

# Louis Lippens

## Postdoctoral Researcher in Labour Economics

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## 1. Experience

### 1.1. Research Experience

- 23– **FWO Postdoctoral Researcher**, Ghent University [BE]
  - Examining the cyclicalities of hiring discrimination via meta-analysis
  - Research lead of Stijn Baert's lab, collaborating with six doctoral candidates
  - Supervising (supervised) six (one) master's theses
- 19–23 **Doctoral Researcher**, Ghent University [BE]
  - Examined the 'how much' and 'why' of labour market discrimination
  - Co-supervised eight master's theses
- 19–23 **Visiting Doctoral Researcher**, Vrije Universiteit Brussel [BE]

### 1.2. Teaching Experience

- 23– Co-lecturer: **Labour Economics**, Economics (FEB, UGent)
- 24–25 Guest Lecturer: **Current Economic Issues**, Economics (FEB, UGent), **Migration & Society**, Social Work (FPPW, UGent), **Academic Skills**, Experimental Psychology (FPPW, UGent), **Socio-Economic Policy**, Economics (FEB, UGent)
- 22–23 Guest Lecturer: **Intersectionality & Diversity Studies**, Languages & Cultures (FLW, UGent)
- 21–22 Guest Lecturer: **Labour & Employment**, Economics (FEB, UGent)
- 20–21 Guest Lecturer: **Introduction to Economics**, Economics (FEB, UGent)

### 1.3. Advising Experience

- 24– **PhD Guidance Committee Member** of Liam D'hert, Ghent University
  - Funded by FWO, Research Foundation – Flanders (Senior Research Project): *"The activation of the inactive: Studying thresholds and breakthroughs using AI techniques"*
- 23– **PhD Co-supervisor** of Louise Devos, Ghent University
  - Funded by Belspo (BRAIN-be 2.0): *"LAMIE – The labour market disadvantage of citizens with a migration background: From measuring to explaining and remedying"*

### 1.4. Industry Experience

- 24– **External Member of the Ethics Board**, Public Employment Service of Flanders (VDAB)
  - Providing advice on the ethical and responsible use of AI and automated decision-making
- 18–19 **Senior Consultant (Data Analytics)**, BDO
- 17–18 **Consultant (Data Governance)**, Capgemini Invent
- 14–17 **Management & HR Consulting Internships**, CEMAC, The Future Alliance, Hudson

### 1.5. Volunteering Experience

- 15–16 **Human Capital Director**, 180 Degrees Consulting Ghent
  - Human capital lead of the UGent branch of 180 Degrees Consulting, the world's largest international consultancy for non-profits and social enterprises
- 2015 **Management Consultant**, 180 Degrees Consulting Ghent

## 2. Education

- 2023 **Doctor of Philosophy (PhD) in Economics** (*grade A: no required corrections*), Ghent University
  - Thesis: "Recruiter says 'no': Measuring and explaining labour market discrimination"
  - Supervisors: Stijn Baert, Pieter-Paul Verhaeghe (VUB), Eva Derous
  - Voting members of the examination board: Eva Zschirnt (UvA), Brecht Neyt, Bart Defloor, Sorana Toma, Patrick Button (Tulane)
- 2023 **Doctor of Philosophy (PhD) in Sociology**, Vrije Universiteit Brussel (*joint PhD w/ UGent*)
- 2017 **Master of Management (MM)** in General management (*magna cum laude*), Vlerick Business School

### 3. Fellowships, Grants, & Awards

- 2024      **Sponsorship of socially valuable projects (€21,520)**, National Bank of Belgium
  - Additional sponsorship of my FWO project on competition and discrimination
- 2023      **Postdoctoral research fellowship (~€240,000)**, FWO Research Foundation – Flanders
  - Internationally peer-reviewed fellowship; award rate: 21.2%
- 2017      **Student achievement for outstanding performance**, Vlerick Business School
- 2015      **Best overall consulting branch in Europe**, 180 Degrees Consulting

### 4. Selected publications

*Publication citation count: 1186, h-index: 9, i10-index: 9 (based on Google Scholar, 10 June 2025). Research mentions in the public domain: 378, combined Altmetric score: 353 (based on Altmetric, 16 April 2025). Selected publications below. Full overview on [Google Scholar](#).*

