

Mark BRYAN

Contact Details

Institute for Social and Economic Research (ISER)
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Professional Experience

- 2008 - date Senior Research Fellow
Institute for Social and Economic Research (ISER), University of Essex.
- 2004 - 2008 Chief Research Officer
Institute for Social and Economic Research (ISER), University of Essex.
- 2000 - 2004 Senior Research Officer
Institute for Social and Economic Research (ISER), University of Essex.
- January - Visiting Scholar
July 2002 Economics Program, Research School of Social Sciences, Australian National University

Education

- 2005 PhD Economics, "Essays in Labour Market Behaviour", University of Essex.
- 1999-2000 MSc Economics (70 %), University of Warwick
- 1998-1999 Postgraduate Diploma Economics (72 %), University of Warwick
- 1985-1988 BSc (Hons) Electronic Engineering (First Class), University of Southampton.

Research Interests

Determinants and effects of training; working hours and flexible work; economics of housework and informal care; the low-paid labour market; the gender pay gap over the wage distribution; applied econometrics.

Publications in Refereed Journals

Bryan Mark L (2012), 'Access to Flexible Working and Informal Care', forthcoming, *Scottish Journal of Political Economy*.

Bryan Mark L and Sevilla-Sanz Almudena (2011), 'Does Housework Lower Wages? Evidence for Britain', *Oxford Economic Papers*, 63(1): 187-210.

Berthoud Richard and Bryan Mark L (2011), 'Income, Deprivation and Poverty: a Longitudinal Analysis', *Journal of Social Policy*, 40(1): 135-156.

Arulampalam Wiji, Booth Alison L and Bryan Mark L (2010), 'Are there Asymmetries in the Effects of Training on the Conditional Male Wage Distribution?', *Journal of Population Economics*, 23: 251-272

Bryan Mark L (2007), 'Workers, Workplaces and Working Hours', *British Journal of Industrial Relations*, 45(4): 735-759.

Arulampalam Wiji, Booth Alison L and Bryan Mark L (2007), 'Is There a Glass Ceiling over Europe? Exploring the Gender Pay Gap across the Wages Distribution', *Industrial and Labor Relations Review*, 60(2): 163–186.

Bryan Mark L (2007), 'Free To Choose? Differences in the Hours Determination of Constrained and Unconstrained Workers' *Oxford Economic Papers*, 59(2), 226–252.

Booth Alison L and Bryan Mark L (2007), 'Who Pays for General Training in Private Sector Britain?', *Research in Labor Economics*, 26:85–123.

Booth Alison L and Bryan Mark L (2005), 'Testing Some Predictions of Human Capital Theory: New Training Evidence from Britain', *Review of Economics and Statistics*, 87(2): 391-394.

Arulampalam Wiji, Booth Alison L and Bryan Mark L (2004), 'Training in Europe', *Journal of the European Economic Association*, 2(2–3): 346–360.

Arulampalam Wiji, Booth Alison L and Bryan Mark L (2004), 'Training and the New Minimum Wage', *The Economic Journal*, 114(494), pp C87-C96.

Booth Alison L and Bryan Mark L (2004), 'The Union Membership Wage Premium Puzzle: Is there a Free-Rider Problem?', *Industrial and Labor Relations Review*, 57(3), pp 401-421.

Book chapters

Bryan, Mark L (2011), 'Measuring Work: Prospects for Labour Market Research in *Understanding Society*', chapter 5 in McFall, S. L. & Garrington, C. (Eds.), *Early findings from the first wave of the UK's household longitudinal study*. Colchester: Institute for Social and Economic Research, University of Essex.

Booth Alison L and Bryan Mark L (2007), 'Minimum Wages, Training and the Distribution of Earnings', in *Inequality and Poverty Re-examined*, S.P. Jenkins and J. Micklewright (eds), Oxford University Press, Oxford, pp 250–267.

