

Silvia Avram (savram@essex.ac.uk)

Research Interests

Income and labour market inequalities, relative poverty and deprivation; impact of social and fiscal policies on individual and household welfare, the low-paid labour market

Employment

2021 - Present	Senior Research Fellow, ISER, University of Essex
2014 -2021	Research Fellow, ISER, University of Essex
2011-2014	Senior Research Officer, ISER, University of Essex
2008-2009	Research Assistant, European University Institute

Education

2013 PhD in Political and Social Sciences, European University Institute, Florence, Italy
Dissertation: Economic disadvantage in Central and Eastern Europe. What Difference Does Social Assistance Make?
Jury: Martin Kohli (supervisor), Chris De Neubourg (co-supervisor), Fabrizio Bernardi, Jonathan Bradshaw

2009 Visiting researcher at the Centre for the Study of Poverty and Inequality, Stanford University

2007 Master in Research, Department of Political and Social Sciences, European University Institute, Florence, Italy

2006 Master in Social Policy, Katholieke Universiteit Leuven, Belgium (summa cum laude)

2005 BA in Sociology (Major) and Political Science (Minor), National School of Political Science and Administration, Bucharest, Romania

Work in progress

Commuting and gender differences in job opportunities (with Susan Harkness)

The role of taxes and benefits in shaping gender income inequality after union dissolution. A comparative study of 12 European Countries (with Daria Popova)

How has gender income inequality in Ireland and the UK changed and why? (with Karina Doorley, Claire Keane and Daria Popova)

Can a high minimum wage erase the gender pay gap among the low paid? The impact of the National Living Wage on gender pay gaps in the UK (with Susan Harkness)

Do minimum wages harm the progression of minimum wage workers? (with Susan Harkness)

Publications in peer reviewed journals

Avram Silvia, Susan Harkness, Daria Popova (2024), Gender and Parenthood Differences in Job Mobility and Pay Progression in the UK, *Social Forces*, early online access, <https://doi.org/10.1093/sf/soae068>

Avram Silvia (2022), Unstable jobs and time out of work, *Socio-Economic Review*, Vol.20 (3), pp. 1151-1171.

Avram, Silvia (2022), 'Do workers like employer driven flexibility? Experimental evidence on work and pay uncertainty and willingness to work', *European Journal of Work and Organizational Psychology*, Vol. 31 (5), pp. 685-697.

Avram Silvia, Mike Brewer, Paul Fisher, Laura Fumagalli (2022), Household Earnings and Income Volatility in the UK, 2009-2017, *Journal of Economic Inequality*, Vol. 20 (2), pp. 345-369.

Avram Silvia, Daria Popova (2022), 'Do taxes and transfers reduce gender income inequality? Evidence from eight European welfare states', *Social Science Research*, Vol. 102, Article 102644

Avram Silvia, Mike Brewer, Andrea Salvatori (2018), 'Can't work or won't work: Quasi-experimental evidence on work search requirements for single parents', *Labour Economics*, Vol. 51(1), pp. 63-85

Avram Silvia (2018), 'Who benefits from the "hidden welfare state"? The distributional effects of personal income tax expenditure in six countries', *Journal of European Social Policy*, Vol 28(3), pp. 271-293

Avram Silvia (2016), 'Social Assistance Performance in Central and Eastern: A Pre-transfer Post-transfer Comparison', *Journal of European Social Policy*, Vol. 26(5), pp.428-441

Avram Silvia, Eva Militaru (2016), 'Interactions between policy effects, population characteristics and the tax-benefit system: An illustration using child poverty and child related policies in Romania and the Czech Republic', *Social Indicators Research*, Vol.128 (3), pp 1365-1385.

Avram Silvia, Horacio Levy, Holly Sutherland (2014), 'Income redistribution in the European Union', *IZA Journal of European Labor Studies*, Vol. 3 (22), pp. 1-29.

