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 cyclicality 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 using AI and automating individual 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 Derous
  - 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)*

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

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 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 Derous (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

  - "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), 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 Derous (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 Vangronsvelt, 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'hert and Stijn Baert (2024). *IZA Discussion Paper Series, 17141*. https://docs.iza.org/dp17141.pdf (see also this 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 cyclicality 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.

– "Hiring discrimination and ethnic penalties" with Dries Lens.

– "Age bias in ChatGPT's vs. recruiters' assessment of resumes: The role of job stereotype" 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

2025	11th **Conference of the European Survey Research Association ESRA** (panel chair, *July 2025,* Utrecht [NL]), 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** (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** (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

– **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 media: **Madrid Actual** [ES], **La Tribune** [FR], **Trouw** [NL]
- National 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

In addition, our meta-analysis on hiring discrimination (EER, 2023) has been cited widely on social media, scoring in the top 5% of all research outputs and top 1% of outputs of the same age scored by Altmetric, and consistently ranked as 'top cited', 'most downloaded', and 'most popular' in the journal's article rankings in 2023, 2024, and 2025.

As an affiliated researcher at UGent @ Work, an interdisciplinary research consortium focused on achieving societal impact through research on work and the labour market at Ghent University, I have disseminated several of my publications in the form of **research briefs** (see example in Dutch). Moreover, I have co-authored over ten **policy briefs** (see example in Dutch) on various labour market topics and contributed to three **short video clips** (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
- 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
- Business software: Collibra, MS Office
- Creative software: 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