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STIJN BAERT

1. PERSONAL DATA

- Date and place of birth: 14/10/1983, Lokeren, Belgium.
 - Nationality: Belgian.
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2. WORK EXPERIENCE

- 2015 - ...: Tenure track professor in empirical labour economics at Ghent University.
 - 2015 - ...: Professor in socio-economic analysis at University of Antwerp.
 - 2014 - 2015: Guest professor at University of Antwerp (department of Sociology).
 - 2014 - 2015: Post-doctoral assistant at Ghent University (70% research, 20% education and 10% services; department of Social Economics).
 - 2008 - 2014: Assistant at Ghent University (50% research, 40% education and 10% services; department of Social Economics).
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3. ACADEMIC AWARDS

- 2017: Nominated for **New Scientist Wetenschapstalent**.
 - *The Dutch version of the monthly journal "New Scientist" organised its "Wetenschapstalent 2017" science talent prize for high-potential Flemish and Dutch scientists. Based on suggestions from the Flemish and Dutch universities, the journal's editors nominated 25 talented scientists (across all scientific fields).*
- 2016: Ranked in the **IDEAS worldwide top 100 of young economists** (whose first publication of any kind is 5 or fewer years ago) at **place 17**.
 - *The IDEAS rankings are the most important in the field of economics. These are based on bibliographic information.*
- 2015: Ranked in the **IDEAS worldwide top 100 of young economists** (whose first publication of any kind is 5 or fewer years ago).
 - *The IDEAS rankings are the most important in the field of economics. These are based on bibliographic information.*
- 2015: **Honorary prize Van Goethem-Brichant**.

- *Awarded for my research on discrimination against disabled workers by the Van Goethem-Brichant Foundation.*
 - **2015: FWO Postdoctoral Research Grant.**
 - *Ranked first out of 33 candidacies in the field of Economics, Business and Management.*
 - **2015: Academy prize for science outreach.**
 - *Handed by the Royal Flemish Academy of Belgium for Science and the Arts for my science communication and popularisation in 2014.*
 - **2015: Best Teaching Assistant Award.**
 - *Election among all Master students of the faculty of Economics and Business Administration (4th edition).*
 - **2014: Scientific Prize McKinsey & Company.**
 - *Under the patronage of McKinsey & Company, the Flemish Fund for Scientific Research (FWO) and Walloon Fund for Scientific Research (FNRS) annually award two scientific prizes in recognition of a PhD in one of the following areas: exact sciences, applied sciences, social, economic or management sciences or biomedical sciences. One scientific prize is awarded to a young researcher from the Flemish Community, and another one to a young researcher from the French Community (5000 euro).*
 - **2014: Prize Charles Ullens.**
 - *Awarded for my research on migration and integration by the King Baudouin Foundation (2500 euro).*
 - **2014: Best Teaching Assistant Award.**
 - *Election among all Master students of the faculty of Economics and Business Administration (3rd edition).*
 - **2013: Best Teaching Assistant Award.**
 - *Election among all Master students of the faculty of Economics and Business Administration (2nd edition).*
 - **2013: P&V Foundation Prize.**
 - *Awarded for my book chapter 'Ethnic discrimination in the Flemish labour market for school-leavers. Jonas in preference to Okan?' by the P&V Foundation (1500 euro).*
 - **2012: Best Teaching Assistant Award.**
 - *Election among all Master students of the faculty of Economics and Business Administration (1st edition).*
 - **2008: VDK-award.**
 - *Award for the student with the best results in the Master of Science in Economics (823/1000) (375 euro).*
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4. SKILLS

4A. SKILLS: EDUCATION

- **2008 – 2013: Doctor of Economic Sciences (Ghent University).**
 - *Title: 'Transitions in Youth: on Springboards, Waterfalls and Bottlenecks'.*
 - *Supervisor: prof. dr. Bart Cockx (Ghent University, Université catholique de Louvain, IZA, CESifo).*
 - *Exam committee: prof. dr. Marc De Clercq (Ghent University), prof. dr. Patrick Van Kenhove (Ghent University), prof. dr. Michèle Belot (University of Edinburgh), prof. dr. Sabien Dobbelaere (VU University Amsterdam, Tinbergen Institute, IZA), prof. dr. Joep Konings (KU Leuven, CEPR, IZA), prof. dr. Eddy Omeij (Ghent University), prof. dr. Dieter Verhaest (HUBrussel, Ghent University), prof. dr. Elsy Verhofstadt (Ghent University).*
- **2006 – 2008: Master of Science in Economics** - main subject: Economic Theory and Methodology (Ghent University, Magna cum laude).
 - *2006 – 2007: Preparatory Course Master of Science in Economics.*
- **2004 – 2006: Master of Science in Computer Science Engineering ('Burgerlijk**

Ingenieur') - main subject: Information and Communication Technology (Ghent University).

- 2001 – 2004: Bachelor of Science in Computer Science Engineering (Ghent University).
- 1995 – 2001: General Secondary Education, Greek-Sciences (Sint-Lodewijkscollege Lokeren).

4B. SKILLS: LANGUAGE KNOWLEDGE

- Dutch: mother language.
- French: good.
- English: very good (CEFR level C1 degree).

