

# **CROSSING BOUNDARIES:** THE 2023 BUSINESS AND MODERN SLAVERY RESEARCH CONFERENCE

**EVENT PROGRAMME** 

BATH, UK, SEPTEMBER 19-22

## WELCOME

Welcome to Crossing Boundaries: the 2023 Business and Modern Slavery Research Conference, hosted at the University of Bath School of Management.

The conference provides a wonderful opportunity for those interested in business and modern slavery to come together to listen and share their research and insights on this critical and complex topic. The theme of crossing boundaries reflects the aim of the conference to enable business and modern slavery researchers to straddle boundaries between different academic disciplines, between levels of experience, between researchers and survivors, and between the spheres of research and practice, whether in business, government, civil society, or the media.

We are delighted to be hosting you in our brand-new School of Management building at Claverton Down, our campus located on the edge of the UNESCO World Heritage city of Bath. The city is famous for its Roman and medieval roots, as well as its Georgian architecture, much of it made possible by the proceeds of the transatlantic slave trade. There are many historic locations to visit, many of which you can explore in relation to Bath's role in the slave trade as part of one of our guided or self-guided walks.

With over 80 participants, based in 14 different countries across the world, Crossing Boundaries is the largest ever gathering of business and modern slavery researchers to date. Thank you to all of you for submitting your work, agreeing to participate, and for joining us here in Bath. We also extend our deepest appreciation to the Society for the Advancement of Management Studies (SAMS) and to the University of Bath School of Management for their financial support, and to the Journal of Supply Chain Management for supporting the Best Paper prize. Thank you also for the wonderful administrative support team at the School of Management, and in particular Georgie Goff for making the event happen.

We hope that you will have an invigorating conference and an enjoyable stay in Bath filled with new ideas and inspirations that will carry you across the boundaries.

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#### Conference co-chairs



Andrew Crane University of Bath



Michael Rogerson University of Sussex

## PROGRAMME

	PRE-CONFERENCE SOCIAL PROGRAMME 19 SEPTEMBER 2023		
TIME	SESSION	LOCATION	
16.30–18.30	<b>Bath's Uncomfortable Past</b> Guided slavery walking tour of the city with Dr Christina Horvath Pre-registration required	Meet at Kingston Parade and the corner of Abbey Street, just outside 44AD Artspace BA11NN	
18.30 - 21.00	Informal dinner at The Bath Stable <u>Pre-order</u> required, at own cost (pay at venue).	1-3 Westgate Building, Kingsmead Square, BA12AE	

DAY 1 20 SEPTEMBER 2023		
TIME	SESSION	LOCATION
08.00 - 08.15	<b>Departure of courtesy coaches from city to University of Bath.</b> Coaches will leave at 08.00 and 08.15 on a first come, first served basis. If you cannot take the coach or it is full, please take public transport, taxi, or Voi scooter. City centre stops for Bus U1 service are at Dorchester St, Bath Abbey, and North Parade. It is approx. a 15 min ride or 45 min walk (up hill!).	Terrace Walk, Bath BA11LN
08.15 - 09.00	<b>Registration, coffee, and pastries</b> Registration desk on Ground floor (Level 1), 10 East, School of Management, University of Bath Coffee on Level 0 in the Pavilion	10 East, Pavilion
09.00 - 09.15	<b>Welcome and Introduction to the Conference</b> Andrew Crane, University of Bath Michael Rogerson, University of Sussex	10 East, Room 0.18
09.15-10.15	<b>Keynote 1</b> Genevieve LeBaron, Simon Fraser University Businesses drive forced labour. Can they play a role in solving it?	10 East, Room 0.18
10.15 - 10.30	Introduction to "Objective" photo exhibition Objective documents modern slavery through the everyday objects that have helped survivors rebuild their lives in the face of systematic disbelief. Amy Romer, Photojournalist Maya Esslemont, After Exploitation	10 East, Room 0.18 Exhibition in the Pavilion
10.30 - 11.00	Break	10 East, Pavilion

