

CV
PROF. DR. STIJN BAERT
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1. Work experience

- 2020 –: **Associate professor in empirical labour economics at Ghent University.**
- 2015 – 2020: 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).

2. Academic awards

- 2021: Nominated for **Corona Pro(o)f.**
Organised by the official student council of Ghent University to recognise professors who distinguished themselves in their educational tasks during the corona crisis.
- 2021: Ranked in the **IDEAS worldwide top 200 of young economists** whose first publication of any kind is 10 or fewer years ago at **place 9.**
The IDEAS rankings are the most important in the field of economics. These are based on bibliographic information.
- 2020: **Third place in ranking of Flemish thought leaders.**
Ranking by FINN, an independent, award winning communication agency based in Brussels based on media appearances of socio-economic opinion leaders in 2020.
- 2020: **Included in Trends Magazine's list of 30 Belgian leaders in their thirties.**
Trends Magazine selected thirty Belgians with a successful career at an early age.
- 2020: **Rotary Science Award.**
Annual prize to a scientific project that is related to the fight against poverty. Awarded for my scientific research on labour market discrimination.
- 2020: **Second place in ranking of Flemish thought leaders.**

Ranking by FINN, an independent, award winning communication agency based in Brussels based on media appearances of socio-economic opinion leaders in 2019.

- 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).

3. Skills

3A. 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).

3B. Skills: Language knowledge

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

3C. 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.

4. Academic teaching experience

- 2016: Teaching at NCCR Summerschool on measuring discrimination.

- 2015 – ...: Teaching courses as a responsible lecturer at Ghent University.

***Economics (A)** (2020 – 2021; Joint Section Bachelor of Science in Economics, Business Economics and Business Engineering)*

***Labour and Employment** (2018 – ...; Master of Science in Complementary Studies in Economics)*

***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 and Bachelor of Political and Social Sciences).*

***Seminar Paper: Labour Economics** (2015 – ...; Bachelor of Science in Economics).*

***Research Seminars in the Social Study of Migration and Refugees** (2017 – 2019; Doctoral Schools).*

- 2014 – ...: Teaching courses as a responsible lecturer at University of Antwerp.
Seminar socioeconomic analysis (2014 – ...; Master of socioeconomic sciences).
- 2013 – ...: Supervising Master theses.
- 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).

5. Academic research experience

5A. Academic research experience: Research output

- Publications in journals available in the Web of Science.
 1. Tobback, I., Verhaest, D., Baert, S., De Witte, K., (in press): Vocational education, general education and on-the-job learning over the life cycle. **European Sociological Review**. <https://doi.org/10.1093/esr/jcad015>.
 2. Sterkens, P., Baert, S., Rooman, C., Deros, E. (in press): Why Making Promotion after a Burnout Is like Boiling the Ocean. **European Sociological Review**. <https://doi.org/10.1093/esr/jcac055>.
 3. Sterkens, P., Sharipova, A., Baert, S. (in press): Disclosing the 'Big C': What Does Cancer Survivorship Signal to Employers? **European Journal of Health Economics**.
 4. Lippens, L., Vermeiren, S., Baert, S. (2023): The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **European Economic Review**, 151, 104315. <https://doi.org/10.1016/j.euroecorev.2022.104315>.
 5. Amez, S., Vujić, S., De Marez, L., Baert, S. (2023): Smartphone Use and Academic Performance: First Evidence from Longitudinal Data. **New Media & Society**, 25, 584–608. <https://doi.org/10.1177/14614448211012374>.
 6. Ghekiere, A., Lippens, L., Baert, S., Verhaeghe, P.-P. (2023): Ethnic discrimination on paper: uncovering realtors' willingness to discriminate with mystery mails. **Applied Economics Letters**, 30, 1235–1238. <https://doi.org/10.1080/13504851.2022.2044006>.
 7. Balliauw, M., Verheuge, M., Baert, S. (2023): Which former professional football players become successful professional head coaches? **Applied Economics Letters**, 30, 1692–1695. <https://doi.org/10.1080/13504851.2022.2078776>.
 8. Sterkens, P., Caers, R., De Couck, M., Geamanu, M., Van Driessche, V., Baert, S. (2023): Costly Mistakes: Why and When Spelling Errors in Resumes Jeopardise Interview Chances. **Plos One**, 18, e0283280. <https://doi.org/10.1371/journal.pone.0283280>.
 9. du Bois, K., Sterkens, P., Lippens, L., Baert, S., Deros, E. (2023): Beyond the Hype: (How) Are Work Regimes Associated with Job Burnout? **International Journal of Environmental Research and Public Health**, 20, 3331. <https://doi.org/10.3390/ijerph20043331>.
 10. Ghekiere, A., Verhaeghe, P.-P., Baert, S., Deros, E., Schelfhout, S., (2022): Introducing a vignette experiment to study mechanisms of ethnic discrimination on the housing market. **Plos One**, 17, e0276698. <https://doi.org/10.1371/journal.pone.0276698>.
 11. Neyt, B., Baert, S., Vynckier, J. (2022): Job Prestige and Mobile Dating Success: A Field Experiment. **Economist**, 170, 435–458. https://ideas.repec.org/a/kap/decono/v170y2022i4d10.1007_s10645-022-09412-w.html.
 12. Rooman, C., Deros, E., Sterkens, P., Schelfhout, S., Van Royen, A., Baert, S. (2022): Successful return to work after burnout: An evaluation of job, person- and private-related burnout determinants as determinants of return-to-work quality after sick leave for burnout. **Disability and Rehabilitation**, 44, 7106–7115 <https://doi.org/10.1080/09638288.2021.1982025>.
 13. Lippens, L., Baert, S., Ghekiere, A., Verhaeghe, P.-P., Deros, E. (2022): Is Labour Market Discrimination against Ethnic Minorities Better Explained by Taste or Statistics? A Systematic Review of the Empirical Evidence. **Journal of Ethnic and Migration Studies**, 48, 4243–4276. <https://doi.org/10.1080/1369183X.2022.2050191>.

