



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

Professional Skills & Experience

Dr 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, as well as joint instructions. His work is predominantly within the English and Scottish legal systems, covering a broad range of occupational areas, although he has also conducted labour markets for individuals working internationally, including in Ireland, France, Spain, Germany, the USA, and Japan. He is experienced in providing expert evidence in relation to various disabilities, including personal injury (orthopaedic injuries, mental health issues, and brain injuries), medical negligence (visual impairment, cauda equina syndrome, etc.), and historic abuse. Dr Carter has also provided numerous labour market assessments in the context of matrimonial disputes (for both applicant and respondent), undertaken job evaluation exercises in the context of equal pay litigation, and provided advice and expert opinion to individuals, companies, charities, and other organisations on matters of employment and disability.

His expertise has been developed through 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 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 published in books and academic journals and has spoken at various events in Scotland, England, and across Europe on matters concerning labour markets and employment.

Dr Carter also has around 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 development of labour markets and changing employment norms, as well as the regulations applicable, 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. The research cumulated in the successful completion of a doctoral thesis, *The European Precariat*, which explains how the development of labour markets and employment norms since the 19th century has resulted in increasingly insecure and "precarious" employment relations. The thesis focuses on three main employment types: (i) part-time employment (e.g., on-demand work, zero-hour contracts, etc.); (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 -

- Preparing independent expert reports that are used by the Court in matters mainly concerning personal injury; medical negligence; matrimonial disputes; and historic sexual/physical abuse.
- Providing expert opinion and consultancy services in matters relating to labour market developments and employment trends, both in the United Kingdom and European Union.
- Interviewing clients, attending case conferences and giving evidence at court hearings.

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.
- Provided 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 providing 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.

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*:
 - ‘Who is taking (back) control of Brexit?’
- (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’