

DWP Areas of Research Interest (ARIs) Workshop

Speakers Biographies and Session Abstracts

The workshops will take place on MS Teams. The links to the two sessions are:

- [Mon 28 June](#)
- [Tues 29 June](#)

Session 1: Monday 28 June	
10:00 - 10:30 Welcome and introductions	
10:00	Welcome Phil Ward , Director of Eastern Arc
10:10	The development of the DWP working-age modelling and forecasting approach through the Covid period <i>Dr Dave Pankhurst, Working Age Model Development Lead, DWP Working Age Modelling & Forecasting Division</i>
10:30 - 12:10 Academic spotlight sessions	
10:30	New maps of economic insecurity Prof Matteo Richiardi , University of Essex <i>Mattheo is Director of the Centre for Microsimulation and Policy Analysis (CeMPA) at the University of Essex. He is a labour economist specialised in microsimulation and agent-based modelling techniques. His main areas of interests are inequality, worker insecurity, labour force participation, wage dynamics. He is on the Board of the International Microsimulation Association and is Chief Editor of the International Journal of Microsimulation.</i> <i>His talk will explain how the Centre has developed new measures of economic insecurity based on the uncertainty surrounding future life course trajectories, taking into account individual heterogeneity across multiple domains: age, gender, education, socio-economic status, family composition, health. In order to compute this measure, they have simulated future life course trajectories by means of a rich dynamic microsimulation model, which also allows the investigation of the efficacy of the tax-benefit system to shield people from insecurity.</i>

10:45	The added worker effect as a coping strategy for everyone? Transitions to activity of inactive ethnic minority women in the UK Katrin Gasior, PhD student, University of Essex <i>Katrin is a PhD student undertaking applied social policy and sociological research, with a particular focus on the role of tax-benefit systems for mediating economic disadvantages in Europe and developing countries, the social situation of migrants and ethnic minority groups. She is supervised by Dr Amy Clair and Dr Renee Reichl Luthra.</i> <i>For this session she is looking at 'the added worker effect', whereby couples from ethnic minority backgrounds, who have a disproportionate disadvantage in terms of unemployment, under-employment, and levels of earnings, compensate for a sudden loss of income of one partner (usually the man) by increasing the participation in the labour force by the other partner (usually the woman).</i> <i>The aim of this paper is to assess to what extent economic challenging times provide an opportunity for inactive ethnic minority women to re-negotiate work and living arrangements. The analysis uses Understanding Society longitudinal data to assess whether transitions from inactivity to activity can be explained by income shocks in the household and the extent to which negotiated living arrangements counterbalance the potential of the added worker effect.</i>
11:00	Q&A Chair: Prof John Preston, Social Sciences Faculty Dean (Research), University of Essex
11:15	Break
11:25	Intrahousehold inequality and gender impacts of taxes and benefits: UK vs other European countries Dr Silvia Avram and Dr Daria Popova, University of Essex <i>Silvia and Daria are both Research Fellows at the Institute of Social and Economic Research (ISER) at Essex. Both work on the intersection of social policy analysis and economic policy.</i> • <i>Silvia's research interests centre on economic inequality and the role of public policies and institutions in shaping it. She is also interested in applying behavioural economics to the analysis of public policy.</i> • <i>Daria is looking at fiscal incidence analysis, social and economic inequality, gender inequality, family dynamics.</i> <i>This paper will look at the determinants of gender income inequality, both within and between households, and in particular the role of tax-benefit systems in reducing/enhancing income disparities between men and women, both single and living in couples/multi-person households.</i>
11:40	Falling behind? Eligibility for parental leave in the UK and EU27 Dr Matthew Aldrich and Prof Sara Connolly, University of East Anglia <i>Matthew is an Associate Professor in Microeconomics and Sara is Professor of Personnel Economics at UEA.</i> • <i>Matthew's current research investigates labour market activity of parents, such as: the changing nature of the labour market, participation and family working arrangements; care leave policies in the UK and EU; intersectional inequalities and the gender pay gap.</i> • <i>Sara's work looks at health and wellbeing at work, but also issues of governance within the EC and wider EU, including the effect of its policies on</i>

	<i>parenting.</i> <i>This paper gives an overview of their work in developing a methodology to monitor inclusiveness of parental leave policies and comparing access across Europe. This approach has already been incorporated in the European Institute for Gender Equality's work-life balance scoreboard as part of the Gender Equality Index.</i>
11:55	Q&A <i>Chair: Prof John Preston, Social Sciences Faculty Dean (Research), University of Essex</i>
12:10 - 12:30 Breakout room discussions	
12:10	Join the academic speakers for informal discussion and collaboration <i>There will be four breakout rooms. In each of the rooms there is a colleague from one of the EARC universities on hand for any issues or problems.</i> • <i>Prof Matteo Richiardi - Host: Kirstii Badcock (REO, Essex)</i> • <i>Katrin Gasior - Host: Richard Gunn (REO, Essex)</i> • <i>Dr Silvia Avram and Dr Daria Popova - Host: Louise Cullen (ISER, Essex)</i> • <i>Dr Matthew Aldrich and Prof Sara Connolly - Host: Abigail Fairhall (REO, Essex)</i>
12:30 End	