14. Baert, S. (2022): What Shifts Did COVID-19 Year 2020 Bring to the Labour Market in Europe? **Applied Economics Letters**, 29, 1447–1454. <https://ideas.repec.org/a/taf/apeclt/v29y2022i15p1447-1454.html>.
15. Moens, E., Baert, S., Lippens, L., Sterkens, P., Weytjens, J. (2022): The COVID-19 crisis and telework: a research survey on experiences, expectations and hopes. **European Journal of Health Economics**, 23, 729–753. https://ideas.repec.org/a/spr/euijhec/v23y2022i4d10.1007_s10198-021-01392-z.html.
16. Baert, S., Neyt, B., Omev, E., Verhaest, D. (2022): Student work during secondary education, educational achievement, and later employment: a dynamic approach. **Empirical Economics**, 63, 1605–1635. https://ideas.repec.org/a/spr/empeco/v63y2022i3d10.1007_s00181-021-02172-7.html.
17. Neyt, B., Verhaest, D., Navarini, L., Baert, S. (2022): The Impact of Internship Experience on Schooling and Labour Market Outcomes. **CESifo Economic Studies**, ifac001. <https://doi.org/10.1093/cesifo/ifac001/6534096>.
18. Lippens, L., Baert, S., Deros, E. (2021): Loss Aversion in Taste-Based Employee Discrimination: Evidence from a Choice Experiment. **Economics Letters**, 208, 110081. <https://ideas.repec.org/a/eee/ecolet/v208y2021ics016517652100358x.html>.
19. Sterkens, P., Baert, S., Rooman, C., Deros, E. (2021): As If It Weren't Hard Enough Already: Breaking down Hiring Discrimination Following Burnout. **Economics & Human Biology**, 43, 101050. <https://ideas.repec.org/a/eee/ehbiol/v43y2021ics1570677x21000745.html>.
20. Baert, S., Verhaest, D. (2021): Work Hard or Play Hard? Degree Class, Student Leadership and Employment Opportunities. **Oxford Bulletin of Economics and Statistics**, 83, 1024-1047. <https://ideas.repec.org/a/bla/obuest/v83y2021i4p1024-1047.html>.
21. Van Borm, H., Burn, I., Baert, S. (2021): What Does a Job Candidate's Age Signal to Employers? **Labour Economics**, 71, e102003. <https://ideas.repec.org/a/eee/labeco/v71y2021ics0927537121000385.html>.
22. Baert, S., Picchio, M. (2021): A signal of (Train)ability? Grade repetition and hiring chances. **Journal of Economic Behavior & Organization**, 188, 867–878. <https://ideas.repec.org/a/eee/jeborg/v188y2021icp867-878.html>.
23. Moens, E., Baert, S., Verhofstadt, E., Van Ootegem, L. (2021): Does Loneliness Lurk in Temp Work? Exploring the Associations between Temporary Employment, Loneliness at Work and Job Satisfaction. **Plos One**, e0250664. <https://ideas.repec.org/a/plo/pone00/0250664.html>.
24. Baert, S., Neyt, B., Siedler, T., Tobback, I., Verhaest, D. (2021): Student Internships and Employment Opportunities after Graduation: A Field Experiment. **Economics of Education Review**, 83, e102141. <https://ideas.repec.org/a/eee/ecoedu/v83y2021ics0272775721000601.html>.
25. Lippens, L., Moens, E., Sterkens, P., Weytjens, J., Baert, S. (2021): How do employees think the COVID-19 crisis will affect their careers? **Plos One**, e0246899. <https://ideas.repec.org/a/plo/pone00/0246899.html>.
26. Amez, S., Neyt, B., Van Nuffel, F., Baert, S. (2021): The right man in the right place? Substitutions and goal-scoring in soccer. **Psychology of Sport and Exercise**, 54, 101898. <https://doi.org/10.1016/j.psychsport.2021.101898>.
27. Baert, S. (2021): The iceberg decomposition: a parsimonious way to map the health of labour markets. **Economic Analysis and Policy**, 69, 350–365. <https://ideas.repec.org/a/eee/ecanpo/v69y2021icp350-365.html>.
28. Baert, S., Van der Straeten, G. (2021): Secondary School Success in Times of Parental Divorce. **Family Relations**, 70, 575–586. <https://doi.org/10.1111/fare.12476>.
29. Caers, R., Lales, K., Baert, S., De Feyter, T., De Couck, M. (2021): Too sick or not too sick?: The importance of stress and satisfaction with supervisor support on the prevalence of sickness presenteeism. **International Journal of Occupational Safety and Ergonomics**, 27, 278–289. <https://doi.org/10.1080/10803548.2019.1570720>.
30. Van Borm, H., Van Impe, S., Baert, S. (2021): Self-experienced barriers in the labour market: A study among employed, inactive and unemployed people over fifty. **Gedrag & Organisatie**, 34, 180–221. <https://doi.org/10.5117/G&O2021.2.002.BORM>.
31. Amez, S., Vujić, S., Soffers, P., Baert, S. (2020): Yawning while scrolling? Examining the association between smartphone use and sleep quality. **Journal of Sleep Research**, 29, e12971. <https://doi.org/10.1111/jsr.12971>.
32. Tobback, I., Verhaest, D., Baert, S. (2020): Student access to apprenticeships: Evidence from a vignette experiment. **Industrial Relations**, 3, 435–465. <https://ideas.repec.org/a/bla/indres/v59y2020i3p435-465.html>.
33. Van Belle, E., Caers, R., Cuypers, L., De Couck, M., Neyt, B., Van Borm, H., Baert, S. (2020): What do student jobs on graduate CVs signal to employers? **Economics of Education Review**, 75, 101979. <https://ideas.repec.org/a/eee/ecoedu/v75y2020ics0272775719302675.html>.
34. Neyt, B., Verhaest, D., Baert, S. (2020): The impact of dual apprenticeship programmes on early labour market

