Louis Lippens

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1. Experience

1.1. Research Experience

23–   **FWO Postdoctoral Researcher**, Ghent University [BE]
- Examining the cyclicality of hiring discrimination via meta-analysis
- Research lead of Stijn Baert's lab, collaborating (collaborated) with four (four) doctoral candidates
- Supervising (supervised) five (two) master's theses
- Member of the faculty's scientific committee

19–23   **Doctoral Researcher**, Ghent University [BE]
- Evaluated the 'whether', 'how much', and 'why' of labour market discrimination
- Co-supervised eight master's theses

19–23   **Visiting Doctoral Researcher**, Vrije Universiteit Brussel [BE]
- Inter-institutional mobility in the context of my joint PhD

1.2. Teaching Experience

23–   Co-lecturer: **Labour Economics** (Economics, FEB, UGent)

24–   Guest Lecturer: **Current Economic Issues** (Economics, FEB, UGent), **Socio-Economic Policy** (Economics, FEB, UGent)

25–26   Guest Lecturer: **Intersectionality & Diversity Studies** (Languages & Cultures, FLW, UGent)

24–25   Guest Lecturer: **Migration & Society** (Social Work, FPPW, UGent), **Academic Skills** (Experimental Psychology, FPPW, 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

17–19   (**Senior**) **Consultant** (**Data Analytics**, **Data Governance**), BDO, 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   **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 [NL]), Brecht Neyt, Bart Defloor, Sorana Toma, Patrick Button (Tulane [US])

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

2016 **Master of Science** (**MSc**) in **Organisational Psychology** *(magna cum laude)*, Ghent University

3. Fellowships, Grants, & Awards

2025 **Top-8 economist by cohort**, IDEAS/RePEc
— IDEAS provides rankings of economists by graduation year (i.e., cohort) based on research output in economics and finance; I was listed as a top-8 economist for the 2023 cohort

2024 **Sponsorship of socially valuable projects** (**€21,520**), National Bank of Belgium
— Additional sponsorship of my FWO project on the cyclicality of discrimination

2023 **Postdoctoral research fellowship** (**~€240,000**), FWO Research Foundation – Flanders
— Internationally peer-reviewed fellowship; award rate: 21.2%

2017 **Student achievement for outstanding collaboration**, Vlerick Business School

4. Selected publications

Publication citation count: 1344, h-index: 10, i10-index: 10 (based on Google Scholar, 10 November 2025). Research mentions in the public domain: 378 (based on Altmetric, 16 April 2025). Selected publications below. Full publication 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 (1st), Axana Dalle, and Stijn Baert (2025). **Journal of Marriage and Family**. https://doi.org/10.1111/jomf.70008

— "Time Tetris: A longitudinal study on compressed schedules and workplace well-being at IKEA" with Kristen du Bois (1st), Stijn Baert, and Eva Derous (2025). **BMC Public Health**, 25(1). https://doi.org/10.1186/s12889-025-21323-4

— "Labour market disadvantages of citizens with a migration background in Belgium: A systematic review" with Louise Devos (1st), Dries Lens, François Rycx, Mélanie Volral, and Stijn Baert (2024). **De Economist**, 173. https://doi.org/10.1007/s10645-024-09443-5

— "Nothing really matters: Evaluating demand-side moderators of age discrimination in hiring" with Axana Dalle (1st) 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/llippens/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 Derous (2022). **Journal of Ethnic and Migration Studies**, 48(17). 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 Derous (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 (1st), 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 (1st), Kathleen Vangronsvelt, Ans De Vos, and Stijn Baert (2025). IZA Discussion Paper Series, 17721. *(Revise & resubmit after 1st round, Kyklos.)* https://docs.iza.org/dp17721.pdf

- "Speeding up on the learning curve: The evaluation of telework following a surge in telework experience" with Eline Moens (1st), Liam D'hert, and Stijn Baert (2024). *(Accepted, Applied Economics Letters.)* https://docs.iza.org/dp16900.pdf

- "Intercultural competence at work: The origins of an implicit trait policy" with Stijn Schelfhout (1st) and Eva Derous (2024). OSF. *(Accepted, Human Performance.)* https://doi.org/10.31219/osf.io/gbzq5

- "Not a lucky break? Why and when a career hiatus hijacks hiring chances" with Liam D'hert (1st) 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 (1st), Elsy Verhofstadt, Luc Van Ootegem, and Stijn Baert (2024). IZA Discussion Paper Series, 17435. https://docs.iza.org/dp17435.pdf

- "Unemployment, inactivity, and hiring chances: A systematic review and meta-analysis" with Liam D'hert (1st) and Stijn Baert (2024). IZA Discussion Paper Series, 17141. *(Revise & resubmit after 1st round, Socio-Economic Review.)* 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

- "The cyclicality of hiring discrimination" with Stijn Baert. https://llippens.github.io/preprints/lippens-baert_cyclicality-discrimination.pdf

- "Age bias in ChatGPT's vs. recruiters' assessment of resumes: The role of job age-type" with Maaike Schellaert (1st), Janneke K. Oostrom, and Eva Derous. *(Proposal accepted, Journal of Business and Psychology.)*

- "A comparative meta-analysis of housing and hiring discrimination" with Louise Devos (1st), 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 (1st), Abel Ghekiere, Louise Devos, and Stijn Baert.