Other Publications

Bryan Mark L (2006), 'Analysing Working Time: Why Use Linked Employer-Employee Data?', in Bryson Alex, Forth John and Barber Catherine (eds), *Making Linked Employer-Employee Data Relevant to Policy*, DTI Occasional Paper No. 4, Department of Trade and Industry.

Bryan Mark L (2006), 'Assessing the National Minimum Wage', *Economic Review* (for A-level students), November, 24(2).

Discussion Papers

Bryan Mark L (2006), 'Paid Holiday Entitlements, Weekly Working Hours and Earnings in the UK', ISER Working Paper 2006-52, Colchester: University of Essex.

Research Reports

Bryan Mark L, Lloyd James, Rabe Birgitta, and Taylor Mark P (2011), 'Who Saves for Retirement?', London: Strategic Society Centre.

Bryan Mark L, Salvatori Andrea, and Taylor Mark P (2011), 'The Impact of the National Minimum Wage on Earnings, Employment and Hours through the Recession', report to the Low Pay Commission.

Bryan Mark L, Taylor Mark P and Veliziotis Michail (2010), 'Over-indebtedness in Great Britain: an analysis using the Wealth and Assets Survey and Household Annual Debtors Survey', report to the Department for Business, Innovation and Skills.

Blekesaune Morten, Bryan Mark L and Taylor Mark P (2008), 'Life-course events and later-life employment', Department for Work and Pensions Research Report No. 502.

Bryan Mark L and Taylor Mark P (2006), 'Identifying and explaining patterns of NMW receipt in Britain 1999-2004', Report to the Low Pay Commission.

Pudney Stephen E., Badillo Celia, Bryan Mark L, Burton Jonathan, Conti Gabriella and Iacovou Maria (2006), 'Estimating the Size of the UK Illicit Drugs Market', in *Measuring Different Aspects of Problem Drug Use: Methodological Developments*, Home Office Online Report 16/06, pp. 46-120.

Bryan Mark L and Taylor Mark P (2004), 'An Analysis of the Household Characteristics of Minimum Wage Recipients', Report to the Low Pay Commission.

Berthoud Richard, Bryan Mark L and Bardasi Elena (2004), 'The Dynamics of Deprivation: the relationship between income and material deprivation over time', London: Department for Work and Pensions.

Grants and Awards

'Flexible Working and Couples' Coordination of Time Schedules', £42,034 with from ESRC (with Almudena Sevilla-Sanz (PI)). January–December 2012.

'Understanding the impact of recession on labour market behaviour in Britain', £596,082 from ESRC (with Mark Taylor (PI), Carlos Carrillo Tudela, Melvyn Coles, Heather Laurie). October 2011–September 2014.

'Analysis of the Impact of the National Minimum Wage on Earnings, Employment and Hours through the Recession', £24,942 from the Low Pay Commission (with Andrea Salvatori (PI) and Mark Taylor). February–October 2011.

'Who Saves for Retirement?', £27,178 from Prudential (with James Lloyd, Birgitta Rabe and Mark Taylor). March–October 2011.

'Two Innovations in Drug Policy: A Cost-Benefit Analysis', £67,570 from the Open Society Institute (with Emilia Del Bono and Steve Pudney (PI)). January–October 2011.

'Analysis of Data from the Wealth and Assets Survey and the Household Annual Debtors Survey', £27,554 from the Dept for Business Innovation and Skills (with Mark Taylor). January 2010 –April 2010.

'Life chances and living standards across the new Europe', £388,532.07 from ESRC (RES-062-23-1455) (with Maria Iacovou (PI), Holly Sutherland, Peter Lynn, Stephen Jenkins, Richard Berthoud). July 2008–June 2011.

'Inflows and Outflows from the National Minimum Wage', £27246 from the Low Pay Commission (with Mark Taylor). December 2005-September 2006.

'Sizing the Market for Illicit Drugs', £96 000 from the Home Office (with Celia Badillo, Jon Burton, Gabriella Conti, Maria Iacovou and Steve Pudney (PI)). November 2004-April 2005.

