# Louis Lippens

Postdoctoral Researcher in Labour Economics

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## 1. Experience

### 1.1. Research Experience

**Ghent University** — Ghent, BE
*FWO Postdoctoral Researcher* — *2023 –*
- Currently examining the cyclicality 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** — 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 research knowledge video clips

**Ghent University** — Ghent, BE
*Doctoral Researcher* — *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** — Brussels, BE
*Visiting Doctoral Researcher* — *2019 – 2023*

### 1.2. Teaching Experience

**Labour Economics**, Department of Economics, UGent (BSc) — Ghent, BE
*Co-lecturer* — *2023 –*
*Guest Lecturer* — *2021*

**Current Economic Issues**, Department of Economics, UGent (BSc) — Ghent, BE
*Guest Lecturer* — *2025 –*

**Migration & Society**, Department of Social Work, UGent (BA, BSc, MA, MSc) — Ghent, BE
*Guest Lecturer* — *2025 –*
*Student Coach* — *2022, 2024*

**Socio-Economic Policy**, Department of Economics, UGent (BSc) — Ghent, BE
*Guest Lecturer* — *2024 –*

**Intersectionality & Diversity Studies**, Department of Languages & Cultures, UGent (MA) — Ghent, BE
*Guest Lecturer* — *2022*

**Labour & Employment**, Department of Economics, UGent (BA, BSc, MA, MSc) — Ghent, BE
*Guest Lecturer* — *2021*

**Introduction to Economics**, Department of Economics, UGent (BA, BSc) — Ghent, BE
*Guest Lecturer* — *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 Agency (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 cyclicality of discrimination

**FWO, Research Foundation Flanders**    Brussels, BE
*Junior postdoctoral research fellowship (ca. €230,000)*    *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 social enterprises

## 4. Publications

*Publication citation count: 1091, h-index: 9, i10-index: 8 (based on Google Scholar, 10 February 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., **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, 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, 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. 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. 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. (2025). *Hiring discrimination across vulnerable groups*. Ghent University. *(Accepted, IZA World of Labor)*

## 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. *Competition and hiring discrimination: A meta-reanalysis of correspondence experiments.*

# 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.** (*July 2025*). Competition and hiring discrimination: A meta-reanalysis of correspondence experiments. **21st IMISCOE Annual Conference** (IMISCOE), Paris, FR.

2. **Lippens, L.** (September 2024). Computer says 'no': Exploring systemic hiring bias in ChatGPT using an audit approach. **EALE Conference 2024** (EALE), Bergen, NO.

3. **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).

4. **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.

5. **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.

6. **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.

7. **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).

8. **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** (UGent), 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** (UGent), 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

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|---|---|
| **EALE (European Association of Labour Economists)** | Maastricht, NL |
| *Member* | *2023 –* |
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| **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 UGent)* | *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 Behavior**, 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

## 8. References

References are available upon request.