- outcomes: A dynamic approach. **Economics of Education Review**, 78, 102022. <https://ideas.repec.org/a/eee/ecoedu/v78y2020ics0272775719302225.html>.
35. Van Borm, H., Dhoop, M., Van Acker, A., Baert, S. (2020): What does someone's gender identity signal to employers? **International Journal of Manpower**, 41, 6, 753–777. <https://ideas.repec.org/a/eme/ijmpps/ijm-03-2019-0164.html>.
 36. Amez, S., Baert, S. (2020): Smartphone Use and Academic Performance: A Literature Review. **International Journal of Educational Research**, 103, 1016182. <https://doi.org/10.1016/j.ijer.2020.101618>.
 37. Van Borm, H., Baert, S. (2020): Stigmas regarding the lower flexibility and technological knowledge of older job applicants lower their hiring chances. **Gedrag & Organisatie**, 33, 209–242. <https://doi.org/10.5117/2020.033.003.003>.
 38. Fumarco, L., Baert, S., Sarracino (2020): Younger, dissatisfied, and unhealthy – Relative age in adolescence. **Economics & Human Biology**, 37, e100858. <https://ideas.repec.org/a/eee/ehbiol/v37y2020ics1570677x19302503.html>.
 39. Baert, S., Vujić, S., Amez, S., Claeskens, M., Daman, T., Maeckelberghe, A., Omey, E., De Marez, L. (2020): Smartphone Use and Academic Performance: Correlation or Causal Relationship? **Kyklos**, 73, 22–46. <https://ideas.repec.org/a/bla/kyklos/v73y2020i1p22-46.html>.
 40. Albanese, A., Baert, S., Verstraeten, O. (2020): Twelve eyes see more than eight. Referee bias and the introduction of additional assistant referees in soccer. **Plos One**, 15, e0227758. <https://ideas.repec.org/a/plo/pone00/0227758.html>.
 41. Neyt, B., Baert, S., Vandenbulcke, S. (2020): Never mind I'll find someone like me – Assortative mating preferences on Tinder. **Personality and Individual Differences**, 155, e109739. <https://ideas.repec.org/a/eee/ecoedu/v73y2019ics0272775719301104.html>.
 42. Albanese, A., De Meyere, A., Vanruymbeke, W., Baert, S. (2020): Player Dismissal and Full Time Results in the UEFA Champions League and Europa League. **International Journal of Sport Finance**, 15, e3. <http://fitpublishing.com/articles/player-dismissal-and-full-time-results-uefa-champions-league-and-europa-league>.
 43. Neyt, B., Omey, E., Verhaest, D., Baert, S. (2019): Does Student Work Really Affect Educational Outcomes? A Review of the Literature. **Journal of Economic Surveys**, 33, 896–921. <https://ideas.repec.org/a/bla/jecsur/v33y2019i3p896-921.html>.
 44. Neyt, B., Vandenbulcke, S., Baert, S. (2019): Are Men Intimidated by Highly Educated Women? Undercover on Tinder. **Economics of Education Review**, 73, e101914. <https://ideas.repec.org/a/eee/ecoedu/v73y2019ics0272775719301104.html>.
 45. Cockx, B., Picchio, M., Baert, S. (2019): Modeling the Effects of Grade Retention in High School. **Journal of Applied Econometrics**, 34, 403–424. <https://ideas.repec.org/a/wly/japmet/v34y2019i3p403-424.html>.
 46. Amez, S., Baert, S., Neyt, B., Vandemaele, M. (2019): No evidence for second leg home advantage in recent seasons of European soccer cups. **Applied Economics Letters**, 27, 156–160. <https://ideas.repec.org/a/taf/apeclt/v27y2020i2p156-160.html>.
 47. Baert, S., Matthijs, H., Verdiev, I. (2019): Voting with your wallet? Municipal budget policy and election results. **Plos One**, 14, e0221619. <https://ideas.repec.org/a/plo/pone00/0221619.html>.
 48. Van Damme, N., Baert, S. (2019): Home advantage in European international soccer: Which dimension of distance matters? **Economics: The Open-Access, Open-Assessment E-Journal**, 13, 2019–50. <https://ideas.repec.org/a/zbw/ifweej/201950.html>.
 49. Van Belle, E., Caers, R., De Couck, M., Di Stasio, V., Baert, S. (2019): The Signal of Applying for a Job Under a Vacancy Referral Scheme. **Industrial Relations**, 58, 251–274. <https://ideas.repec.org/a/bla/indres/v58y2019i2p251-274.html>.
 50. Van Den Broucke, L., Baert, S. (2019): And at the end, the Germans always win, don't they? An evaluation of country-specific scoring behaviour in the dying seconds of international club soccer games. **Plos One**, 14, e0202852. <https://doi.org/10.1371/journal.pone.0202852>.
 51. Baert, S., Verhaest, D. (2019): Unemployment or Overeducation: Which is a Worse Signal to Employers? **Economist**, 167, 1–21. https://ideas.repec.org/a/kap/decono/v167y2019i1d10.1007_s10645-018-9330-2.html.
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53. Van Belle, E., Di Stasio, V., Caers, R., De Couck, M., Baert, S. (2018): Why Are Employers Put Off by Long Spells of Unemployment? **European Sociological Review**, 34, 694–710. <https://doi.org/10.1093/esr/jcy039>.
54. Verhaest, D., Baert, S. (2018): The effects of workplace learning in higher education on employment and match quality: is there an early-career trade-off? **Empirical Economics**, 55, 1229–1270. https://ideas.repec.org/a/spr/empeco/v55y2018i3d10.1007_s00181-017-1308-4.html.
55. Baert, S., Vujić, S. (2018): Does it Pay to Care? Volunteering and Employment Opportunities, **Journal of Population Economics**, 31, 819–836. https://ideas.repec.org/a/spr/jopoec/v31y2018i3d10.1007_s00148-017-0682-8.html.
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57. Verhaest, D., Bogaert, E., Dereymaeker, J., Mestdagh, L., Baert, S. (2018): Do Employers Prefer Overqualified Graduates? A Field Experiment. **Industrial Relations: A Journal of Economy and Society**, 57, 361–388. <https://ideas.repec.org/a/bla/indres/v57y2018i3p361-388.html>.
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70. 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. <https://ideas.repec.org/a/eee/joepsy/v57y2016icp86-101.html>.
71. Baert, S., Vujić, S. (2016): Immigrant Volunteering: A Way Out of Labour Market Discrimination? **Economics Letters**, 146, 95–98. <https://ideas.repec.org/a/eee/ecolet/v146y2016icp95-98.html>.
72. Baert, S., Rotsaert, O., Verhaest, D., Omeij, E. (2016): Student Employment and Later Labour Market Success: No Evidence for Higher Employment Chances. **Kyklos**, 69, 401–425. <https://ideas.repec.org/a/bla/kyklos/v69y2016i3p401-425.html>.

