



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

### Professional Skills & Experience

Dr Carter is an Associate Employment Consultant with much experience providing expert opinion and preparing independent expert reports that have been used by English, Scottish and Irish courts in matters relating to personal injury, medical negligence, matrimonial disputes, historic abuse, and equal pay. He has also provided advice and expert opinion to individuals, companies, charities, and other organisations in the areas of labour markets, employment trends, and earnings.

He has a deep understanding of labour markets and employment issues in the United Kingdom and Europe, which has been developed by many years of researching, analysing, and discussing labour markets and employment matters. He has completed a PhD thesis, *The European Precariat*, which assesses the situation of persons 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 also written articles that have been published in books and academic journals, provided general commentary, and has spoken at various events in the United Kingdom and across Europe on matters concerning labour markets and employment.

Prior to acting as an independent expert in employment matters, Dr Carter worked in the area of law, and has over seven years' experience researching and teaching on issues relating to employment, social, and migration law. He has taught at both Bachelor and Master levels and has extensive experience working in university education. He also has experience in training litigation and advocacy skills in the European Law Moot Court Competition (ELMC), where he has been a participant (Winner Best Written Memorials, Winner Prague Regional Final, Semi-finalist at All European Final at Court of Justice of European Union); Coach (Winner Best Advocate General 2016 and 2020, All European Finalist 2020); and Master of the Moot (Leiden Regional Final 2020).

### Qualifications

**Ph.D. in European Employment and Social Law, Leiden University, Netherlands** 2023

Specialised research in the development of labour markets and changing employment norms, as well as the applicable regulation, and the protection available, to those engaged in modern forms of employment in Europe, with a particular focus on the situation in the United Kingdom and the Netherlands. Dr Carter's research cumulated in the successful completion of a 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. The thesis focuses on three main employment types (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, the thesis explains the main elements of these 'precarious' employment relations, examines the legal and social situation of each type of worker, and assesses the consequences deriving from a lack of legal protection.

**LL.M. in European Law, Leiden University, Netherlands (Graduated cum laude)** 2015

**Graduate Diploma in Law (GDL), Bournemouth University (Graduated with Distinction)** 2011

**BA(Hons) Sociology & Criminology, University of Brighton** 2008



## Professional Background

### **Associate Employment Consultant, Keith Carter & Associates**

2021 - date

- Has prepared many independent expert reports that have been used by the Court in matters concerning personal injury, medical negligence, matrimonial disputes, and historic 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.
- Coordinated academic and administrative aspects of the prestigious Advanced LLM in European and International Business Law.
- Taught 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

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

### **Labour Market Analyst & Researcher, Keith Carter & Associates**

2007 – 2011

- Assisted in the preparation of expert reports used in personal injury and equal pay litigation.
- Created and maintained databases on earnings data, labour markets, and government policy in employment and disability law.
- Interviewed clients and attended 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 in the Same Place? Assessing the Revision to the Posted Workers Directive’
- (5) *European Futures Blog*
  - ‘Keeping Free Movement vs. Ending Free Movement: The Common Travel Area after Brexit’
- (6) *Ars Aequi Legal Publishing*:
  - ‘Taking (back) control of Brexit’
- (7) *Leiden Law Blog*:
  - ‘UK Supreme Court finds Employment Tribunal Fees deny Access to Justice and the Courts’
  - ‘UK Parliament must give consent to Brexit, but is a constitutional crisis developing?’
  - ‘CJEU (finally) takes stance against social dumping’
  - ‘No social assistance rights for jobseekers.’