Dronkers, Jaap and Silvia Avram (2015), 'What can international comparisons teach us about school choice and non-governmental schools in Europe?', *Comparative Education*, Vol. 51 (1), 118-132

Avram Silvia and Jaap Dronkers (2011) 'School Sector Variation on Non-Cognitive Dimensions: Are Denominational Schools Different?', *Educational Research and Evaluation*, Vol. 17 (2), pp. 115-139

Dronkers Jaap and Silvia Avram (2010), "A cross-national analysis of the relations of school choice and effectiveness differences between private-dependent and public schools". *Educational Research and Evaluation*, 16(2), pp. 151-175;

Dronkers Jaap and Silvia Avram (2010), A Cross-national Analysis of the Relations between School Choice and Effectiveness Differences between Private-Independent and Public Schools, *Sociological Theory and Methods*, Vol. 2(2), pp.183-205

Dronkers Jaap and Silvia Avram (2009), Choice and Effectiveness of Private and Public Schools in seven countries. A reanalysis of three PISA data sets, *Zeitschrift für die Pädagogik*, Jahrgang 55(6), pp.895-909.

Edited books

Fran Bennet, Silvia Avram, Siobhan Austen (Eds) (2024), *A Research Agenda for Financial Resources within the Household*, Edward Elgar, Cheltenham.

Book chapters, working papers and reports

Avram Silvia, Daria Popova (2024), “Peering into the black box: Using micro-simulation to evaluate the gendered impact of taxes and transfers” in Fran Bennet, Silvia Avram, Siobhan Austen (Eds.), *A Research Agenda for Financial Resources within the Household*, Edward Elgar, Cheltenham, pp. 83-99.

Bennett Fran, Silvia Avram, Siobhan Austin (2024), “Introduction” in Fran Bennet, Silvia Avram, Siobhan Austen (Eds.), *A Research Agenda for Financial Resources within the Household*, Edward Elgar, Cheltenham, pp. 1-13.

Bernardo, C., Fiore A, Morais Maceira H., Mezza A., Mollard B., Nahrgang M., Reingardė J, Rioboo Leston I., Salanauskaitė L., Wildschut A., Francisco Carcelén C., Janečková H., Carpentier S., Linkevičiūtė J., Vaitkevičiūtė A., Popova D, Avram S., Elomäki A., Schratzenstaller M., *Evidence to Action: Gender equality and gender mainstreaming in the Covid-19 recovery*. Vilnius, European Institute for Gender Equality (EIGE).

Avram Silvia, Susan Harkness (2020), The NMW/NLW and progression out of minimum wage jobs in the UK, Final Report prepared for the Low Pay Commission, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/942609/Avram_Harkness_ISER_Essex_Bristol_Wage_progression_Dec_2020_FINAL.pdf

Avram Silvia (2020), Labour market flexibility and unemployment duration: evidence from the UK, *ISER Working Papers*, 2020-11, Colchester: University of Essex

Avram Silvia (2020), Zero-hours contracts: flexibility or insecurity? Experimental evidence from a low income population, *ISER Working Papers*, 2020-10, Colchester: University of Essex

Avram Silvia, Daria Popova (2020), Do welfare state taxes and transfers reduce gender income inequality? EUROMOD Working Papers, EM9/20, Colchester: University of Essex

Avram Silvia (2019), *Event history and survival analysis* in P. Atkinson, S. Delamont, A. Cernat, J.W. Sakshaug, & R.A. Williams (Eds.), *SAGE Research Methods Foundations*, <https://methods.sagepub.com/foundations/event-history-and-survival-analysis>.

Avram Silvia, Susan Harkness (2019), The impact of minimum wage upratings on wage growth and the wage distribution, Final Report prepared for the Low Pay Commission, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/852505/The_impact_of_minimum_wage_upratings_on_wage_growth_and_the_wage_distribution.pdf

Avram Silvia, Susan Harkness (2019), The NMW/NLW and progression out of minimum wage jobs in the UK, Final Report prepared for the Low Pay Commission, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/852506/The_NMW_NLW_and_progression_out_of_minimum_wage_jobs_in_the_UK.pdf

Avram Silvia, Mike Brewer, Paul Fisher, Laura Fumagalli (2019), Household Income Volatility in the UK, 2009-2017, *Understanding Society Working Paper 2019-07*, Colchester: University of Essex