	DAY 1 20 SEPTEMBER 2023	
TIME	SESSION	LOCATION
Parallel paper :	sessions I	
	MODERN SLAVERY DISCLOSURE I Chair: John Dumay	
	Carla Antonini, Conny Beck, Antonio Mateo-Márquez, Carlos Larrinaga, & Enrique Mesa-Pérez The construction of modern slavery reporting boundaries under a risk society approach. The case of supermarkets' global supply chains.	10 East, Room 0.23
	Dayna Koroll , Nancy Southin, & Andrew Fergus Modern supply chain slavery: an overview of substantive actions disclosed in confectionary company's reports.	
11.00 – 12.00 (2 papage)	Faiza Zafar, Subhan Ullah, Emmanuel Adegbite, & Jing Chen Modern slavery disclosures: a legitimacy and impression management perspective.	
(3 papers)	MEDIA AND FRAMING Chair: Annie Snelson-Powell	
	<b>Ilse A. Ras</b> Human Trafficking and Corporate Responsibility: Perspectives from Dutch news media and politics.	
	<b>Robert Caruana, Andrew Crane, &amp; Claire Ingram</b> The boundaries of modern slavery: the role of exemplars in new category formation.	10 East, Room 0.19
	Ema Moolchand, Shelley Marshall, & Elizabeth Shi Competing claims to moral legitimacy: how business frames cleaning up modern slavery compared with the labour inspectorate.	

	DAY 1 20 SEPTEMBER 2023	
TIME	SESSION	LOCATION
Parallel paper s	sessions I (continued)	
	SUPPLY CHAIN PERSPECTIVES I Chair: Bruce Pinnington	
	Joanne Meehan Modern slavery discovery: drawing and crossing boundaries.	
11.00 – 12.00 (3 papers)	Meg L. Joseph, Georgeanne Siller, & Claire Pavlosky Supply chain knowledge and communication within apparel MNCs: an organizational behavior approach to understanding demand-side roots of modern slavery.	10 East, Room 0.24
	Simon R. Croom Using procurement strategy to address modern slavery in supply chains.	
12.00 - 13.00	Plenary panel - Practitioner perspectives on business and modern slavery James Sinclair, Verisk Maplecroft Kate Larsen, SupplyESChange Lucy Mann, Unseen UK Emma Crates, Marshalls Group Moderator: Michael Rogerson, University of Sussex	10 East, Room 0.18
13.00-14.00	Lunch	10 East, Pavilion

DAY 1 20 SEPTEMBER 2023		
TIME	SESSION	LOCATION
Parallel paper	sessions II	
	LABOUR EXPLOITATION Chair: Laya Behbahani	
	Jack Beadsworth Sanctuary and betrayal at work: denunciation, employer collaboration and the production of forced labour.	10 F 0.00
	<b>David Leone Suber &amp; Roshan De Stone</b> Forces of coercion: The risk of labour exploitation for people on the move transiting Turkey.	10 East, Room 0.23
	Hong T. M. Bui Systems exploitations under the name of modern slavery.	
	TOOLS AND INTERVENTIONS Chair: Robert Caruana	
14.00 – 15.30 (4 papers)	Tricia Olsen, Kathy Rehbein, Annie Snelson-Powell, & Michelle Westermann-Behaylo Silencing through corporate human rights practices: an exploratory study of corporate human rights violations against women.	
	<b>Rohan David Preece</b> Towards a more worker-centred approach to business and human rights in supply chains: a case study within India's textile and apparel sector.	10 East, Room 0.19
	<b>Claudia Macaveiu</b> Partnerships approaches to address modern slavery in the event sector: relationships, opportunities, or solutions?	
	<b>M. Selim Cakir, Elvan Gokalp, Ioannis Kougkoulos, &amp; Nathan Kunz</b> Modeling modern slavery interventions using a system dynamics approach.	