73. 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. https://ideas.repec.org/a/kap/decono/v164y2016i2d10.1007_s10645-016-9273-4.html.
74. Baert, S., De Pauw, A.-S., Deschacht, N. (2016): Do Employer Preferences Contribute to Sticky Floors? **Industrial & Labor Relations Review**, 69, 714–736. <https://ideas.repec.org/a/sae/ilrrev/v69y2016i3p714-736.html>.
75. Baert, S. (2016): Wage Subsidies and Hiring Chances for the Disabled: Some Causal Evidence. **European Journal of Health Economics**, 17, 71–86. <https://ideas.repec.org/a/spr/euihec/v17y2016i1p71-86.html>.
76. 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. <https://ideas.repec.org/a/zbw/ifweej/201525.html>.
77. Baert, S., Omev, E. (2015): Hiring Discrimination against Pro-Union Applicants: The Role of Union Density and Firm Size. **Economist**, 163, 263–280. <https://ideas.repec.org/a/kap/decono/v163y2015i3p263-280.html>.
78. Baert, S., Verhaest, D., Vermeir, A., Omev, E. (2015): Mister Sandman, Bring Me Good Marks! On the Relationship Between Sleep Quality and Academic Achievement. **Social Science & Medicine**, 130, 91–98. <https://ideas.repec.org/a/eee/socmed/v130y2015icp91-98.html>.
79. 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. <https://ideas.repec.org/a/sae/ilrrev/v68y2015i3p467-500.html>.
80. Baert, S., Verhofstadt, E. (2015): Labour market discrimination against former juvenile delinquents: evidence from a field experiment. **Applied Economics**, 47, 1061–1072. <https://ideas.repec.org/a/taf/applec/v47y2015i11p1061-1072.html>.
81. Baert, S., De Pauw, A.-S. (2014): Is Ethnic Discrimination due to Distaste or Statistics? **Economics Letters**, 125, 270–273. <https://ideas.repec.org/a/eee/econlet/v125y2014i2p270-273.html>.
82. Baert, S., Heylen, F., Isebaert, D. (2014): Does homeownership lead to longer unemployment spells? The role of mortgage payments. **Economist**, 162, 263–286. <https://ideas.repec.org/a/kap/decono/v162y2014i3p263-286.html>.
83. Baert, S., Decuypere, 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. <https://ideas.repec.org/a/taf/apectl/v21y2014i9p597-601.html>.
84. Baert, S., Cockx, B., Verhaest, D. (2013): Overeducation at the Start of the Career: Stepping Stone or Trap? **Labour Economics**, 25, 123–140. <https://ideas.repec.org/a/eee/labeco/v25y2013icp123-140.html>.
85. 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. <https://ideas.repec.org/a/eee/econedu/v36y2013icp276-294.html>.
86. 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. <https://ideas.repec.org/a/zbw/ifweej/201337.html>.

— Manuscripts under (re)submission for journals available in the Web of Science.

1. Dalle, A., Lippens, L., Baert, S. (2023): A Poisoned Gift? The Hireability Signals of an Income-Support Program for the Senior Unemployed. IZA Discussion Paper Series, 16057. <https://ideas.repec.org/p/iza/izadps/dp16057.html>.
2. Van Borm, H., Lippens, L., Baert, S. (2022): An Arab, an Asian, and a Black Guy Walk into a Job Interview: Ethnic Stigma in Hiring after Controlling for Social Class. IZA Discussion Paper Series, 15707. <https://ideas.repec.org/p/iza/izadps/dp15707.html>.
3. Van Borm, H., Baert, S. (2022): Diving in the Minds of Recruiters: What Triggers Gender Stereotypes in Hiring? IZA Discussion Paper Series, 15261. <https://ideas.repec.org/p/iza/izadps/dp15261.html>.
4. Baert, S., Lippens, L., Van Borm, H. (2022): Selecting Names for Experiments on Ethnic Discrimination IZA Discussion Paper Series, 15524. <https://ideas.repec.org/p/iza/izadps/dp15524.html>.
5. Moens, E., Verhofstadt, E., Van Ootegem, L., Baert, S. (2022): Disentangling the Attractiveness of Telework to Employees: A Factorial Survey Experiment IZA Discussion Paper Series, 15190. <https://ideas.repec.org/p/iza/izadps/dp15190.html>.

