

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: 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: **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-Lodewijkcollege 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.
 - 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).*
 - Seminar Paper: Labour Economics** (2015 – ...; Bachelor of Science in Economics).*
 - Research Seminars in the Social Study of Migration and Refugees** (2017 – ...; 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.
- 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).

5. Academic research experience

5A. Academic research experience: Research output

— Publications in journals available in the Web of Science.

1. Baert, S., Verhaest, D. (in press): *Work Hard or Play Hard? Degree Class, Student Leadership and Employment Opportunities*. **Oxford Bulletin of Economics and Statistics**.
2. Baert, S., Lippens, L., Moens, E., Sterkens, P., Weytjens, J. (in press): *How Do We Think the COVID-19 Crisis Will Affect Our Careers (If Any Remain)?* **Plos One**.
3. Baert, S., Van der Straeten, G. (in press): *Secondary School Success in Times of Parental Divorce*. **Family Relations**.
4. 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.
5. Caers, R., Lales, K., Baert, S., De Feyter, T., De Couck, M. (In press): *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**. DOI: 10.1080/10803548.2019.1570720.
6. Tobback, I., Verhaest, D., Baert, S. (2020): *Student access to apprenticeships: Evidence from a vignette experiment*. **Industrial Relations**, 3, 435-465.
7. 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.
8. 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.
9. 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.
10. Amez, S., Baert, S. (2020): *Smartphone Use and Academic Performance: A Literature Review*. **International Journal of Educational Research**, 103, 1016182.
11. 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.
12. Fumarco, L., Baert, S., Sarracino (2020): *Younger, dissatisfied, and unhealthy – Relative age in adolescence*. **Economics & Human Biology**, 37, e100858.
13. Baert, S., Vujić, S., Amez, S., Claeskens, M., Daman, T., Maeckelberghe, A., Omeij, E., De Marez, L. (2020): *Smartphone Use and Academic Performance: Correlation or Causal Relationship?* **Kyklos**, 73, 22–46.
14. 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.
15. 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.
16. De Meyere, A., Vanruymbeke, W. (2020): *Player Dismissal and Full Time Results in the UEFA Champions League and Europa League*. **International Journal of Sport Finance**, 15, e3.
17. Neyt, B., Omeij, 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.
18. Neyt, B., Vandenbulcke, S., Baert, S. (2019): *Are Men Intimidated by Highly Educated Women? Undercover on Tinder*. **Economics of Education Review**, 73, e101914.
19. Cockx, B., Picchio, M., Baert, S. (2019): *Modeling the Effects of Grade Retention in High School*. **Journal of Applied Econometrics**, 34, 403–424.
20. 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.

21. Baert, S., Matthijs, H., Verdievel, I. (2019): Voting with your wallet? Municipal budget policy and election results. **Plos One**, 14, e0221619.
22. 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.
23. 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.
24. 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.
25. Baert, S., Verhaest, D. (2019): Unemployment or Overeducation: Which is a Worse Signal to Employers? **Economist**, 167, 1–21.
26. Fumarco, L., Baert, S. (2019): Relative age effect on European adolescents' social network. **Journal of Economic Behavior & Organization**, 168, 318–337.
27. 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.
28. Verhaest, D., Baert, S. (2018): The Early Labour Market Effects of Vocational Higher Education: Is There a Trade-off? **Empirical Economics**, 55, 1229–1270.
29. Baert, S., Vujić, S. (2018): Does it Pay to Care? Volunteering and Employment Opportunities, **Journal of Population Economics**, 31, 819–836.
30. Baert, S., van der Klaauw, B., van Lomwel, G. (2018): The Effectiveness of Medical and Vocational Interventions for Reducing Sick Leave of Self-Employed Workers. **Health Economics**, 27, E119–152.
31. 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.
32. Baert, S. (2018): Hiring a gay man, taking a risk? A lab experiment on employment discrimination and risk-aversion. **Journal of Homosexuality**, 65, 1015–1031.
33. Detollenaere, J., Willems, S., Baert, S. (2018): The association between cultural distance and migrants' self-rated health. **European Journal of Health Economics**, 19, 257–266.
34. Baert, S., De Meyer, A.-S., Moerman, Y., Omeij, E. (2018): Does Size Matter? Hiring Discrimination and Firm Size. **International Journal of Manpower**, 39, 550–566.
35. Van Borm, H., Baert, S. (2018): What Drives Hiring Discrimination Against Transgenders? **International Journal of Manpower**, 39, 581–599.
36. Baert, S. (2018): Facebook profile picture appearance affects recruiters' first hiring decisions. **New Media & Society**, 20, 1220–1239.
37. Baert, S., Amez, S. (2018): No Better Moment to Score a Goal than Just Before Half Time? A Soccer Myth Statistically Tested. **Plos One**, 13, e0194255.
38. Deschacht, N., De Pauw, A.-S., Baert, S. (2017): Do Gender Differences in Career Aspirations Contribute to Sticky Floors? **International Journal of Manpower**, 38, 580–593.
39. Baert, S., Albanese, A., du Gardein, S., Ovaere, J., Stappers, J. (2017): Does Work Experience Mitigate Discrimination? **Economics Letters**, 155, 35–38.
40. 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.
41. Detollenaere, J., Willems, S., Baert, S. (2017): Volunteering, income and health. **Plos One**, 12, e0173139.
42. Baert, S., Marx, I., Neyt, B., Van Belle, E., Van Casteren, J. (2017): Student Employment and Academic Performance: An Empirical Exploration of the Primary Orientation Theory. **Applied Economics Letters**, 25, 547–552.
43. Baert, S., De Visschere, S., Schoors, K., Vandenberghe, D., Omeij, E., (2016): First Depressed, Then Discriminated Against? **Social Science & Medicine**, 170, 247–254.
44. 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.