#### 4.1. Publications in International Peer-Reviewed Journals

- “How do employers view applicants with and without children?” with Morien El Haj (1<sup>st</sup>), Axana Dalle, and Stijn Baert (2025). **Journal of Marriage and Family**. <https://doi.org/10.1111/jomf.700008>
- “Time Tetris: A longitudinal study on compressed schedules and workplace well-being at IKEA” with Kristen du Bois (1<sup>st</sup>), Stijn Baert, and Eva Deros (2025). **BMC Public Health**, 25(1). <https://doi.org/10.1186/s12889-025-21323-4>
- “Nothing really matters: Evaluating demand-side moderators of age discrimination in hiring” with Axana Dalle (1<sup>st</sup>) and Stijn Baert (2024). **Socio-Economic Review**. <https://doi.org/10.1093/ser/mwae070>
- “Computer says ‘no’: Exploring systemic bias in ChatGPT using an audit approach” (2024). **Computers in Human Behavior: Artificial Humans**, 2(1). <https://doi.org/10.1016/j.chbah.2024.100054> (*GitHub project: <https://github.com/lippens/computersaysno>*)
- “Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence” with Axana Dalle, Fanny D’hondt, Pieter-Paul Verhaeghe, and Stijn Baert (2023). **Labour Economics**, 85. <https://doi.org/10.1016/j.labeco.2023.102453>
- “The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments” with Siel Vermeiren and Stijn Baert (2023). **European Economic Review**, 151 (*lead article*). <https://doi.org/10.1016/j.euroecorev.2022.104315>
- “Is labour market discrimination against ethnic minorities better explained by taste or statistics? A systematic review of the empirical evidence” with Stijn Baert, Abel Ghekiere, Pieter-Paul Verhaeghe, and Eva Deros (2022). **Journal of Ethnic and Migration Studies**, 48(17), 4243–4276. <https://doi.org/10.1080/1369183X.2022.2050191>
- “Loss aversion in taste-based employee discrimination: Evidence from a choice experiment” with Stijn Baert and Eva Deros (2021). **Economics Letters**, 208. <https://doi.org/10.1016/j.econlet.2021.110081>

#### 4.2. Policy Papers

- “Hiring discrimination across vulnerable groups” with Stijn Baert and Brecht Neyt (2025). **IZA World of Labor**. <https://doi.org/10.15185/izawol.515>

#### 4.3. Discussion Papers

- “The impact of regional identity on hiring chances: An experiment examining employer bias” with Louise Devos (1<sup>st</sup>), Dagmar Claus, and Stijn Baert (2025). IZA Discussion Paper Series, 17855. <https://docs.iza.org/dp17855.pdf>
- “Too much of a good thing? Telework intensity and workplace experiences” with Eline Moens (1<sup>st</sup>), Kathleen Vangronsveld, Ans De Vos, and Stijn Baert (2025). IZA Discussion Paper Series, 17721. <https://docs.iza.org/dp17721.pdf>
- “Not a lucky break? Why and when a career hiatus hijacks hiring chances” with Liam D’hert (1<sup>st</sup>) and Stijn Baert (2024). IZA Discussion Paper Series, 17497. <https://docs.iza.org/dp17497.pdf>
- “Fertility, pregnancy, and parenthood discrimination in the labour market: A systematic review” with Morien El Haj (1<sup>st</sup>), Elsy Verhofstadt, Luc Van Ootegem, and Stijn Baert (2024). IZA Discussion Paper Series, 17435. (*Under review in 1<sup>st</sup> round, Journal of Economic Surveys.*) <https://docs.iza.org/dp17435.pdf>

- “Unemployment, inactivity, and hiring chances: A systematic review and meta-analysis” with Liam D’hert (1<sup>st</sup>) and Stijn Baert (2024). IZA Discussion Paper Series, 17141. <https://docs.iza.org/dp17141.pdf> (IZA opinion: <https://wol.iza.org/opinions/are-employers-eager-to-hire-the-unemployed>)

