

# 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 –

- Researching how competition can decrease labour market discrimination using advanced statistical techniques, such as multilevel meta-regression applied to transnational data
- Serving on one doctoral examination board
- Currently supervising seven 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 knowledge clips to communicate research findings and explain key labour market concepts

#### Ghent University

Doctoral Researcher

Ghent, BE

2019 – 2023

- Conducted research on measuring and explaining labour market discrimination published in European Economic Review, Labour Economics, and Journal of Ethnic and Migration Studies, amongst other international peer-reviewed journals
- Co-supervised eight Master's dissertations
- Co-developed multicultural situational judgment tests to increase the awareness of HR professionals' intercultural competence

#### Vrije Universiteit Brussel

Visiting Doctoral Researcher

Brussels, BE

2019 – 2023

### 1.2. Teaching Experience

#### Labour Economics, Department of Economics, Ghent University

Co-lecturer

Ghent, BE

2023 –

Guest Lecturer

2021

*BSc in Economics*

#### Socio-Economic Policy, Department of Economics, Ghent University

Guest Lecturer

Ghent, BE

2024

*BSc in Public Administration and Management, BSc in Political Science*

#### Migration & Society, Department of Social Work & Social Pedagogy, Ghent University

Student Coach

Ghent, BE

2022, 2024

*University-wide elective (Bachelor's, Master's)*

#### Intersectionality & Diversity Studies, Department of Languages & Cultures, Ghent University

Guest Lecturer

Ghent, BE

2022

*MA in Gender & Diversity*

#### Labour & Employment, Department of Economics, Ghent University

Guest Lecturer

Ghent, BE

2021

*University-wide elective (Bachelor's, Master's)*

#### Introduction to Economics, Department of Economics, Ghent University

Guest Lecturer

Ghent, BE

2020, 2021

*University-wide elective (Bachelor's)*

### 1.3. Advising Experience

#### **PhD Co-supervisor** of Louise Devos, Ghent University

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, Ghent University

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

#### **VDAB (Flemish public employment agency)**

Flanders region, BE

External Member of the Ethics Board

2024 –

- Overseeing the responsible use of AI, profiling, and automated individual decision-making within VDAB
- Evaluating the organisational development of AI, profiling, and automated decision-making against the principles of transparency, trust, and beneficialness to all stakeholders

#### **BDO**

Flanders region, BE

Senior Consultant (Data Analytics)

2018 – 2019

- Performed survey research on the modal shift in transportation and developed a predictive model for a governmental body and an inland port
- Advised a private company active in the entertainment industry on the design of a data asset repository
- Constructed a financial model for a mid-scale mobility management project

#### **Capgemini Invent**

Brussels, BE

Consultant (Data Governance)

2017 – 2018

- Performed a benchmark study of data governance operating models in financial services
- Developed and optimised various data asset documentation processes in the context of BCBS239 and GDPR regulatory frameworks
- Conducted a data quality maturity assessment across various business and functional departments within a major Belgian bank
- Set up data-sharing agreements between various business and functional departments within a major Belgian bank

#### **CEMAC**

Zele, BE

Management Consulting Intern

2017

- Proposed a redesign of the firm’s organisational structure and internal business processes
- Evaluated the firm’s product strategy and internationalisation opportunities and capabilities

#### **The Future Alliance**

Ghent, BE

HR Consulting Intern

2015 – 2016

- Organised assessment and development centres for middle management candidates
- Organised workshops concerning HR-related topics (e.g. giving and receiving feedback)
- Carried out recruitment and selection assignments for entry and (middle) management functions

#### **Hudson**

Ghent, BE

HR Consulting Intern

2014

- Developed 40 rating scales, including a manual, for the advisory firm’s dedicated competency model

### 1.5. Volunteering Experience

#### **180 Degrees Consulting**

Ghent, BE

Human Capital Director

2015 – 2016

- Led the human capital activities of the Ghent University branch of 180 Degrees Consulting, the world’s largest international consultancy for non-profits and social enterprises

- Conducted selection tests, incl. reasoning tests and structured interviews, of about 70 university students

Management Consultant

2015

- Co-developed an integrated fundraising and marketing strategy for the NGO Join For Water
- Conducted survey research regarding the brand perceptions of Join For Water's donors and sympathisers
- Developed an evidence-based, bespoke brand personality for the NGO, as well as brand improvement guidelines

## 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 Ghent University)

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 competition and discrimination

### FWO, Research Foundation Flanders

Brussels, BE

Junior postdoctoral research fellowship

2023

- Following an international peer review of my project on competition and discrimination, I was awarded a three-year 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

## 4. Publications

*Publication citation count: 1045, h-index: 8, i10-index: 8 (based on Google Scholar, 9 December 2024). Total 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. 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>
2. 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>