45. Baert, S., Vujić, S. (2016): Immigrant Volunteering: A Way Out of Labour Market Discrimination? *Economics Letters*, 146, 95–98.
46. 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.
47. 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.
48. Baert, S., De Pauw, A.-S., Deschacht, N. (2016): Do Employer Preferences Contribute to Sticky Floors? *Industrial & Labor Relations Review*, 69, 714–736.
49. Baert, S. (2016): Wage Subsidies and Hiring Chances for the Disabled: Some Causal Evidence. *European Journal of Health Economics*, 17, 71–86.
50. 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.
51. Baert, S., Omeij, E. (2015): Hiring Discrimination against Pro-Union Applicants: The Role of Union Density and Firm Size. *Economist*, 163, 263–280.
52. Baert, S., Verhaest, D., Vermeir, A., Omeij, E. (2015): Mister Sandman, Bring Me Good Marks! On the Relationship Between Sleep Quality and Academic Achievement. *Social Science & Medicine*, 130, 91–98.
53. 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.
54. Baert, S., Verhofstadt, E. (2015): Labour market discrimination against former juvenile delinquents: evidence from a field experiment. *Applied Economics*, 47, 1061–1072.
55. Baert, S., De Pauw, A.-S. (2014): Is Ethnic Discrimination due to Distaste or Statistics? *Economics Letters*, 125, 270–273.
56. Baert, S., Heylen, F., Isebaert, D. (2014): Does homeownership lead to longer unemployment spells? The role of mortgage payments. *Economist*, 162, 263–286.
57. 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.
58. Baert, S., Cockx, B., Verhaest, D. (2013): Overeducation at the Start of the Career: Stepping Stone or Trap? *Labour Economics*, 25, 123–140.
59. 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.
60. 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.

1. Lippens, L., Baert, S., Ghekiere, A., Verhaeghe, P.-P., Deros, E. (2020): Is Labour Market Discrimination against Ethnic Minorities Better Explained by Taste or Statistics? A Systematic Review of the Empirical Evidence. IZA Discussion Paper Series, 13514.
2. Sterkens, P., Baert, S., Rooman, C., Deros, E. (2020): As If It Weren't Hard Enough Already: Breaking down Hiring Discrimination Following Burnout. IZA Discussion Paper Series, 13512.
3. Baert, S., Picchio, M. (2020): A Signal of (Train)Ability? Grade Repetition and Hiring Chances. IZA Discussion Paper Series, 13229.
4. Baert, S., Lippens, L., Moens, E., Sterkens, P., Weytjens, J. (2020): The COVID-19 Crisis and Telework: A Research Survey on Experiences, Expectations and Hopes? IZA Discussion Paper Series, 13229.
5. Moens, E., Baert, S., Verhofstadt, E., Van Ootegem, L. (2019): Does Loneliness Lurk in Temp Work? Exploring the Associations between Temporary Employment, Loneliness at Work and Job Satisfaction. IZA Discussion Paper Series, 12865.
6. Amez, S., Vujić, S., De Marez, L., Baert, S. (2019): Smartphone Use and Academic Performance: First Evidence from Longitudinal Data. IZA Discussion Paper Series, 12862.

