

Professor Rod Hick

Date of Birth: 25th February 1981; Nationality: Irish

University: School of Social Sciences, Cardiff University, Glamorgan Building, King Edward VII Avenue, Cardiff CF10 3WT. w: www.rodhick.com e: hickr@cardiff.ac.uk

CURRENT POSITION

Professor of Social Policy, Cardiff University, August 2023 – present

EDUCATION

PhD in Social Policy - 2013

London School of Economics and Political Science

PhD Thesis: 'Poverty as Capability Deprivation: Employing the capability approach as the basis for conceptualising and measuring poverty and deprivation'

- Examiners: Prof. Sir Tony Atkinson and Prof. Bjorn Halleröd
- Supervisors: Dr Tania Burchardt and Prof. David Piachaud

PGCert in Higher Education - 2011

London School of Economics and Political Science

Master of Social Science (Social Policy) – 2004

University College Dublin, First Class Hons

Bachelor of Social Science – 2003

University College Dublin, Social Policy: First Class Hons; Sociology: 2:1

EMPLOYMENT HISTORY

Aug 2020 – July 2023	Reader in Social Policy, Cardiff University
Aug 2017 – July 2020	Senior Lecturer in Social Policy, Cardiff University
Jan 2013 – July 2017	Lecturer in Social Policy, Cardiff University
Oct 2010 - Jan 2013	Editorial Assistant, Journal of Social Policy
Oct 2009 - May 2011	Graduate Teaching Assistant, Dept of Social Policy, London School of Economics
Mar 2007 - Aug 2008	Research Fellow, Westminster Business School, University of Westminster
Apr 2005 - Jun 2006	Research Fellow, Centre for Higher Education Research, Open University
Aug 2004 - Feb 2005	Research Intern/Research Assistant, Combat Poverty Agency, Dublin
Oct 2003 - May 2004	Teaching Assistant, Dept of Social Policy, University College Dublin

PUBLICATIONS

Journal articles

1. Roberts, L., Holland, S., Westlake, D., Mathur, V., Lloyd, H., Bezeczkzy, Z. Ablitt, J. Hick, R. Johnson, M and Sanders, M. (2026), 'Innovative and ambitious or unrealistic and risky? Initial professional perspectives on the Basic Income for Care Leavers in Wales pilot', *The British Journal of Social Work*, 56, 1, pp. 26-45.
2. Gevaert, J., Johansson, G., Almroth, M., Baron, S., Bodin, T., Hick, R. and Badarin, K. (2025), 'The Impact of In-Work Poverty on Mental Health: A Cohort Study of the Swedish Population', *Psychiatry Research*, 353, 116745.
3. Hick, R., Pomati, M. and Stephens, M. (2025), 'Housing affordability and poverty in Europe: on the deteriorating position of market renters', *Journal of Social Policy*, 54, 4, pp. 1072-1095.
4. Westlake, D., Holland, S., Sanders, M., Schroeder, E., Pickett, K.E., Johnson, M., Petrou, S., Hick, R., Roberts, L., Rodriguez-Guzman, G., Vallis, D., Fahr, P., Bezeczkzy, Z., Mathur, V. and Lloyd, H. (2024). 'The Basic Income for Care Leavers in Wales Pilot Evaluation: protocol of a quasi-experimental evaluation of a basic income for care leavers', *PLOS One*, 19(10), e0303837.
5. Hick, R. and Collins, M. (2024), 'The cost-of-living crisis in the UK and Ireland: on inflation, indexation and one-off policy responses', *Social Policy & Society*, 23(1), pp. 189-203.
6. Béland, D., Cantillon, B., Greve, B. Hick, R. and Moreira, A. (2024), 'Introduction: Comparing social policy responses to the cost-of-living crisis', *Social Policy & Society*, 23(1), p. 141-148.
7. Béland, D., Cantillon, B., Greve, B. Hick, R. and Moreira, A. (2024), 'Understanding the inflation and social policy nexus', *Social Policy & Society*, 23(1), pp. 149-162.
8. Hick, R. and Stephens, M. (2023), 'Housing, the welfare state and poverty: On the financialization of housing and the dependent variable problem', *Housing, Theory and Society*, 40, 1, pp. 78-95.
9. Hick, R., Pomati, M. and Stephens, M. (2022), 'Severe housing deprivation in the European Union: A joint analysis of measurement and theory', *Social Indicators Research*, 164, pp. 1271-1295.
10. Hick, R. (2022), 'Austerity, localism and the possibility of politics: Explaining variation in three local social security schemes between local authorities in England', *Sociological Research Online*, 27, 2, pp. 251-272.
11. Béland, D., Cantillon, B., Hick, R. and Moreira, A. (2021), 'Social Policy in the face of a global pandemic: Policy responses to the COVID-19 crisis', *Social Policy & Administration*, 55, 2, pp. 249-260.
12. Moreira, A. and Hick, R. (2021), 'COVID-19, the Great Recession and Social Policy: is this time different?', *Social Policy & Administration*, 55, 2, pp. 261-279.
13. Hick, R. and Murphy, M.P. (2021), 'Common shock, different paths? Comparing policy responses to COVID-19 in the UK and Ireland', *Social Policy & Administration*, pp. 312-325.

