

Louis Lippens

Postdoctoral Researcher in Labour Economics

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1. Experience

1.1. Research Experience

Ghent University

FWO Postdoctoral Researcher

Ghent, BE

2023 –

- Currently 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 thesis students

UGent @ Work

Affiliated Researcher

Ghent, BE

2021 –

- Translating findings of labour market research into evidence-based policy advice
- Co-authored ten policy briefs on various labour market topics
- Contributed to six research briefs and three research knowledge video clips

Ghent University

Doctoral Researcher

Ghent, BE

2019 – 2023

- Researched the extent and mechanisms of (ethnic) labour market discrimination via experiments and review studies
- Co-supervised eight Master's thesis students

Vrije Universiteit Brussel

Visiting Doctoral Researcher

Brussels, BE

2019 – 2023

1.2. Teaching Experience

Labour Economics, Department of Economics, UGent (BSc)

Ghent, BE

Co-lecturer (topic: labour market discrimination)

2023 –

Guest Lecturer (topic: labour market discrimination)

2021

Current Economic Issues, Department of Economics, UGent (BSc)

Ghent, BE

Guest Lecturer (topic: migration, discrimination, and the labour market)

2025 –

Migration & Society, Department of Social Work, UGent (BA, BSc, MA, MSc)

Ghent, BE

Guest Lecturer (topic: labour market discrimination)

2025 –

Student Coach

2022, 2024

Academic Skills, Department of Experimental Clinical and Health Psychology, UGent (BSc)

Ghent, BE

Guest Lecturer (topic: using GenAI for your research)

2025

Socio-Economic Policy, Department of Economics, UGent (BSc)

Ghent, BE

Guest Lecturer (topic: migration, discrimination, and the labour market)

2024 –

Intersectionality & Diversity Studies, Department of Languages & Cultures, UGent (MA)

Ghent, BE

Guest Lecturer (topic: labour market discrimination)

2022

Labour & Employment, Department of Economics, UGent (BA, BSc, MA, MSc)

Ghent, BE

Guest Lecturer (topic: labour market discrimination)

2021

Introduction to Economics, Department of Economics, UGent (BA, BSc)

Ghent, BE

Guest Lecturer (topic: labour market discrimination)

2020, 2021

1.3. Advising Experience

PhD Co-supervisor of Louise Devos, UGent

Ghent, BE

- Funded by Belspo (BRAIN-be 2.0): “LAMIE – The labour market disadvantage of citizens with a migration background: From measuring to explaining and remedying” 2023 –
- PhD Guidance Committee Member** of Liam D’hert, UGent Ghent, BE
- Funded by FWO, Research Foundation – Flanders (Senior Research Project): “The activation of the inactive: Studying thresholds and breakthroughs using AI techniques” 2024 –

1.4. Industry Experience

- Flemish Public Employment Services (VDAB)** Flanders region, BE
External Member of the Ethics Board 2024 –
– Overseeing the responsible use and the risk of bias of artificial intelligence (AI), profiling, and automated individual decision-making within VDAB
- BDO** Flanders region, BE
Senior Consultant (Data Analytics) 2018 – 2019
- Capgemini Invent** Brussels, BE
Consultant (Data Governance) 2017 – 2018
- Various organisations (CEMAC, The Future Alliance, Hudson)** Flanders region, BE
Management Consulting and HR Consulting Internships 2014 – 2017

1.5. Volunteering Experience

- 180 Degrees Consulting** Ghent, BE
Human Capital Director 2015 – 2016
– Human capital lead of the UGent branch of 180 Degrees Consulting, the world’s largest international consultancy for non-profits and social enterprises
- 180 Degrees Consulting** Ghent, BE
Management Consultant 2015

