

# LAMIE

## The labour market disadvantage of citizens with a migration background: from measuring to explaining and remedying

**DURATION**  
1/02/2023 - 1/05/2027

**BUDGET**  
535 004 €

### PROJECT DESCRIPTION

**Context:**

Within the framework of the Belgian post-COVID-19 recovery and the federal and regional coalition agreements, the focus is on achieving a higher employment rate. This is particularly crucial when considering the low employment rates of individuals with a migration background compared to neighbouring countries, presenting a significant challenge for Belgium. Striving for a more diverse and inclusive labour market is deemed essential for economic and social well-being, especially in the short term for post-COVID-19 recovery and in the long term considering the challenges posed by ageing.

**General objectives:**

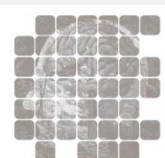
This research builds upon a robust foundation of existing scientific literature that has predominantly concentrated on evaluating the less favourable integration of people with a migration background into the labour market. While previous studies have highlighted unfavourable outcomes, the LAMIE project will delve deeper into the matter by mapping the underlying mechanisms and factors contributing to these disadvantages. This is crucial for developing effective policies that address the obstacles faced by individuals with a migration background in the labour market. The research will not only focus on measuring differences in labour market outcomes between individuals with a migration background and native Belgians but also explore various solution paths. We target second-generation migrants, first-generation migrants, and native Belgians as comparison groups. Additionally, we distinguish between hard labour outcomes and qualitative labour outcomes.

**Methods and methodological innovations:**

The methods used in this project stand out for their innovation. We incorporate vignette experiments with a high focus on ecological validity. Alongside traditional problem-focussed vignettes, we also introduce solution-focused vignettes to empirically test possible remedies. Furthermore, long-term analyses of linked survey and administrative data, advanced sequence and history analyses, and the use of detailed panel data on employers and employees contribute to our methodological innovation.

**Potential impact, academically and societally:**

By not only measuring but also understanding the struggles of individuals with a migration background in the labour market, we expect this research to create societal value by contributing to evidence-based policy development. In this way, we strongly emphasize the further development of scientific knowledge that benefits the economy and contributes to a more sustainable and equitable society.



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## **Expected research results:**

The research results will include detailed analyses of the performance of second-generation migrants compared to their parents in terms of wages, overqualification, and rent-sharing. We will also investigate atypical employment as an entry point into the labour market to inform policymakers on potential new strategies to address lagging labour outcomes of individuals with a migration background. Additionally, we will examine the mechanisms behind ethnic discrimination and test employee-side interventions to overcome this unequal treatment.

## **Communication and valorisation:**

To maximize the societal and scientific potential of our studies, we plan open-source publications in reputable journals. Additionally, we will make significant efforts in the communication strategy, targeting both policymakers and the wider society. For each work package, we will deliver: (i) an English-language scientific article, (ii) a policy-oriented summary in Dutch and French (a few pages), (iii) a press summary in Dutch and French (one page), and (iv) a commentary in Dutch and French on one key figure or key graph from the study (for distribution via social media).

## **CONTACT INFORMATION**

**Coordinator**  
**Baert Stijn**  
Universiteit Gent (UGent)  
[stijn.baert@ugent.be](mailto:stijn.baert@ugent.be)

### **Partners**

**Marx Ive**  
Universiteit Antwerpen (UAntwerpen)  
[ive.marx@uantwerpen.be](mailto:ive.marx@uantwerpen.be)

**Rycx François**  
Université libre de Bruxelles (ULB)  
[francois.rycx@ulb.be](mailto:francois.rycx@ulb.be)

**Volral Mélanie**  
Université de Mons (UMONS)  
[melanie.volral@umons.ac.be](mailto:melanie.volral@umons.ac.be)