7. Sharipova, A., Baert, S. (2019): *Labour Market Outcomes for Cancer Survivors: A Review of the Reviews*. IZA Discussion Paper Series, 12856.
8. Van Borm, H., Burn, I., Baert, S. (2019): *What Does a Job Candidate's Age Signal to Employers?* IZA Discussion Paper Series, 12849.
9. Neyt, B., Verhaest, D., Baert, S. (2019): *The Impact of Internship Experience during Secondary Education on Schooling and Labour Market Outcomes*. IZA Discussion Paper Series, 12778.
10. Neyt, B., Baert, S., Vynckier, J. (2019): *Job Prestige and Mobile Dating Success: A Field Experiment*. IZA Discussion Paper Series, 12746.
11. Baert, S., Neyt, B., Siedler, T., Tobback, I., Verhaest, D. (2019): *Student Internships and Employment Opportunities after Graduation: A Field Experiment*. IZA Discussion Paper Series, 12183.
12. Neyt, B., Timmermans, E., Vandenbulcke, S., Baert, S. (2018): *What Makes You Swipe Right? Attractiveness, Personality, and Tinder Success*. Mimeo.
13. Baert, S., Neyt, B., Omeij, E., Verhaest, D. (2017): *Student Work, Educational Achievement, and Later Employment: A Dynamic Approach*. IZA Discussion Paper Series, 11127.
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.

— 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., Detollenaere, J. (2017): *Denk aan jezelf, engageer je als vrijwilliger*. *Christen-Democratische Reflecties*, 5(3), 45–53.
2. 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.
3. 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.
4. Baert, S. (2014): *Seksuele geaardheid, moederschap en de aanwervingskansen van vrouwen*. *Over.Werk*, 25(1), 8–13.
5. Baert, S., Groothaert, N., Omeij, E. (2014): *Fan van de vakbond, geen idool van de werkgever?* *Over.Werk*, 24(3), 53–57.
6. Baert, S., Omeij, E., Verhaest, D., Vermeir, A. (2014): *Slapen = studeren*. *Eos*, 31(6), 48–50.

7. Baert, S. (2014): *Functiebeperking bij sollicitatie reveleren, kansen op jobgesprek liquideren?* *Over.Werk*, 24(1), 74–79.
8. Baert, S., Cockx, B. (2013): *Zuiver etnische verschillen in school- en eerste arbeidsmarktuitskomsten: wanneer ontstaan ze?* *Over.Werk*, 23(3), 60–65.
9. Baert, S. (2013): *Yilmaz moet vaker overzitten dan Jan omdat hij allochtoon is. Hoezo?* *Impuls*, 44(2), 74–78.
10. 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.
11. 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., Bouteeca, 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).

2017 – ...: PhD supervisor of Simon Amez, funded by the Research Fund of Ghent University.

2017 – ...: **PhD supervisor of Hannah Van Borm, funded by the Research Fund of Ghent University.**

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.**

2019 – ...: **PhD supervisor of Louis Lippens, funded by Research Foundation – Flanders.**

2020 – ...: **PhD supervisor of Joey Wuyts, funded by Research Foundation – Flanders.**

2020 – ...: **PhD supervisor of Axana Dalle, funded by Research Foundation – Flanders.**

Member of the PhD guidance committee of Marieke Carpentier (2016 – ...), Ilse Tobback (as **co-supervisor**; 2017 – ...), Sarah Derdelinckx (2018 – ...), Abel Ghekiere (as **co-supervisor**; 2019), and Claudia Rooman (as **co-supervisor**; 2019).

— Editor assignments.

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

2016 – ...: **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**, *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 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.

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.

- 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.

2017: *Member of the **Best Poster Award Committee of the 29th 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 100 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.*

22/05/2019: *'Campagnewatcher: Koopkracht', tijd.be.*

05/05/2019: *'Hoeveel jobs moet u nu naar het stemhokje meenemen?', vrtnws.be.*

10/05/2019: *'Campagnewatcher: Gelijkgesteld', [De Tijd](http://DeTijd.be), p. 11.*

25/04/2019: *'Campagnewatcher: Trampoline', [De Tijd](http://DeTijd.be), p. 10.*

17/04/2019: *'Peeters' nieuwbouw verdient meer respect', [De Standaard](http://DeStandaard.be), p. 34.*