2. Education

- Ghent University** Ghent, BE
Doctor of Philosophy (PhD) in Economics 2023
– Thesis: “Recruiter says ‘no’: Measuring and explaining labour market discrimination”
– Supervisors: Prof. Stijn Baert, Prof. Pieter-Paul Verhaeghe, Prof. Eva Derous
– Core doctoral courses: Advanced Econometrics (Non-Linear Techniques), Advanced Labour Economics, Multilevel Analysis
– Other doctoral courses: Advanced Academic Writing in English, Multilevel Analysis in R, Generalised Linear Models in R, Multidisciplinary Research Tools to Study Work and the Labour Market, Effective Graphical Displays
- Vrije Universiteit Brussel** Brussels, BE
Doctor of Philosophy (PhD) in Sociology (joint PhD with UGent) 2023
- Vlerick Business School** Ghent, BE
Master of Management (MM) in General Management (magna cum laude) 2017
- Ghent University** Ghent, BE
Master of Science (MSc) in Industrial and Organisational Psychology (magna cum laude) 2016

3. Fellowships, Grants, & Awards

- National Bank of Belgium** Brussels, BE
Sponsorship of socially valuable projects (€21,520) 2024
– The National Bank of Belgium financially boosts projects that promote diversity, inclusion, and sustainability; they selected my FWO project on the cyclicity of discrimination
- FWO, Research Foundation – Flanders** Brussels, BE

Postdoctoral research fellowship (ca. €240,000)

2023

- Following an international peer review of my project on competition and discrimination, I was awarded a three-year junior postdoctoral fellowship with an award rate of 21.2%

Vlerick Business School

Ghent, BE

Student achievement for outstanding performance

2017

- Personal recognition for obtaining the most positive peer evaluations in group work throughout the academic year

180 Degrees Consulting

Ghent, BE

Best overall branch in Europe

2015

- During my time as a human capital director, 180 Degrees Consulting Ghent was named 'best overall branch' in Europe of the world's largest consultancy for social enterprises

4. Publications

Publication citation count: 1094, h-index: 9, i10-index: 9 (based on Google Scholar, 15 March 2025). Research mentions: 394, combined Altmetric score: 321 (based on Altmetric, 4 September 2024). Selected publications below.

4.1. Publications in International Peer-Reviewed Journals

1. du Bois, K., Baert, S., **Lippens, L.**, Deros, E. (2025). Time Tetris: A longitudinal study on compressed schedules and workplace well-being at IKEA. **BMC Public Health**, 25(1), 89. <https://doi.org/10.1186/s12889-025-21323-4>
2. Dalle, A., **Lippens, L.**, & Baert, S. (2024). Nothing really matters: Evaluating demand-side moderators of age discrimination in hiring. **Socio-Economic Review**. Advance online publication. <https://doi.org/10.1093/ser/mwae070>
3. Devos, L., **Lippens, L.**, Lens, D., Rycx, F., Volral, M., & Baert, S. (2024). Labour market disadvantages of citizens with a migration background in Belgium: A systematic review. **De Economist**. Advance online publication. <https://doi.org/10.1007/s10645-024-09443-5>
4. **Lippens, L.** (2024). Computer says 'no': Exploring systemic bias in ChatGPT using an audit approach. **Computers in Human Behavior: Artificial Humans**, 2(1), 100054. <https://doi.org/10.1016/j.chbah.2024.100054>
5. **Lippens, L.**, Dalle, A., D'hondt, F., Verhaeghe, P.-P., & Baert, S. (2023). Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence. **Labour Economics**, 85, 102453. <https://doi.org/10.1016/j.labeco.2023.102453>
6. **Lippens, L.**, Vermeiren, S., & Baert, S. (2023). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **European Economic Review**, 151, 104315. <https://doi.org/10.1016/j.euroecorev.2022.104315>
7. **Lippens, L.**, Baert, S., Ghekiere, A., Verhaeghe, P.-P., & Deros, E. (2022) Is labour market discrimination against ethnic minorities better explained by taste or statistics? A systematic review of the empirical evidence. **Journal of Ethnic and Migration Studies**, 48(17), 4243–4276. <https://doi.org/10.1080/1369183X.2022.2050191>
8. **Lippens, L.**, Baert, S., & Deros, E. (2021). Loss aversion in taste-based employee discrimination: Evidence from a choice experiment. **Economics Letters**, 208, 110081. <https://doi.org/10.1016/j.econlet.2021.110081>
9. **Lippens, L.**, Moens, E., Sterkens, P., Weytjens, J., & Baert, S. (2021). How do employees think the COVID-19 crisis will affect their careers? **PLOS ONE**, 16(5), e0246899. <https://doi.org/10.1371/journal.pone.0246899>
10. Moens, E., **Lippens, L.**, Sterkens, P., Weytjens, J., & Baert, S. (2021). The COVID-19 crisis and telework: A research survey on experiences, expectations and hopes. **The European Journal of Health Economics**, 23, 729–753. <https://doi.org/10.1007/s10198-021-01392-z>