6. Sterkens, P., Dalle, A., Wuyts, J., Pauwels, I., Durinck, H., Baert, S. (2022): Homosexuality's Signalling Function in Job Candidate Screening: Why Gay Is (Mostly) OK IZA Discussion Paper Series, 15285. <https://ideas.repec.org/p/iza/izadps/dp15285.html>.
7. Sterkens, P., Baert, S., Moens, E., Derous, Eva, Wuyts, J. (2022): I Won't Make the Same Mistake Again: Burnout History and Job Preferences. IZA Discussion Paper Series, 15044. <https://ideas.repec.org/p/iza/izadps/dp15044.html>.
8. Fumarco, L., Vandromme, A., Halewyck, L., Moens, E., Baert, S. (2022): Does Relative Age Affect Speed and Quality of Transition from School to Work? IZA Discussion Paper Series, 14977. <https://ideas.repec.org/p/iza/izadps/dp14977.html>.
9. Amez, S., Baert, S., Heydencamp, E., Wuyts, J. (2021): Does Multitasking Affect Students' Academic Performance? Evidence from a Longitudinal Study. IZA Discussion Paper Series, 14896. <https://ideas.repec.org/p/iza/izadps/dp14896.html>.
10. Amez, S., Denecker, F., Ponnet, P., De Marez, L., Baert, S. (2021): Mobile DNA and Sleep Quality. IZA Discussion Paper Series, 14816. <https://ideas.repec.org/p/iza/izadps/dp14816.html>.
11. Amez, S., Baert, S. (2021): Deteriorated Sleep Quality Does Not Explain the Negative Impact of Smartphone Use on Academic Performance. IZA Discussion Paper Series, 14547. <https://ideas.repec.org/p/iza/izadps/dp14547.html>.
12. Amez, S., Baert, S. (2021): Bye, Bye, Hotel Mama, Bye, Bye Good Grades? Living in a Student Room and Exam Results in Tertiary Education. IZA Discussion Paper Series, 14534. <https://ideas.repec.org/p/iza/izadps/dp14534.html>.
13. Sharipova, A., Baert, S. (2019): Labour Market Outcomes for Cancer Survivors: A Review of the Reviews. IZA Discussion Paper Series, 12856. <https://ideas.repec.org/p/zbw/glodps/436.html>.
14. 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 Paper Series, 9459. <https://ideas.repec.org/p/iza/izadps/dp9459.html>.

— Publications in journals available in the Flemish Academic Bibliographic Database for the Social Sciences and Humanities.

1. Baert, S. (2019): Geef de belastingbetaler wat de belastingbetaler toekomt: excellent hoger onderwijs. *Tijdschrift voor Onderwijsrecht en Onderwijsbeleid*, 18(4 & 5), 231–232.
2. Baert, S., Cockx, B., Picchio, M. (2016): Overzitten tijdens het secundair onderwijs: kans of val? *Tijdschrift voor Onderwijsrecht en Onderwijsbeleid*, 14(5), 15–19.
3. Baert, S., Heylen, F., Isebaert, D. (2016): Les Belges propriétaires de leur logement restent-ils plus longtemps au chômage? *Regards économiques*, 122.
4. Baert, S., Pennick, A., Verhofstadt, E. (2015): Het gebruik van sociale media in sollicitatieprocedures. *Economisch-Statistische Berichten*, 100(4713 & 4714), 423–425.
5. Penninck, A., Baert, S., Verhofstadt, E. (2015): Wie niet mooi is moet betrouwbaar zijn. *Economisch-Statistische Berichten*, 100(4706), 182–185.
6. Baert, S. (2014): Career Lesbians. Getting Hired for Not Having Kids? *Industrial Relations Journal*, 45, 543–561.
7. Baert, S. (2014): Baan onder scholingsniveau is nog geen springplank. *Economisch-Statistische Berichten*, 99(4699), 772–774.
8. Baert, S., Omeij, E. (2014): Discrimination à l'embauche à l'égard des jeunes syndiqués en Flandre. *Regards économiques*, Focus – 24/10/2014.
9. 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.

1. Baert, S. (2019): Onze Vlaamse arbeidsmarkt: waarom we moeten doen wat we moeten doen (en wat we kunnen doen)! *Over.Werk*, 29(1), 100–107.
2. Baert, S., Detollenaere, J. (2017): Denk aan jezelf, engageer je als vrijwilliger. *Christen-Democratische Reflecties*, 5(3), 45–53.

3. Cockx, B., Baert, S. (2015): *Uitbesteding van verplichte begeleidings-en opleidingstrajecten voor langdurig werklozen: profit, non-profit, of behoud de overheidsdienst?* *Over.Werk*, 25(4), 126–136.
4. 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.
5. Baert, S. (2014): *Seksuele geaardheid, moederschap en de aanwervingskansen van vrouwen.* *Over.Werk*, 25(1), 8–13.
6. Baert, S., Groothaert, N., Omeij, E. (2014): *Fan van de vakbond, geen idool van de werkgever?* *Over.Werk*, 24(3), 53–57.
7. Baert, S., Omeij, E., Verhaest, D., Vermeir, A. (2014): *Slapen = studeren.* *Eos*, 31(6), 48–50.
8. Baert, S. (2014): *Functiebeperving bij sollicitatie reveleren, kansen op jobgesprek liquideren?* *Over.Werk*, 24(1), 74–79.
9. Baert, S., Cockx, B. (2013): *Zuiver etnische verschillen in school- en eerste arbeidsmarktuitskomsten: wanneer ontstaan ze?* *Over.Werk*, 23(3), 60–65.
10. Baert, S. (2013): *Yilmaz moet vaker overzitten dan Jan omdat hij allochtoon is. Hoezo?* *Impuls*, 44(2), 74–78.
11. 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.
12. Baert, S., Cockx, B., Verhaest, D. (2012): *Overscholing onder Vlaamse schoolverlaters: springplank of valkuil?* *Over.Werk*, 22(3), 91–95.

— Book chapters.

1. Weytjens, J., Baert, S. (2021): *AI en de arbeidsmarkt.* In De Bruyne, J., Bouteica, N. (Eds.): *Artificiële intelligentie en maatschappij.* Oud-Turnhout: Gompel&Svacina.
2. Baert, S. (2018): *Hiring Discrimination: An Overview of (Almost) All Correspondence Experiments Since 2005.* In Gaddis, M. (Ed.): *Audit Studies: Behind the Scenes with Theory, Method, and Nuance.* New York: Springer.
3. 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.
4. 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.

1. Baert, S. (2013): *Transitions in Youth: on Springboards, Waterfalls and Bottlenecks,* PhD thesis in Economic Sciences, faculty of Economics and Business Administration, Ghent University.
2. 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.
3. 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.

— See http://users.ugent.be/~sbaert/research_index.htm for more information on my research.

5B. Academic research experience: Scientific activities

— Academic affiliations.

July 2016 – ...: *Research Fellow at the **Global Labor Office (GLO)**, Stanford, United States.*

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.

2016 – 2018: PhD supervisor of Eva Van Belle, funded as an assistant at Ghent University.