4C. SKILLS: ICT KNOWLEDGE

- Research software packages.
 - *Stata, SPSS, EViews.*
 - Programming languages.
 - *Java, C, C++, TSP, Ox, MATLAB, LaTeX.*
 - Office applications.
 - *MS Word, MS Excel, MS PowerPoint, MS Outlook.*
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5. ACADEMIC TEACHING EXPERIENCE

- 2016: Teaching at NCCR Summerschool on measuring discrimination.
- 2015 - ...: Teaching courses as a responsible lecturer.
 - *Introduction Research Methods (2016 - ...; Bachelor of Science in Public Administration and Management)*
 - *Labour Economics (2016 - ...; Bachelor of Science in Economics).*
 - *Introduction to Economics (2015 - ...; Bachelor of Arts in Applied Language Studies).*
 - *Seminar Paper: Labour Economics (2015 - ...; Bachelor of Science in Economics).*
- 2013 - ...: Supervising Master theses.
 - *2015 - 2016: Michiel Clyncke, Jeroen Van Isacker, Lauren Loodts, Sofie du Gardein, Jolien Ovaere, Jarno Stappers, Lauren Aers, Stephanie Bogaert, Sam Gorleer, Ella Dewaele, Simon Amez, Kris Geerts (all UGent), Florence Dobbenie, Sarah Desmet, Sarah Tanghe en Milou Audenaerd (all UAntwerp).*
 - *2014 - 2015: Emmanuel Loran, Jennifer Norga, Frederick Poncin, Olivier Rotsaert, Greet Vander Straeten, Koen Van De Velde, Marieke Van Hecke, Céline Vileyn, Simon Amez, Morgane Vercruysse, Lisa Vandevoorde, Nele Vande Walle en Ilse Verdievel (all UGent).*
 - *2013 - 2014: Tine Baert, Pieter-Jan Devriese, Anke Penninck, Stefanie Notebaert, Lynn De Freyne, Sarah De Visschere, Niels Groothaert, Kate Neyts, Sybren Parmentier, Lisa Popelier, Willem Van Melkebeke, Aurélie Vermeir, Joyce Van Duyvenboden (all UGent).*
- 2012 - ...: Giving guest lectures.
 - *Contemporary Economic Problems (Bachelor of Science in Economics).*
 - *Labour Economics (Bachelor of Science in Economics).*
 - *Labour and Employment (Master of Science in Complementary Studies in Economics).*
- 2008 - 2015: Teaching exercise courses as a teaching assistant.
 - *Microeconomics (Bachelor of Science in Economics, Business Economics and Business Engineering).*
 - *Microeconomics: Decision Theory (Master of Science in Economics).*

- 2008 - 2015: Teaching and coordinating courses as a teaching assistant.
 - *Seminar Paper: Labour Economics (Bachelor of Science in Economics)*.

