

**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**

Gender differences in job mobility and pay progression in the UK (with Susan Harkness and Daria Popova)

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

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)

The role of taxes and benefits in smoothening income shocks (with Mike Brewer)

### **Under review**

Labour market flexibility and unemployment duration: Evidence from the UK [R&R Socio-Economic Review]

Household Income Volatility in the UK, 2009-2016 (with Mike Brewer, Paul Fisher and Laura Fumagalli) [R&R Journal of Economic Inequality]

Do workers like flexible employment? Experimental evidence on work and pay uncertainty and willingness to work [R&R European Journal of Work and Organizational Psychology]

### **Publications in peer reviewed journals**

Avram Silvia, Daria Popova, 'Do taxes and transfers reduce gender income inequality? Evidence from eight European welfare states', *Social Science Research*, forthcoming

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.

## Book chapters, working papers and reports

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](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](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](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](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**

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 (PI: Mike Brewer)

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 (PI: Mike Brewer)

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

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 (PI: Mike Brewer)

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 4<sup>th</sup> 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 (1<sup>st</sup> October 2019)

Interview on BBC Three Counties Radio (23<sup>rd</sup> 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)

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

Jingyi Li (expected 2025)

Claudia Samano Robles (2020)

## Software

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

**Reviewer for**

The Socio-Economic Review, 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 Economia Aplicada, Social Inclusion, Global Social Policy, Biodemography and Social Biology, Fiscal Studies, Labour Economics, Applied Economics, Sustainability, International Journal of Social Economics