4.2. Publications under Review for International Peer-Reviewed Journals

1. El Haj, M., **Lippens, L.**, Verhofstadt, E., Van Ootegem, L., & Baert, S. (2024). Fertility, pregnancy, and parenthood discrimination in the labour market: A systematic review. *IZA Discussion Paper Series*, 17435. <https://docs.iza.org/dp17435.pdf> (Under review, 1st round, *Journal of Economic Surveys*)
2. El Haj, M., Dalle, A., **Lippens, L.**, & Baert, S. (2024). *How do employers view applicants with and without children*. Ghent University. (Revise & Resubmit, 3rd round, *Journal of Marriage and Family*)
3. Ghekiere, A., **Lippens, L.**, Baert, S., & Verhaeghe, P.-P. (2023). *The state of rental discrimination: A meta-analysis across vulnerable groups in the housing market*. Vrije Universiteit Brussel.

<https://researchportal.vub.be/en/publications/better-luck-next-time-new-methodological-approaches-to-understand> (*Revise & Resubmit, 2nd round, European Sociological Review*)

4. Schelfhout, S., **Lippens, L.**, & Derous, E. (2024). *Intercultural competence at work: The origins of an implicit trait policy*. Ghent University. <https://osf.io/gbzq5> (*Revise & Resubmit, 1st round, Human Performance*)

4.3. Papers under (Re)submission for International Peer-Reviewed Journals

1. Moens, E., **Lippens, L.**, Vangronsveld, K., De Vos, A., Baert, S. (2025). Too much of a good thing? Telework intensity and workplace experiences. *IZA Discussion Paper Series*, 17721. <https://docs.iza.org/dp17721.pdf>
2. D'hert, L., Baert, S., **Lippens, L.** (2024). Unemployment, inactivity, and hiring chances: A systematic review and meta-analysis. *IZA Discussion Paper Series*, 17141. <https://docs.iza.org/dp17141.pdf>
3. D'hert, L., **Lippens, L.**, Baert, S., (2024). Not a lucky break? Why and when a career hiatus hijacks hiring chances. *IZA Discussion Paper Series*, 17497. <https://docs.iza.org/dp17497.pdf>
4. Moens, E., **Lippens, L.**, D'hert, L., & Baert, S. (2024). Speeding up on the learning curve: The evaluation of telework following a surge in telework experience. *IZA Discussion Paper Series*, 16900. <https://docs.iza.org/dp16900.pdf>

4.4. Policy Papers in International Peer-Reviewed Publication Series

1. **Lippens, L.**, Baert, S., & Neyt, B. (2025). Hiring discrimination across vulnerable groups. *IZA World of Labor 2025*. <https://doi.org/10.15185/izawol.515>

4.5. Other Discussion Papers

1. Baert, S., **Lippens, L.**, & Van Borm, H. (2022). Selecting names for experiments on ethnic discrimination. *IZA Discussion Paper Series*, 15524. <https://ideas.repec.org/p/iza/izadps/dp15524.html>
2. Van Borm, H., **Lippens, L.**, & Baert, S. (2022). An Arab, an Asian, and a Black guy walk into a job interview: Ethnic stigma in hiring after controlling for social class. *IZA Discussion Paper Series*, 15707. <https://ideas.repec.org/p/iza/izadps/dp15707.html>

4.6. Papers in Preparation

1. Devos, L., **Lippens, L.**, & Baert, S. *The name divide: A vignette study on generational ethnic discrimination in hiring*.
2. Devos, L., **Lippens, L.**, Claus, D., & Baert, S. *The impact of regional origin on hiring: A vignette experiment on employer bias*.
3. **Lippens, L.** *Humans vs GPTs: Bias and validity in hiring decisions*. <https://osf.io/9nxyj>
4. **Lippens, L.**, & Baert, S. *The cyclicity of hiring discrimination: A meta-reanalysis of correspondence experiments*.
5. Lens, D., & **Lippens, L.** *Hiring discrimination and ethnic penalties*.