‘Training in Europe: its Causes and Consequences’, £57 436 from the Leverhulme Trust, April 2002 – December 2003 (with Wiji Arulampalam and Alison Booth).

‘The Analysis of Household Characteristics of Minimum Wage Recipients Across the Income Distribution’, £9 900 from the Low Pay Commission (with Mark Taylor). January 2004-August 2004.

ESRC Studentship, 1999-2000.

Seminar and Conference Presentations

‘Assessment of Cross-National Differences using Survey Data: A Cautionary Note’

- Institute for Social and Economic Research (ISER), February 2010

‘Flexible Work and Informal Caring’

- Universitat Jaume I, Castellon, Spain, January 2009
- Institute for Social and Economic Research (ISER), April 2009
- National Institute of Economic and Social Research (NIESR), October 2009
- DIW Berlin, December 2009
- European Society for Population Economics Annual Conference, Essen, June 2010

‘Life-course Events and Later-life Employment’

- Institute for Social and Economic Research (ISER), February 2008
- ESF Forward Look workshop, Economic and Social Research Institute (ESRI), Dublin, November 2008.
- EHRC / Age Concern / Help the Aged Just Ageing seminar, London, October 2009.

‘Does Housework Lower Wages and Why? Evidence for Britain’

- University of Leicester, March 2007
- BHPS Research Conference, Institute for Social and Economic Research (ISER), July 2007.
- European Economic Association Congress, Budapest, August 2007.
- University of Sheffield, December 2007
- Keele University, May 2008
- European Society for Population Economics Annual Conference, June 2008
- 3rd ESRC Research Methods Festival, July 2008

‘Which Households Benefit from the National Minimum Wage?’

- Department of Trade and Industry seminar, London, March 2005.

‘Paid Holidays’

- Institute for Social and Economic Research (ISER), November 2004.
- European Association of Labour Economists – Society of Labor Economists World Conference, San Francisco, USA, June 2005.
- Work Pensions and Labour Economics (WPEG) Conference, University of York, July 2005.

‘Is There a Glass Ceiling over Europe? Exploring the Gender Pay Gap across the Wages Distribution’

- European Panel Users Network Conference, Colchester, July 2005.
- Institute for Social and Economic Research (ISER), November 2005.

‘Workers, Workplaces and Working Hours’

- Institute for Social and Economic Research (ISER), May 2004.
- Work and Pensions Economics Group Conference, Royal Holloway College, July 2004.
- European Association of Labour Economists (EALE) conference, Universidade Nova de Lisboa, Portugal, September 2004.
- Making Linked Employer-Employee Data Policy-Relevant: A DTI/PSI Workshop, London, September 2005.

‘The Dynamics of Deprivation: the Relationship between Income and Material Deprivation over Time’

- Department for Work and Pensions (DWP), April 2004 (with Richard Berthoud).

‘Are there Asymmetries in the Effects of Training on the Conditional Male Wage Distribution?’

- Institute for Social and Economic Research (ISER), November 2003.
- Royal Economics Society Conference, University of Wales, Swansea, April 2004.
- European Association of Labour Economists (EALE) conference, Universidade Nova de Lisboa, Portugal, September 2004.

‘Training in Europe’

- European Panel Users Network Conference, Colchester, July 2003.

‘Work-related Training and the New National Minimum Wage in Britain’

- Institute for Social and Economic Research (ISER), September 2002.
- Centre for Economic Performance (CEP), London School Economics, January 2003.
- Policy Studies Institute (PSI), January 2003.
- Royal Economics Society Conference, University of Warwick, April 2003.
- Work and Pensions Economics Group Seminar, London, January 2005.

‘Free To Choose? Differences in the Hours Determination of Constrained and Unconstrained Workers’

- Research School of Social Sciences (RSSH), Australian National University, March 2002.
- Melbourne Institute of Applied Economic and Social Research, June 2002.
- European Association of Labour Economists (EALE) conference, Université Paris 1, September 2002.

