

Louis Lippens

Postdoctoral Researcher in Labour Economics

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1. Experience

1.1. Research Experience

- 23– **FWO Postdoctoral Researcher**, Ghent University [BE]
 - Examining the cyclicity of hiring discrimination, primarily via meta-analysis
 - Research lead of Stijn Baert's lab, collaborating (collaborated) with five (four) doctoral candidates
 - Member of the faculty's scientific committee
 - Supervising (supervised) three (four) master's theses
- 19–23 **Doctoral Researcher**, Ghent University [BE]
 - Researched 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 a 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-9 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-9 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 cyclical nature 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: 1494, h-index: 11, i10-index: 11 (based on Google Scholar, 8 April 2026). 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

- “Not a lucky break? Why and when a career hiatus hijacks hiring chances” with Liam D’hert (1st) and Stijn Baert (2026). **Labour Economics**, 100, 102881. <https://doi.org/10.1016/j.labeco.2026.102881>
- “Intercultural competence at work: The origins of an implicit trait policy” with Stijn Schelfhout (1st) and Eva Derous (2026). **Human Performance**, 39(1). <https://doi.org/10.1080/08959285.2025.2601950>
- “How do employers view applicants with and without children?” with Morien El Haj (1st), Axana Dalle, and Stijn Baert (2026). **Journal of Marriage and Family**, 88(1). <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 (2025). **De Economist** (Netherlands Economic Review), 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 (2025). **Socio-Economic Review**, 23(3). <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 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

- “Ethnocultural identity and hiring decisions: The role of social desirability and employer bias” with Louise Devos (1st), Kristen du Bois, and Stijn Baert (2026). UGent Department of Economics Working Papers, 2026/1131. https://wps-feb.ugent.be/Papers/wp_26_1131.pdf
- “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>
- “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’heret (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 cyclicity of hiring discrimination”. https://lippens.github.io/preprints/lippens_cycdis.pdf
- “Age bias in resume screening: Are HR professionals more biased than ChatGPT?” with Maaïke Schellaert (1st), Janneke K. Oostrom, and Eva Derous. (*Revise & resubmit after 1st round, Journal of Business and Psychology.*)
- “A global comparison of hiring and housing discrimination across five groups” with Louise Devos (joint 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.
- “Neutralising name discrimination in generative AI” with Le Nhi Dang.

5. Academic Activities

5.1. International Conference Presentations

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| 2026 | 29 th SOLE Annual Meeting (accepted speaker), <i>May 2026</i> , Denver, CO [US], EAGLES conference (speaker, January 2026, Messina [IT]) |
| 2025 | 22 nd IMISCOE Annual Conference (speaker and panel chair, <i>July 2025</i> , Paris [FR]), 3 rd Diversity and Human Capital Workshop (speaker, <i>June 2025</i> , 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]), 21 st IMISCOE Annual Conference (speaker and panel chair, July 2024, Lisbon [PT], online), 52 nd 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 | 19 th IMISCOE Annual Conference (speaker, June 2022, Oslo [NO]), 26 th 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

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

- 26- Research Affiliate: **IZA@LISER** (Forschungsinstitut zur Zukunft der Arbeit @ Luxembourg Institute of Socio-Economic Research)
- 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 Human Resources**, **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** (VSAAdvocaten & 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