27/03/2019: *'Beste politici, wie ga je meer loon naar werk geven?', vrtnws.be.*

22/03/2019: *'Campagnewatcher: Sciencefiction', [De Tijd](http://DeTijd.be), p. 9.*

26/02/2019: *'Werken moet meer lonen, ook voor allochtonen', [De Tijd](http://DeTijd.be), p. 12.*

12/02/2019: *'Het sociaal overleg is momenteel een vergeetput, tijd voor een "position switch", vrtnws.be.*

21/01/2019: *'Met hun RSZ-voorstel lachen de profclubs Maggie De Block in het gezicht uit', Knack.be.*

09/01/2019: *'Versnelde degressiviteit werkloosheidsuitkering: overweeg het N-VA-voorstel', Knack.be.*

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.*

18/11/2018: *'Ook in Vlaanderen moet de werkzaamheidsgraad omhoog', Knack.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"', *vrtvws.be*.

22/10/2018: 'Praktijktesten: contouren van een compromis', *De Standaard*, p. 30.

12/10/2018: 'Schaf het fiscale gunstregime voor voetballers af', *De Morgen*, p. 31.

03/10/2018: 'Werkende mensen moeten meer in de watten gelegd worden', *Knack.be*.

25/09/2018: 'Langer werkloos, meer uitkering? Laat ons ernstig blijven', *De Tijd*, p. 10.

12/09/2018: 'Taxshift is meer dan het aantal gecreëerde banen', *De Tijd*, p. 12.

04/09/2018: 'Schepenen van werk, sla de hand aan de ploeg', *De Standaard*, p. 36.

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.

25/07/2018: 'Een arbeidsdeal die werkt', *De Standaard*, p. 25.

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

14/06/2018: 'Michel I, zet nu eens dat janusmasker af', *De Tijd*, p. 10.

29/05/2018: 'Lijst van zware beroepen opstellen? Da's niet zwaar', *De Standaard*, p. 30.

25/05/2018: 'Stop met elkaar de les te spellen over de tewerkstelling van migranten', *De Tijd*, p. 10.

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

30/03/2018: 'Zwaar beroep voor iedereen helpt niemand', *De Tijd*, p. 12.

02/03/2018: 'Koppel het minimumloon aan het opleidingsniveau', *De Standaard*, p. 34.

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

13/02/2018: 'Minder werken voor zelfde loon is sciencefiction', *De Tijd*, p. 12.

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

25/01/2018: 'De economie vraagt om een ander migratiebeleid', *De Standaard*, p. 42.

11/01/2018: 'Beperk uitkeringen niet in de tijd', *De Tijd*, p. 10.

08/01/2018: 'Onze arbeidsmarkt verdient al die hoera's niet', *De Standaard*, p. 26.

04/12/2017: 'Waarop wachten werkgevers?', *De Standaard*, p. 30.

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

30/10/2017: 'Driedubbele aanval op de werkloosheid', *De Standaard*, p. 30.

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

06/09/2017: 'Langer werken? Niet zonder duidelijkheid', *De Standaard*, p. 36.

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.

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

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.

11/09/2014: 'Hogeschoolstudenten goedkoper?', *De Standaard*, p. 43.

21/10/2014: 'Na het politieke steekspel: hoe meer personen van vreemde afkomst aan het werk krijgen?', *Knack.be*.

21/05/2014: 'Een goed cv verhoogt de jobkansen, maar niet voor iedereen evenveel', *De Morgen*, p. 10.

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

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

15/04/2020: '100.000 Belgen dreigen job te verliezen door coronacrisis', *De Tijd*, p. 1.

03/04/2020: 'Half miljoen Vlamingen vrezen voor job', *Het Laatste Nieuws*, p. 1.

22/02/2020: 'Nog een moment, beste kiezer', *De Tijd*, p. 22.

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

28/01/2020: 'Aantal bruggepensioneerden daalt met kwart in jaar tijd', *De Tijd*, p. 1.

26/06/2019: 'Factchecker', *Knack*, p. 44.

06/03/2019: 'De regering-Michel heeft gefaald', *Knack*, p. 54.

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.

13/08/2018: 'Noch noch halb so viele Belgier in Frühpension', *Grenz Echo*, p. 5.

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

28/07/2018: 'Werkloze heeft 1.702 euro per maand. Of maar 539 euro', *Gazet van Antwerpen*, p. 10.

27/07/2018: 'Arbeidsdeal maakt mensen armer', *De Standaard*, p. 30.

