

THOMAS JAMES PROSSER

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Education

10/05 – 09/09

Warwick Business School

PhD Candidate in European Industrial Relations

Title - Effective Social Dialogue through ‘soft’ law? An analysis of the implementation of the European Telework and Work-related Stress Agreements.

Supervisor – Professor Paul Marginson

Fully funded by the UK Economic and Social Research Council (ESRC)

I am conducting research on the implementation of the European Telework and Work-related Stress Agreements and the associated implications for the development of European Social Policy. This study incorporates research interviews with senior policy makers in four European countries (UK, Denmark, Belgium, Czech Republic) and two sectors (Banking and local Government).

10/04 – 09/05

Warwick Business School.

MA in Industrial Relations and Personnel Management (distinction),

10/01 – 07/04

University of Warwick

BA (Hons) in History (2:1).

09/94 – 06/01

Tregib Comprehensive School

3 ‘A’ Levels: History (A), Economics (A), English Literature (A).

10 GCSEs: 3A*s, 7As (including Maths, English and French)

Employment History

07/08 – present

**Industrial Relations Research Unit
(IRRU), Warwick Business School**

Research Associate (0.5 time) with responsibility for IRRU’s submissions to the European Foundation for the Improvement of Living and Working Conditions (EF), a Social Policy research agency of the European Union

- Prepared reports on a range of topics related to the UK labour market including wages and employment that utilized a large body of quantitative and qualitative data
- Drafted several questionnaires for completion by UK Social Partner organizations and developed extensive contacts with these organizations.

07/07 – 12/07

**European Foundation for the Improvement of
Living and Working Conditions**

Trainee

- Worked as an editor of the European Restructuring Monitor (ERM), a major quantitative source of cross-national data on restructuring in European member states, and coordinated the contributions of national correspondents in twenty-seven member states.
- Helped produce several practitioner orientated publications based on ERM data that analyzed national and European trends on restructuring.

01/07 – 04/07

**FAOS Employment Relations Research
Centre, University of Copenhagen**

Visiting Research Fellow at FAOS

- Displayed ability to conduct research in a different national policy context with extensive field research into the Danish labour market and production of a FAOS working paper
- Developed presentational skills and ability to communicate academic ideas to a wider audience with seminar presentation to senior Danish policy makers and academics

Other experience and skills

- Have extensive experience of teaching and lecturing at undergraduate and postgraduate level on Warwick Business School's MA in Industrial Relations and Personnel Management programme, and on undergraduate programmes. Have worked as a seminar facilitator on the Warwick Masters in Public Administration (MPA).
- Was consulted by the European Commission as an expert on workforce restructuring in a workshop in Brussels in February 2009. Have also advised the UK media on this topic.
- Speak, read, and write French to an advanced level and am also competent with I.T. packages such as Microsoft Word and Microsoft Excel.

Referees

Professor Paul Marginson,
Director of Industrial Relations
Research Unit (IRRU)
Warwick Business School,
University of Warwick,
Coventry, CV4 7AL.

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Donald Storrie,
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and Competitiveness
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Selected Bibliography

Working papers

Prosser, T. 2006: 'Is the "new phase" of the European Social Dialogue the development of an autonomous and effective form of social dialogue?', Warwick Papers in Industrial Relations, Number 82, September 2006:

<http://www2.warwick.ac.uk/fac/soc/wbs/research/irru/wpir/wpir82.pdf>

Prosser, T. 2007: 'Europeanization through procedures and practices? The implementation of the Framework Agreements on Telework and Work-related Stress in Denmark and UK', FAOS Forskningsnotat 077:

<http://faos.sociology.ku.dk/dokum/fnotat77.pdf>

Conference proceedings

Prosser, T: 'Europeanization through procedures and practices?' at International Industrial Relations Association, Manchester, UK. (2007)

Prosser, T: 'Europeanization through procedures and practices?' at European doctoral workshop, Budapest, Hungary (2008)

Reports

'European Restructuring Monitor Quarterly: Issue 4 - Winter 2007', European Foundation for the Improvement of Living and Working Conditions, Dublin. -

<http://www.eurofound.europa.eu/emcc/erm/templates/displaydoc.php?docID=45>

European Foundation for the Improvement of Living and Working Conditions, 2008: 'Employment Impact of Relocation' (wrote UK contribution to study) -

<http://www.eurofound.europa.eu/docs/erm/tn0803056s/tn0803056s.pdf>

Prosser, T. 2008: 'TUC strengthens links with Polish Unions', EIROOnline:

<http://www.eurofound.europa.eu/eiro/2008/10/articles/uk0810049i.htm>

Prosser, T. 2009: 'Retail sector hit by major redundancies', EIROOnline:

<http://www.eurofound.europa.eu/eiro/2009/01/articles/uk0901049i.htm>

Prosser, T. 2008: 'TUC uncovers evidence of longer working hours', EWCO:

<http://www.eurofound.europa.eu/ewco/2008/09/UK0809019I.htm>