2016 – 2020: PhD supervisor of Brecht Neyt, funded by the Flemish Government (Steunpunt SONO; project The causal effects of (i) following part-time (vocational or technical) secondary education, (ii) doing an apprenticeship and (iii) pursuing a STEM education program on educational attainment and later success on the labour market; 197,720 EUR).

2017 – 2021: PhD supervisor of Simon Amez, funded by the Research Fund of Ghent University (project Smartphone use and study results: causal impact, mediation through sleep quality and moderation by multitasking; 190.000 EUR).

2017 – 2021: PhD supervisor of Hannah Van Borm, funded by the Research Fund of Ghent University (project Hiring discrimination: from measuring to disentangling; 213.600 EUR).

2018 – ...: PhD supervisor of Eline Moens, funded as an assistant at Ghent University.

2019 – ...: PhD supervisor of Philippe Sterkens, funded by the Research Fund of Ghent University (project Job Burned In or Out? An interdisciplinary and dynamic perspective on the causes and consequences of burn-out; 368,000 EUR).

2019 – ...: PhD supervisor of Louis Lippens, funded by Research Foundation – Flanders (project Developing training tools for explaining and reducing ethnic discrimination in the fields of education, health care, housing and labour; 1,712,986 EUR).

2020 – ...: PhD supervisor of Axana Dalle, funded by Research Foundation – Flanders (project hiring discrimination: moderators and mechanisms; 192,620 EUR).

2022 – ...: PhD supervisor of Kristen du Bois, funded by the Research Fund of Ghent University (project Job Burned In or Out? An interdisciplinary and dynamic perspective on the causes and consequences of burn-out; 368,000 EUR).

2022 – ...: PhD supervisor of Morien El Haj, funded as an assistant at Ghent University.

Member of the PhD guidance committee of Marieke Carpentier (2016 – 2021), Ilse Tobback (as **co-supervisor**; 2017 – 2021), Abel Ghekiere (as **co-supervisor**; 2019 – ...), and Claudia Rooman (as **co-supervisor**; 2019 – ...).

— Editor assignments.

2022 – ...: Associate Editor for De Economist.

2016 – ...: Academic editor for Plos One.

2016 – 2021: Associate editor for Journal of Population Economics.

2016 – 2018: Associate editor for Brussels Economic Review.

2016 – 2018: Guest editor for special issue “Hiring discrimination: measures, moderators and mechanisms” in International Journal of Manpower.

— Referee assignments (selection).

2012 – ...: Ad hoc referee for **American Economic Journal: Economic Policy**, **American Economic Journal: Applied Economics**, *Applied Economics*, *Compare: A Journal of Comparative and International Education*, **Econometrica**, *De Economist*, **Economic Journal**, *Economics of Education Review*, *European Journal of Health Economics*, *European Sociological Review*, *Health Economics*, *Industrial and Labor Relations Review*, *Industrial Relations: A Journal of Economy and Society*, *International Journal of Human Resource Management*, *International Journal of Manpower*, *International Migration Review*, *IZA World of Labor*, **Journal of Applied Economics**, *Journal of Economic Behavior and Organization*, *Journal of Economic Surveys*, *Journal of Health Economics*, *Journal of Labor Research*, *Journal of Population Economics*, *Labour Economics*, **Management Science**, **New Media & Society**, *Social Indicators Research and Social Science & Medicine*.

— Keynote lectures at scientific conferences.

01/02/2018: Conference “HRM in de overheid” (Ghent, Belgium).

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.

20/04/2017: Research Seminar in Applied Economics and Management, Université libre de Bruxelles (Brussels, Belgium)

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 (Antwerp, 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.

16/09/2021: Annual Conference of the European Association of Labour Economists (Virtual due to COVID-19).

10/04/2021: Annual Conference of the American Educational Research Association (Virtual due to COVID-19).

23/09/2017: Annual Conference of the European Association of Labour Economists (St.Gallen, Switzerland).

06/07/2017: IZA/CREST/OECD Workshop: Recent Advances in the Economics of Discrimination (Paris, France).

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.

26/02/2018: Lunch Seminar Series, Herman Deleeck Centre for Social Policy (Antwerp, Belgium).

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.

2018: **Co-organiser (together with Sunčica Vujić) of the 32nd Annual Conference of the European Society for Population Economics (ESPE).**

2017: Member of the Best Poster Award Committee of the 29th Annual Conference of the European Association of Labour Economists (EALE).

2016: **Co-organiser (together with Bart Cockx) of the 28th Annual Conference of the European Association**

of Labour Economists (EALE).

2016: Member of the Best Poster Award Committee of the 28th Annual Conference of the European Association of Labour Economists (EALE).

2015: 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).

2015 - ...: Member of the Program Committee of the Annual Conference of the European Association of Labour Economists (EALE).

5C. Academic research experience: Vulgarising activities

— More than 200 Published opinion pieces among which the following:

22/04/2020: 'Dat topvoetballer minder bijdraagt aan sociale zekerheid dan werkmans, het moet vandaag stoppen', *knack.be*.

25/04/2019: 'Campagnewatcher: Trampoline', *De Tijd*, p. 10.

25/12/2018: 'Antwerpse praktijktest op de arbeidsmarkt heeft wèl ballen', *vrtnws.be*.

11/12/2018: 'Waarom de vechtscheiding van oranje-blauw en N-VA nu moet stoppen', *vrtnws.be*.

19/11/2018: 'Gun Vandeuren zijn uitredingsvergoeding, misgun het zijn opvolgers', *vrtnws.be*.

02/11/2018: 'Kom uit het maquis, minister Bacquellaine', *De Tijd*, p. 8.

24/10/2018: 'Van "jobs, jobs, jobs" naar "minder, minder, minder armoede"', *vrtnws.be*.

17/08/2018: 'Hoe zit het met ons Nederlands, collega's-proffen?', *De Morgen*, p. 2.

14/08/2018: 'Het is geen schande dat proffen hard moeten werken', *De Standaard*, p. 31.

11/08/2018: 'Werklozen meer prikkelen is wel verstandig', *De Tijd*, p. 13.