26/07/2018: 'Het huiswerk van Peeters', *De Standaard*, p. 10.

26/07/2018: 'De budgettaire gok in de arbeidsdeal', *De Tijd*, p. 6.

25/07/2018: 'Werkloosheidsuitkering gaat sneller dalen', *Het Nieuwsblad*, p. 8.

25/07/2018: 'Rekent Michel zich te snel rijk?', *De Standaard*, p. 4.

25/07/2018: 'Hoezo? Zit niet iedereen op ons te wachten?', *Knack*, p. 52.

25/07/2018: 'Een akkoord met losse eindjes', *De Tijd*, p. 4.

25/07/2018: 'Arbeidsdeal is half werk', *Het Laatste Nieuws*, p. 3.

20/07/2018: 'Deal van half miljard', *Het Belang van Limburg*, p. 2.

19/07/2018: 'Prikkelingen met uitkeringen', *De Morgen*, p. 4.

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: 'Nog steeds ijzige sfeer in regering: frustratie tussen alle coalitiepartners bij opmaak begroting', *newsmonkey.be*.

18/07/2018: 'CD&V laat taboe varen: lang werkloos, sneller minder geld', *De Morgen*, p. 8.

18/07/2018: 'Vier jaar geblokkeerd, nu plots een opening', *Het Laatste Nieuws*, p. 2.

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

17/07/2018: 'Carrefour geeft extra geld voor opleiding na brugpensioen', *Het Laatste Nieuws*, p. 2.

17/07/2018: 'Peeters wil extra opleiding afdwingen bij outplacement', *De Morgen*, p. 6.

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.

04/05/2018: 'Ondanks premie: Niemand wil job geven aan langdurig werklozen', *Het Nieuwsblad*, p. 1.

06/04/2018: 'La paternité est-elle dommageable sur votre CV?', *La Nouvelle Gazette*, p. 40.

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

29/03/2018: 'Mythes en wetenschap', *Trends*, p. 83.

06/02/2018: 'Brugpensioen nooit zo snel gekrompen', *De Tijd*, p. 1.

19/01/2018: 'Voor het eerst werkt helft van 55-plussers', *De Tijd*, p. 1.

12/01/2018: 'Experts: "Mystery calls zijn inefficiënt"', *Het Nieuwsblad*, p. 1.

11/01/2018: 'Aandeel tijdelijke jobs stijgt fors', *De Morgen*, 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.

09/01/2018: 'Les étudiants scotchés à leur smartphone obtiennent de moins bonnes notes selon une Étude', *La Capitale.be*.

09/01/2018: 'Trop de smartphone, notes en baisse', *L'Avenir*, 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).

— Mentions in international press (selection).

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!', *economictimes.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 250 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: *Journal*, één.

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

24/11/2019: *De Zevende Dag*, één.

27/06/2019: *De Afspraak*, Canvas.

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

11/06/2019: *De Afspraak*, Canvas.

11/06/2019: *De Ochtend*, Radio 1

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

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

07/06/2019: *De Ochtend*.

17/05/2019: *De Afspraak op Vrijdag*, Canvas.

15/05/2019: *De Afspraak*, Canvas.

30/04/2019: *Bij Debecker*; Radio 1.

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

29/04/2019: *Nieuws*, Qmusic; Joe; Nostalgie.

17/04/2019: *Nieuws*, vtm.

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

11/04/2019: *Fiftyfifty*, Radio 1.

07/03/2019: *Nieuws*, Qmusic; Joe; Nostalgie.

06/03/2019: *Z-Nieuws*, Kanaal Z.

06/03/2019: *De Ochtend*, Radio 1.

06/03/2019: *Nieuws*, Qmusic; Joe; Nostalgie.

28/02/2019: *Nieuws vtm*.

26/02/2019: *Terzake*, Canvas.

26/02/2019: *Z-Nieuws*, Kanaal Z.

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

16/02/2019: *Nieuws*, Qmusic; Joe; Nostalgie.

28/01/2019: *Bij Debecker*, Radio 1.

23/01/2019: *Bij Debecker*, Radio 1.

23/01/2019: *De Ochtend*, Radio 1.

16/02/2019: *Nieuws*, Qmusic; Joe; Nostalgie.

20/12/2018: *Nieuws*, Radio 1; Radio 2; *Studio Brussel*; MNM.

