

Curriculum Vitae  
**PANKHURI AGARWAL**  
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### EDUCATION

- **Diploma in Creative Writing: Advanced Non-Fiction**, University of Cambridge, 2025-26.
- **PhD in Sociology**, School of Sociology, Politics and International Studies, University of Bristol, November 2021.
- **MSc in Development Studies**, School of Oriental and African Studies, University of London (Chevening Scholar), September 2016.
- **B.Com (Honours)**, Shri Ram College of Commerce, University of Delhi, India, July 2012.

### FULL-TIME ACADEMIC APPOINTMENTS

**Research Fellow**, School of Management, University of Bath (**September 2025 onwards**) and King's College London (**May 2026 onwards**)

[Leverhulme Early Career Research Fellowship](#) to study the theoretical significance of caste for critical slavery studies.

**Research Associate**, School of Management, University of Bath (**2021-25**)

United Kingdom Research and Innovation (UKRI) funded [project](#) to research exploitation at work and interventions to address it in India and the UK's garment and software global value chains.

**Project Coordinator**, Faculty of Engineering, University of Bristol (**2021**)

EPSRC project to include diversity, equality, and inclusion initiatives in the university curriculum.

### PUBLICATIONS

#### **Book (open-access)**

**Agarwal, P.** (2026). *Fictions of Freedom: Migration, Modern Slavery and Bureaucracy in India*. Cambridge University Press. (forthcoming)

#### **Peer-reviewed journal articles (open-access)**

1. **Agarwal, P.** (2025). From an event to a process: Reimagining "modern slavery" rescue. *Sociology*, 0(0). <https://doi.org/10.1177/00380385251357201> (CABS 4)
2. **Agarwal, P.** (2024). What happens after 'modern slavery' rescues? A case of rescued bonded labourers in 'waiting' in India. *The Sociological Review*. <https://doi.org/10.1177/00380261241274886> (CABS 3)
3. Soundararajan, V., Miriam, M.W., Crane, A., **Agarwal, P.** & Shetty, H. (2024). Towards a systematic approach for improving working conditions in global supply chains: an integrative review and

research agenda. *Academy of Management Annals*. <https://doi.org/10.5465/annals.2023.0071> (CABS 4\*)

4. Derakhshan, R., Soundararajan, V., **Agarwal, P.** & Crane, A. (2024). Coping with personhood limbo: Personhood anchoring work among undocumented workers in Italy. *Human Relations*, 78(2): 123-155. (CABS 4) [\(Link\)](#)
5. **Agarwal, P.** (2022). State-Migrant Relations in India: Internal Migrants, Welfare Rights, and COVID 19. *Social Change*, 52(2): 239-256. [\(Link\)](#)
6. Niezna, M. & **Agarwal, P.** (2021). Big questions, self-education and collective learning: studying critical 'modern slavery' together. *Anti-Trafficking Review*, 17: 133-139. [\(Link\)](#)

#### **Co-edited journal special issue (open-access)**

Martins Junior, A., Okyere, S., **Agarwal, P.** & O'Connell Davidson, J. (2026). Slavery and Freedom in the Contemporary World: A Sociological Lens. *Sociology*. (CABS 4) [\(Link\)](#)

#### **Co-edited book (open-access)**

Critical Methodologies Collective. (eds). (2021). *The Politics and Ethics of Representation in Qualitative Research: Addressing Moments of Discomfort*. UK: Routledge. [\(Link\)](#).