‘Correction for Sample Selection in Panel Data Models’

- Institute for Social and Economic Research (ISER), December 2001.

‘Who Pays for General Training? Testing Some Predictions of Human Capital Theory’

- Institute for Social and Economic Research (ISER), December 2001.
- Research School of Social Sciences (RSSH), Australian National University, March 2002.

- European Association of Labour Economists (EALE) conference, Université Paris 1, September 2002.

‘The Union Membership Wage Premium Puzzle: Is there a Free-Rider Problem?’

- Institute for Labour Research (ILR), University of Essex, June 2001.
- Education and Employment Economics Group (EEEG) conference, University of Leicester, July 2001.
- European Association of Labour Economists (EALE) conference, University of Jyväskylä, Finland, September 2001.
- Institute for Social and Economic Research (ISER), September 2003.
- Society of Labor Economists (SOLE) meetings, Toronto, September 2003.

‘How Freely Can Workers Adjust Their Hours? Evidence from the BHPS’

- Institute for Social and Economic Research (ISER), February 2001.

Referee Activities

American Economic Review, British Journal of Industrial Relations, *Economica*, Economics of Education Review, Economic Journal, Empirical Economics, European Economic Review, European Journal of Industrial Relations, Economic Inquiry, Industrial and Labor Relations Review, Industrial Relations Journal, International Journal of Manpower, Journal of Business and Economic Statistics, Journal of Economic Inequality, Journal of Economic Surveys, Journal of the European Economic Association, Journal of Industrial Relations, Journal of Labor Economics, Journal of the Royal Statistical Society Series A, Labour, Labour Economics, The Manchester School, Oxford Bulletin of Economics and Statistics, Oxford Economic Papers, Relations Industrielles / Industrial Relations, Scottish Journal of Political Economy, Southern Economic Journal, Working Papers on the Reconciliation of Work and Welfare in Europe.

Grant applications for: Economic and Social Research Council (ESRC), Hong Kong Research Council (HKRC), Nuffield Foundation.

Teaching

Panel Data Methods (half module), MSc Applied Economics and Data Analysis, 2012–date.

Course instructor, ‘Panel Data Analysis of Microdata’, Essex Summer School in Social Science Data Analysis, 2006–date, University of Essex.

Graduate Teaching Assistant, Masters-level Econometric Methods and Applications, 2004–2006, University of Essex.

Teaching Assistant, Essex Summer School in Social Science Data Analysis and Collection, 2005, University of Essex.

PhD Supervision

Francesco D’Amuri (labour markets), Serkos Manoukian (household formation), Michail Veliziotis (trade unions).

Second supervisor to: Celia Badillo Bautista (social programmes in Mexico), Marta Favara (adolescent behaviour and gender), Jenny Gryzelius (labour markets and health), Rafael Novella (family and development economics).

Memberships

European Association of Labour Economists
Royal Economics Society
Society of Labor Economists

Consultancy and other outside activities

Participation in Experts Meeting to advise on the measurement of training for the OECD Programme for the International Assessment of Adult Competencies (PIAAC), OECD, Paris, 9-10 October 2006

One week training course in Panel Data Analysis, given to policy analysts and academics, Thai National Statistics Office, Bangkok, 22-26 September 2008.

Other responsibilities

2007 – 2008: Leader of “Education, Human Capital and Work” topic consultation for design of *Understanding Society* (UK Household Longitudinal Survey)

2009 – date: Deputy Director of ESRC-funded Research Centre on Micro-Social Change

2010 – date: Convenor of ISER Work Research Group

Member of Programme Committee, European Society for Population Economics Annual Conference, 2009

Other Employment

Summer 1999	Temporary Economic Assistant, Government Economic Service NHS Executive, Leeds
1993 - 1998	Electronics Project Engineer Pektron plc, Derby
1990 – 1993	Senior Technical Translator Atlantique Traduction, Nantes, France
1988 - 1990	Development Engineer Sieger Ltd., Poole, Dorset