5. Academic Activities

5.1. Invited International Conference Presentations

1. **Lippens, L.** (June 2024). Humans vs GPTs: Bias and validity in hiring decisions. **52nd scientific meeting of the Italian Statistical Society** (Società Italiana di Statistica), Bari, IT.

5.2. International Conference Presentations

1. Busetta, G., Campolo, M. G., & **Lippens, L.** (July 2025). Vignette experiments in survey research: Exploring discrimination mechanisms through controlled scenarios (panel chair). **11th Conference of the European Survey Research Association** (ESRA), Utrecht, NL.
2. **Lippens, L.**, Busetta, G., & Campolo, M. G. (July 2025). Vignette experiments in discrimination research: Exploring mechanisms of discrimination through controlled scenarios (panel chair). **21st IMISCOE Annual Conference** (IMISCOE), Paris, FR.
3. **Lippens, L.**, & Baert, S. (July 2025). Competition and hiring discrimination: A meta-reanalysis of correspondence experiments. **21st IMISCOE Annual Conference** (IMISCOE), Paris, FR.
4. **Lippens, L.** (September 2024). Computer says 'no': Exploring systemic hiring bias in ChatGPT using an audit approach. **EALE Conference 2024** (EALE), Bergen, NO.

5. **Lippens, L.** (July 2024). Humans vs GPTs: Comparing bias and validity in hiring decisions using an audit approach. **21st IMISCOE Annual Conference** (IMISCOE), Lisbon, PT (online).
6. **Lippens, L.** (September, 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **Artificial Intelligence and the Economy** (Hertie School, IZA, Kiel Institute, Sciences Po), Berlin, DE.
7. **Lippens, L.**, Vermeiren, S., Baert, S. (June 2022). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **19th IMISCOE Annual Conference** (IMISCOE), Oslo, NO.
8. **Lippens, L.**, Vermeiren, S., Baert, S. (May 2022). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **26th Spring Meeting of Young Economists** (EAYE), Orléans, FR.
9. **Lippens, L.**, Baert, S., Ghekiere, A., Verhaeghe, P.-P., & Derous, E. (September 2021). Is labour market discrimination against ethnic minorities better explained by taste or statistics? **EALE Conference 2021** (EALE), Barcelona, ES (online).
10. **Lippens, L.**, Baert, S., & Derous, E. (June 2021). Taste-based discrimination: Actually a matter of contact avoidance? **Day of Sociology 2021** (NSV, VVS), Utrecht, NL (online).

5.3. National Conference and Seminar Presentations

1. **Lippens, L.** (May 2025). The cyclicalities of hiring discrimination: A meta-reanalysis of correspondence experiments. **19th Belgian Day for Labour Economists** (KU Leuven), Brussels, BE.
2. **Lippens, L.** (October 2024). Competition and hiring discrimination: A meta-reanalysis of correspondence experiments. **CEBRIG Workshop: “Migration and the Labour Market in Belgium”** (Université Libre de Bruxelles, Fondation Bernheim), Brussels, BE.
3. **Lippens, L.** (October 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **18th Belgian Day for Labour Economists** (National Bank of Belgium), Brussels, BE.
4. **Lippens, L.** (May 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **FEB 2023 Research Day** (UGent), Ghent, BE.
5. **Lippens, L.**, Dalle, A., D’hondt, F., Verhaeghe, P.-P., & Baert, S. (October 2022). Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence. **17th Belgian Day for Labour Economists** (Federal Planning Bureau), Brussels, BE.
6. **Lippens, L.**, Dalle, A., D’hondt, F., Verhaeghe, P.-P., & Baert, S. (September 2022). Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence. **CESSMIR 2022 Conference** (CESSMIR), Ghent, BE.
7. **Lippens, L.**, Vermeiren, S., Baert, S. (September 2021). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **CESSMIR 2021 Conference** (CESSMIR), Ghent, BE.
8. **Lippens, L.**, Baert, S., & Derous, E. (June 2021). Taste-based discrimination: Actually a matter of contact avoidance? **CESSMIR 2021 Research Day** (CESSMIR), Ghent, BE.
9. **Lippens, L.**, Baert, S., & Derous, E. (May 2021). Loss aversion in taste-based employee discrimination: Evidence from a choice experiment. **FEB 2021 Research Day** (UGent), Ghent, BE.
10. **Lippens, L.**, Baert, S., Ghekiere, A., Verhaeghe, P.-P., & Derous, E. (September 2020). Is labour market discrimination against ethnic minorities better explained by taste or statistics? **Context Matters Symposium** (Vrije Universiteit Brussel), Brussels, BE.