14. Hick, R. and Lanau, A. (2019), 'Tax credits and in-work poverty in the UK: An analysis of income packages and anti-poverty performance', *Social Policy & Society*, 18, 2, pp. 219-236.
15. Hick, R. (2018), 'Inequality, disadvantage and the capability approach: Bridging conceptual framework and empirical analysis', *Social Work & Society*, 16, 2, pp.1-10.
16. Hick, R. and Lanau, A. (2018), 'Moving in and out of in-work poverty in the UK: An analysis of transitions, trajectories and trigger events', *Journal of Social Policy*, 47, 4, pp. 661 – 682.
17. Burchardt, T. and Hick, R. (2018), 'Inequality, advantage and the capability approach', *Journal of Human Development and Capabilities*, 19, 1, pp. 38 – 52.
18. Hick, R. (2018), 'Enter the Troika: The politics of social security during Ireland's bailout', *Journal of Social Policy*, 47, 1, pp. 1- 21.
19. Hick, R. (2016), 'The coupling of disadvantages: material poverty and multiple deprivation in Europe before and after the Great Recession', *European Journal of Social Security*, 18, 1, pp. 2-29.
20. Hick, R. (2016), 'Between income and material deprivation in the UK: In search of conversion factors', *Journal of Human Development and Capabilities*, 17, 1, pp. 35-54.
21. Hick, R. (2016), 'Material poverty and multiple deprivation in Britain: The distinctiveness of multidimensional assessment', *Journal of Public Policy*, 36, 2, pp. 277-308.
22. Hick, R. (2015), 'Three perspectives on the mismatch between measures of material poverty', *British Journal of Sociology*, 66, 1, 163 – 172.
23. Hick, R. (2014), 'Poverty as Capability Deprivation: Conceptualising and measuring poverty in contemporary Europe', *European Journal of Sociology*, 55, 3, pp. 295 – 323.
24. Hick, R. (2014), 'On "consistent" poverty', *Social Indicators Research*, 118, 3, pp. 1087 – 1102.
25. Hick, R. (2014), 'From Celtic Tiger to Crisis: Progress, problems and prospects for social security in Ireland', *Social Policy & Administration*, 48, 4, pp. 394 – 412.
26. Hick, R. (2013), 'Poverty, preference or pensioners? Measuring material deprivation in the UK', *Fiscal Studies*, 34, 1, pp. 31-54.
27. Hick, R. (2012), 'The capability approach: Insights for a new poverty focus', *Journal of Social Policy*, 41: 2, pp. 291-308.
28. Gough, O. and Hick, R. (2009), 'Ethnic minorities, retirement planning and Personal Accounts', *International Journal of Sociology and Social Policy*, 29: 9/10.
29. Gough, O. and Hick, R. (2008), 'Employee evaluations of occupational pensions', *Employee Relations*, 31, 2, pp. 158-167.

Book chapters

1. Stephens, M. and Hick, R. (2024), 'Comparative housing research', in Jacobs, K., Flanagan, K., Verdouw, J. and de Vries, J. (eds), *Research Handbook on Housing and society*, Cheltenham, Edward Elgar.

2. Hick, R. and Marx, I. (2023), 'Poor workers in rich democracies: On the nature of in-work poverty and its relationship to labour market policies', in Clegg, D. and Durazzi, N. (eds), *Handbook of Labour Market Policy in Rich Democracies*, Cheltenham, Edward Elgar.
3. Béland, D., Cantillon, B., Hick, R., Greve, B. and Moreira, A. (2023), 'Policy legacies, welfare regimes and social policy responses to COVID-19', in Börner, S. and Seelib-Kaiser, M. (eds), *European social policy and the COVID-19 pandemic: Challenges to national welfare and EU policy*, Oxford, OUP.
4. Hick, R. and Lanau, A. (2020), 'In-work poverty in the UK: New analysis of a growing problem [in Mandarin]', in Cheung, S.Y. and Xiao, L. (eds), *Social Policy and Local Governance: Developments in Europe and China*, Beijing, Chinese Academy of Social Sciences.
5. Hick, R. and Burchardt, T. (2016) 'Capability Deprivation', in Brady, D. and L.M. Burton. (eds.) *The Oxford Handbook of the Social Science of Poverty*, Oxford, Oxford University Press, pp 75-92.
6. Burchardt, T. and Hick, R. (2016), 'The capability approach to advantage and disadvantage', in Dean, H. and Platt, L. (eds), *Understanding Advantage and Disadvantage*, Oxford, Oxford University Press.
7. Hick, R. (2014), 'Poverty and Inequality', in Mitchie, J. and Cooper, C. (eds), *Understanding All Our Futures: Why Social Sciences Matter*, Academy of Social Sciences/Palgrave.
8. Gough, O. and Hick, R. (2008), 'Retirement Planning in the United Kingdom', in Cogburn, J and Reddick, C. *Handbook of Employee Benefits and Administration*, Taylor and Francis, pp. 161-178.