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

11/12/2018: *Terzake, Canvas.*

15/11/2018: *Bij Debecker, Radio 1.*

14/11/2018: *Van Gils & Gasten, één.*

24/10/2018: *De Ochtendshow, MNM.*

19/09/2018: *Nieuws, AVS.*

19/09/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

11/09/2018: *Bij Debecker, Radio 1.*

31/08/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

20/08/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

14/08/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

10/08/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

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

25/07/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

18/07/2018: *De wereld vandaag, Radio 1.*

25/06/2018: *Z-Nieuws, Kanaal Z.*

05/06/2018: *Terzake, Canvas.*

05/06/2018: *Nieuws, Radio 2 Oost-Vlaanderen.*

05/06/2018: *Nieuwe Feiten, Radio 1.*

05/06/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

24/05/2018: *Hautekiet, Radio 1.*

17/05/2018: *Nieuwe Feiten, Radio 1.*

10/04/2018: *Nieuws, vtm.*

08/04/2018: *Journaal, één.*

08/04/2018: *Nieuws, vtm.*

08/04/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

08/04/2018: *De Ochtend, Radio 1.*

08/04/2018: *Nieuws, Radio 1; Radio 2; Studio Brussel; MNM.*

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

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

08/04/2018: *Hautekiet, Radio 1.*

09/03/2018: *Nieuws, vtm.*

09/03/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

09/03/2018: *De Ochtend, Radio 1.*

09/03/2018: *Nieuws, Radio 1; Radio 2; Studio Brussel; MNM.*

07/03/2018: *Hautekiet, Radio 1.*

08/01/2018: *Van Gils & Gasten.*

08/01/2018: *Journaal, één.*

08/01/2018: *Nieuws, vtm.*

08/01/2018: *Nieuws, AVS.*

08/01/2018: *Nieuws, Qmusic; Joe; Nostalgie.*

08/01/2018: *De Ochtend, Radio 1.*

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

08/01/2018: *Nieuws, Radio 1; Radio 2; Studio Brussel; MNM.*

05/12/2017: *Nieuws, Radio 2 Oost-Vlaanderen.*

05/12/2017: *Hautekiet, Radio 1.*

31/10/2017: *Z-Nieuws, Kanaal Z.*

31/10/2017: *Nieuws, Qmusic; Joe; Nostalgie.*

14/10/2017: *Nieuws, Radio 1; Radio 2; Studio Brussel; MNM.*

14/10/2017: *De Ochtend, Radio 1.*

27/09/2017: *Nieuws, Qmusic; Joe; Nostalgie.*

27/09/2017: *Z-Nieuws, Kanaal Z.*

10/09/2017: *De Zevende Dag, één.*

04/09/2017: *Hautekiet, Radio 1.*

01/07/2017: *Bonus, Radio 1.*

21/03/2017: *Hautekiet, Radio 1.*

21/03/2017: *Nieuws, Radio 1; Radio 2; Studio Brussel; MNM.*

21/03/2017: *Nieuws, Qmusic; Joe; Nostalgie.*

22/11/2016: *De Ochtend, Radio 1.*

22/11/2016: *Nieuws, Q-music.*

21/11/2016: *Van Gils & Gasten, één.*

10/11/2016: *Radio 2 Oost-Vlaanderen, Radio 2.*

09/09/2016: *Hautekiet, Radio 1.*

30/05/2016: *Hautekiet, Radio 1.*

17/05/2016: *Nieuws, AVS.*

17/05/2016: *Nieuws, Q-music.*

17/05/2016: *Nieuws, Radio 2.*

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

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

07/04/2016: *Nieuws, AVS.*

06/04/2016: *Nieuws, Radio 1; Radio 2; Studio Brussel; MNM.*

06/04/2016: *Nieuws, Q-music.*

04/01/2016: *Nieuws en co, NPO Radio 1 (NL).*

04/01/2016: *Nieuws, 3FM (NL).*

04/01/2016: *NOS op 3, NPO 3 (NL).*

04/01/2016: *Nieuws, Q-music; Joe FM.*

04/01/2016: *Nieuws, Radio 1; Radio 2; Studio Brussel; MNM.*

04/01/2016: *Journaal, één.*

04/01/2016: *Nieuws, vtm.*

03/12/2015: *Radio 2 Oost-Vlaanderen, Radio 2.*

01/10/2015: *Nieuws, Q-music.*

09/07/2015: *Nieuws, vtm.*

09/07/2015: *Nieuws, Q-music; Joe FM.*

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 (selection).

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).

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 – ...: 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.