#### **Book chapter (open-access)**

**Agarwal, P.** (2021). Waiting: the shrouded backbone of ethnography. In *The Politics and Ethics of Representation in Qualitative Research: Addressing Moments of Discomfort*, edited by the Critical Methodologies Collective, pp. 60-76. UK: Routledge. [\(Link\)](#)

#### **Selected media/online publications**

1. **Agarwal, P.** (2024). What it's really like to be 'rescued' from modern slavery. *The Conversation*. [\(Link\)](#).
2. **Agarwal, P.**, Dutta, N. & Soundararajan, V. (2024). Did crying modern slavery in Leicester benefit the workers? Beyond Trafficking and Slavery. *OpenDemocracy*. [\(Link\)](#).
3. **Agarwal, P.** (2021). Does India really need the new Trafficking in Persons Bill? Beyond Trafficking and Slavery, *OpenDemocracy*. [\(Link\)](#).
4. **Agarwal, P.** (2021). Social oppression, emotional labour and collective care. *The Sociological Review*. [\(Link\)](#).
5. **Agarwal, P.** (2020). Stuck in the middle: Perpetual denial of rights to Indian migrant informal workers. *Futures of Work*. [\(Link\)](#).
6. **Agarwal, P.** (2020). Waiting as resistance, Waiting as domination. *The Sociological Review*. [\(Link\)](#).
7. **Agarwal, P.** (2019). "Stop talking, listen to me first!" Fieldwork in India. *Migration Mobilities Bristol*. [\(Link\)](#).
8. **Agarwal, P.** (2019). Can we really spot slavery from space? *Beyond Trafficking and Slavery*, *OpenDemocracy*. [\(Link\)](#).

## GRANTS AND AWARDS

### External grants

1. *Principal Investigator, British Academy* Early Career Network Seed [Fund award](#), Digital Dilemmas: The Promise and Pitfalls of Tackling Modern Slavery Through Tech, 2025-26.
2. British Sociological Association support fund for continuing temporal field research on access to justice for victims of trafficking in India, 2021.
3. **ESRC** Impact Exploration Account Exploratory Award for investigating the need and best practices for early career researchers in UK universities, 2021.
4. Funds for Women Graduates Grant for the writing-up year of the PhD, 2021.
5. Sociological Review Conference funding to attend the Law and Society Association Conference in the USA, 2020.
6. Socio-Legal Studies Association fieldwork grant to conduct PhD fieldwork in India, 2019.

### Internal grants

1. Bristol Collegiate Research Society Scholarship and SPAIS Conference funding to participate in Socio-Legal Studies Annual Conference, 2021.
2. Migration Mobilities Bristol Networking Funds Award and the Bristol Doctoral College PGR Development Fund grant to organise seminars for PhD students on fieldwork experience and mental wellbeing, 2019.

### Awards

1. *Finalist*, Peter Troughton Postdoctoral Research Prize, University of Bath, 2024.
2. Awarded a fully funded place at the Sociological Review Foundation's writing retreat, 'Strictly Come Writing: The Sociological Review's Early Career Researchers 2022' at the Gladstone Library in Wales, 2022.

### Scholarships

1. International Office Scholarship, University of Bristol and Tata Scholarship, India for PhD study, 2017
2. Awarded scholarships to study MSc Development Studies - British Chevening Scholarship; Felix Scholarship, Felix Trust; J.N. Tata Endowment Scholarship for the Higher Education of Indians; Aga Khan Foundation International Scholarship, 2015.

## PROFESSIONAL QUALIFICATION

**Associate Fellow**, UK Higher Education Academy, 2024-present

## TEACHING AND SUPERVISION

### Doctoral supervision

Joint second supervisor for one PhD student working on the relationship of home and employment relations for circular migrant workers in the construction industry in India, School of Management, University of Bath, 2022-25.

### Postgraduate teaching and supervision

**Lecturer**, Managing People in Global Organizations, *MSc International Management*, University of Bath (111 students), **2023-25**

- Designing and delivering lectures (2 per term) on managing workers in global value chains and modern workplaces.
- Leading case study sessions, guiding students to apply theoretical concepts to real-world scenarios and enhance practical learning.

**Supervisor**, Master's dissertation, *MSc International Management*, University of Bath, **2022-25**.

- I supervise one master's student on their dissertation.
- I supervise seven master's students on a practice-track project, designing a collaborative consulting project with NGOs and MNCs.

Associate Teacher and **Course Co-Convenor**, Qualitative Research Methods, *MSc Migration and Mobility Studies*, University of Bristol (45 students), **2019-20**.

