

Louis Lippens

Postdoctoral Researcher in Labour Economics

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1. Experience

1.1. Research Experience

- 2023– **FWO Postdoctoral Researcher**, Ghent University [BE]
 - Examining the cyclicalities of hiring discrimination via meta-analysis
 - Research lead of Stijn Baert's lab, collaborating with six doctoral candidates
- 19–23 **Doctoral Researcher**, Ghent University [BE]
- 19–23 **Visiting Doctoral Researcher**, Vrije Universiteit Brussel [BE]

1.2. Teaching Experience

- 2023– **Labour Economics**, Economics (FEB, UGent, undergraduate)
 - Co-lecturer
 - Guest Lecturer *"Theory and empirics of labour market discrimination"*
- 2025– **Current Economic Issues**, Economics (FEB, UGent, undergraduate)
 - Guest Lecturer *"Migration, discrimination, and the labour market"*
- 2025– **Migration & Society**, Social Work (FPPW, UGent, (under)graduate)
 - Guest Lecturer *"Contemporary forms of racism and ethnic discrimination"*
- 2025 **Academic Skills**, Experimental Psychology (FPPW, UGent, undergraduate)
 - Guest Lecturer *"Using GenAI for your research"*
- 2024– **Socio-Economic Policy**, Economics (FEB, UGent, undergraduate)
 - Guest Lecturer *"Migration, discrimination, and the labour market"*
- 2022 **Intersectionality & Diversity Studies**, Languages & Cultures (FLW, UGent, graduate)
 - Guest Lecturer *"Mechanisms of labour market discrimination"*
- 2021 **Labour & Employment**, Economics (FEB, UGent, (under)graduate)
 - Guest Lecturer *"Mechanisms of labour market discrimination"*
- 20–21 **Introduction to Economics**, Economics (FEB, UGent, undergraduate)
 - Guest Lecturer *"Mechanisms of labour market discrimination"*

1.3. Advising Experience

- 2024– **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"*
- 2023– **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

- 2024– **External Member of the Ethics Board**, Public Employment Services of Flanders (VDAB)
 - Providing advice on the ethical and responsible use of AI and automated decision-making
- 18–19 **Senior Consultant (Data Analytics)**, BDO
- 17–18 **Consultant (Data Governance)**, 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 **Management 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 Deros
 - Voting members of the examination board: Eva Zschirnt (UvA), Brecht Neyt, Bart Defloor, Sorana Toma, Patrick Button (Tulane)
- 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

- 2024 **Sponsorship of socially valuable projects (€21,520)**, National Bank of Belgium
- Additional sponsorship of my FWO project on competition and discrimination
- 2023 **Postdoctoral research fellowship (~€240,000)**, FWO Research Foundation – Flanders
- Award rate: 21.2%
- 2017 **Student achievement for outstanding performance**, Vlerick Business School
- 2015 **Best overall consulting branch in Europe**, 180 Degrees Consulting

4. Selected publications

Publication citation count: 1175, h-index: 9, i10-index: 9 (based on Google Scholar, 28 May 2025). Research mentions in the public domain: 378, combined Altmetric score: 353 (based on Altmetric, 16 April 2025). Selected publications below. Full overview on [Google Scholar](#).

4.1. Publications in International Peer-Reviewed Journals

- “Time Tetris: A longitudinal study on compressed schedules and workplace well-being at IKEA” with Kristen du Bois, Stijn Baert, and Eva Deros (2025). **BMC Public Health**, 25(1). <https://doi.org/10.1186/s12889-025-21323-4>
- “Nothing really matters: Evaluating demand-side moderators of age discrimination in hiring” with Axana Dalle 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/lrippens/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 Deros (2022). **Journal of Ethnic and Migration Studies**, 48(17), 4243–4276. <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 Deros (2021). **Economics Letters**, 208. <https://doi.org/10.1016/j.econlet.2021.110081>

4.2. Publications under Review or (Re)submission for International Peer-Reviewed Journals

- “Too much of a good thing? Telework intensity and workplace experiences” with Eline Moens, Kathleen Vangronsveld, Ans De Vos, and Stijn Baert (2025). *IZA Discussion Paper Series*, 17721. <https://docs.iza.org/dp17721.pdf>
- “Fertility, pregnancy, and parenthood discrimination in the labour market: A systematic review” with Morien El Haj, Elsy Verhofstadt, Luc Van Ootegem, and Stijn Baert (2024). *IZA Discussion Paper Series*, 17435. (*Under review in 1st round, Journal of Economic Surveys.*) <https://docs.iza.org/dp17435.pdf>

- “Unemployment, inactivity, and hiring chances: A systematic review and meta-analysis” with Liam D’heret and Stijn Baert (2024). *IZA Discussion Paper Series*, 17141. <https://docs.iza.org/dp17141.pdf> (*IZA opinion: https://wol.iza.org/opinions/are-employers-eager-to-hire-the-unemployed*)