Research reports

1. Bezeczky Z, Mathur V, Roberts L, Vallis D, Sanders M, Pickett KE, Johnson M, Hick R, Schroeder E, Fahr P, Petrou S, Holland S, Westlake D. (2026). Basic income for care leavers in Wales pilot evaluation: third annual report, 2025 to 2026. Cardiff: Welsh Government, GSR report number 24/2026.
2. Sanders, M., Schroeder, E., Fahr, P., Vallis, D., Mathur, V., Roberts, L., Bezeczky, Z., Pickett, K.E., Johnson, M., Hick, R., Petrou, S., Holland S. and Westlake, D. (2025) 'Basic Income for Care Leavers in Wales pilot evaluation: statistical analysis plan', Welsh Government Social Research report number 58/2025.
3. Mathur, V. Roberts, L., Bezeczky, Z., Lloyd, H., Vallis, D., Sanders, M., Pickett, K.E., Johnson, M., Hick, R., Schroeder, E., Fahr, P., Petrou, S., Lee, H., Holland, S., and Westlake, D. (2025). 'Basic Income for Care Leavers in Wales Pilot Evaluation: Second Annual Report 2024-2025', Cardiff: Welsh Government Social Research report number 20/2025.
4. Hick, R. (2024), 'Independent expert review of the Child Poverty Strategy monitoring framework', Cardiff, Welsh Government Social Research report number 69/2024.
5. Holland, S., Roberts, L., Vallis, D., Lloyd, H., Sanders, M., Mathur, V., Bezeczky, Z., Pickett, K.E., Johnson, M., Hick, R., Schroeder, E., Fahr, P., Petrou, S. and Westlake, D. (2024), 'The

- Basic Income for Care Leavers in Wales Pilot Evaluation: Annual Report 2023-2024', Cardiff, Welsh Government Social Research Report.
6. Hick, R., Pomati, M. and Stephens, M. (2022), 'Housing and poverty in Europe: Examining the interconnections in the face of rising house prices', Cardiff, Cardiff University.
 7. Aston, J., Charlesworth, Z., Fell, B., Hick, R., Howarth, P., Jones, S., Macor, F., Tims, S., Varney, C. (2020), 'Understanding the impact of Universal Credit on the Council Tax Reduction Scheme and Rent Arrears in Wales', Cardiff, Welsh Government Social Research Report 47/2020.
 8. Plum, A., Pacheco, G. and Hick, R. (2019), 'In-work poverty in New Zealand', Wellington, New Zealand Human Rights Commission.
 9. Hick, R. and Lanau, A. (2017), 'In-work poverty in the UK: Problem, policy analysis and platform for action', Cardiff, Cardiff University.
 10. Hick, R. and Doheny, S. (2014), *Independent Review of the Commissioning and Provision of Social Services to Older People in the City & County of Swansea*, Swansea.
 11. Healy, J. with Hick, R. (2005) *Ending Child Poverty*, Dublin: Combat Poverty Agency.

Other publications

1. Burchardt, T. and Hick, R. (2017), 'Inequality and the Capability Approach', CASEpaper No. 201, London School of Economics, London.
2. Hick, R. (2012) 'On "Consistent" Poverty', CASEpaper No. 167. London School of Economics, London.
3. Hick, R. (2009) *The social welfare pensions in Ireland: Pensioner poverty and gender*. Geary Institute Discussion Paper WP/2/09.
4. Arthur, L., Brennan, J., Hick, R. and Kimura, M. (2008) *The context of higher education and employment: comparisons between different European countries*. Bristol: HEFCE
5. Cochrane, A., Hudson, T. and Hick, R. (2006) 'Local employment opportunities provided by higher education institutions', in Brennan, J., Little, B. and Locke, W., (eds.) *Higher Education's effect on disadvantaged groups and communities: Report of an ESRC Network on cross-regional perspectives on the transformational impact of higher education on disadvantaged groups or communities*, ESRC, CHERI/Pascal International / Continuum / University of Salford.

Blog posts, short forms of writing and related work

1. Pomati, M., Hick, R. and Stephens, M. (2024), 'The link between housing affordability and poverty in Europe', *LSE European Politics and Policy blog*, 14th March 2024.
2. Hick, R., Pomati, M. and Stephens, M. (2023), 'Rethinking the measurement of severe housing deprivation in Europe', *LSE European Politics and Policy blog*, June 14th 2023.
3. Hick, R. (2022), 'Promoting pathways out of poverty – and preventing the pitfalls of poverty entry', blog for the Wales Centre for Public Policy. September 2022.
4. Hick, R. and Murphy, M. (2022), 'Comparing social policy response in the UK and Ireland', Interdisciplinary Child Well-being Network podcast. Transcript accessible [here](#).