DAY 1 20 SEPTEMBER 2023		
TIME	SESSION	LOCATION
Parallel paper	sessions II (continued)	
	SUPPLY CHAIN PERSPECTIVES II Chair: Andrew Crane	
	Justine Coneybeer, Erin O'Brien, Bree Hurst, & Alice Payne Failing to take responsibility: How fashion companies' anti- slavery tools frame their responsibility for labour exploitation.	
14.00 – 15.30 (4 papers)	<b>Bruce Pinnington &amp; Alexandra Williams-Woods</b> The need for a step-change in business response to the UK Modern Slavery Act.	10 East, Room 0.24
	Victoria Stephens, Amy Benstead, Erica Charles, Dane Lukic, Helen Goworek, & Jennifer Wascak Theorizing worker voice for supply chain justice.	
	<b>Shoaib Ahmed, Chandana Alawattage, &amp; Kelum Jayasinghe</b> Empires of fashion: absence of accountability and reproduction of slavery-like despotism in labour control.	
15.30-16.00	Break	10 East, Pavilion
16.00 - 17.00	Plenary panel – Getting funding for research on business and modern slavery Genevieve LeBaron, Simon Fraser University Owain Johnstone, Modern Slavery PEC Amy Benstead, University of Manchester Moderator: Vivek Soundararajan	10 East, Room 0.18
17.30 - 17.45	<b>Departure of courtesy coaches to city centre.</b> Coaches will leave at 17.30 and 17.45 on a first come, first served basis. If you cannot take the coach or it is full, please take public transport, taxi, or Voi scooter. City buses U1 and U2 also leave from Arrivals Square.	Arrivals square (opposite 10 East)
18.00 - 19.30	<b>Self-guided slavery walking tour of Bath</b> If you cannot attend either of our guided tours on Sep 19 and 22, please feel free to take a map from the Registration desk and follow the self-guided tour on your own or with colleagues.	Suggested starting point: Bath Abbey

DAY 1 20 SEPTEMBER 2023		
TIME	SESSION	LOCATION
19.30 - 21.30	<b>Conference Dinner at The Architect, Bath</b> Pre-order of meal choices required. All conference attendees are warmly invited to join us for dinner and for the award of the Journal of Supply Chain Management Best Paper prize.	The Architect, The Empire, Orange Grove, BA11LP

#### DAY 2 21 SEPTEMBER 2023

TIME	SESSION	LOCATION
08.00 - 08.15	<b>Departure of courtesy coaches from city to University of Bath</b> Coaches will leave at 08.00 and 08.15 on a first come, first served basis. If you cannot take the coach or it is full, please take public transport, taxi, or Voi scooter. City centre stops for Bus U1 service are at Dorchester St, Bath Abbey, and North Parade.	Terrace Walk, Bath BA11LN
08.15-09.00	Coffee and pastries	10 East, Pavilion

#### **Parallel paper sessions III**

09.00 – 10.30 (4 papers)	CRITIQUES AND CONTESTATIONS Chair: Shoaib Ahmed	
	Laya Behbahani Not beyond exception: construction giga-projects and the politics of unfree labour in the GCC.	
	Anna Forringer-Beal Taking responsibility: language, meaning, and white slavery.	10 East, Room 0.23
	Michael Rowlinson, John Hassard, & Julie Wolfram Cox Critical management studies and modern slavery in historical context.	
	Vivek Khanna & Prabhjot Dutta Khanna Making sense of the link between business and modern slavery through a neoliberal lens.	

	DAY 2 21 SEPTEMBER 2023	
TIME	SESSION	LOCATION
Parallel paper s	sessions III (continued)	
	AI, DATA SCIENCE, & METHODS Chair: Chee Yew Wong	
	Amin Vafadarnikjoo, Mahnaz Hosseinzadeh, Sajid Siraj, & Shuyang Li Online job adverts and forced labour: How can AI help us identify risky jobs?	
	Julia Muraszkiewicz & Benafsha Charlick-Delgado Uncovering forced labour risks for investors: the power of data science tools.	10 East, Room 0.19
	Alex Nguyen & Hiyam Ghannam Modern slavery detection using worker-centric survey data for supply chain management.	
09.00-10.30	Selim Yilmaz & Caroline Emberson Estimating the nature and extent of labour exploitation among domestic workers in the UK: methodological reflections and preliminary results.	
(4 papers)	SUPPLY CHAIN PERSPECTIVES III Chair: Jo Meehan	
	Miriam Wilhelm & Vikram Bhakoo Corporate responsibility and risk translation: The case of modern slavery in seafood supply chains.	
	<b>Stephanie Perkiss, John Dumay, Cristiana Bernardi,</b> & <b>Samuel Mawutor</b> Tackling sustainability and hazardous child labour in the cocoa supply chain: a dialogic accountability and ecosystem approach.	10 East, Room 0.24
	Stuart Milligan, Nancy Southin, & Andrew Fergus How can modern-day slavery be removed from supply chains: a systematic review.	
	Vanja Strand, Maryam Lotfi, Anthony Flynn, & Helen Walker Tackling modern slavery in supply chains through business to non-governmental organisation (B2N) collaborations: A qualitative study of current UK practices.	
10.30 - 11.00	Break	10 East, Pavilion