4.3. Policy Papers in International Peer-Reviewed Publication Series

- “Hiring discrimination across vulnerable groups” with Stijn Baert and Brecht Neyt (2025). *IZA World of Labor*. <https://doi.org/10.15185/izawol.515>

4.4. Papers in Preparation

- “The cyclicity of hiring discrimination: A meta-reanalysis of correspondence experiments” with Stijn Baert.
- “Measuring and remedying hiring bias in large language models” with Stefanie Sprong, Pieter-Paul Verhaeghe, and Valentina Di Stasio.
- “GenAI in hiring: Testing productivity-enhancing and bias-minimising effects of using ChatGPT in CV screening” with Mirthe Laureys.
- “Hiring discrimination and ethnic penalties” with Dries Lens.
- “Age bias in ChatGPT’s vs. recruiters’ assessment of resumes: The role of job stereotypes” with Maaike Schellaert, Janneke K. Oostrom, and Eva Derous.
- “A comparative meta-analysis of housing and hiring discrimination” with Louise Devos, 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, Abel Ghekiere, Louise Devos, and Stijn Baert.

5. Academic Activities

5.1. International Conference Presentations

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| 2025 | 11th Conference of the European Survey Research Association ESRA (panel chair, <i>July 2025</i> , Utrecht [NL]), 22nd IMISCOE Annual Conference (speaker and panel chair, <i>July 2025</i> , Paris [FR]), 3rd Diversity and Human Capital Workshop (speaker, <i>June 2025</i> , Exeter [UK]), Evidence Synthesis and Meta-Analysis in R Conference ESMARConf 2025 (speaker, <i>June 2025</i> , online). |
| 2024 | EALE Conference 2024 (speaker, September 2024, Bergen [NO]), 21st IMISCOE Annual Conference (speaker and panel chair, <i>July 2024</i> , Lisbon [PT], online), 52nd Scientific Meeting of the Italian Statistical Society (invited speaker, <i>June 2024</i> , 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, <i>June 2022</i> , Oslo [NO]), 26th Spring Meeting of Young Economists (speaker, <i>May 2022</i> , Orléans [FR]) |
| 2021 | EALE Annual Conference 2021 (speaker, September 2021, Barcelona [ES], online), Day of Sociology 2021 (speaker, <i>June 2021</i> , Utrecht [NL], online) |

5.2. National Conference and Seminar Presentations

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| 2025 | 19th Belgian Day for Labour Economists (speaker, <i>May 2025</i> , Brussels [BE]) |
| 2024 | CEBRIG workshop ULB (speaker, <i>October 2024</i> , Brussels [BE]) |
| 2023 | 18th Belgian Day for Labour Economists (speaker, <i>October 2023</i> , Brussels [BE]), UGent FEB Research Day 2023 (speaker, <i>May 2023</i> , Ghent [BE]) |
| 2022 | 17th Belgian Day for Labour Economists (speaker, <i>October 2022</i> , Brussels [BE]), CESSMIR Conference 2022 (speaker, <i>September 2022</i> , Ghent [BE]) |
| 2021 | CESSMIR Conference 2021 (speaker, <i>September 2021</i> , Ghent [BE]), CESSMIR Research Day 2021 (speaker, <i>June 2021</i> , Ghent [BE]), UGent FEB Research Day 2021 (speaker, <i>May 2021</i> , Ghent [BE]) |
| 2020 | Context Matters Symposium VUB (speaker, <i>September 2020</i> , Brussels [BE]) |

5.3. Affiliations

- **EALE (European Association of Labour Economists)**
Member (as of 2023)

- **IMISCOE (International Migration Research Network)**
Member (as of 2022)
- **CESSMIR (Centre for the Social Study of Migration and Refugees)**
Promoter (as of 2023), Member (2019–2023)

5.4. Refereeing

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**, **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**, **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

- International legacy media: **Madrid Actual** [ES], **La Tribune** [FR], **Trouw** [NL]
- National legacy 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**; professional magazines: **HR Magazine**, **HR Square**, **Knack**, **Raak**, **Trends**, **#ZigZagHR**
- Social media: **research briefs** on research findings (see [example](#) in Dutch), **policy briefs** on various labour market issues (see [example](#) in Dutch), **short video clips** on labour market concepts (see [example](#) in Dutch).

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]), **Spring Seminar – Artificial intelligence in HR** (Flemish Public Employment Services (VDAB), panellist, 21 May 2024, Ghent [BE])

7. Skills

7.1 Professional Skills

- Research: audit studies, survey and vignette 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, 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, marginaeffects, meta, metafor, quarto, tidyverse, tinytable, xaringan), SQL, Python
- Research software: RStudio, Visual Studio Code, STATA, SPSS
- Business and creative software: Collibra, MS Office, Photoshop, GIMP, Ableton Live
- Other: Git, Markdown, Typst

7.3. Languages

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