6. ACADEMIC RESEARCH EXPERIENCE

6A. ACADEMIC RESEARCH EXPERIENCE: RESEARCH OUTPUT

- Publications in journals available in the Web of Science.
 - Verhaest, D., Bogaert, E., Dereymaeker, J., Mestdagh, L., Baert, S. (In press): **Industrial Relations: A Journal of Economy and Society**.
 - Baert, S. (In press): Facebook profile picture appearance affects recruiters' first hiring decisions. **New Media & Society**.
 - Baert, S. (In press): Hiring a gay man, taking a risk? A lab experiment on employment discrimination and risk-aversion. **Journal of Homosexuality**.
 - Detollenaere, J., Willems, S., Baert, S. (In press): The association between cultural distance and migrants' self-rated health. **European Journal of Health Economics**.
 - Verhaest, D., Baert, S. (In press): The Early Labour Market Effects of Vocational Higher Education: Is There a Trade-off? **Empirical Economics**.
 - Baert, S., Marx, I., Neyt, B., Van Belle, E., Van Casteren, J. (In press): Student Employment and Academic Performance: An Empirical Exploration of the Primary Orientation Theory. **Applied Economics Letters**.
 - Baert, S., Albanese, A., du Gardein, S., Ovaere, J., Stappers, J. (2017): Does Work Experience Mitigate Discrimination? **Economics Letters**, 155, 35-38.
 - Deschacht, N., De Pauw, A.-S., Baert, S. (In press): Do Gender Differences in Career Aspirations Contribute to Sticky Floors? **International Journal of Manpower**.
 - Hanssens, L., Detollenaere, J., Van Pottelberge, A., Baert, S., Willems, S. (2017): Perceived Discrimination in Primary Health Care in Europe: Evidence from the cross-sectional QUALICOPC-Study. **Health & Social Care in the Community**, 25, 641-651.
 - Detollenaere, J., Willems, S., Baert, S. (2017): Volunteering, income and health. **PLOS ONE**, 12, e0173139.
 - Baert, S., De Visschere, S., Schoors, K., Vandenberghe, D., Omey, E., (2016): First Depressed, Then Discriminated Against? **Social Science & Medicine**, 170, 247-254.
 - Baert, S., Norga, J., Thuy, Y., Van Hecke, M. (2016): Getting Grey Hairs in the Labour Market. A Realistic Experiment on Age Discrimination. **Journal of Economic Psychology**, 57, 86-101.
 - Baert, S., Vujić, S. (2016): Immigrant Volunteering: A Way Out of Labour Market Discrimination? **Economics Letters**, 146, 95-98.
 - Baert, S., Rotsaert, O., Verhaest, D., Omey, E. (2016): Student Employment and Later Labour Market Success: No Evidence for Higher Employment Chances. **Kyklos**, 69, 401-425.
 - Baert, S., Heiland, F., Korenman, S. (2016): Native-Immigrant Gaps in Educational and School-to-Work Transitions in the Second Generation: The Role of Gender and Ethnicity. **Economist**, 164, 159-186.
 - Baert, S., De Pauw, A.-S., Deschacht, N. (2016): Do Employer Preferences Contribute to Sticky Floors? **Industrial & Labor Relations Review**, 69, 714-736.
 - Baert, S. (2016): Wage Subsidies and Hiring Chances for the Disabled: Some Causal Evidence. **European Journal of Health Economics**, 17, 71-86.
 - Baert, S. (2015): Field Experimental Evidence on Gender Discrimination in Hiring: Biased as Heckman and Siegelman Predicted? **Economics: The Open-Access, Open-Assessment E-Journal**, 9, 2013-25.
 - Baert, S., Omey, E. (2015): Hiring Discrimination against Pro-Union Applicants: The Role of Union Density and Firm Size. **Economist**, 163, 263-280.
 - Baert, S., Verhaest, D., Vermeir, A., Omey, E. (2015): Mister Sandman, Bring Me Good Marks! On the Relationship Between Sleep Quality and Academic Achievement. **Social Science & Medicine**, 130, 91-98.
 - Baert, S., Cockx, B., Gheyle, N., Vandamme, C. (2015): Is There Less Discrimination in Occupations Where Recruitment Is Difficult? **Industrial & Labor Relations Review**, 68, 467-500.
 - Baert, S., Verhofstadt, E. (2015): Labour market discrimination against former juvenile delinquents: evidence from a field experiment. **Applied Economics**, 47, 1061-1072.
 - Baert, S., De Pauw, A.-S. (2014): Is Ethnic Discrimination due to Distaste or Statistics? **Economics Letters**, 125, 270-273.
 - Baert, S., Heylen, F., Isebaert, D. (2014): Does homeownership lead to longer unemployment spells? The role

of mortgage payments. **Economist**, 162, 263-286.

- Baert, S., Decuyper, L. (2014): Better sexy than flexy? A lab experiment assessing the impact of perceived attractiveness and personality traits on hiring decisions. **Applied Economics Letters**, 21, 597-601.
 - Baert, S., Cockx, B., Verhaest, D. (2013): Overeducation at the Start of the Career: Stepping Stone or Trap? **Labour Economics**, 25, 123-140.
 - Baert, S., Cockx, B. (2013): Pure Ethnic Gaps in Educational Attainment and School to Work Transitions. When Do They Arise? **Economics of Education Review**, 36, 276-294.
 - Baert, S., Balcaen, P. (2013): The Impact of Military Work Experience on Later Hiring Chances in the Civilian Labour Market. Evidence from a Field Experiment. **Economics: The Open-Access, Open-Assessment E-Journal**, 7, 2013-37.
- Manuscripts under (re)submission for journals available in the Web of Science.
- Baert, S., Amez, S. (2016): No Better Moment to Score a Goal than Just Before Half Time? A Soccer Myth Statistically Tested. *IZA Discussion Papers*, 9980.
 - Baert, S., van der Klaauw, B., van Lomwel, G. (2016): The Effectiveness of Medical and Vocational Interventions for Reducing Sick Leave of Self-Employed Workers. *IZA Discussion Papers*, 9692.
 - Baert, S., Vujčić, S. (2015): Does it Pay to Care? Prosocial Engagement and Employment Opportunities. *IZA Discussion Papers*, 9649.
 - Baert, S., Cockx, B., Picchio, M. (2015): Modeling the Effects of Grade Retention in High School. *IZA Discussion Papers*, 9556.
 - Cockx, B., Baert, S. (2015): Contracting Out Mandatory Counselling and Training for Long-Term Unemployed: Private For-Profit or Non-Profit, or Keep It Public? *IZA Discussion Papers*, 9459.
 - Baert, S., Verhaest, D. (2014): Unemployment or Overeducation: Which is a Worse Signal to Employers? *IZA Discussion Papers*, 8312.
- Publications in journals available in the Flemish Academic Bibliographic Database for the Social Sciences and Humanities.
- Baert, S., Cockx, B., Picchio, M. (2016): Overzitten tijdens het secundair onderwijs: kans of val? *Tijdschrift voor Onderwijsrecht en Onderwijsbeleid*, 14(5), 15-19.
 - Baert, S., Heylen, F., Isebaert, D. (2016): Les Belges propriétaires de leur logement restent-ils plus longtemps au chômage? *Regards économiques*, 122.
 - Baert, S., Pennick, A., Verhofstadt, E. (2015): Het gebruik van sociale media in sollicitatieprocedures. *Economisch-Statistische Berichten*, 100(4713 & 4714), 423-425.
 - Penninck, A., Baert, S., Verhofstadt, E. (2015): Wie niet mooi is moet betrouwbaar zijn. *Economisch-Statistische Berichten*, 100(4706), 182-185.
 - Baert, S. (2014): Career Lesbians. Getting Hired for Not Having Kids? **Industrial Relations Journal**, 45, 543-561.
 - Baert, S. (2014): Baan onder scholingsniveau is nog geen springplank. *Economisch-Statistische Berichten*, 99(4699), 772-774.
 - Baert, S., Omey, E. (2014): Discrimination à l'embauche à l'égard des jeunes syndiqués en Flandre. *Regards économiques*, Focus – 24/10/2014.
 - Baert, S., Cockx, B., Gheyle, N., Vandamme, C. (2013): Jonas plutôt que Okan? Discrimination ethnique à l'égard des jeunes diplômés en Flandre. *Regards économiques*, 104.
- Publications in other journals.
- Cockx, B., Baert, S. (2015): Uitbesteding van verplichte begeleidings-en opleidingstrajecten voor langdurig werklozen: profit, nonprofit, of behoud de overheidsdienst? *Over.Werk*, 25(4), 126-136.
 - De Pauw, A.-S., Baert, S., Deschacht, N. (2015): It's a men's world? Vrouwen maken minder kans op een eerste jobpromotie door werkgeversdiscriminatie. *Over.Werk*, 25(3), 31-35.
 - Baert, S. (2014): Seksuele geaardheid, moederschap en de aanwervingskansen van vrouwen. *Over.Werk*, 25(1), 8-13.
 - Baert, S., Groothaert, N., Omey, E. (2014): Fan van de vakbond, geen idool van de werkgever? *Over.Werk*, 24(3), 53-57.
 - Baert, S., Omey, E., Verhaest, D., Vermeir, A. (2014): Slapen = studeren. *Eos*, 31(6), 48-50.
 - Baert, S. (2014): Functiebeperking bij sollicitatie reveleren, kansen op jobgesprek liquideren? *Over.Werk*, 24(1), 74-79.
 - Baert, S., Cockx, B. (2013): Zuiver etnische verschillen in school- en eerste arbeidsmarktuitskomsten: wanneer ontstaan ze? *Over.Werk*, 23(3), 60-65.
 - Baert, S. (2013): Yilmaz moet vaker overzitten dan Jan omdat hij allochtoon is. Hoezo? *Impuls*, 44(2), 74-78.
 - Baert, S., Cockx, B., Gheyle, N., Vandamme, C. (2013): Etnische discriminatie op de Vlaamse arbeidsmarkt