- "Hiring discrimination and ethnic penalties" with Dries Lens (1st).

- "Measuring and remedying hiring bias in large language models" with Stefanie Sprong, Pieter-Paul Verhaeghe, and Valentina Di Stasio.

5. Academic Activities

5.1. International Conference Presentations

2025   22nd **IMISCOE** Annual Conference (speaker and panel chair, *July 2025*, Paris [FR]), 3rd **Diversity and Human Capital Workshop** (speaker, *June 2025*, Exeter [UK]), Evidence Synthesis and Meta-Analysis in R Conference **ESMARConf** 2025 (speaker, *June 2025*, online)

2024   **EALE** Conference 2024 (speaker, September 2024, Bergen [NO]), 21st **IMISCOE** Annual Conference (speaker and panel chair, July 2024, Lisbon [PT], online), 52nd Scientific Meeting of the Italian Statistical Society **SIS** (invited speaker, June 2024, Bari [IT])

2023   **Artificial Intelligence and the Economy** by Hertie School, IZA, Kiel Institute & Science Po (speaker, September 2023, Berlin [DE])

2022   19th **IMISCOE** Annual Conference (speaker, June 2022, Oslo [NO]), 26th Spring Meeting of Young Economists **SMYE** (speaker, May 2022, Orléans [FR])

2021   **EALE** Annual Conference 2021 (speaker, September 2021, Barcelona [ES], online), **Day of Sociology** 2021 (speaker, June 2021, Utrecht [NL], online)

5.2. National Conference and Seminar Presentations

2025   19th **Belgian Day for Labour Economists** (speaker, May 2025, Brussels [BE])

2024   **CEBRIG workshop** ULB (speaker, October 2024, Brussels [BE])

2023	18th **Belgian Day for Labour Economists** (speaker, October 2023, Brussels [BE]), **UGent FEB Research Day** 2023 (speaker, May 2023, Ghent [BE])
2022	17th **Belgian Day for Labour Economists** (speaker, October 2022, Brussels [BE]), **CESSMIR** Conference 2022 (speaker, September 2022, Ghent [BE])
2021	**CESSMIR Conference** 2021 (speaker, September 2021, Ghent [BE]), **CESSMIR Research Day** 2021 (speaker, June 2021, Ghent [BE]), **UGent FEB Research Day** 2021 (speaker, May 2021, Ghent [BE])
2020	**Context Matters** Symposium VUB (speaker, September 2020, Brussels [BE])

5.3. Affiliations

23–	Member: **EALE** (European Association of Labour Economists)
22–	Member: **IMISCOE** (International Migration Research Network)
23–	Promoter: **CESSMIR** (Centre for the Social Study of Migration and Refugees)
20–23	Member: **CESSMIR** (Centre for the Social Study of Migration and Refugees)

5.4. Refereeing

Ad hoc referee since 2019 – 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, Social Science Research, 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

– Media abroad: **Madrid Actual** [ES], **La Tribune** [FR], **Trouw** [NL]

– Belgian 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; scientific magazines: **EOS** Wetenschap; professional magazines: **HR Magazine**, HR Square, **Knack**, Raak, Trends, #ZigZagHR

– Social media: **research briefs** on research findings (see example in NL), **policy briefs** on various labour market issues (see example in NL), **short video clips** on labour market concepts (see example in NL).

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])

6.3. Academic advisory

2025	**Fact-finding mission on mid-career mobility** (OECD, May 2025),
2024	**Secondment, migration, and the labour market** (Accent, December 2024), **State-of-the-art on labour market discrimination** (Unia, April 2024), **Legal procedure on multiple discrimination in hiring** (VSAdvocaten & Unia, January 2024)

7. Skills

7.1 Professional Skills

– Research: audit studies, survey and vignette research, experiments, 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, tinytable, xaringan), SQL, Python
- Research software: RStudio, Visual Studio Code, Positron, STATA, SPSS
- Business and creative software: Collibra, MS Office, Photoshop, GIMP, Ableton Live
- Other: Git, Markdown, Typst, LaTeX

7.3. Languages

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