10/07/2018: 'Zeg toch ja, minister Peeters', *De Tijd*, p. 10.

08/05/2018: 'Een schepen van Sociale Zaken én Werk', *De Standaard*, p. 30.

13/02/2018: 'Waarom jagen we Vlaams talent en "dwarsdenkers" weg?', *vrtnws.be*.

31/01/2018: 'Ik ben tegen positieve discriminatie', *De Tijd*, p. 10.

04/11/2017: 'Loonkloof hoeft niet helemaal dicht', *De Tijd*, p. 19.

09/09/2017: 'Heren ministers, mag werken na 50 jaar nog lonen?', *De Tijd*, p. 9.

22/03/2017: 'Vijf jaar undercover op de arbeidsmarkt', *De Standaard*, p. 42.

20/05/2016: 'Laat lengte ouderschapsverlof afhangen van verdeling tussen moeder en vader', *tijd.be*.

— More than 3000 mentions in national written press among which the following:

09/07/2022: 'Pretentieloos, dat heb ik het liefst. In de keuken en in het leven', *Het Laatste Nieuws*, p. 17.

11/06/2022: 'L'amélioration du pouvoir d'achat passera par une réforme fiscale', *L'Echo*, p. 15.

14/04/2022: 'Moeders nog steeds afgestraft op arbeidsmarkt', *De Morgen*, p. 1.

12/04/2022: 'Posterboy professor Stijn Baert uit Blind Gesprongen over de angst om van job te veranderen', *Dag Allemaal*, 138.

17/03/2022: 'Humo sprak met Stijn Baert, Dave Sinardet en Ive Marx', *Humo*, p. 48.

16/02/2022: 'Arbeidseconoom Stijn Baert over de arbeidsdeal: Opgewarmde kost, en de pronkstukken zitten in de diepvries', *Het Laatste Nieuws*, p. 4.

11/02/2022: 'Tijdens een vergadering voel ik de energie uit mijn lijf wegstromen', *De Morgen*, p. 2.

27/07/2021: 'Tussen Hemel en Hel', *Humo*, p. 128.

22/04/2020: 'Kamerleden overleggen over RSZ-voordelen voor profsporters', *Sport Voetbalmagazine*, p. 22.

19/02/2020: 'Allemaal platte partijpolitiek', *Knack*, p. 30.

26/02/2019: 'Arbeidseconoom Stijn Baert over omstreden loonakkoord: 'Ik hoop dat politici er een nachtje over slapen'

18/02/2019: 'Arbeidseconoom Stijn Baert: 'Voetbalmarkt is perfecte laboratorium om dynamieken in de arbeidsmarkt te testen', Knack.be

20/09/2018: 'Cantussen organiseren = meer kans op job', Het Laatste Nieuws, p. 5.

18/09/2018: 'Ons panel', De Morgen, p. 8.

05/09/2018: 'Factchecker', Knack, p. 53.

14/08/2018: 'Schrik speelt rol bij sollicitatie gays', De Morgen, p. 9.

30/07/2018: 'Smalltalk kost me heel veel moeite – De Vragen Van Proust', De Morgen, p. 12.

19/07/2018: 'Peeters onderzoekt snellere daling werkloosheidsuitkering', De Standaard, p. 19.

19/07/2018: 'Veel voorstellen voor Arbeidsdeal', Het Belang van Limburg, p. 8.

18/07/2018: 'Zoektocht naar trofee die Arbeidsdeal moet laten glimmen', De Tijd, p. 3.

15/07/2018: 'De 5 boeken die het leven van Stijn Baert hebben veranderd', vrtnews.be.

11/07/2018: 'Mindfulness, je verwacht het niet van een econoom', De Tijd, p. 12.

05/04/2018: 'Discriminatie op arbeidsmarkt gaat over meer dan afkomst of geslacht', Het Nieuwsblad, p. 1.

09/01/2018: 'En Belgique L'addiction au smartphone joue sur les notes des étudiants', L'echo, p. 15.

09/01/2018: 'Smartphone kost punten, op kot gaan levert er op', Het Laatste Nieuws, p. 8.

27/10/2017: 'Jobcreatie piekt sinds financiële crisis', De Tijd, p. 1.

14/10/2017: 'We stemmen niet met onze portemonnee', Het Laatste Nieuws, p. 1.

05/07/2017: 'Onze opinie' (edito), Het Laatste Nieuws, p. 2.

21/03/2017: 'Gent zet discriminerende bedrijven voor het blok', De Standaard, p. 1.

05/12/2016: 'Brugpensioen in het gedrang', De Morgen, p. 1.

09/11/2016: 'Gentenaar in top 20 van jonge economen', De Tijd, p. 8.

16/09/2016: 'Wen er maar aan', Het Laatste Nieuws, p. 1 (main article).

09/09/2016: 'VDAB stuurt geen vacatures naar 55-plussers', Het Laatste Nieuws, p. 1 (main article).

02/08/2016: 'Een beetje moeite helpt' (edito), Het Nieuwsblad, p. 2.

16/03/2015: 'Vrouwen passen zelf voor promotie', Het Laatste Nieuws, p. 1 (main article).

18/06/2014: 'Belgische vacatures raken niet ingevuld', De Tijd, p. 1.

02/12/2013: 'Jobpremie voor handicap maakt het alleen maar erger', De Standaard, p. 1 (main article).

— More than 100 mentions in international press among which the following:

12/03/2018: 'Academics run rings around football pundits' cherished half-time goal cliché', The Times, p. 9.

06/07/2017: 'Etnische afkomst belangrijker dan strafblad bij sollicitaties', De Volkskrant.

29/05/2017: 'Et godt billede på Facebook kan bringe dig til jobsamtale', jobindex.dk.

23/02/2017: 'Så kom beviset: Arbejdsgivere vælger og vrager via Facebook', magisterbladet.dk.

22/02/2017: 'Trovare lavoro (anche) grazie a Facebook', business.it.

21/02/2017: 'Ricerca lavoro e tecnologia: oggi recruitment utilizza anche Facebook', extraquotidiano.it.