voor schoolverlaters. *Liever Jonas dan Okan? Over.Werk*, 23(1), 12-16.

- Baert, S., Cockx, B., Verhaest, D. (2012): *Overscholing onder Vlaamse schoolverlaters: springplank of valkuil? Over.Werk*, 22(3), 91-95.

▫ Book chapters.

- Baert, S. (2014): *Etnische aanwervingsdiscriminatie in Vlaanderen: evidentie, mechanismen en aanpak*. In Benyaich, B. (Ed.): *Klokslag twaalf. Tijd voor een ander migratie- en integratiebeleid*. Itinera Institute, Brussels.
- Baert, S., Cockx, B., Gheyle, N., Vandamme, C. (2013): *Ethnic discrimination in the Flemish labour market for school leavers. Jonas in preference to Okan? In De Groof, S., Elchardus, M. (Eds.): Early School Leaving and Youth Unemployment*. Lannoo Publishers and Amsterdam University Press, Tiel/Amsterdam.

▫ Dissertations.

- Baert, S. (2013): *Transitions in Youth: on Springboards, Waterfalls and Bottlenecks*, PhD thesis in Economic Sciences, faculty of Economics and Business Administration, Ghent University.
- Baert, S. (2008): *Impact van belastingen op werkgelegenheid en werkloosheid: de invloed van arbeidsmarktkenmerken*. Master thesis in Economic Sciences, faculty of Economics and Business Administration, Ghent University.
- Baert, S. (2006): *Een heuristische benadering van het Inventory Routing Problem, toegepast op Oxfam case studie*. Master thesis in Computer Science Engineering, faculty of Engineering and Architecture, Ghent University.

▫ Work in progress.