#### 4.4. Work in Progress

- “Political discourse and discrimination”
- “The cyclicalities of hiring discrimination” with Stijn Baert.
- “Measuring and remedying hiring bias in large language models” with Stefanie Sprong, Pieter-Paul Verhaeghe, and Valentina Di Stasio.
- “GenAI in hiring: Testing productivity-enhancing and bias-minimising effects of using ChatGPT in CV screening” with Mirthe Laureys.
- “Hiring discrimination and ethnic penalties” with Dries Lens (1<sup>st</sup>).
- “Age bias in ChatGPT’s vs. recruiters’ assessment of resumes: The role of job age-type” with Maaïke Schellaert (1<sup>st</sup>), Janneke K. Oostrom, and Eva Derous.
- “A comparative meta-analysis of housing and hiring discrimination” with Louise Devos, Stijn Baert, and Pieter-Paul Verhaeghe.
- “The state of rental discrimination: A meta-analysis across five groups in the housing market” with Pieter-Paul Verhaeghe (1<sup>st</sup>), Abel Ghekiere, Louise Devos, and Stijn Baert.

### 5. Academic Activities

#### 5.1. International Conference Presentations

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|------|---|
| 2025 | 11 <sup>th</sup> Conference of the European Survey Research Association <b>ESRA</b> (panel chair, <i>July 2025</i> , Utrecht [NL]), 22 <sup>nd</sup> <b>IMISCOE</b> Annual Conference (speaker and panel chair, <i>July 2025</i> , Paris [FR]), 3 <sup>rd</sup> <b>Diversity and Human Capital Workshop</b> (speaker, <i>June 2025</i> , Exeter [UK]), Evidence Synthesis and Meta-Analysis in R Conference <b>ESMARConf</b> 2025 (speaker, <i>June 2025</i> , online). |
| 2024 | <b>EAL</b> Conference 2024 (speaker, September 2024, Bergen [NO]), 21 <sup>st</sup> <b>IMISCOE</b> Annual Conference (speaker and panel chair, <i>July 2024</i> , Lisbon [PT], online), 52 <sup>nd</sup> Scientific Meeting of the Italian Statistical Society <b>SIS</b> (invited speaker, <i>June 2024</i> , Bari [IT])   |
| 2023 | <b>Artificial Intelligence and the Economy</b> by Hertie School, IZA, Kiel Institute & Science Po (speaker, September 2023, Berlin [DE])  |
| 2022 | 19 <sup>th</sup> <b>IMISCOE</b> Annual Conference (speaker, <i>June 2022</i> , Oslo [NO]), 26 <sup>th</sup> Spring Meeting of Young Economists <b>SMYE</b> (speaker, <i>May 2022</i> , Orléans [FR])  |
| 2021 | <b>EAL</b> Annual Conference 2021 (speaker, September 2021, Barcelona [ES], online), <b>Day of Sociology</b> 2021 (speaker, <i>June 2021</i> , Utrecht [NL], online)  |

#### 5.2. National Conference and Seminar Presentations

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|------|---|
| 2025 | 19 <sup>th</sup> <b>Belgian Day for Labour Economists</b> (speaker, <i>May 2025</i> , Brussels [BE])  |
| 2024 | <b>CEBRIG workshop</b> ULB (speaker, <i>October 2024</i> , Brussels [BE])   |
| 2023 | 18 <sup>th</sup> <b>Belgian Day for Labour Economists</b> (speaker, <i>October 2023</i> , Brussels [BE]), <b>UGent FEB Research Day</b> 2023 (speaker, <i>May 2023</i> , Ghent [BE])  |
| 2022 | 17 <sup>th</sup> <b>Belgian Day for Labour Economists</b> (speaker, <i>October 2022</i> , Brussels [BE]), <b>CESSMIR</b> Conference 2022 (speaker, <i>September 2022</i> , Ghent [BE])  |
| 2021 | <b>CESSMIR Conference</b> 2021 (speaker, <i>September 2021</i> , Ghent [BE]), <b>CESSMIR Research Day</b> 2021 (speaker, <i>June 2021</i> , Ghent [BE]), <b>UGent FEB Research Day</b> 2021 (speaker, <i>May 2021</i> , Ghent [BE]) |
| 2020 | <b>Context Matters</b> Symposium VUB (speaker, <i>September 2020</i> , Brussels [BE])   |

