

# Morien El Haj

Doctoral Researcher in Labour Economics

Ghent University, Department of Economics, Sint-Pietersplein 6, 9000 Gent, Belgium  
morien.elhaj@ugent.be • ResearchGate: morien\_el\_haj • LinkedIn: morienelhaj

## 1. Experience

### 1.1. Research experience

- 22–           **Doctoral Researcher**, Ghent University [BE]  
– Evaluating parenthood discrimination in the labour market  
– Supervisors: Prof. Dr. Ir. Stijn Baert, Prof. Dr. Elsy Verhofstadt, Prof. Dr. Luc Van Ootegem  
– Co-supervised eight master's theses
- 2026           **Guest Researcher**, WZB Berlin Social Science Center [DE]  
– At the Research Professorship “Work, Family and Social Inequality”, led by Prof. Dr. Lena Hipp

### 1.2. Teaching experience

- 22–           **Teaching Assistant**, Ghent University [BE]  
– Lecturer in **Research Methods for Business III** (Economics, FEB, UGent)  
– Co-lecturer in **Research Methods for Business II** (Economics, FEB, UGent)  
– Assistant in **Statistics for Business II** (Economics, FEB, UGent)

## 2. Education

- 2022           **Master of Science (MSc) in Business Economics** (cum laude), Ghent University  
2021           **Master of Science (MSc) in Business Administration** (magna cum laude), Ghent University  
2020           **Bachelor of Science (BSc) in Business Administration** (magna cum laude), Ghent University

## 3. Awards

- 2021           **Best student Business Administration** (major Management and IT) over the full four-year programme

## 4. Selected publications

### 4.1. Publications in international peer-reviewed journals

- El Haj, M., Dalle, A., Lippens, L., & Baert, S. (2026). How do employers view applicants with and without children? *Journal of Marriage and Family*, 88(1), 192–212. <https://doi.org/10.1111/jomf.70008>

### 4.2. Discussion papers

- El Haj, M., Moens, E., Verhofstadt, E., Van Ootegem, L., & Baert, S. (2026). *How job attractiveness is shaped by employer-provided childcare arrangements* (IZA Discussion Paper No. 18430). <https://docs.iza.org/dp18430.pdf>
- El Haj, M., Dalle, A., Verhofstadt, E., Van Ootegem, L., & Baert, S. (2025). *Chances or choices? How we think parenthood shapes our own and others' careers* (IZA Discussion Paper No. 17995). <https://docs.iza.org/dp17995.pdf>
- D'hert, L., El Haj, M., & Baert, S. (2025). *Couldn't care less? Understanding and reducing the hiring penalty of care-related career breaks* (IZA Discussion Paper No. 18292). <https://docs.iza.org/dp18292.pdf>
- El Haj, M., Baert, S., Van Ootegem, L., Verhofstadt, E., & Lippens, L. (2024). *Fertility, pregnancy, and parenthood discrimination in the labour market: A systematic review* (IZA Discussion Paper No. 17435). <https://docs.iza.org/dp17435.pdf>

### 4.4. Work in progress

- El Haj, M., Geluykens, E., Baert, S. & Hipp, L. Who cares? How presumed care intensity shapes the hireability of mothers and fathers. [\[preregistration\]](#)
- El Haj, M., Decuyper, J., Moens, E., Baert, S., & Verhofstadt, E. Mind the M's: A review of the implications of menstruation, maternity, and menopause for work performance and attendance.

## 5. Academic activities

### 5.1. International conference presentations

- 2026      **RES 2026 Annual Conference** (speaker + poster, July 2026, Newcastle [UK])\*; **16<sup>th</sup> Conference of the European Society for Ecological Economics** (speaker, July 2026, Ghent [BE])\*
- 2024      **Young Economists' Meeting 2024** (speaker, May 2024, Brno [CZ])

### 5.2. National conference presentations

- 2025      **19<sup>th</sup> Belgian Day for Labour Economists** (speaker, May 2025, Brussels [BE]), **UGent FEB Research Day 2025** (speaker + poster, May 2025, Ghent [BE])

### 5.3. Refereeing

Ad hoc referee since 2023: *De Economist*, *Gender Issues*, *Journal of Demographic Economics*, **Socio-Economic Review**

## 6. Outreach

### 6.1. Research communication

- Belgian media    News broadcasts: **VRT NWS journaal**; newspaper articles: **De Morgen**, **De Standaard**, **De Tijd**, *Gazet van Antwerpen*, *Het Belang van Limburg*, **Het Laatste Nieuws**, **Het Nieuwsblad**; radio interviews: *JOE*; professional magazines: *Humo*, **Trends**, #ZigZagHR
- Social media    *HERuitgevonden* podcast\*, research briefs on research findings (see [example](#) in NL), policy briefs on various labour market issues (see [example](#) in NL)
- Workshop        Day of Science 2025 ("Dag Van de Wetenschap")

### 6.2. Invited talks

- 2026      **WZB Talk** (speaker, January 2026, Berlin [DE]), launch event *HERuitgevonden* podcast (speaker, June 2026, Leuven [BE])\*
- 2025      Monthly gathering of female academics at Ghent University (speaker, November 2025, Ghent [BE])