- Co-designed and co-convened an interdisciplinary qualitative research methods module for students from various disciplines, including law, sociology, management, anthropology, etc.
- Delivered lectures around key themes such as research ethics and methods.
- Mentored students on their assignments, graded submissions, and managed administrative aspects of the course.

### Undergraduate teaching

- **Lecturer**, Contemporary Issues in International Business, *BSc International Management*, University of Bath (58 students; 2 lectures per term), **2023-25**.
- Teaching Assistant, Doing Social Research, *BSc Sociology*, University of Bristol, **2019-20**.
- Teaching Assistant, Introduction to the Sociology of Culture, *BSc Sociology*, University of Bristol, **2018-19**.

### Foundation year supervision

Independent Project Supervisor for International Foundation programme, Faculty of Arts and Humanities, University of Bristol, **2019-21**.

Widening participation and outreach

- Lecturer, Studying Slavery and Sociology, Access to Bristol Sociology Pathway, University of Bristol, **2018-19**.
- Tutor, Law and Ethics, Sutton Trust Summer School, University of Bristol, **2018-19**.
- Teacher and project lead in curriculum design and training 400 teachers and 1000 school children, Make a Difference Foundation, India, **2018-19**.

**TRAINING AND DEVELOPMENT**

**Training**

1. *Policy Engagement and Impact*, Institute of Policy Research, University of Bath, October 2024.
2. *Writing a REF Impact Study*, School of Management, University of Bath, October 2024.
3. *Engaging with Media*, University of Bath Public Relations, September 2023.
4. *NVivo Training*, QSR International, May 2022.
5. *Writing a Book Proposal*, Manuscript Works, January 2022.

**Development**

1. Organization and Management Theory Junior Faculty Consortium, Copenhagen Business School, July 2025.
2. Virtual PDW on Essay Writing, Online, June 2025.

**ACADEMIC SERVICE**

Leadership

**Co-Convenor**, Slavery and Modern Slavery group, British Sociological Association, 2022-present  
I lead and convene the Slavery and Modern Slavery group, which aims to foster exchange and critically interrogate the concept of 'modern slavery.' The goal is to better understand how the legacies of colonialism, slavery, and imperialism continue to shape the lives of marginalised workers, who are often portrayed in dominant discourse as being 'at risk' of modern slavery.

**Co-Convenor**, Unpacking Fieldwork Network, University of Bristol, 2020-22

I found the network and conducted workshops on different aspects of doctoral fieldwork, bringing together 30 doctoral students working in sensitive settings across various faculties such as sociology, business studies, law, and political science. The aim was to support them in navigating post-fieldwork dilemmas, particularly when institutional support for doctoral researchers is limited.

**Co-Convenor**, Critical Modern Slavery Studies, 2020-21

I convened an online group, bringing together 25 academics from across the globe to discuss and workshop their ideas during the pandemic. It included 56 weekly sessions, which culminated in a [paper](#) on for successfully leading academic groups during crisis moments.

#### Committees and selection panels

- Member, **ESRC** Peer Review College, 2025-present.
- Member, Selection Panel, [Global Early-Career Accelerator for Representation](#), University of Bath, 2024-25.
- Member, Selection Panel, Postdoctoral Researcher for the UKRI-funded Future Leader Fellowship led by Prof Vivek Soundararajan, University of Bath, 2024.
- Management Committee Member & Early Career Representative, Migration Mobilities Bristol, Specialist Research Institute, University of Bristol, 2018-21

#### Mentorship and DEI activities

- Mentor, [Action to Improve Representation](#), 2024-present.
- Member, ED&I Committee, **British Academy** Early Career Research Network, 2021-24.