Avram Silvia, Susan Harkness (2018), The NMW/NLW and progression out of minimum wage jobs in the UK, Interim report prepared for the Low Pay Commission, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/775201/The_NMW_and_NLW_and_progression_out_of_high_minimum_wage_jobs_in_the_UK_interim_report_ISER.pdf

Avram Silvia, Olga Canto (2017), Labour outcomes and family background: Evidence from the EU during the recession, *ISER Working Papers*, 2017-15, <https://www.iser.essex.ac.uk/research/publications/working-papers/iser/2017-15.pdf>

Avram Silvia, Mike Brewer, Andrea Salvatori (2016), Can't work or won't work: quasi-experimental evidence on work search requirements for single parents, *IFS Working Papers*, W16/11, <http://www.ifs.org.uk/publications/8399>

Navicke Jekaternina, Silvia Avram, Lilas Demmou (2016), The effects of reform scenarios for unemployment benefits and social assistance on work incentives and poverty in Lithuania, *OECD Economics Department Working Papers*, ECO/WKP (2016)34, <http://www.oecd.org/eco/the-effects-of-reform-scenarios-for-unemployment-benefits-and-social-assistance-on-financial-incentives-to-work-and-poverty-in-Lithuania.pdf>

Avram Silvia, Daria Popova, Olga Rastrigina, Accounting for gender differences in the distributional effects of tax and benefit policy changes, *EUROMOD Working Papers*, no 7/2016, <https://www.iser.essex.ac.uk/research/publications/working-papers/euromod/em7-16>

Avram Silvia (2015), Benefit Losses Loom Larger than Taxes: The Effects of Framing and Loss Aversion on Behavioural Responses to Taxes and Benefits, *ISER Working Paper* no 2015-17, <https://www.iser.essex.ac.uk/research/publications/working-papers/iser/2015-17>

Avram Silvia (2014), The distributional effects of personal income tax expenditure, *EUROMOD Working Papers*, no 26/2014

Avram Silvia (2013), Social Assistance in Central and Eastern Europe: Features and Characteristics, *ISER Working Paper* no 2013-19.

Avram Silvia, Francesco Figari, Chrysa Leventi, Horacio Levy, Jekaterina Navicke, Manos Matsaganis, Eva Militaru, Alari Paulus, Olga Rastrigina, Holly Sutherland (2013), The distributional effects of fiscal consolidation in nine EU countries, *EUROMOD Working Paper*, no 2/2013.

Avram Silvia and Jaap Dronkers (2013) Religion and Schooling: The European Context, in Emer Smyth, Maureen Lyons and Merike Darmody (eds.), *Religious Education in a Multicultural Europe: Children, Parents and Schools*, Houndmills: Palgrave Macmillan.

Brewer Mike, Silvia Avram and Ancrea Salvatori (2013), Lone Parent Obligations: An Impact Assessment, DWP Research Report no. 845

Avram Silvia and Jaap Dronkers (2012) Social Class Dimensions in the Selection of a Private School: A Cross-national Analysis Using PISA, in Susanne Strunck, Heiner Ullrich (Eds.), *Private Schulen in Deutschland-Entwicklungen, Profile, Kontroversen-*, Wiesbaden: Springer, pp.201-223.

Avram Silvia, Iva Tasseva, Alberto Tumino, Holly Sutherland (2011), Income protection and poverty risk for the unemployed in Europe, European Observatory on the Social Situation and Demography, Research Note 1/2011

Avram Silvia and Holly Sutherland (2011), Baseline results from EUROMOD: 2006-2009 policies, *EUROMOD Working Paper* no 1/2011

Avram Silvia and Jaap Dronkers (2009), Religiosity and Education in Europe, part of the preliminary report summarizing results of the FP7 project- Religious education in a multicultural society

Grants and awards

November 2021, Gender equality and gender mainstreaming in the Covid-19 recovery, European Institute for Gender Equality (EIGE), €300K, co-I

February 2021, The gender gap in pay progression: job mobility and job ladders, ESRC, 299K, PI

March 2020, An investigation of the impact of the NMW/NLW on earnings with a focus on pay differentials- extension to perform additional work, Low Pay Commission, 10K, PI

Oct 2019 The ESRC Centre on Micro-Social Change (MiSoC), Economic and Social Research Council, 7642K, named researcher