3. **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>
4. **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>
5. **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>
6. **Lippens, L.**, Baert, S., Ghekiere, A., Verhaeghe, P.-P., & Derous, 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>
7. **Lippens, L.**, Baert, S., & Derous, 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>
8. **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>
9. 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. du Bois, K., Baert, S., **Lippens, L.**, Derous, E. (2024). *Time Tetris: A longitudinal study on compressed schedules and workplace well-being at IKEA*. Ghent University. <https://osf.io/ch8uk> (Revise & Resubmit, *BMC Public Health*)
2. El Haj, M., Dalle, A., **Lippens, L.**, & Baert, S. (2024). *How do employers view applicants with and without children*. Ghent University. (Revise & Resubmit, *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, *European Sociological Review*)

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

1. 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>
2. 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>
3. 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>
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>
5. Schelfhout, S., **Lippens, L.**, & Derous, E. (2024). *Intercultural competence at work: The origins of an implicit trait policy*. Ghent University. <https://osf.io/gbzq5>

## 4.4. Policy Papers in International Peer-Reviewed Publication Series

1. **Lippens, L.**, Neyt, B., & Baert, S. (n.d.). *Hiring discrimination across vulnerable groups*. Ghent University. (Accepted, *IZA World of Labor*)

## 4.5. 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. (n.d.). *The impact of regional origin on hiring: A vignette experiment on employer bias*. Ghent University.
2. **Lippens, L.** (n.d.). *Humans vs GPTs: Bias and validity in hiring decisions*. Ghent University. <https://osf.io/9nxyj>
3. **Lippens, L.**, & Baert, S. (n.d.). *Competition and hiring discrimination: A meta-reanalysis of correspondence experiments*. Ghent University.

## 5. Academic Activities

### 5.1. Invited International Conference Presentations

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

### 5.2. International Conference Presentations

1. **Lippens, L.** (September 2024). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **EAL Conference 2024** (EAL), Bergen, NO.
2. **Lippens, L.** (July 2024). Humans vs GPTs: Comparing bias and validity in hiring decisions using an audit approach. **21<sup>st</sup> IMISCOE Annual Conference** (IMISCOE), Lisbon, PT (online).
3. **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.
4. **Lippens, L.**, Vermeiren, S., Baert, S. (June 2022). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **19<sup>th</sup> IMISCOE Annual Conference** (IMISCOE), Oslo, NO.
5. **Lippens, L.**, Vermeiren, S., Baert, S. (May 2022). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **26<sup>th</sup> Spring Meeting of Young Economists** (EAYE), Orléans, FR.
6. **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? **EAL Conference 2021** (EAL), Barcelona, ES (online).
7. **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.** (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.
2. **Lippens, L.** (October 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **18<sup>th</sup> Belgian Day for Labour Economists** (National Bank of Belgium), Brussels, BE.
3. **Lippens, L.** (May 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **FEB 2023 Research Day** (Ghent University), Ghent, BE.
4. **Lippens, L.**, Dalle, A., D’hondt, F., Verhaeghe, P.-P., & Baert, S. (October 2022). Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence. **17<sup>th</sup> Belgian Day for Labour Economists** (Federal Planning Bureau), Brussels, BE.
5. **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.
6. **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.
7. **Lippens, L.**, Baert, S., & Derous, E. (June 2021). Taste-based discrimination: Actually a matter of contact avoidance? **CESSMIR 2021 Research Day** (CESSMIR), Ghent, BE.
8. **Lippens, L.**, Baert, S., & Derous, E. (May 2021). Loss aversion in taste-based employee discrimination: Evidence from a choice experiment. **FEB 2021 Research Day** (Ghent University), Ghent, BE.
9. **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)**

Member

Maastricht, NL

2023 –

**CESSMIR (Centre for the Social Study of Migration and Refugees)**

Promoter

Member

Ghent, BE

2023 –

2019 – 2023

**IMISCOE (International Migration Research Network)**

Member (via Ghent University)

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**, **Economic Modelling**, **Industrial Relations**, **International Migration Review**, **Journal of Ethnic and Migration Studies**, **Journal of Labor Economics**, **Journal of Sociology**, **Nature Human Behavior**, **PLOS ONE**, **Social Forces**, **Social Policy and Society**, **Social Science & Medicine**, **Technology in Society**, **The Annals of Regional Science**, **Work and Occupations**.

## 5.6. Research Communication

Communication about my research appeared in *international* media (e.g. **La Tribune** [FR], **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**, **Metro**, **VRT**), newspaper interviews (e.g. **De Morgen**), radio interviews (e.g. **Radio 1**), and professional magazines (e.g. **HR Magazine**, **HR Square**, **Knack**, **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.

## 6. Professional Activities

### 6.1. Invited Lectures, Talks, and Debates

1. SciComm Academy lunch talk – De kracht van interdisciplinaire samenwerking. Talk, 6 December 2024. **SciMingo**. Online.
2. Atelier Actua – Sollicitatiediscriminatie voorkomen: Een taak van de overheid? Debate, 17 October 2024. **Vlaams-Nederlands Huis deBuren**. Brussels, Belgium
3. Crowell Café – Engaging diversity in the workplace. Keynote, debate, 1 October 2024. **Crowell & Moring Brussels**. Brussels, Belgium.
4. 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 (easystats, fixest, ggplot2, hugo, lavaan, marginaleseffects, metafor, quarto, tidyverse, 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, LaTeX

### 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

## **8. References**

References are available upon request.