- 5 Hick, R. et al. (2022), 'COVID-19: where do we go from here?', Interdisciplinary Child Well-being Network podcast. Transcript accessible [here](#).
- 6 Stephens, M. and Hick, R. (2022), 'Comparative housing research – learning the right lessons?', *UK Collaborative Centre for Housing Evidence (CaCHE) blog*, April 14th 2022.
- 7 Hick, R., Stephens, M. and Pomati, M. (2021), 'Moving beyond “disjointed literatures”': On the need for social policy analysis to bring housing back in', *Social Policy Association blog*, Dec 20th.
- 8 Hick, R. (2020), 'Covid-19 and the bypassing of contributory social security benefits', *Institute for Policy Research blog*, 22nd May 2020.
- 9 Hick, R. (2018), 'Social Policy's next 50 years', Social Policy Association 50th anniversary blog series, *Social Policy Association*, 9th October 2018. Republished in Chinese [here](#).
- 10 Hick, R. (2018), 'How do people exit in-work poverty and what prevents them from doing so?', *LSE British Politics and Policy Blog*, 7th August 2018.
- 11 Hick, R. (2017), 'An evidence-based approach to tackling in-work poverty', *The House*.
- 12 Hick, R. (2017), 'The Troika gave Ireland more autonomy over social security cuts than is commonly recognised', *LSE European Politics and Policy blog*, 22nd March 2017.
- 13 Hick, R. (2016), 'Does measuring poverty multidimensionally make a difference?', *LSE British Politics and Policy Blog*, 15th Aug 2016.
- 14 Hick, R. (2016), 'How poverty has radically shifted across Europe in the last decade', *The Conversation*, July 2016. [attracted 4,500 readers from around the world within 48hrs. Republished by the World Economic Forum and others]
- 15 Hick, R. (2004) 'Pension reform means raising the value of current pensions', *Action on Poverty Today*. Issue no. 7, pp.13-14, Dublin: Combat Poverty Agency.

RESEARCH FUNDING

- | | |
|-------------|--|
| 2024 – 2027 | Co-Investigator, 'Social security in a devolved UK: realities, risks & opportunities for families', Nuffield Foundation (£1,579,679, PI: Prof. Ruth Patrick, Glasgow). |
| 2024 – 2026 | Co-Investigator, 'The dynamics of low-quality work, in-work poverty and subjective well-being: a longitudinal study of Switzerland and the UK', Swiss National Science Foundation, CHF 421,437 (~£374,025, PI: Prof. Eric Crettaz, University of Applied Sciences and Arts Western Switzerland). |
| 2022 – 2027 | Co-Applicant, Evaluation of the Welsh Basic Income Pilot, Welsh Government, £799,000 (PIs: David Westlake and Prof. Sally Holland, Cardiff University). |
| 2019 – 2022 | Principal Investigator, 'Housing matters: A comparative study of the relationship between housing and poverty in Europe', Economic and Social Research Council, £200,439. |
| 2019 | Co-Investigator, 'Understanding the impact of Universal Credit on the Council Tax Reduction Scheme and Rent Arrears in Wales', Welsh Government (£117,814, Lead partner: Policy in Practice). |
| 2018 – 2019 | Co-Investigator, 'In-work poverty in New Zealand', New Zealand Human Rights Commission, NZ\$107,000 (~£55,500, PI: Prof Gail Pacheco, Auckland University of Technology). |

- 2017 – 2018 Co-Applicant, ‘Transnational transformations in social protection - concepts, instruments and contexts’, GW4 Alliance, £71,708 (PI: Dr Rana Jawad, University of Bath).
- 2016 – 2017 Principal Investigator, ‘The best route out of poverty? A study on in-work poverty and policy in the UK’, Nuffield Foundation, £47,459.
- 2016 Principal Investigator, ‘Getting the measure of poverty in the Philippines and Vietnam’, ESRC Impact Acceleration Account – Global Challenges Fund, £5,905.
- 2016 Co-Applicant, ‘New paradigms of social protection: Policies, impacts and outcomes’, GW4 Alliance, £7,525 (PI: Dr Rana Jawad, University of Bath)
- 2014 – 2015 Principal Investigator, ‘Retrenching Social Security in Ireland: The role of the IMF as a policy actor, 2010-2013’, British Academy Small Grants Scheme, £2,373.
- 2014 Principal Investigator, Independent Review of the Commissioning and Provision of Social Services to Older People in the City & County of Swansea, City & County of Swansea, £25,629.
- 2014 Principal Investigator, ‘The politics of UK Government welfare reform’, Cardiff Undergraduate Research Opportunities Programme (CUROP) [internal Cardiff University competition for funding for research assistance], £1,360.
- 2008 – 2013 Economic and Social Research Council +3 quota PhD Studentship with additional Advanced Quantitative Methods stipend, £65k, ESRC.

Funding for teaching activities

- 2018 – 2019 Lead applicant, Award from the Wales Doctoral Training Partnership to co-host a doctoral workshop on poverty and social protection, £3,000.