#### Ad-hoc reviewer

Anti-Trafficking Review

Organization Studies

Business and Society

#### Research ethics board

Member, Research Ethics Advisory Board, **European Research Council** project, 'Modern Marronage: the practice and pursuit of freedom in the contemporary world', University of Bristol, 2021-24

#### Membership

- Centre for Business, Organisations and Society, University of Bath, 2021-present.
- Academy of Management, 2021-present.
- British Sociological Association, 2021-present.
- Critical Methodologies Collective, 2019-present

### **INVITED TALKS AND PRESENTATIONS**

#### Universities

1. *Chair/Respondent*, 'International Conference on The Law of Global Value Chains: Theory and Practice at Work', Oñati International Institute for the Sociology of Law, Spain, July 2025.
2. *Panelist*, 'Employability Event - Interdisciplinary research and the business school', Bristol Business School, University of Bristol, May 2025.
3. *Presenter and discussant*, 'Political Rhetoric of Modern Slavery: 2020 Boohoo Scandal in Context', Leicester Migration Network, University of Leicester, July 2024.
4. *Discussant*, 'Grand Challenges – Live Case, Modern Slavery at Fine Cut Stems', School of Management, University of Bath, May 2024.
5. *Speaker*, 'End of ERC-Award Event', Fluminense Federal University, Rio de Janeiro, Brazil, April 2024.

6. *Discussant*, 'Interdisciplinary Research in Business,' Centre for Business, Organization and Society, University of Bath, April 2023.
7. *Speaker*, 'Internal migration workshop', Lau China Institute, King's College, London, June 2022.
8. *Speaker*, 'Symposium on researching sensitive topics', University of Bristol, May 2022.
9. *Presenter*, 'Time, Law and Forced Labour', Centre for Business, Organisations and Society, University of Bath, May 2022.
10. *Presenter*, 'Are you still waiting? Time, law and the state in India', Trafflab, Tel Aviv University Faculty of Law, March 2022 (online).
11. *Speaker*, 'The Politics and Ethics of Representation in Qualitative Research: Addressing Moments of Discomfort', Department of Gender Studies, Lund University, February 2021 (online).
12. *Speaker*, 'Legal Journey of Bonded Labourers from Release to Rehabilitation in India, Disrupting Traffick? Assessing the Impact of Anti-Trafficking Initiatives', University of Chicago, July 2019 (online).

#### Academic conferences

1. *Panellist*, 'Alternate publishing formats beyond journal papers', 3<sup>rd</sup> Global Conference on Caste, Business and Society, Said Business School, University of Oxford, July 2025.
2. *Chair*, 'Holding Lead Firms Accountable to Supply Chain Violations: Legal Methods and Challenges', Labour Law Research Network Conference, Thailand, June 2025.
3. *Chair*, '2nd Global Conference on Caste in Business Studies', University of Bath, June 2024.
4. *Facilitator*, 'Paper Development Workshop', 2nd Global Conference on Caste in Business Studies, University of Bath, June 2024.
5. *Presenter*, 'Ethnography', School Mini Qualitative Research Conference, University of Bath, April 2024.
6. *Chair*, '5th International Conference for Carceral Geography', University of Melbourne, Australia, December 2022 (online).
7. *Panellist*, 'British Sociological Forum Postgraduate Forum Regional Event, Facilitating Holistic Wellbeing in the Research Process', University of Glasgow, February 2020.

#### Public engagement activities

1. Podcast, 'Modern Slavery and the Tobacco Industry', Deadly Industry: Challenging Big Tobacco. (forthcoming).
2. *Panellist*, 'Tobacco Slave film screening', Tobacco Control Research Group, ESRC Festival of Social Science 2024, October 2024.

#### **SELECTED CONFERENCE PAPERS**

1. 'Rhetorical Decoupling in Global Supply Chains: a Case of the UK's Garment Industry', Labour Law Research Network Conference, Thailand, June 2025.
2. 'There is no "modern slavery" in business: Political rhetoric and exploitation in global supply chains', 18th Organization Studies Workshop, Greece, May 2024.
3. 'Lock(ed)down Forever: Prolonged Work-from-Home as a Source of (un) Freedom, Global production networks in Polycrisis', University of Sussex Business School, June 2024.

