

The Nigel Mason Award for Employee Ownership Research

Call for Submissions for 2025 Award

The [Nigel Mason Award Committee](#) calls for submissions of employee ownership research to be considered as the recipient of the 2025 Nigel Mason Award for Employee Ownership Research.

Making a submission

A submission should be sent by email to the Nigel Mason Award Committee to the email address nma@kellogg.ox.ac.uk by **31 May 2025**. The email should:

- a) indicate it is a submission for the 2025 Nigel Mason Award for Employee Ownership Research;
- b) include the full title of the research and year it was written;
- c) contain the nominated author's full name and their email address and telephone number;
- d) confirm (if not self-nominated) that the nominee agrees to the submission;
- e) include a hyperlink to any online version of the research;
- f) contain or attach a statement no longer than 300 words summarising why the research should be considered for the 2025 Award and, if there are co-authors, why the nominated author is nominated; and
- g) attach a single PDF of the final full version of the research (in English), which research should be no longer than 50 A4 pages (the PDF must be less than 100MB).

Background to the Award

The Nigel Mason Award for Employee Ownership Research is named after one of the UK's leading experts on employee ownership who died in 2021. The 2025 Nigel Mason Award includes a cash prize of £2,000 and publicity for the Award winner and their research among academics, practitioners and business. The Award is administered by the Nigel Mason Award Committee, with support from the UK employee ownership sector. There is a Judging Panel.

Additional information is available on the [Nigel Mason Award](#) web pages of the Kellogg College, University of Oxford, Centre for Mutual and Co-owned Business website: <https://www.kellogg.ox.ac.uk/kellogg-centres/centre-for-mutual-and-co-owned-business/>. Anyone nominated as an author accepts all conditions publicised on these web pages affecting an Award winner, for example, regarding their agreement to publicity for their research.

Eligible research

To be considered for the 2005 Nigel Mason Award for Employee Ownership Research, research must:

1. be written on or after 1 January 2020, in English;
2. provide in-depth, original, quantitative and/or qualitative research:
 - a) into or relevant to employee ownership; or
 - b) encompassing employee ownership and a related subject or subjects, such as employee share ownership, cash profit-sharing, employee engagement or good work; and
3. include conclusions or recommendations capable of influencing government, the business community and/or other decision-makers.

'Employee ownership' takes the meaning generally accepted in the UK. This may be summarised as where employees have a significant stake in their business providing them with meaningful voice in how their business is run. Predominantly found in private companies, employee ownership goes beyond financial participation and may take several forms, including direct employee ownership (such as through worker co-operatives or employee share ownership plans), indirect employee ownership (including employee ownership trusts) and hybrid models of employee ownership. Participation should be open to all employees but may be subject to, say, a qualifying period of employment.

Issued on 19 September 2024

The submissions deadline is 31 May 2025