Louis Lippens

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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
- Supervising (supervised) six (one) master's theses

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

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 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)*, 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
- Internationally peer-reviewed fellowship; 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: 1186, h-index: 9, i10-index: 9 (based on Google Scholar, 10 June 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 *(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), 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 *(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.

- "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 age-type" 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

- 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, marginaleffects, meta, metafor, modelsummary, quarto, tidyverse, tinyplot, 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