4. 'Whose side are you on? Beyond the insider-outsider continuum in ethnography', 9th annual ethnographic and qualitative research conference, University of Trento, June 2023.
5. 'Familiar othering at work: Internal Migration in Garment GVCs', Academy of Management Annual Meeting, Boston, August 2023.
6. 'Familiar othering at work: Internal Migration in Garment GVCs', Fairness at Work Conference, Work and Equalities Institute, University of Manchester, January 2023.
7. 'Care in response to violence: Situating care work against raids in GB Road (1990-2019)', Locating Sex work in conversations on care symposium, London School of Economics and Political Science, June 2022.
8. 'Waiting, bureaucracy and freedom: post-rescue lives of internal migrants in India', Socio-Legal Studies Annual Conference 2021, UK, March 2021 (online).
9. 'Authorised and unauthorised exploitation by anti-trafficking NGOs and informal brokers in India', British Sociological Association Annual Conference, March 2021 (online).
10. 'The multi-temporalities of waiting: Legal and everyday life of internal migrants in India', Material life of time conference, University of Edinburgh, March 2021.
11. 'Waiting Women: A socio-legal ethnography of the effect of the law in the everyday lives of women sex workers and bonded labourers in Delhi', Law and Society Association Annual Meeting, May 2022 (online).
12. 'Waiting: the shrouded backbone of ethnography', Osgoode Graduate Law Students Association Conference, Law's Topologies: The Map, territory, and Space In-Between, York University, Toronto, February 2021 (online).
13. 'Waiting Women: A socio-legal ethnography of the legal journeys of sex workers and bonded labourers in India', University of Hull Conference, Critical perspectives on Modern Slavery: Law, Policy and Society, October 2019.
14. 'Challenges faced by human rights defenders on the Student Human Rights Defenders Panel', 8th Annual Human Rights in Asia Conference, University of Essex, April 2016.

#### **CO-ORGANISATION OF IMPACT AND ENGAGEMENT EVENTS**

##### Conference

3rd Global Conference on Caste in Business, Saïd Business School, University of Oxford, July 2025.

##### Professional development workshop

1. *Professional Development Workshop*, 'The "Business" of Caste: Exploring Caste in Management and Organization Studies', Academy of Management Annual Meeting, Copenhagen, July 2025.
2. *Professional Development Workshop*, 'Decolonising Field Research in a Neoliberal Economy', Academy of Management Annual Meeting, Chicago, August 2024.

Talks, workshops and exhibitions

1. *Stakeholder consultation*, 'Employment, Welfare, and the Garment Industry in Leicester', which, for the first time, brought together 34 workers, suppliers, council officials, and key civil society stakeholders to discuss their concerns in July 2024
2. *Talk and discussion*, 'Freedom without exclusion: Land, labour and liberty for all', British Sociological Association and ERC Modern Marronage Project, December 2023.
3. *Roundtable and launch*, 'Slavery and Modern Slavery Group', British Sociological Association, July 2023.
4. *Talk, film and book launch*, 'Slavery, Criminalisation, Citizenship, and Mobility' (over 50 academic participants), August 2020.
5. *Talk and photo exhibition*, 'Eritrea and Human Rights: Conflict and Mobility' (over 60 international participants from academic and policy communities), August 2019.

Webinars and colloquium

1. Webinar, 'Mapping Dignity in the Software Industry Value Chain', School of Management, University of Bath, May 2022.
2. Online Colloquium, 'Childhood, Mobility, and Freedom' where 5 ECRs received mentorship from 6 academics on their ongoing projects in migration studies, November 2020.