- Baert, S., Picchio, M. (2016): *Behind in School, Behind in the Labour Queue?* Mimeo.
- Baert, S., Van der Straeten, G. (2015): *Parental Separation and Schooling Outcomes of Their Children: on Timing and Causality*. Mimeo.
- Baert, S., Verdievel, I. (2015): *Municipal Fiscal Policy and Voting Outcomes: Yardstick or Loudspeaker Voting?* Mimeo.
- Baert, S., Jong-A-Pin, R. (2015): *Political Ideology and Labour Market Discrimination: Evidence from a Field Experiment*. Mimeo.
- Baert, S. (Forthcoming): *When Parents Matter. The Effect of Parental Education on Children's Schooling Outcomes*. Mimeo.
- Baert, S. (Forthcoming): *The Effect of Parental Education on School Results and School Decisions: Heterogeneous by Gender?* Mimeo.
- Baert, S. (Forthcoming): *School Results, School Decisions and the Transition from School to Work: the Effect of Siblings*. Mimeo.
- Baert, S. (Forthcoming): *The Impact of Student Employment on Schooling and Labour Market Outcomes: an Semi-Structural Approach*. Mimeo.
- Baert, S., Cockx, B., Dejemeppe, M. (Forthcoming): *Cultural Discrimination in the Labour Market: Experimental Evidence from the Belgian Language Boarder*. Mimeo.
- Rich, J., Fontinha, R., Lansbury, L., Baert, S., Williams, S., Hough, B., Kapotas, P. (Forthcoming): *Do Employers Discriminate Against Trade Union Activists? An Experimental Study of Belgium, Poland, Portugal and the UK*. Mimeo.
- Baert, S., Verhaest, D. (Forthcoming): *Mens Sana in Corpore Sano. What Does Pay the Most in the Labour Market: Physical or Mental Fitness?* Mimeo.
- Baert, S., Siedler, T., Verhaest, D. (Forthcoming): *Internships and Transition from School to Work Success: Evidence from a Field Experiment*. Mimeo.
- Baert, S., Verhaest, D. (Forthcoming): *How Distinctive is a Great Distinction on your CV? An Experiment on Schooling Grades and Hiring Chances*. Mimeo.
- Baert, S. (Forthcoming): *Is work experience a discrimination reducing device?* Mimeo.
- Baert, S. (Forthcoming): *Parenthood and the labour market: a penalty for women, a premium for men?* Mimeo.

- See <http://users.ugent.be/~sbaert/research.htm> for more information on my research.

6B. ACADEMIC RESEARCH EXPERIENCE: SCIENTIFIC ACTIVITIES

▫ Academic affiliations.

- December 2014 - ...: Research Associate at the **Institut de Recherche Économique et Sociale (IRES)**, Louvain, Belgium.
- July 2015 - ...: Research Fellow at the **Institute for the Study of Labor (IZA)**, Bonn, Germany.

- August 2008 - ...: Research Affiliate at the **Study Hive for Economic Research and Public Policy Analysis** (Sherppa), Ghent, Belgium.
- International research stays.
 - June 2013: visiting researcher at **Aarhus University**, department of Economics and Business, Aarhus, Denmark (invited by prof. dr. Michael Rosholm).
 - February - May 2012: visiting researcher at **VU University Amsterdam**, department of Economics, Amsterdam, The Netherlands (invited by prof. dr. Bas van der Klaauw).
- PhD supervision and guidance.
 - **PhD supervisor of Eva Van Belle (2016-...) and Brecht Neyt (2016-...).**
 - Member of the PhD guidance committee of Marieke Carpentier (2016-...).
- Editor assignments.
 - **Associate editor for Journal of Population Economics.**
 - Associate editor for *Brussels Economic Review*.
 - Guest editor for special issue "Hiring discrimination: measures, moderators and mechanisms" in *International Journal of Manpower*.
- Referee assignments (selection).
 - Ad hoc referee for *Applied Economics*.
 - Ad hoc referee for *Compare: A Journal of Comparative and International Education*.
 - Ad hoc referee for *De Economist*.
 - Ad hoc referee for *Economic Journal*.
 - Ad hoc referee for *Economics of Education Review*.
 - Ad hoc referee for *European Journal of Health Economics*.
 - Ad hoc referee for *European Sociological Review*.
 - Ad hoc referee for *Health Economics*.
 - Ad hoc referee for *Industrial and Labor Relations Review*.
 - Ad hoc referee for *Industrial Relations: A Journal of Economy and Society*.
 - Ad hoc referee for *International Journal of Human Resource Management*.
 - Ad hoc referee for *International Journal of Manpower*.
 - Ad hoc referee for *International Migration Review*.
 - Ad hoc referee for *IZA World of Labor*.
 - Ad hoc referee for *Journal of Economic Behavior and Organization*.
 - Ad hoc referee for *Journal of Labor Research*.
 - Ad hoc referee for *Journal of Population Economics*.
 - Ad hoc referee for *Labour Economics*.
 - Ad hoc referee for *New Media & Society*.
 - Ad hoc referee for *Social Indicators Research*.
 - Ad hoc referee for *Social Science & Medicine*.
- Keynote lectures.
 - 01/12/2016: Symposium "The making of an inclusive university" (Leiden University, Leiden, The Netherlands).
 - 02/06/2016: Young Economists Meeting (Masaryk University, Brno, Czech Republic).
- Invited seminar presentations.
 - 14/03/2017: **Toulouse School of Economics seminar series on economics and econometrics** (Toulouse, France).
 - 04/03/2015: Economics & Finance Subject Group Staff Seminar (Portsmouth, United Kingdom).
 - 27/02/2015: CT2 Research Seminar, faculty of Psychology and Education Studies (Leuven, Belgium).
 - 11/02/2015: **BeNA Research Seminar on Labor Research** (Berlin, Germany).
 - 26/11/2014: WIP Seminars, Faculty of Economics and Business, KU Leuven (Leuven, Belgium).
 - 14/05/2014: Department of Economics Research Seminar, UAntwerpen (Antwerpen, Belgium).
 - 06/02/2014: Lunch Seminars, **Linnaeus University Centre for Labour Market and Discrimination Studies** (Växjö, Sweden).
 - 03/06/2013: Brownbag Lunch Workshop, Department of Economics and Business, Aarhus University (Aarhus, Denmark).
 - 10/11/2012: EEF Seminar Series, University of Groningen (Groningen, The Netherlands).

