Louis Lippens

Postdoctoral Researcher in Labour Economics

Ghent University, Sint-Pietersplein 6, 9000 Gent, Belgium • louis.lippens@ugent.be • www.louislippens.be
ORCID: 0000-0001-7840-2753 • ResearchGate: louis-lippens • LinkedIn: louislippens

1. Experience

1.1. Research Experience

Ghent University — Ghent, BE
FWO Postdoctoral Researcher — *2023 –*
- Examining the cyclicality of hiring discrimination using advanced statistical techniques, such as multilevel meta-regression applied to transnational correspondence audit and administrative data
- Research lead of Stijn Baert's lab, collaborating with six doctoral candidates
- Supervising seven Master's thesis students

UGent @ Work — Ghent, BE
Affiliated Researcher — *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 — Ghent, BE
Doctoral Researcher — *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 — Brussels, BE
Visiting Doctoral Researcher — *2019 – 2023*

1.2. Teaching Experience

Labour Economics, Department of Economics, Ghent University — Ghent, BE
Co-lecturer — *2023 –*
Guest Lecturer — *2021*
BSc in Economics

Socio-Economic Policy, Department of Economics, Ghent University — Ghent, BE
Guest Lecturer — *2024 –*
BSc in Public Administration and Management, BSc in Political Sciences

Migration & Society, Department of Social Work & Social Pedagogy, Ghent University — Ghent, BE
Student Coach — *2022, 2024*
University-wide elective (Bachelor's, Master's)

Intersectionality & Diversity Studies, Department of Languages & Cultures, Ghent University — Ghent, BE
Guest Lecturer — *2022*
MA in Gender & Diversity

Labour & Employment, Department of Economics, Ghent University — Ghent, BE
Guest Lecturer — *2021*
University-wide elective (Bachelor's, Master's)

Introduction to Economics, Department of Economics, Ghent University — Ghent, BE
Guest Lecturer — *2020, 2021*

University-wide elective (Bachelor's)

1.3. Advising Experience

PhD Co-supervisor of Louise Devos, Ghent University
Ghent, BE
2023 –
— Funded by Belspo (BRAIN-be 2.0): "LAMIE – The labour market disadvantage of citizens with a migration background: From measuring to explaining and remedying"

PhD Guidance Committee Member of Liam D'hert, Ghent University
Ghent, BE
2024 –
— Funded by FWO, Research Foundation – Flanders (Senior Research Project): "The activation of the inactive: Studying thresholds and breakthroughs using AI techniques"

1.4. Industry Experience

VDAB (Flemish public employment agency)
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
— 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 departments within a major Belgian bank
— Set up data-sharing agreements between various 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 (ca. €140,000)   *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

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 non-profits and social enterprises, with – at the time – 71 branches across 29 countries

4. Publications

Publication citation count: 1058, h-index: 8, i10-index: 8 (based on Google Scholar, 2 January 2025). 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. du Bois, K., Baert, S., **Lippens, L.**, Derous, 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., & 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

8. **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

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., 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)*

2. 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. **52nd 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. **EALE Conference 2024** (EALE), Bergen, NO.

2. **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).

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. **19th 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. **26th 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? **EALE Conference 2021** (EALE), 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. **18th 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. **17th 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)	Maastricht, NL
Member	*2023 –*
CESSMIR (Centre for the Social Study of Migration and Refugees)	Ghent, BE
Promoter	*2023 –*
Member	*2019 – 2023*
IMISCOE (International Migration Research Network)	Liège, BE
Member (via Ghent University)	*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**, 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.

6. Professional Activities

6.1. Invited Lectures, Talks, and Debates

1. Atelier Actua – Sollicitatiediscriminatie voorkomen: Een taak van de overheid? Debate, 17 October 2024. **Vlaams-Nederlands Huis deBuren**. Brussels, Belgium

2. Crowell Café – Engaging diversity in the workplace. Keynote & debate, 1 October 2024. **Crowell & Moring Brussels**. Brussels, Belgium.

3. 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

8. References

References are available upon request.