CONTRIBUTIONS TO CONFERENCES AND SEMINARS

Invited presentations

- 2026 ‘Poverty, social security and the 2026 Welsh Parliament elections’, Academics Stand Against Poverty UK webinar, 26th February.
- 2025 ‘Work, welfare and poverty reduction in Europe: Lessons from twenty years of change’, School of Social and Political Science seminar, University of Edinburgh, 21st February.
- ‘A localised social security terrain: potentials and pitfalls’, talk delivered as part of ‘Unpicking the ‘scalar fallacy’? The present and future of devolved and local UK welfare social policies’, Centre for Constitutional Change, University of Edinburgh, 20th Feb.
 - ‘The “cost of living” crisis: Comparing policy responses’ (joint presentation with Prof. Daniel Béland), American Society for Public Administration webinar series, 13th Feb.
 - ‘Beyond the “two perspectives” on poverty in Europe: Explaining poverty and living standards two decades after the EU’s eastern enlargement’, Centre for Population Change – Connecting Generations seminar series, University of Southampton, 30th Jan.

- 2023 ‘Housing and poverty in Europe’, Housing policy and wealth inequality workshop, Luxembourg Income Study & Luxembourg Institute of Socio-economic Research, Belval (Luxembourg), 28th-29th November.
- ‘Housing and poverty in Europe’, Personal Finance Research Centre 25th anniversary conference, University of Bristol, 8th November.
 - ‘Severe housing deprivation in the European Union: A joint analysis of measurement and theory’, ‘The social dimension of housing in the EU’ seminar, European Commission, Brussels (Belgium), 23rd May.
- 2022 ‘Housing affordability and poverty in Europe: On the deteriorating position of market renters’ (online), Poverty & Policy Working Group, Bocconi Uni (Italy), 5th October.
- ‘The problem of in-work poverty: what is it and how should we respond? – Lessons from UK and international studies’ (online), Yonsei University (South Korea), 4th April.
 - ‘In-work poverty in the UK’, Forum on Welfare State and Social Policy (online), Sun Yat-Sen University, Guangzhou (China), 19-20th March.
- 2021 ‘Poverty as capability deprivation’, Advanced poverty research methods course, Bristol Poverty Institute (online), 2nd November.
- ‘In-work poverty and COVID-19: Tackling poverty after the pandemic’, Bristol Poverty Institute (online), 21st October.
 - ‘In-work poverty: On transitions in and out of working poverty and the anti-poverty effects of Tax Credits’, Online event hosted by WISERD for staff at the Department for Work and Pensions, March 23rd.
- 2020 ‘Insecurity before and after COVID-19: Work, social security, housing and poverty’, Event hosted by the Nuffield Foundation, London, November 25th.
- ‘Benefits in Wales: opportunities and challenges for social security devolution’ (as discussant), Online, November 24th.
 - ‘COVID-19 and Social Policy through the lens of the Great Recession: Is this time different?’ (with Amílcar Moreira), Presentation at Ministry of the Economy, Lisbon (Portugal). July 13th.
- 2019 Presentation on Universal Credit and in-work poverty, Global Social Security Forum, Seoul (11th Dec) and Sejong City (12th Dec), organized by the Korean Institute for Health and Social Affairs (South Korea).
- ‘In-work poverty in the UK: Moving in and out of working poverty and its association with subjective well-being’, Department of Social and Policy Sciences seminar series, University of Bath.
 - ‘Tackling in-work poverty: From large-scale surveys to community responses’, Big Lottery Fund Helping Working Families Learning & Networking event, Porth.
- 2018 ‘The measurement of in-work poverty and why it matters: International approaches and UK evidence’, Ministry of Social Development, Wellington (New Zealand).
- ‘In-work poverty in the UK: Trends, tax credits and transitions’, presentation at the Centre for Housing Assets and Savings Management, University of Birmingham.
 - ‘Poverty isn’t working? In-work poverty in the UK: Past, Present, and Future’ (with Alba Lanau), presented at 5th Peter Townsend Memorial Conference, University of Bristol.
 - ‘Inequality, disadvantage and the capability approach: Bridging conceptual framework and empirical analysis’, presented at ‘Ambivalences of the rising welfare service state’ symposium, Hannover (Germany).

- 2017 'Poverty in Europe in the shadow of the Great Recession: Specifying a social minimum – and working out how to achieve it', presented at the 'Specifying and securing a social minimum' workshop at the International Institute for the Sociology of Law at the University of Oñati (Spain).
- 'Material poverty and multiple deprivation in Europe before and after the Great Recession: Analysis, reflections and implications for the capability approach', Oxford Poverty and Human Development Initiative seminar series, University of Oxford.
- 2016 'The coupling of disadvantages: Material poverty and multiple deprivation in Europe before and after the Great Recession', University of the Philippines School of Economics seminar series, Manila (The Philippines).
- Presentation on In-work poverty in the UK, event organised by the European Foundation for Work and Living Conditions, The Hague (Netherlands).
 - 'Poverty statistics and the Understanding Society survey', Royal Statistical Society, Cardiff.
 - 'Working and poor, but for how long? An analysis of in-work poverty transitions in the UK' (with Alba Lanau), presented at 'In conversation with Profs. Hout, Grusky and Snipp', Cardiff University.
 - 'The rise of in-work poverty in the UK' (with Alba Lanau), presented at the Child Poverty and Social Mobility Seminar Series, University of Essex.
- 2014 'Austerity, social security and material poverty in Ireland', presented at 'Questioning austerity: reality and alternatives' symposium, University of York.
- 2012 'The capability approach: Insights for a new poverty focus', presented at 'Conceptualising and Measuring Poverty: Methods for the 21st Century' Summer School, University College Cork (Ireland).