Session 2: Tuesday 29 June	
10:00 - 10:30 Welcome and introductions	
10:00	Welcome Phil Ward , Director of Eastern Arc
10:10	Overview from the DWP Central Analysis and Science Strategy Unit <i>Dr Tim Willis, Principal Research Officer, DWP Central Analysis and Science Directorate</i>
10:30 - 12:10 Academic spotlight sessions	
10:30	Workers' access to and the outcomes of flexible working Dr Heejung Chung , University of Kent <i>Heejung is a Reader in Sociology and Social Policy and a member of Kent's Q-Step Centre, which provides quantitative data training for students. Her interests are broadly around issues concerning cross-national comparative analysis of welfare states and their labour markets, and she is currently looking at how working time flexibility impacts an individual's work-life balance.</i> <i>Her session will look at the findings of her ESRC-funded project Work Autonomy, Flexibility and Work-Life Balance. These will include: Barriers to work of disadvantaged groups; Progression at work; Health/well-being; and the four day week as a possible policy solution.</i>
10:45	Hours and pay uncertainty in the UK Dr Silvia Avram , University of Essex <i>Silvia also presented on the first day. Together with Dr Daria Popova, she gave a paper on intrahousehold inequality and gender impacts of taxes and benefits: UK vs other European countries.</i> <i>Today, she is looking at the effect of the rise in atypical non-standard forms of employment over the last decade, where workers are not guaranteed a minimum level of work and pay or only a very low one. Has this been beneficial for workers through increased flexibility, employment creation, reduced unemployment and new opportunities for those previously facing barriers to engaging with the labour market, or detrimental because of significant income instability and difficulties in organizing and planning their time.</i> <i>This research uses quantitative analysis of survey and experimental data to consider:</i> • Whether there is evidence that jobs with unstable hours and pay help the unemployed transition into employment • How workers react to instability in hours and pay.
11:00	Q&A <i>Chair: Phil Ward, Eastern Arc</i>
11:15	Break

11:25	Developing a tool to guide cost-evaluation and implementation of workplace health and wellbeing practices Prof Kevin Daniels, University of East Anglia <i>Kevin is Professor of Organisational Behaviour at UEA, and led the Work, Learning and Wellbeing evidence programme for the ESRC-funded What Works Wellbeing Centre, and a project on workplace wellbeing and productivity, also funded by the ESRC. He has a particular interest in developing policies, guidance and practices to promote wellbeing and safety in the workplace.</i> <i>This session will look at a ‘toolkit’ developed by Kevin. The purpose of the toolkit is to help workplace health and wellbeing practitioners make evidence-informed decisions on what practices/services to implement and how to implement those practices as part of a managed programme of activities involving practices targeted at preventing problems or rehabilitation of workers with health conditions back into work. Therefore, unlike existing tools that focus on standalone interventions, this tool seeks to enable practitioners to develop more strategic and broad approaches to workplace wellbeing, as seen in some of the more progressive organisations.</i>
11:40	Investigating the role of debt advice on borrowers' wellbeing: an encouragement study on a new sample of over-indebted people in Britain Dr Laura Fumagalli and Prof Peter Lynn University of Essex, and Dr Jair Muñoz-Bugarin, the Money and Pensions Service. <i>Laura is an economist and a Research Fellow at the Institute of Social and Economic Research. Her research interests are in applied labour, health, and development economics, and survey methodology.</i> <i>Peter is Director of ISER. He is Understanding Society Associate Director for Methodology and Chair of the European Social Survey Sampling and Weighting Panel. His research interests encompass all aspects of survey methodology, with a particular focus on methods for longitudinal surveys.</i> <i>Jair is Behaviour Change & Learning Lead at the Money and Pensions Service. He currently leads the implementation of behavioural change to develop new services one step before making the service operational. His previous roles at MaPS involve creating and running research projects, including the longitudinal pilot on debt advice.</i> <i>This paper looks at the effect of seeking debt advice on borrowers' well-being. To estimate this effect, the investigators designed a randomised encouragement intervention for a new sample of over-indebted people in Britain who had not sought debt advice in the previous six months. They will present the results of this intervention.</i>
11:55	Q&A Chair: Phil Ward, Eastern Arc
12:10 - 12:30 Breakout room discussions	
12:10	Join the academic speakers for informal discussion and collaboration <i>As on Monday, there will be parallel breakout rooms. Unfortunately Heejung will have to leave early, so can't take part. In each of the rooms there is a colleague from one of the EARC universities on hand for any issues or problems.</i> • Dr Silvia Avram - Host: Beth Flowers (RIS, Kent) • Prof Kevin Daniels - Host: Richard Gunn (REO, Essex) • Dr Laura Fumagalli, Prof Peter Lynn and Dr Jair Muñoz-Bugarin - Host: Louise

	<i>Cullen (ISER, Essex)</i>
12:30 End	