**POLICY ENGAGEMENT AND IMPACT**

Selected reports, 2020-present

1. Tyagi, D., **Agarwal, P.** & Soundararajan, V. What is respect for workers in global supply chains? Voices of workers in garment exports. *Embed Dignity*. Available [here](#).
2. Dutta, N., **Agarwal, P.** & Soundararajan, V. (2024). What happened after the Boohoo scandal? A multi-stakeholder perspective from the garment industry in Leicester. *Embed Dignity*. Available in four languages [here](#).
3. Soundararajan, V., **Agarwal, P.** and Rogerson, M. (2023). The relationship between sourcing practices and working conditions in lower-tier apparel supply chains. *Embed Dignity*. Available [here](#).
4. **Agarwal, P.** (2020). Experience of international students with the UK's immigration system. *Migration Mobilities Bristol*.

As an Early Career Representative of the Migration Mobilities Bristol Specialist Research Institute, I gathered evidence and wrote a report on the experiences of international students and staff under the UK's immigration regime. The report addressed issues such as visa disparities and unequal budget allocations for research in the Global South. This work informed the development of university-wide interventions to address these disparities and promote equitable funding for research in the Global South.

Research and Writing for State and National Level Institutions , India, 2012-16

I contributed my expertise to several projects focused on the prevention of exploitation against women and children in India. Notably:

1. I investigated and reported to the *Delhi Government* on the migration of 11 children from Nepal to India for sexual exploitation following the 2015 Nepal earthquake.
2. I assisted a lawyer serving on the committee established by the *Honourable Supreme Court of India* to amend the Immoral Traffic Prevention Act of 1956. As part of this work, I co-authored the Compendium of Standard Operating Procedures on Cross-Border Smuggling and Human Trafficking, which was submitted to the Honourable Supreme Court of India in 2015.
3. I conducted independent research on the closure of the Ganga Jamuna red-light area in Nagpur and its impact on the livelihoods of women workers and their children in the area. This report was submitted to the Save the Children India office in 2016.
4. I authored a handbook on Standard Operating Procedures for police investigations of forced labour and sexual violence for the *Ministry of Home Affairs* in 2014. This handbook is now used nationwide to guide investigations into cases of forced labour, 2012-16.

#### **PART-TIME ACADEMIC/OTHER APPOINTMENTS**

- *Lecturer*, King's Business School. King's College London, 2025 onwards  
International Human Resource Management module, Department of Human Resources and Employment Relations
- *Administrator*, School of Sociology, Politics and International Studies, University of Bristol, 2021  
**British Academy** Writing Workshop, 'Decolonising Trafficking and Slavery' held at the University of Cape Coast in Ghana in September 2021.
- *Research Administrator*, School of Sociology, Politics and International Studies, University of Bristol, 2019-21  
**European Research Council** multi-country project, 'Modern Marronage: The Pursuit and Practice of Freedom in the Contemporary World' in the UK, Ghana, Brazil and Europe.
- *Research Assistant*, School of Management, University of Bath, 2020  
Research on working conditions in garment value chains in India.
- *Research Assistant*, Dickson Poon School of Law, King's College, University of London, 2018-19  
**ESRC-GCRF** Strategic Networks Grant Scheme, 'Beyond Trafficking and Slavery: Towards Decent Work for All' on a cross-country comparison of forced labour in Latin America, South Asia, and South-East Asia.
- *Technical Consultant*, Foreign, Commonwealth and Development Office, UK, 2017-18  
I was involved in designing and implementing important projects such as on the exploitation of female bonded labourers in the Haliya community in Nepal and the empowerment of slave

descendants in Niger. I also reviewed applications for funding rounds of the **DFID-Funded UK Aid Direct and UK Aid Match**.

#### **VOLUNTEER WORK**

1. *Fundraising campaign* for setting up a home for 120 children of women working as sex workers in Delhi's red-light area, GB Road, with the NGO SPID-SMS, India, 2019-present.
2. *CV Clinics* for former garment workers looking for work in the food processing industry, Leicester, June 2023.
3. Communications and fundraising coordinator to coordinate relief work during the COVID19 pandemic in India, with the Working People's Charter, 2020-2022.
4. Drafted Public Interest Litigation for bonded labourers from Haryana, Bihar, Madhya Pradesh, and Rajasthan with the Human Rights Law Network in India, 2019-2022.