10/02/2017: 'Why Your Name May Be Ruining Your Life', Bloomberg.com.

15/01/2016: 'Post your best photo on Facebook for that elusive job!', economicetimes.indiatimes.com.

15/01/2016: 'Post your best photo on Facebook for that elusive job!', thestatesman.com.

15/01/2016: 'Studie: Attraktives Facebook-Profilbild erhöht die Jobchancen', heise.de.

15/01/2016: 'Facebook: Attraktives Profilbild erhöht Jobchancen', krone.at.

15/01/2016: 'Das steigert Ihre Job-Chancen! - Berliner Zeitung', berliner.zeitung.de.

14/01/2016: 'How your Facebook profile is directly linked to your employment prospects', cosmopolitan.co.uk.

14/01/2016: 'Did your employer hire you because of your Facebook photo? Firms really do favour candidates with attractive profile picture', dailymail.co.uk.

14/01/2016: 'Your Facebook profile photo affects your job prospects, study claims', telegraph.co.uk.

14/01/2016: 'Ein attraktives Profilbild bei Facebook erhöht die Job-Chancen!', bild.de.

25/06/2014: 'Wenig Schlaf vor Prüfungen. Fataler, als viele denken', faz.net.

22/06/2014: 'Scientists Link A Good Night's Sleep To Higher Test Scores', huffingtonpost.com.

— More than 500 radio and television interviews among which the following:

12/05/2020: De Afspraak, één.

12/05/2020: Nieuwe Feiten, Radio 1.

17/04/2020: Nieuws, vtm.

05/04/2020: Journaal, één.

28/03/2020: De Afspraak op Vrijdag, Canvas.

24/11/2019: De Zevende Dag, één.

20/06/2019: Bij Debecker, Radio 1.

07/06/2019: MNM steunt studenten, MNM.

07/06/2019: Nieuws, Qmusic; Joe; Nostalgie.

07/06/2019: De Ochtend.

29/04/2019: De Wereld Vandaag; Radio 1.

15/04/2019: Z-Nieuws, Kanaal Z.

11/04/2019: Fiftyfifty, Radio 1.

26/02/2019: Terzake, Canvas.

18/02/2019: Universiteit van Vlaanderen, Radio 1; Knack.

20/12/2018: De wereld van Sofie, Radio 1.

14/11/2018: Van Gils & Gasten, één.

24/10/2018: De Ochtendshow, MNM.

19/09/2018: Nieuws, AVS.

25/07/2018: F.C. Fierens, Qmusic.

24/05/2018: Hautekiet, Radio 1.

08/04/2018: Studio Brussel Staat Op, Studio Brussel.

08/04/2018: Ann & Born, Joe.

08/01/2018: Start je dag Oost-Vlaanderen, Radio 2.

01/07/2017: Bonus, Radio 1.

17/05/2016: NH Spitsstijd, Radio – NH (NL).

17/05/2016: NOS op 3, NPO 3 (NL).

13/05/2014: Campagnejournaal, Radio 2.

17/02/2014: Het grootste arbeidsbureau van de wereld, MNM.

12/02/2014: Avondpost, Radio 2.

02/12/2013: Siska Staat Op, Studio Brussel.

06/11/2012: Tomas Staat Op, Studio Brussel.

— Panel debates (selection).

04/05/2021: **Hearing Belgian Federal Parliament** (commission of social affairs) on the activation of the long-term sick.

26/04/2021: **Hearing Flemish Parliament** (commission of institutional affairs) on homogeneous labour market policy.

30/04/2020: **Hearing Flemish Parliament** (commission of work and economics) on economic reliance after the coronacrisis (virtual meeting).

14/11/2019: **Hearing Belgian Federal Parliament** (commission of social affairs) on the Belgian system of social security (Brussels, Belgium).

8/11/2019: **NxtGen panel at Leaders Meeting in Paris** (Paris, France).

16/01/2019: **Hearing Belgian Federal Parliament** (commission of social affairs) on labour time reduction (Brussels, Belgium).

18/06/2019: Panel debate yearly socio-economic situation sketch East-Flanders (Province of East Flanders, Aalst, Belgium).

14/06/2019: Panel debate spring seminar public employment service of Flanders, division of East Flanders (VDAB, Ghent, Belgium).

14/03/2019: Panel debate launch book "Gigantisme" (Geert Noels, Bornem, Belgium).

16/01/2019: **Hearing Belgian Federal Parliament** (commission of social affairs) on labour time reduction (Brussels, Belgium).

23/04/2018: Panel debate yearly congress of Flemish university colleges (VLHORA, Brussels, Belgium).

20/04/2018: Panel debate 80 years of Flemish Association of Students (VVS, Brussels, Belgium).

25/10/2017: Panel debate Flanders' Chamber of Commerce and Industry (East-Flanders) on co-working in a multicultural world (Ghent, Belgium).

04/07/2017: **Hearing Belgian Federal Parliament** (commission of emancipation) on gender and employment (Brussels, Belgium).

22/06/2017: **Hearing Flemish Parliament** (commission of work and economics) on labour market discrimination (Brussels, Belgium).

18/05/2017: Panel debate UGent Postdoc Community about networking in research (Ghent, Belgium).

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 (selection).

13/06/2019: Woodwize (Brussels, Belgium).

04/06/2019: Itinera Event: Arbeid 2.0 (Brussels, Belgium).

06/04/2019: Gewoon-doe-dag Open Vld (Brussels, Belgium).

27/03/2018: Veranderende Werelden (Ghent, Belgium).

15/06/2017: Department of Work (City of Ghent) Lunch Meetings (Ghent, Belgium).

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).

6. Academic services experience

- 2020 –: Member of the Flemish Relaunch Committee.

I have been one of the six independent experts who, as a relaunch committee, assist the Flemish Government in the relaunch of the economy following the corona crisis.

- 2019: Member of the expert pool on 'Economics, business economics and management' of the Research Foundation—Flanders (FWO).
- 2017 –: Member of the **Belgian Wage Indexation Commission**.
- 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 – 2016: 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.