5.4. Affiliations

EALE (European Association of Labour Economists) <i>Member</i>	Maastricht, NL 2023 –
CESSMIR (Centre for the Social Study of Migration and Refugees) <i>Promoter</i> <i>Member</i>	Ghent, BE 2023 – 2019 – 2023
IMISCOE (International Migration Research Network) <i>Member (via UGent)</i>	Liège, BE 2022 –

5.5. Peer Review

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**, **Industrial Relations**, **International Migration Review**, **Journal of Ethnic and Migration Studies**, **Journal of Labor**

Economics, Journal of Sociology, **Nature Human Behaviour**, PLOS ONE, Social Forces, Social Policy and Society, Social Science & Medicine, Technology in Society, The Annals of Regional Science, Work and Occupations. In addition, I am a remote referee for the **ERC** Advanced Grant 2024 Call.

5.6. Research Communication

Communication about my research appeared in *international* media (e.g. **La Tribune** [FR], **Madrid Actual** [ES], **Trouw** [NL]) and Belgian *national* media via news broadcasts (e.g. **VRT NWS**), newspaper articles (e.g. Bruzz, **De Morgen**, De Standaard, **De Tijd**, Le Vif, **Le Soir**, Het Belang van Limburg, **Het Laatste Nieuws**, **Het Nieuwsblad**, Gazet van Antwerpen, Metro, VRT), newspaper interviews (e.g. De Morgen), radio interviews (e.g. **Radio 1**), and professional magazines (e.g. **HR Magazine**, HR Square, Knack, Raak, Trends, #ZigZagHR). In addition, our meta-analysis on hiring discrimination (European Economic Review, 2023) has been cited widely on social media, scoring in the top 5% of all research outputs scored by Altmetric and consistently ranked as ‘top cited’, ‘most downloaded’, and ‘most popular’ in the European Economic Review’s article rankings in 2023 and 2024.

6. Professional Activities

6.1. Invited Lectures, Talks, and Debates

1. Studiedag Rapport Diversiteit. Talk, 27 March 2025. **FPS Employment, Labour and Social Dialogue**. Residence Palace, Brussels, Belgium.
2. Human Rights @ De Krook – Recht op gelijke kansen op werk? Verspild talent door discriminatie op de arbeidsmarkt. **Human Rights Research Network**. Debate, 18 March 2025. De Krook, Ghent, Belgium.
3. Atelier Actua – Sollicitatiediscriminatie voorkomen: Een taak van de overheid? Debate, 17 October 2024. **Vlaams-Nederlands Huis deBuren**. Brussels, Belgium
4. Crowell Café – Engaging diversity in the workplace. Keynote & debate, 1 October 2024. **Crowell & Moring Brussels**. Brussels, Belgium.
5. Lenteseminarie – Artificial Intelligence binnen HR. Debate, 21 May 2024. **VDAB**. International Convention Center (ICC), Ghent, Belgium.

7. Skills

7.1 Professional Skills

- Research: audit studies, survey 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
- 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, quarto, tidyverse, tinytable, xaringan...), SQL, Python
- Research software: RStudio, Visual Studio Code, STATA, SPSS, Knime
- Business software: Collibra, MS Office
- Creative software: Photoshop, GIMP, Ableton Live
- Other: Git, Markdown

7.3. Languages

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