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<th>Country code</th>
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<td>Belgium</td>
<td>2016</td>
<td>Martens, A., Ouali, N., (2016), Racism Game Over: Results of the study among union representatives in Brussels (Racism Game Over: Résultats de l'enquête auprès des délégués et représentants syndicaux à Bruxelles), March 2016</td>
<td>Racism &amp; xenophobia, Discrimination</td>
<td>Martens, A., Ouali, N.</td>
<td>The study's goal was to determine whether there is racism inside the company and, where present, to uncover the different forms of racism and identify ways to respond. The study does consider racism in general and does not deal specifically with hatred against Muslims/migrants or racism against Muslims/migrants. The presentation of the</td>
<td>Qualitative. A questionnaire with 26 questions was sent to union representatives with five main themes: 1) form of racism; 2) measure taken against racism; 3) tools put in place inside the company to fight racism; 4) support and resistance of actors at the workplace; and 5) possibility of actions against racism.</td>
<td>306 questionnaires were completed. The questionnaires were distributed by the three main union organisations (Christian, socialist, liberal) of Belgium to union representatives working in Brussels. The respondents are primarily involved in the following sectors: social and health care; retail and distribution; bank, finance, insurance; business services; transport. 39% of respondents are employees, 32% are senior managers, 22% are workers and 7% are civil servants.</td>
<td>BE100 - Arr. de Bruxelles-Capitale / Arr. van Brussel-Hoofdstad</td>
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study is articulated around the main findings of the study:
- Yes, there is racism and discrimination in workplaces.
- Racism and discrimination take multiple forms, but often target specific categories of workers.
- Inside a company, racism and discrimination occur at specific locations and specific moments.
- Certain ways to combat racism are more efficient than others.
- It is vital to unite and be able to rely on others.
- Combatting racism and discrimination is a priority that should be
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