	DAY 2 21 SEPTEMBER 2023	
TIME	SESSION	LOCATION
Parallel paper :	sessions IV	
	MODERN SLAVERY DISCLOSURE II Chair: Carla Antonini	
	Shaila Ahmed & Shahzad Uddin Caught in organized hypocrisy: corporate modern slavery disclosures and forced labour practices in the global south.	10 East, Room 0.23
	Nam Mai, Petros Vourvachis, & Suzana Grubnic Board composition and modern slavery reporting in the UK.	
	REGULATION AND ENFORCEMENT Chair: Alex Hughes	
	Jack Beadsworth Going beyond modern slavery frames: understanding labour market non-compliance & fragmented enforcement within the same labour market structures as extreme exploitation.	10 East, Room 0.19
11.00 – 12.00 (3 papers)	<b>Tina Davis</b> The role of the Norwegian Transparency Act in domestic supply chains: How to effectively address a continuum of exploitation.	10 East, Room 0.19
	<b>Chee Yew Wong &amp; Ying Zhang</b> Forced labour in supply chains: a review of literature and regulations.	
	SUPPLY CHAIN PERSPECTIVES IV Chair: Miriam Wilhelm	
	Zahra Shirgholami, Rosanna Cole, & James Aitken (Im)plausible deniability of multinationals in addressing their conflicting demand within supply chains.	
	<b>Leonardo Marques &amp; Alice Erthal</b> Modern slavery as rule, not exception: A supply chain (lack of) transparency perspective.	10 East, Room 0.24
	Pavel Castka, Grant Michelson, Xiaoli Zhao, & Cory Searcy The working conditions of social compliance auditors investigating modern slavery in supply chains.	

DAY 2 21 SEPTEMBER 2023			
TIME	SESSION	LOCATION	
12.00 - 13.00	<b>Keynote 2</b> Mark Stevenson, Lancaster University Modern slavery - within and beyond the boundaries of the supply chain	10 East, Room 0.18	
13.00 - 14.00	Lunch ECR – mentor lunches, see below for groups. Please take a brown bag lunch and find some space in the building or outside to chat in your groups. If you have not been assigned a group or cannot find yours, just ask a member of the conference team.	10 East, Pavilion	

#### Parallel paper sessions V

	PUBLIC SECTOR PERSPECTIVES Chair: Johanne Grosvold	
	Alex Hughes, Mei Trueba, James Brown, Alex Trautrims, & Mahmood Bhutt Addressing modern slavery through public procurement of healthcare goods: an exploration of changing regulatory spaces and practices.	
14.00 – 15.30 (4 papers)	Michael Rogerson, Johanne Grosvold, Andrew Crane, & Vivek Soundararajan Shifting institutional logics in the public sector response to modern slavery in supply chains: The role of purchasing consortia.	10 East, Room 0.19
	Antonietta Balestra Exploring how UK Universities engage with issues relating to modern slavery	
	Martina Trusgnach Enabling rights-holder-driven approaches through public procurement: power imbalances and potential synergies in global supply chains.	