- 11/04/2012: Lunch Seminar Series, department of Economics, VU Amsterdam (Amsterdam, The Netherlands).
 - 23/11/2011: Lunch Seminar Series, department of Economics, VU Amsterdam (Amsterdam, The Netherlands).
- International conference presentations.
- 25/03/2017: Spring Meeting of Young Economists (Halle, Germany).
 - 17/09/2016: Annual Conference of the European Association of Labour Economists (Ghent, Belgium).
 - 17/06/2016: Annual Conference of the European Society for Population Economics (Berlin, Germany).
 - 02/04/2016: Spring Meeting of Young Economists (Lisbon, Portugal).
 - 27/06/2015: **SOLE/EALE World Conference** (Montréal, Canada).
 - 21/05/2015: **Spring Meeting of Young Economists** (Ghent, Belgium).
 - 02/04/2015: LEER Workshop on Education Economics (Leuven, Belgium).
 - 20/09/2014: Annual Conference of the **European Association of Labour Economists** (Ljubljana, Slovenia).
 - 26/04/2014: Spring Meeting of Young Economists (Vienna, Austria).
 - 20/09/2013: Annual Conference of the European Association of Labour Economists (Torino, Italy).
 - 14/06/2013: Annual Conference of the European Society for Population Economics (Aarhus, Denmark).
 - 31/05/2013: Spring Meeting of Young Economists (Aarhus, Denmark).
 - 18/03/2013: Potsdam PhD Workshop in Empirical Economics (Potsdam, Germany).
 - 18/11/2012: IAB Conference on Field experiments in policy evaluation (Nuremberg, Germany).
 - 22/09/2012: Annual Conference of the European Association of Labour Economists (Bonn, Germany).
 - 08/09/2012: Annual Workshop of the European Research Network on Transitions in Youth (Nijmegen, The Netherlands).
 - 30/08/2012: Annual Conference of the **European Economic Association** (Malaga, Spain).
 - 23/06/2012: Annual Conference of the European Society for Population Economics (Bern, Switzerland).
 - 26/04/2012: Spring Meeting of Young Economists (Mannheim, Germany).
 - 20/10/2011: Horizontal and Vertical Overeducation. A cross-country perspective (Santa Maria Capua Vetere, Italy).
 - 10/09/2011: Annual Workshop of the European Research Network on Transitions in Youth (Tallinn, Estonia).
 - 21/06/2011: International Workshop on Applied Economics of Education (Catanzaro, Italy).
 - 16/04/2011: Spring Meeting of Young Economists (Groningen, The Netherlands).
- National conference and seminar presentations.
- 22/12/2014: Annual Christmas meeting of Belgian Economists (Louvain-la-neuve, Belgium).
 - 03/07/2014: Internal Seminar Series, departments of Economics, Financial Economics and Social Economics Ghent University (Ghent, Belgium).
 - 11/12/2013: Colloquium on Youth Unemployment of the **Royal Flemish Academy of Belgium for Science and the Arts** (Brussels, Belgium).
 - 22/11/2013: Seminar of the Policy Research Center: Educational and School Careers (Brussels, Belgium).
 - 07/03/2013: Conference on The integration of young people excluded by early school leaving and unemployment: challenges and solutions (Brussels, Belgium).
 - 24/05/2013: PhD Day, faculty of Economics and Business Administration Ghent University (Ghent, Belgium).
 - 23/05/2013: Economics School of Louvain Doctoral Workshop (Louvain-la-neuve, Belgium).
 - 28/01/2013: Economics School of Louvain Doctoral Workshop (Namur, Belgium).
 - 19/12/2012: Belgian Day for Labour Economists (Leuven, Belgium).
 - 09/11/2012: Netspar Pension Day (Utrecht, The Netherlands).
 - 11/10/2012: Internal Seminar Series, departments of Economics, Financial Economics and Social Economics Ghent University (Ghent, Belgium).
 - 25/05/2012: PhD Day, faculty of Economics and Business Administration Ghent University (Ghent, Belgium).
 - 24/05/2012: Economics School of Louvain Doctoral Workshop (Louvain-la-neuve, Belgium).
 - 27/01/2012: Economics School of Louvain Doctoral Workshop (Louvain-la-neuve, Belgium).
 - 20/10/2011: Internal Seminar Series, departments of Economics, Financial Economics and Social Economics Ghent University (Ghent, Belgium).
 - 22/09/2011: Day of the Scientific Economic Research of the Flemish Society of Economics (Antwerp, Belgium).
 - 24/05/2011: PhD Day, faculty of Economics and Business Administration Ghent University (Ghent, Belgium).
 - 22/05/2011: IZA European Summer School in Labor Economics (Buch, Germany).
 - 29/04/2011: Belgian Day for Labour Economists (Ghent, Belgium).
 - 28/01/2011: Economics School of Louvain Doctoral Workshop (Louvain-la-neuve, Belgium).
 - 26/11/2010: Seminar of the Policy Research Center: Educational and School Careers (Leuven, Belgium).

