

**Dr Shoaib Ahmed**  
Senior Lecturer in Accounting  
University of Sussex Business School  
University of Sussex, U.K.  
Email: [shoaib.ahmed@sussex.ac.uk](mailto:shoaib.ahmed@sussex.ac.uk)



## Research philosophies, methods and theories

I identify myself as a critical interpretative researcher with expertise in conducting in-depth interviews, facilitating focus group discussions, and utilising both participant and non-participant observation methods to investigate organisational and social practices. My work is deeply informed by theoretical perspectives, including Weberian, Foucauldian, Butlerian, and Postcolonial frameworks.

## Research interests

While I am a critical accounting researcher, my work extends beyond the realm of accounting to explore organisational, social, and cultural practices, particularly in relation to identity, inequality, modern slavery, organisational violence, secrecy and transparency, wage theft, and workplace bullying.

## Teaching interests

I prefer to teach contemporary accounting issues within organisations and society, encompassing topics such as accountability, ethics, sustainability, human rights, as well as research philosophy and methodology.

## Academic positions

Oct 24 - Present	Senior Lecturer in Accounting, University of Sussex, Brighton, U.K.
Jan 23 – Sept 24	Lecturer in Accounting, University of Sussex, Brighton, U.K.
Jan 19 – Dec 22	Lecturer in Accounting, University of Essex, Colchester, U.K.
Jan 16 – Dec 18	Graduate Teaching Assistant, University of Essex, Colchester, U.K.

## Academic qualifications

### **PhD in Accounting, University of Essex, U.K.**

Thesis Topic: Management Accounting Control and Managerial Bullying: Economic, Social, and Political Dynamics in Bangladesh RMG Sector

Supervisor: Professor Kelum Jayasinghe

Examiners: Professor Chandana Alawattage (external) and Professor Teerooven Soobaroyen

### **MSc in Finance & Accounting, Brunel University London, U.K.**

Thesis Title: Financial Development and Economic Growth in Bangladesh. (Awarded distinction)

Supervisor: Professor Menelaos Karanasos

BA in Finance & Accounting, Independent University, Bangladesh.

### Awards and recognitions

- ‘Research Excellence Award for Emerging Scholars 2024’ by University of Sussex Business School
- ‘Emerald Literati Award 2023 – Best Reviewer’ by the Sustainability Accounting, Management and Policy Journal
- James G. Scoville Best International/Comparative Industrial Relations Paper Award 2023

### Grants

- Seed Corn Funding Scheme: £4,000 (February 2023)
- Societies of Advances Management Studies: £2,000 (October 2022)
- Essex Business School Doctoral Scholarship: £48,000 (from 2015 to 2017)
- Independent University, Bangladesh Research Grant: BDT. 25,000 (in 2012)

### Publications

- Ahmed, S. (2024). Wage theft, secrecy, and derealization of ‘ideal workers’ in the Bangladeshi garment industry. *Organization Studies*. <https://doi.org/10.1177/01708406241236608>
- Ahmed, M.S., Uddin, S. and Shahadat, K. (2023). Supply chain accountability, COVID-19, and violations of workers’ rights in the global clothing supply chain. *Supply Chain Management*. <https://doi.org/10.1108/SCM-07-2022-0280>
- Ahmed, M.S. (2022). Guilty Me! *Accounting, Auditing & Accountability Journal*, 35(6), pp. 1487-1488. <https://doi.org/10.1108/AAAJ-08-2022-162>
- Ahmed, M. S., & Uddin, S. (2022). Workplace Bullying and Intensification of Labour Controls in the Clothing Supply Chain: Post-Rana Plaza Disaster. *Work, Employment and Society*, 36(3), 539–556. <https://doi.org/10.1177/09500170211038205> [LERA 2023 James G. Scoville Best International/Comparative Industrial Relations Paper Award]
- Ahmed, M.S. (2021). Who cares? These are (not) my problems! *Accounting, Auditing & Accountability Journal*, 34(8), pp. 1934-1935. <https://doi.org/10.1108/AAAJ-10-2021-127>