Contributed papers [last five years only]

- 2025 'Gendered effects of household earner status on poverty and life satisfaction in Switzerland and the UK' (with Min Young Song, Iuna Dones, Eric Crettaz), ESPAnet conference, Milan.
- 2024 'Beyond the "two perspectives" on poverty in Europe: Evolving poverty risks and policy effects two decades after Eastern enlargement', Social Policy Association conference, Glasgow & ISA RC19 conference, Oslo.
- 'New patterns of poverty in Europe: What explains sharp reductions in deprivation in Central and Eastern Europe', ESPAnet conference, Tampere.
 - 'Dead ends, stepping stones or something else? Comparing low-quality work trajectories in Switzerland and the UK' (with Iuna Dones, Min Young Song and Eric Crettaz), ESPAnet conference, Tampere.
 - 'Basic Income for Care Leavers in Wales pilot: An overview of the evaluation' (with David Westlake and Vibhor Mathur), BIEN conference, Bath.
 - 'The impact of in-work poverty on mental health: a cohort study of the Swedish population' (with Kathryn Badarin, Jessie Gevaert, Gun Johansson, Melody Almroth, Nuria Matilla Santander, Sherry Baron, Theo Bodin), Epidemiology in Occupational Health conference, Barcelona. Abstract published in: *Occupational and Environmental Medicine* 2025;**82**:A21.

- 2023 'Intergenerational inequalities in housing transitions across Europe' (with Marco Pomati), ESPAnet conference, Warsaw.
- 2022 'Does more work reduce poverty but risk welfare? Labour market performance, in-work poverty and subjective well-being in Europe' (with Ive Marx), ESPAnet conference, Vienna
- 2021 'Housing affordability and poverty in Europe: A quantitative comparative analysis' (with Marco Pomati and Mark Stephens). Presented at conferences organized by: Housing Studies Association; Social Policy Association, Foundation for International Studies on Social Security (FISS), European Network for Housing Research, European Network for Social Policy Analysis (ESPAnet)

EVIDENCE TO GOVERNMENT & GOVERNMENT COMMITTEES

- Member, Child Poverty Expert Analytic Panel, Department for Work and Pensions, Feb 2026 – ongoing. *Expert advisory group informing the monitoring and evaluation of the UK Government's Child Poverty Strategy 2025.*
- Member, Child Poverty Analytical Expert Reference Group, DWP Child Poverty Unit, Oct 2024 – December 2025. *Expert advisory group informing analysis underpinning the UK Government's Child Poverty Strategy 2025.*
- Hick, R. (2024), Expert review of the Child Poverty Strategy measurement framework, Jan-June 2024, Welsh Government. *Provision of independent advice and an expert review of the Welsh Government's Child Poverty Strategy measurement framework.*
 - Oral evidence supplied to the Equality and Social Justice Committee about the Child Poverty Strategy monitoring framework, February 2025.
- Hick, R. (2023), Written submission and oral evidence to an Equality and Social Justice Committee enquiry on the Welsh Government's draft Child Poverty Strategy, Welsh Parliament.
- Hick, R. and Gregory, L. (2021), Written submission to the House of Commons Welsh Affairs committee inquiry into the benefits system in Wales.
- Hick, R. (2020), Written submission to the House of Commons Work and Pensions Select Committee inquiry into Universal Credit and the five-week wait for an initial payment.
- Hick, R. (2017), Written submission on in-work poverty in the UK and oral evidence to an Equality, Local Government and Communities Committee inquiry into making the economy work for people on low incomes, National Assembly of Wales, Cardiff, July 5th 2017.

AWARDS

Winner - Foundation for International Studies on Social Security (FISS) Best Paper Prize 2015. Paper Title: *The Coupling of Disadvantages: Material Poverty and Multiple Deprivation in Europe before and after the Crisis*. [Prize was awarded for the best paper presented at the 2015 FISS conference].

MEDIA – MENTIONS & INTERVIEWS

Financial Times, The Guardian, The Independent, The Economist, Boston Globe (US), La Stampa (Italy), Sunday Business Post (Ireland), Huffington Post, The Scotsman, i-Independent, The House; Work; ITV Wales, TV New Zealand, Heart FM/LBC radio, Radio New Zealand. Numerous local and regional outlets in the UK and New Zealand.