- Other scientific activities.
 - Member of the **Best Poster Award Committee of the 4th Joint Conference of the Society of Labor Economists (SOLE) and European Association of Labour Economists (EALE)**.
 - Member of the **Program Committee of the 4th Joint Conference of the Society of Labor Economists (SOLE) and European Association of Labour Economists (EALE)**.

6C. ACADEMIC RESEARCH EXPERIENCE: VULGARISING ACTIVITIES

- Published opinion pieces (selection).
 - 22/03/2017: 'Vijf jaar undercover op de arbeidsmarkt', *De Standaard*, p. 42.
 - 27/09/2016: 'Discriminatie is zoals te snel rijden: er is wetgeving met sancties nodig, maar de pakkans dient ook voldoende hoog te zijn', *demorgen.be*.
 - 31/05/2016: 'Toon de moed die van oudere sollicitanten gevraagd wordt', *De Standaard*, p. 38.
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 - 04/01/2016: 'Flexi-jobs: voor vrijheid en vooruitgang?', *De Morgen*, p. 2.
 - 06/07/2015: 'Vaders mee in (baby)bad', *De Standaard*, p. 35.
 - 28/03/2015: 'Alleen met 'mystery calls' dring je discriminatie terug', *De Standaard*, p. 50.
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 - 21/05/2014: 'Een goed cv verhoogt de jobkansen, maar niet voor iedereen evenveel', *De Morgen*, p. 10.
- Mentions in national written press (selection).
 - 31/05/2017: 'Discriminatie begint al bij een vakantiejob', *Knack*, p. 16.
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 - 01/04/2017: 'Bewezen: waarom je niet té gek mag doen op je Facebook profiel foto', *Elle.be*.
 - 22/03/2017: 'Allochtone sollicitant heeft 30% minder kans op gesprek', *Het Laatste Nieuws*, p. 10.
 - 21/03/2017: 'Gent zet discriminerende bedrijven voor het blok', **De Standaard**, p. 1.
 - 21/03/2017: 'Allochtoon in Gent? 30% minder kans op sollicitatiegesprek', *Het Nieuwsblad*, p. 9.
 - 20/03/2017: 'Is activering werklozen meer dan bezigheidstherapie?', *apache.be*.
 - 10/03/2017: 'Wie vrijwilligerswerk doet, is gezonder', *Metro*, p. 1 en p. 3.
 - 10/03/2017: 'Wie vrijwilligerswerk doet, wint vijf jaar', *Het Laatste Nieuws*, p. 3.
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 - 09/02/2017: 'Electrabel betaalt 'brugpensioen' uit eigen zak', *De Morgen*, p. 7.
 - 14/01/2017: 'Nog volop brugpensioen bij bedrijven in moeilijkheden', *De Morgen*, p. 9.
 - 21/12/2016: 'Economie uitleggen met pizza en cola', *Het Laatste Nieuws*, p. 21.
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 - 22/11/2016: 'Zieken voor het eerst duurder dan werklozen', *De Morgen*, p. 1.
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 - 10/11/2016: 'Gentse prof bij 's werelds meest beloftevolle economen', *Het Nieuwsblad*, p. 9.
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 - 16/09/2016: 'Wereld verandert razendsnel. Wie niet volgt, is gezien', *Het Laatste Nieuws*, p. 2.
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- 11/12/2014: 'Werkgevers houden vrouwen liever onderaan de ladder', *De Morgen*, p. 9.
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- 31/10/2014: 'Is er nog werk aan de winkel bij VDAB?', *De Morgen*, p. 4.
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- 19/06/2014: 'Eén uur extra slaap kan tweede zit voorkomen', *De Standaard*, p. 10.
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- 18/06/2014: 'Belgische vacatures raken niet ingevuld', **De Tijd, p. 1**.
- 18/05/2014: 'Neutraal cv', *De Zondag*, p. 56.
- 16/05/2014: 'Neutraal cv', *Krant van West-Vlaanderen*, p. 62.
- 14/05/2014: 'Hou cv neutraal', *De Streekkrant*, p. 21.
- 13/05/2014: 'Werkgever maalt niet om politieke voorkeur', *Metro*, p. 21.
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- 11/05/2014: 'Hou cv neutraal', *De Zondag*, p. 63.
- 02/05/2014: 'Lidmaatschap vakbond staat slecht op cv', *De Standaard*, p. 21.
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- 02/05/2014: 'Vakbondsleden hebben minder kans op job', *De Morgen*, p. 4.
- 20/03/2014: 'Meisjes vaker werkloos omdat ze allochtoon zijn', *Metro*, p. 4.
- 20/03/2014: 'Jongens mogen puberen, meisjes snel in moederrol', *De Standaard*, p. 4.
- 20/03/2014: 'Allochtone meisjes hebben 30% minder kans op een job', *Het Belang van Limburg*, p. 5.
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 - 09/07/2015: *Nieuws, FM Brussel*.
 - 09/07/2015: *Nieuws, Radio 2; Studio Brussel; MNM*.
 - 03/04/2015: *NOS op 3, NPO 3 (NL)*.
 - 30/03/2015: *De Ochtendspits, BNR Nieuwsradio (NL)*.
 - 17/03/2015: *De Zotte Morgen, storyfm*.
 - 16/03/2015: *De Ochtend, Radio 1*.
 - 10/12/2014: **Vandaag, Radio 1**.
 - 10/09/2014: *Hautekiet, Radio 1*.
 - 12/08/2014: **Journal, één**.
 - 11/08/2014: *Nieuws, AVS*.
 - 11/08/2014: *Nieuws, Radio 2*.
 - 11/08/2014: *Nieuws, Q-music*.
 - 18/06/2014: *Nieuws, AVS*.
 - 18/06/2014: *Avondpost, Radio 2*.
 - 18/06/2014: *Nieuws, vtm*.
 - 19/05/2014: *Vandaag, Radio 1*.
 - 13/05/2014: *Campagnejournal, Radio 2*.
 - 02/05/2014: *Nieuws, Studio Brussel*.
 - 01/05/2014: *Nieuws, Radio 1*.
 - 01/05/2014: *Nieuws, Q-music*.
 - 01/05/2014: *Nieuws, Radio 2*.
 - 15/04/2014: *Nieuws, Radio 2*.
 - 20/03/2014: *Nieuws, Radio 2*.