DAY 2 21 SEPTEMBER 2023			
TIME	SESSION	LOCATION	
Parallel paper s	sessions V (continued)		
	SUPPLY CHAIN PERSPECTIVES V Chair: Rosanna Cole		
	Zahra Mohammadnazari & Ehsan Khajeh Addressing modern slavery in fashion supply chain.		
14.00 – 15.30 (4 papers)	Shilpi Banerjee & Sanjukta Choudhury Kaul Modern child slavery in global value chains (GVCs) and corporate responsibility in the Indian mica mining industry: addressing the elephant (social inequalities and caste) in the room.	10 East, Room 0.24	
	Aileen Koh, Ting Ting Liu, & Rodney Stewart Detecting and remediating modern slavery in construction industry: A systematic literature review.		
	Brent Burmester & Christina Stringer Hidden in plain sight: IB theory and the inevitability of supply chain slavery.		
15.30 - 16.00	Break	10 East, Pavilion	
16.00 - 17.00	Plenary panel – Researching and publishing in and across disciplines Alex Hughes, University of Newcastle Andrew Crane, University of Bath Mark Stevenson, Lancaster University Moderator: Michael Rogerson	10 East, Room 0.18	
17.00 - 17.15	<b>Wrap up and end of conference</b> Andrew Crane, University of Bath Michael Rogerson, University of Surrey	10 East, Room 0.18	
17.30 - 17.45	<b>Departure of courtesy coaches to city centre.</b> Coaches will leave at 17.30 and 17.45 on a first come, first served basis. If you cannot take the coach or it is full, please take public transport, taxi, or Voi scooter. City buses U1 and U2 also leave from Arrivals Square.	Arrivals Square (opposite 10 East)	
19.00 - 21.30	<b>Informal dinner at Indian Temptation</b> Pre-order required, no charge for delegates.	Indian Temptation, 9-10 High St, BA1 5AQ	

PO	ST CONFERENCE PAPER DEVELOPMENT WORKSHOP (INVITAT) 22 SEPTEMBER 2023	(ON ONLY)
TIME	SESSION	LOCATION
09.00-09.30	Arrivals and coffee	
10.30 - 12:30	Publishing panel - insights from editors and reviewers John Dumay, Macquarie University (Associate Editor, AAAJ) Genevieve LeBaron, Simon Fraser University (Former Co-Editor, RIPE) Jo Meehan, University of Liverpool (Associate Editor, JPSM) Michael Rowlinson (Former Senior Editor, Organization Studies) Miriam Wilhelm, WU Vienna (Associate Editor, Journal of Supply Chain Management) Moderator: Andrew Crane	Bath Royal Literary and Scientific Institution, 16-18 Queen Square, BA1 2HN
10.30 - 12:30	Paper development feedback sessions Mentors: Robert Caruana, Andrew Crane, John Dumay, Genevieve LeBaron, Jo Meehan, Bruce Pinnington, Vivek Soundararajan, Mark Stevenson, Miriam Wilhelm. See below for groups.	Elwin Room
12.30 - 13.30	Lunch and close of workshop	
14.00-16.30	<b>Bath's Slave Economy in 18th Century Walk</b> Guided slavery walking tour of the city with Rob Collin Pre-registration required	Meet at West door, Bath Abbey

## **MENTOR LUNCHES**

#### (13.00 - 14.00, Sep 21)

The mentor lunches are an opportunity to cross boundaries of seniority (between early career scholars and more senior scholars), discipline, and research and practice. Please take a brown bag lunch and eat and talk together in your groups. This is an informal networking lunch, so there is no set agenda, but hopefully the mentors will be able to provide some advice to their more junior colleagues (about careers, research, teaching, etc), and the practitioners will be able to provide some insight into different aspects of the world of anti-slavery practice.

	ECRs	MENTORS	PRACTITIONERS
1	Pankhuri Agarwal Jack Beadsworth	Rosie Cole Michael Rowlinson	Lucy Mann
2	Albachiara Boffelli Zahra Shirgholami Nam Mai	Chee Yew Wong Johanne Ward-Grosvold	Nicola Ellis