#### 5.3. Affiliations

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|-----|--|
| 23– | Member: <b>EAL</b> (European Association of Labour Economists)                   |
| 22– | Member: <b>IMISCOE</b> (International Migration Research Network)                |
| 23– | Promoter: <b>CESSMIR</b> (Centre for the Social Study of Migration and Refugees) |

#### 5.4. Refereeing

Ad hoc reviewer since 2019 for international peer-reviewed journals – a selection: **American Economic Journal: Applied Economics**, **American Economic Review**, **American Sociological Review**, **The Economic Journal**, **Economic Modelling**, **European Societies**, **Industrial Relations**, **International Migration Review**, **Journal of Ethnic and Migration Studies**, **Journal of Labor Economics**, **Journal of Sociology**, **Nature Human Behaviour**, **Social Forces**, **Social Policy and Society**, **Social Science & Medicine**, **Technology in Society**, **The Annals of Regional Science**, **Work and Occupations**. Additionally, I was a remote referee for the 2024 **ERC** Advanced Grant Call.

## 6. Outreach and Services

### 6.1. Research Communication

- International media: **Madrid Actual** [ES], **La Tribune** [FR], **Trouw** [NL]
- National media: news broadcasts: **VRT NWS**; newspaper articles: **Bruzz**, **Het Belang van Limburg**, **Gazet van Antwerpen**, **Het Laatste Nieuws**, **Metro**, **De Morgen**, **Het Nieuwsblad**, **De Standaard**, **Le Soir**, **De Tijd**, **Le Vif**, **VRT**; radio interviews: **Radio 1**; professional magazines: **HR Magazine**, **HR Square**, **Knack**, **Raak**, **Trends**, **#ZigZagHR**
- Social media: **research briefs** on research findings (see [example](#) in Dutch), **policy briefs** on various labour market issues (see [example](#) in Dutch), **short video clips** on labour market concepts (see [example](#) in Dutch).

### 6.2. Invited Keynotes, Talks, and Debates

- 2025 **Digital Transition Seminar** (Belgian liberal trade union (ACLVB), keynote speaker, 26 June 2025, Brussels [BE]), **Diversity Report 2024 Seminar** (FPS Employment, Labour and Social Dialogue, speaker, 27 March 2025, Brussels [BE]), **Human Rights @ De Krook** – Right to equal employment opportunities? Wasted talent due to labour market discrimination (Ghent University Human Rights Research Network (HRRN), keynote speaker and moderator, 18 March 2025, Ghent [BE])
- 2024 **Atelier Actua** – Preventing hiring discrimination: A government task? (Vlaams-Nederlands Huis deBuren, panellist, 17 October 2024, Brussels [BE]), **Crowell Café** – Engaging diversity in the workplace (Crowell & Moring Brussels, keynote speaker and panellist, 1 October 2024, Brussels [BE]), **VDAB Spring Seminar** – Artificial intelligence in HR (Flemish Public Employment Services (VDAB), panellist, 21 May 2024, Ghent [BE])

## 7. Skills

### 7.1 Professional Skills

- Research: audit studies, survey and vignette research, experimental economics, labour economics, applied microeconomics, applied psychometrics, systematic reviews
- Analytics: (ordered) logit regression, linear regression, meta-analysis, meta-regression, reliability and validity analysis, structural equation models, Bayesian hierarchical models
- Management: project management, human capital management, corporate finance, advisory services

### 7.2 Technical Skills

- Coding languages: R (brms, easystats, fixest, ggplot2, hugo, lavaan, lme4, marginaleffects, meta, metafor, modelsummary, quarto, tidyverse, tinyplot, tinytable, xaringan), SQL, Python
- Research software: RStudio, Visual Studio Code, STATA, SPSS
- Business and creative software: Colibra, MS Office, Photoshop, GIMP, Ableton Live
- Other: Git, Markdown, Typst

### 7.3. Languages

- Dutch: reading, writing, listening, and speaking C2
- English: reading, writing, and listening C2; speaking C1
- French: reading, writing and listening B2; speaking B1