concluding symposium to mark the culmination of four years of research on digitalisation in the Belgian labour market and the associated opportunities and threats for sustainable work. The main findings of the project will be presented, and the research team will engage in a debate with stakeholders and the audience on topics such as changing occupations, work intensification and the platform economy. A detailed programme will be communicated in the coming weeks. To read more and register visit: [https://sead.be](https://sead.be)
In March, the EU-CoWork project held a two-day consortium organised by Luleå University of Technology (LTU). The EU-CoWork team visited the iron ore mine where they were given a presentation by employees of the mine on the origin and operation of the mine. The iron ore mine is one of the workplaces participating in the EU-CoWork project as they place great importance on the well-being of their employees. Read more about the project here.

New Project @BRISPO

The WINE-covid project, funded by BELSPO, officially started in March. This project aims to analyse the effects of the COVID-19 pandemic on the welfare and occupational values of students and young professionals entering the workforce in Belgium. The study focuses on three key topics: the rapid organisational transformation of work and academic settings during and after the pandemic, including the adoption of hybrid work models; the impact of human resources practices on the integration of new employees, particularly in the context of evolving interpersonal relationships and dynamics within virtual teams; and the shifting work and career expectations of recent and upcoming labour market entrants.

BRISPO in the media
Elias Kruithof discusses his research in the latest edition of FWO Kennismakers, the magazine published by FWO Vlaanderen. In an interview, he discusses social mobility, touching upon topics such as ethnicity as well as inequality.

“The middle class often remains blind to the lack of trust in the justice system that prevails in a large part of society”, said Maarten Hermans and Elias Herman Kruithof in a recently published opinion article (in Dutch) in De Standaard.

“Want to show respect to cleaning staff? Then offer good labour conditions and a strong prevention policy”. Inspired by the trade union action concerning cleaning staff in Brussels in early February, Christophe Vanroelen and Maarten Hermans wrote an opinion piece (in Dutch) for De Morgen.

Photos 1-3, 6-9 provided by Pexels; photos 4-5 provided by BRISPO

More Information on BRISPO

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