	ECRs	MENTORS	PRACTITIONERS
3	Antonietta Balestra Ehsan Khajeh	Matteo Kalchschmidt Meg Joseph	Tina Davis
4	Selim Yilmaz Vivek Khanna Shoaib Ahmed	Brian Squire Brent Burmester Jo Meehan	Terri Amos
5	Ema Moolchand Aileen Koh	Alice Erthal Stuart Milligan	Georgeanne Siller
6	Laya Behbahani Ilse Ras Victoria Skeie	Alex Hughes Robert Caruana	Maya Esslemont
7	Maryam Lotfi Sofia Gonzalez Anna Forringer-Beal	Linh Duong Genevieve LeBaron	Amy Romer
8	Shaila Ahmed Mike Rogerson	John Dumay Mark Stevenson	Benafsha Delgado
9	Faiza Zafar Rohan Preece Victoria Stephens	Nancy Southin Vivek Soundararajan	James Sinclair
10	Shilpi Banerjee Dayna Koroll	Leonardo Marques Carla Antonini	Georgina Anderson
11	Annie Snelson-Powell Oliver Kennedy David Leone Suber	Pavel Castka Mei Trueba	Emma Crates Mariam Abdine
12	Justine Coneybeer Martina Trusgnach	Miriam Wilhelm Simon Croom	Kate Larsen
13	Paige Street Amin Vafadarnikjoo	Amy Benstead Selim Cakir	Hiyam Ghannam
14	Claudia Macaveiu Vanja Strand Zahra Mohammadnazari	Bruce Pinnington Hong Bui	Owain Johnstone

### FEEDBACK SESSIONS

#### at post-conference workshop (10.30 - 12.30, Sep 22)

#### 1. Robert Caruana

- Hong Bui, I am not a slave: Questioning the appropriateness of the notion of modern slavery in the context of migrant labour in nail salons.
- Ema Moolchand, Shelley Marshall & Elizabeth Shi, Competing claims to moral legitimacy: How businesses frame cleaning up modern slavery in the meat and cleaning sectors in Australia.

#### 2. Andrew Crane

- Claudia Macaveiu, Partnerships approaches to address modern slavery in the event sector: relationships, opportunities, or solutions?
- Nam Mai, Petros Vourvachis, & Suzana Grubnic, Board diversity and modern slavery reporting in the UK.

#### 3. John Dumay

- Justine Coneybeer, Erin O'Brien, Bree Hurst, & Alice Payne, Failing to take responsibility: How fashion companies' anti-slavery tools frame their responsibility for labour exploitation.
- Carla Antonini, Conny Beck, Antonio Mateo-Márquez, Carlos Larrinaga, & Enrique Mesa-Pérez, Reporting boundaries and the construction of modern slavery.

#### 4. Genevieve LeBaron

- Shoaib Ahmed, Chandana Alawattage, & Kelum Jayasinghe, Empires of fashion and despotic labour control in the Bangladesh garment industry.
- Michael Rowlinson, John Hassard, & Julie Wolfram Cox, Critical management studies and modern slavery in historical context.

#### 5. Jo Meehan

- Chee Yew Wong & Ying Zhang, Forced labour in supply chains: a review of literature and regulations.
- Meg L. Joseph, Georgeanne Siller, & Claire Pavlosky, Supply chain knowledge and communication within apparel MNCs: an organizational behavior approach to understanding demand-side roots of modern slavery.

#### 6. Bruce Pinnington

- Dayna Koroll, Nancy Southin, & Andrew Fergus, Modern supply chain slavery: substantive actions disclosed in confectionary company reports.
- Aileen Koh, Ting Ting Liu, & Rodney Stewart, Detecting and remediating modern slavery in construction industry: A systematic literature review.

#### 7. Vivek Soundararajan

- David Leone Suber & Roshan De Stone, Forces of coercion: The risk of labour exploitation for people on the move transiting Turkey.
- Shilpi Banerjee & Sanjukta Choudhury Kaul, Modern child slavery in global value chains (GVCs) and corporate responsibility in the Indian mica mining industry: addressing the elephant (social inequalities and caste) in the room.

#### 8. Mark Stevenson

- Tricia Olsen, Kathy Rehbein, Annie Snelson-Powell, & Michelle Westermann-Behaylo, Who, me? Firm reactivity and the drivers of MNEs' human rights policy adoption.
- Alex Nguyen & Hiyam Ghannam, Modern slavery detection using worker-centric survey data for supply chain management.

#### 9. Miriam Wilhelm

- Michael Rogerson, Johanne Grosvold, Andrew Crane, & Vivek Soundararajan, Shifting institutional logics in the public sector response to modern slavery in supply chains: The role of purchasing consortia.
- Leonardo Marques & Alice Erthal, Modern slavery as rule, not exception: A supply chain (lack of) transparency perspective.





All information correct at date of publication: September 2023.