March 2018 An investigation of the impact of the NMW/NLW on earnings with a focus on pay differentials, Low Pay Commission, 50 K, PI

Sep 2017 Risk aversion, earnings uncertainty and labour supply, Nuffield Foundation, 78 K, PI

Oct 2014 The Research Centre on Micro-Social Change (MiSoC): Understanding individual and family behaviours in a new era of uncertainty and change, Economic and Social Research Council, 5675K, named researcher

Aug 2014 Inequalities, Insurance, Incentives and Immigration: Challenges and Solutions for the Welfare State (4Is), NORFACE, 1321K, named researcher

Sept 2013 Framing effects and loss aversion in labour supply responses to work disincentives: Is there an endowment effect?, EssexLab Seedcorn fund, 1K, PI

Apr 2012 Lone Parent Obligations: Impact Assessment, Department for Work and Pensions (DWP), 120k, named researcher

Sept- 2006 Italian Ministry of Foreign Affairs grant in support of doctoral studies at the European University Institute (Italy)

Sept 2005 IMPALLA scholarship in support of master studies at CEPS/ INSTEAD (Luxembourg) and K. U. Leuven (Belgium)

Invited talks

- September 2019 4th PROMEBI-ESPAnet summer school, University of Oviedo
- March 2018 CASE Welfare Policy Analysis Seminars, LSE
- September 2017 Paris School of Economics

Blog Posts and media

The gig is up! Do workers really 'choose' unstable jobs?

<https://www.ifow.org/news-articles/do-workers-choose-unstable-jobs>

Flexibility or insecurity: Are jobs with no or few guaranteed hours really desirable for workers?

<https://www.iser.essex.ac.uk/blog/2019/08/08/flexibility-or-insecurity-are-jobs-with-no-or-few-guaranteed-hours-really-desirable-for-workers>

Are Tax Expenditures a Good Way to Redistribute?

<https://www.cepweb.org/are-tax-expenditures-a-good-way-to-redistribute/>

Losing Benefits Hurts More Than Paying Taxes

<http://blogs.lse.ac.uk/politicsandpolicy/losing-benefits-hurts-more-than-paying-taxes/>

Interview on BBC Essex Radio (1st October 2019)

Interview on BBC Three Counties Radio (23rd of January 2020)

Teaching and other non-research related academic experience

2017-present-Panel Data Methods for Economists (module on survival analysis) (MSc level)

2013-2021 -Panel Data Methods for Sociologists (module on survival analysis and random growth models) (MSc level)

2012-2016- course instructor, EUROMOD training course, ISER, University of Essex (nine courses)

2022 - short two day course on ‘Estimating treatment effects beyond the mean: quantile and distribution regressions’, National Centre for Research Methods (online)

2009- Workshop on propensity score matching, European University Institute, Florence (PhD level)

2019-present -Chair of the departmental Student Voice Group

2020-present- ISER Visitor Coordinator

2014 -2016 -co-organizer of the Joint Empirical Social Science (JESS) seminars

2012-2014 -co-organizer of ISER external Monday Seminars series

2012-2015 -editor of the EUROMOD Working Papers series

2011-2012 -deputy convener of the Work Research Group in ISER, University of Essex

PhD Supervision

Farid Adilov (expected 2026)

Jingyi Li (expected 2025)

Katrin Gasior (2023), currently Senior Research Fellow at Southern African Social Policy Research Insights (SASPRI), UK

Claudia Samano Robles (2020), currently Assistant Professor at Centro de Investigación Y Docencia Económicas, A.C. (CIDE), Mexico City

Software

Stata, Python (& Django), Latex, Z-tree, EUROMOD, MsOffice

Reviewer for

The Socio-Economic Review, Social Science Research, Gender & Society, Journal of European Social Policy, Journal of Social Policy, Oxford Economic Papers, Social Indicators Research, Social Policy & Administration, Journal of Poverty and Social Justice, Revista de Economía Aplicada, Social Inclusion, Global Social Policy, Biodemography and Social Biology, Fiscal Studies, Labour Economics, Applied Economics, Sustainability, International Journal of Social Economics, Journal of Economic Inequality