- 12/03/2014: **Hautekiet, Radio 1.**
 - 17/02/2014: *Het grootste arbeidsbureau van de wereld, MNM.*
 - 13/02/2014: **De Ochtend, Radio 1.**
 - 12/02/2014: *Nieuws, Radio 2.*
 - 12/02/2014: *Avondpost, Radio 2.*
 - 02/12/2013: *Siska Staat Op, Studio Brussel.*
 - 02/12/2013: *Nieuws, Radio 2.*
 - 02/12/2013: *Nieuws, Q-music.*
 - 21/11/2013: *Vandaag, Radio 1.*
 - 22/08/2013: *Nieuws, AVS.*
 - 22/08/2013: *Start je dag, Radio 2.*
 - 21/08/2013: *Het Nieuws, vtm.*
 - 21/08/2013: *Nieuws, Q-music.*
 - 21/08/2013: *Nieuws, Radio 2.*
 - 21/08/2013: *Nieuws, Joe FM.*
 - 06/11/2012: *Hautekiet, Radio 1.*
 - 06/11/2012: *Tomas Staat Op, Studio Brussel.*
 - 05/11/2012: *Nieuws, Radio 2.*
- Panel debates.
 - 31/03/2015: *Panel debate Jobfair Association Ghent University about the importance of first job choice (Ghent, Belgium).*
 - 18/03/2015: *Panel debate VEK Career Day about overeducation and extra-legal benefits (Ghent, Belgium).*
 - Lectures for a broad audience.
 - 08/03/2017: *Seminar "Challenges in the Flemish labor", Arteveldehogeschool (Ghent, Belgium).*
 - 19/12/2013: *Public Employment Agency of Flanders (Brussels, Belgium).*
 - 24/11/2013: *Flemish Science Day (Ghent, Belgium).*
 - 21/10/2013: *Royal Atheneum 2 Leuven (Leuven, Belgium).*
 - 26/11/2012: *Ghent University Diversity Forum (Ghent, Belgium).*
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7. ACADEMIC SERVICES EXPERIENCE

- 2016: **Conference chair** of the annual conference of the **European Association of Labour Economists.**
- 2016: Co-organiser of the Belgian Day for Labour Economists.
- 2014 - 2016: Member of the **Executive Committee of the European Association of Labour Economists.**
- 2013 - ...: **President of the European Association of Young Economists.**
- 2013 - 2015: Member of the **Executive Board of Ghent University** as an assistant academic staff representative.
- 2013 - 2015: President of the General Council of Student Kick-Off vzw.
- 2013 - 2014: **Ombudsman** of the faculty of Economy and Business Administration.
- 2013 - 2014: Member of the **Board of Governors of Ghent University** as an assistant academic staff representative.
- 2013 - 2014: Member of the General Council of Ghent University Association as an assistant academic staff representative.

- 2008 - 2015: Assistant academic staff representative.
 - *Assistant academic staff representative at the Doctoral School of Social and Behavioural Sciences Council.*
 - *Assistant academic staff representative at the Ghent University Strategic Plan Committee.*
 - *Assistant academic staff representative at the Ghent University Communication Committee.*
 - *Assistant academic staff representative at the Ghent University Social Facilities Council.*
 - *Assistant academic staff representative at the faculty of Economy and Business Administration Strategy and Organization Committee.*
 - *Assistant academic staff representative at the faculty of Economy and Business Administration Public Relations Committee.*
 - *Assistant academic staff representative at the faculty of Economy and Business Administration Public Research Committee.*
 - 2008 - ...: Member of the executive board and board of governors of Voseko, the alumni organisation of the faculty of Economics and Business Administration.
 - 2008: Co-founder of UGent Alumni After Work.
 - 2006 – 2007: President of Ghent Students Board ('Gentse Studentenraad').
 - 2006: Co-founder of Student Kick-Off vzw.
 - 2004 – 2008: Member of the Board of Governors (and from 2006 to 2008 of the Executive Board) of Ghent University as a student representative.
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