TEACHING PROFILE

Cardiff University

Undergraduate

Introduction to Social and Public Policy	(Y1 – 2013/14-15/16, 17/18*-19/20*)
Poverty & Social Security in the UK	(Y2 – 2012/13* - 25/26*)
Social Policy Analysis	(Y2 – 2013/14 - 14/15)
Social Research Methods	(Y2 – 2023/24 - 24/25)
Power, Politics and Policy	(Y3 – 2012/13; 13/14*)
Int'l and Comparative Social and Public Policy	(Y3 – 2014/15*-15/16*; 16/17-25/26)
Equality and Social Justice in a Globalised World	(Y3 – 2024/25)

Postgraduate

Social Policy and Citizenship	(M-level, 2013/14 - 15/16, 25/26)
Int'l and Comparative Social and Public Policy	(M-level, 2015/16*; 16/17-22/23)
Research and Evidence-Based Policy and Practice	(D-level, 2012/13*; 14/15*)

*course convener

Course Creation

International and Comparative Social and Public Policy, Cardiff University, 2014	(UG Y3)
International and Comparative Social and Public Policy, Cardiff University, 2015	(MSc)
Continuity, Change and Crisis in Advanced Welfare States, in preparation/2026	(MSc)

DOCTORAL SUPERVISION

Ongoing

- Elaine Speyer, PhD on the Wales Basic Income Pilot for Care Leavers, 2023 – ongoing.
- Angharad Price, Professional Doctorate thesis on judicial review and policy change, 2024 – ongoing.
- Louisa Devonish, Professional Doctorate thesis on housing needs of Gypsies and Travellers, 2025 – ongoing.

- Edmund Hair, Professional Doctorate thesis on wealth taxation in the UK, 2025 – ongoing.

Completed

- Dr Tom Dunne [ESRC-funded], PhD on access to music education in Wales, 2020 – 2024.
- Dr Christina Nascimento [ESRC & Welsh Government-funded], PhD on fuel poverty, 2015 – 2020.

ADMINISTRATION AND SERVICE

Contributions to Journals

Co-Editor, Journal of Poverty and Social Justice (Jan 2017 – August 2021)

- Key achievements: the award of the Journal's first Impact Factor, securing agreement to publish the FISS prize-winning paper each year, increasing submissions by 300%.

Editorial Board member (elected), Journal of Social Policy (Jan 2015 – Dec 2018)

Editorial Board member, Jnl of International & Comparative Social Policy (Sept 2012-June 2024)

Associate Editorial Board member – Sociological Research Online (March 2013 – Feb 2016)

Guest Editor

2023 Inflation, Social Policy and the cost-of-living crisis (Themed Section), *Social Policy & Society* (with Daniel Béland, Bea Cantillon, Bent Greve and Amílcar Moreira).

2021 Social Policy responses to the COVID-19 pandemic (Special Issue), *Social Policy & Administration* (with Daniel Béland, Amílcar Moreira, Bea Cantillon and Peter Whiteford).

Contributions to Learned Societies and Funding Councils

Member, ESRC Peer Review College (2024 – present)

Social Policy Association awards judging committee (2023 and 2024)

- Awards: Outstanding Achievement in Social Policy; Excellence in Doctoral Research; the Richard Titmuss book award; Outstanding Teaching Award; Public Understanding of Social Policy award; Cambridge University Press Excellence in Social Policy scholarship award

Mentor [invited discussant], East Asian Social Policy doctoral conference (2022)

Elected Member, Social Policy Association Executive (2017 – 2020)

- Portfolios: post-graduate and early career members; publications.

Organization of conferences, symposia and other events

2022 Webinar: 'Housing and poverty in Europe project report launch', 26th April

- 2022 Symposium on employment and Social Policy [two sessions], SPA conference, Swansea.
- 2022 Webinar: 'Who bears the brunt of housing affordability problems in Europe: New evidence on the impact of housing costs on living standards', 9th February.
- 2021 Webinar: 'Housing deprivation in Europe: What forms it takes, who experiences it, and what might be done', 29th June
- 2020 Organisation and facilitation of two-day SPA doctoral conference [online], July
- 2009 Symposium on the capability approach and Social Policy, SPA conference, Edinburgh

Administrative roles at Cardiff University

- Co-Director of Research: Research Support and Equality, Diversity and Inclusion (2024 – ongoing)
- SOCSI REF Working Group member (2024 – ongoing)
- Social Policy teaching team lead (UG & PG), Cardiff University (2023 – 2025)
- Director of Undergraduate Studies (2019)
- Social Policy teaching team lead (UG, PG & Doctoral (2014-2016 & 2017-2018).
- Founder and co-organiser – Policy, Poverty and Living Standards research group (2015 – 2018).

Administration at the London School of Economics

- Co-organiser, STICERD Work in Progress seminar series, 2010/11

External examining

- Doctoral examiner, University of York (2018; 2022); University of Gujrat (Pakistan, 2019), University of Ulster (2022).
- External examiner, University of Kent, BA (Hons) in Social Policy & Social Change and BA (Hons) Health and Social Care (2018 – 2022).

Advisory boards

- 2024 – In-work poverty and Health, FORTE Starting Grant Fellowship of Dr. Kathy Badarin (Karolinska Institute, Sweden).
- 2022 – 2023 Revising the material deprivation items in the Family Resources Survey, DWP.
- 2020 – 2022 Review of poverty and exclusion in Wales, Wales Centre for Public Policy.
- 2017 – 2018 European Foundation for the Improvement for Work and Living Conditions, Study on In-work poverty in Europe, Eurofound.
- 2017 – 2020 Big Lottery Fund Wales programme on in-work poverty.
- 2017 – 2018 The distribution and dynamics of economic and social well-being in the UK (PI. Dami Patsios), Nuffield Foundation
- 2014 – 2015 Multidimensional poverty in Wales, Wales Centre for Public Policy

Other service

Promotions application reviewer: University of Essex.

