

# Dr. Daniel William Carter, BA (Hons), GDL, LL.M, PhD.

## **Professional Skills & Experience**

Dr Daniel William Carter is an independent expert specialising in labour market development, employment practices and norms, earnings trends, and education and vocational training. He is highly experienced in preparing independent reports and providing oral evidence on instruction from legal parties representing claimants/pursuers, defendants/defenders, and joint instructions. While his work is predominantly within the English and Scottish legal systems, he has also conducted labour markets for individuals working internationally, including Ireland, France, Spain, Germany, the USA, and Japan. Dr Carter has provided expert evidence on a broad range of occupational areas, including (but not limited to) skilled manual trades, professional careers, public sector roles (including NHS, local authority, and civil service), offshore oil and gas, renewable energy, etc. He also has experience working with a range of disabilities, including personal injury cases (orthopaedic, mental health, brain injuries, HAVS, etc.), medical negligence (including visual impairment, cauda equina syndrome, cancer diagnosis, etc.), as well as sexual and/or physical abuse. Dr Carter has also provided numerous labour market assessments in the context of matrimonial disputes (for both applicant/respondent), undertaken job evaluation exercises for the purposes of equal pay litigation, and provides advice and expert opinion to individuals, companies, charities, and other organisations on matters of employment and disability.

His expertise in labour markets and employment has been developed by many years of researching, analysing, publishing, and discussing labour markets and employment matters in both the UK and Europe. His PhD thesis, *The European Precariat*, assesses the employment relations, working practices and social/legal protection available to workers engaged in insecure and 'precarious' forms of employment, including part-time and zero-hour contract workers, those working on short-term and temporary contracts, and (bogus) self-employed persons, including those working on platforms in the "gig economy". He has published in various books and academic journals, and has spoken at events in England, Scotland, and across Europe on matters concerning labour markets and employment. Dr Carter has over a decade of experience working in education, including teaching on issues relating to employment, social, and migration law at undergraduate and postgraduate level. He has experience in training litigation and advocacy skills in the European Law Moot Court Competition (ELMC), where he has won numerous awards as a participant, coach, and Master of the Moot (Leiden Regional Final 2020).

## **Qualifications**

**Ph.D. in European Employment and Social Law, Leiden University, Netherlands**

2023

Specialised research on the changing nature of labour markets and employment norms, including employment relations, working practices, and the legal/social protection available to those engaged in modern forms of employment, focusing on the situation in the United Kingdom and Netherlands. Dr Carter's doctoral thesis, *The European Precariat*, explains how the development of labour markets and employment norms since the 19<sup>th</sup> century has resulted in increasingly insecure and "precarious" employment relations and working practices. It then focuses on three main types of employment: (i) part-time (e.g., on-demand work, zero-hour contracts, etc.) employment; (ii) intermittent work (e.g., short-term contracts, temporary employment, etc.); and (iii) those engaged on a self-employed basis (particularly those working in 'bogus' self-employment and platform workers engaged in the 'gig economy'), in each case study explaining the main elements of these 'precarious' employment relations, as well as the legal and social situation of each category of worker, and assesses the wider consequences deriving from a lack of legal protection.

<b>LL.M. in European Law, Leiden University, Netherlands (Graduated cum laude)</b>	2015
<b>Graduate Diploma in Law (GDL), Bournemouth University (Graduated with Distinction)</b>	2011
<b>BA(Hons) Sociology &amp; Criminology, University of Brighton</b>	2008

### **Professional Background**

**Associate Employment Consultant, Keith Carter & Associates** 2021 -

- Preparing independent expert reports that have been used by the Court in matters concerning personal injury, medical negligence; matrimonial disputes; and sexual/physical abuse.
- Provides expert opinion and consultancy services in matters relating to labour market developments and employment trends, both in the United Kingdom and European Union.

**Researcher, Lecturer, and Academic Coordinator, Leiden University** 2015 - 2021

- Conducted specialised research in the area of labour markets and employment trends, with a particular focus on modern "precarious" forms of work.
- Published articles in books and journals, and spoke at various conferences, workshops, and other events, on matters relating to employment, social, and migration law and policy.
- Coordinating academic and administrative aspects of the prestigious Advanced LLM in European and International Business Law.
- Teaching classes in European economic and social law at LLB, LLM, and Advanced LLM level.
- Supervised theses at LLB, LLM and Advanced LLM level.

**English Teacher, Various** 2011 - 2014

- Teaching English at a range of levels and ages. Included exam preparation, and in-house classes in business and legal English.

**Labour Market Analyst & Researcher, Keith Carter & Associates** 2007 - 2011

- Assisting in the preparation of expert reports used in personal injury and equal pay litigation.
- Creating and maintained databases on earnings data, labour markets, and government policy in employment and disability law.
- Interviewing clients, attending case conferences and court hearings.

### **Selected Publications**

(1) *European Societies, Migration, and the Law: The Others amongst Us* (Cambridge University Press).

(2) *European Citizenship under Stress* (Brill Nijhoff).

(3) *European Papers*.

(4) *Croatia Yearbook of European Law and Policy*:

- 'Equal Pay for Equal Work? Assessing the Revision to the Posted Workers Directive'

(5) *European Futures Blog*.

(6) *Ars Aequi Legal Publishing*.

(7) *Leiden Law Blog*:

- 'UK Supreme Court finds Employment Tribunal Fees deny Access to Justice and the Courts'
- 'CJEU (finally) takes stance against social dumping'
- 'No social assistance rights for jobseekers'