ACADEMIC VISITS

Institute for Welfare State Research, Yonsei University (South Korea), February – Sept 2022

NZ Work Research Institute, Auckland University of Technology (New Zealand), October 2018

CONTINUING PROFESSIONAL DEVELOPMENT

- 2024 Programme Approval and Revalidation, Learning & Teaching Academy, Cardiff University (4x90 mins).
- 2017 Safe Users of Research data Environments (SURE) accreditation, Administrative Data Research Centre Wales, Cardiff University (1/2 day)
- 2017 Examining PhD theses and charring vivas, Cardiff University (1/2 day)
- 2016 Using EUROMOD for model family simulations, University of Antwerp (3 days)
- 2016 Media Training, Cardiff University & BBC Wales (2 days)
- 2015 Leadership & Management Development Programme for Research Team Leaders, Cardiff University (4 days)
- 2013 Supervising Research Students, Cardiff University (1/2 day)
- 2013 Embedding Quantitative Methods within Substantive Sociology and Political Science Modules, Aston University (2 days)
- 2010 Psychometric Test Construction, University of Cambridge (5 days)
- 2010 Multiple Correspondence Analysis, University of Manchester (3 days)
- 2009 Capability and Multidimensional Poverty Measurement, OPHI/Catholic University, Peru (12 days)
- 2009 Longitudinal Data Analysis, Institute of Education (3 days)
- 2009 Structural Equation Modeling, University of Lancaster (2 days)
- 2008 Methods for Missing Data: Multiple Imputation and Inverse Probability Weighting, University of Southampton (3 days)

PEER REVIEW

Academic Journals

Advances in Life Course Research; Ageing and Mental Health; American Journal of Sociology; American Political Science Review; Applied Research in Quality of Life; Assessment and Evaluation in Higher Education; Cahiers de la Recherche sur l'Éducation et les Savoirs; Cambridge Journal of Economics; Development Southern Africa; Economic Analysis and Policy; European Political Science Review; European Sociological Review; The Geographical Journal; Housing Studies; Housing, Theory and Society; International Journal of Environmental Research and Public Health; International Journal of Public Administration; International Journal of Social Welfare; International Journal of Sociology and Social Policy; International

Journal of Social Economics; Journal of Asian and African Studies; Journal of European Social Policy; Journal of Institutional Economics; Journal of Mental Health; Journal of International and Comparative Social Policy; Journal of Poverty and Social Justice; Journal of Public Policy; Journal of Social Policy; Policy and Society; Policy Studies; Review of Social Economy; Social Indicators Research; Social Policy & Administration; Social Policy and Society; Socio-Economic Review; Sociological Research Online; Sustainable Cities and Society; Urban Governance; Work, Employment and Society; World Development.

Other

Agence Nationale de la Recherche (France); Cambridge University Press; Czech Science Foundation (Czechia); Department of Social Protection (Ireland); Economic and Social Research Council; Hungarian Central Statistical Office (Hungary); Medical Research Council; National Science Centre (Poland); Routledge; Springer Nature; Policy Press/Bristol University Press; United Nations Development Programme.

BOOK REVIEWS

- 2020 Lohmann, H. and Marx, I. (eds) (2018), *Handbook on in-work poverty*, Cheltenham, Edward Elgar. *Journal of Social Policy*.
- 2017 Petmesidou, M. and Guillén, A.M. (eds) (2015), *Economic Crisis and Austerity in Southern Europe: Threat or Opportunity for a Sustainable Welfare State*, London, Routledge. *Social Policy & Administration*.
- 2015 Midgley, J. and Piachaud, D. (eds) (2013), *Social Protection, Economic Growth and Social Change: Goals, issues and trajectories in China, India, Brazil and South Africa*, Cheltenham, Edward Elgar. *Social Policy & Administration*.
- 2014 Sandel, M.J. (2012), *What Money Can't Buy: The moral limits of markets*, London, Penguin. *Social Policy & Administration*.
- 2014 Spicker, P. (2013), *Reclaiming Individualism: Perspectives on public policy*, Bristol, Policy Press. *Journal of Social Policy*.
- 2010 Kaushik, B. and Kanbur, R. (eds) (2009) *Arguments for a Better World: Essays in honour of Amartya Sen*, Oxford, Oxford University Press. *Journal of Social Policy*.

SOFTWARE PACKAGES

Stata, SPSS, Nvivo, Microsoft Office

ACADEMIC AFFILIATIONS

Fellow, Higher Education Academy

Member, International Sociological Association

Member, Social Policy Association

Member, Housing Studies Association

Associate, Wales Institute of Social and Economic Research, Data and Methods (WISERD)

REFEREES

Available on request