### Revised and resubmit (unpublished papers)

- “The Rise of (Neo)Authoritarianism in the Global Value Chain and the Emergence of an ‘Infernal Place’ in the Bangladesh Garment Industry” (single author) going through the **THIRD ROUND** of revision in *Journal of Management Studies* (ranked in FT-50, AJG-4).
- “Economic imaginary and “illicit practices” within the constellation of (in)formal accounting and management controls in the Bangladeshi garment sector” (with Kelum Jayasinghe) going through the **THIRD ROUND** of revision in *Accounting, Auditing and Accountability Journal*.

- “Neoliberal despotism through coercive totalization: an ethnography of the Bangladeshi garment industry” (with Chandana Alawattage and Kelum Jayasinghe) going through the **FIRST ROUND** revision in *Human Relations* (ranked in FT-50, AJG-4).

### Under review (unpublished paper)

- “Wage theft in the global supply chain: Normalising labour control in the Bangladeshi garment industry” (with Danielle Tucker) in *Work, Employment and Society* (ranked in AJG 4).

### Conference proceedings

- Empires of Fashion: absence of accountability and reproduction of slavery-like despotism in labour control. Crossing Boundaries: The 2023 Business and Modern Slavery Research Conference, University of Bath, UK, September 20-22, 2023.
- Organizational Practices to Normalize Violence: Evidence from the Global Supply Chain of Fast Fashion. 13th Interdisciplinary Perspectives on Accounting Conference 2021, July 7-9.
- Accounting and construction of wage theft: A form of organizational corruption (with Danielle Tucker). Academy of Management Conference, Vancouver, August 7-11, 2020.
- Management control mechanism and workplace bullying: a saga on the shopfloor of a capitalist organization. Management Accounting Research Group Conference (MARG 2018), Aston Business School, November 15 -16, 2018.
- Made in Bangladesh. An untold story. Work, Employment & Society, Europa Hotel, Belfast, September 12-14, 2018.
- Management control mechanism and workplace bullying: A process of social stratification and political patronization. Accounting and Accountability in Emerging Economies, University of Essex, June 27-28, 2018.
- Shop floor terror: A tale of fears and tears. British Academy of Management, University of Warwick, September 5-7, 2017.

### Research based report

- “The role of self-reporting in tackling modern slavery-like practices in Bangladesh’s garment industry” to the UN Special Rapporteur in his "End of mission statement": <https://bangladesh.un.org/en/233772-end-missionstatement-mr-olivier-de-schutter-special-rapporteur-extreme-poverty-and-human>

### Professional qualifications and memberships

- Members of the Early Career Review Board, Journal of Accounting and Organizational Change

- Fellow of the Higher Education Academy (HEA)
- British Academy of Management (BAM)
- British Accounting and Finance Association (BAFA)
- Accounting and Finance in Emerging Economies (AFEE)

### Reviewer

- Critical Perspectives on Accounting (continue)
- Organization (continue)
- Journal of Accounting and Organizational Change (continue)
- Sustainability Accounting, Management and Policy Journal (continue)
- Academy of Management Conference 2020
- British Journal of Management in 2020
- British Academy of Management Conference in 2016

### Invited talks

- Ethical Trading Initiatives, 24 October 2024 on “The untold story of the workers behind ‘Made in Bangladesh’”.
- University of Sheffield, 21 February 2024 on “Rise of (neo)Authoritarianism and Emergence of an ‘Infernal Place’ in the Global Value Chain”.
- Alternative Accounting Research Network (AARN), 1 March 2023 on “Wage theft, secrecy, and derealization of ‘ideal workers’ in the Bangladesh garment industry”.
- University of Southampton, 2 March 2022 on “Empire of fashion and modern slavery: labour control in Bangladesh garment industry”.

### Media engagement

- Newspaper article on: Anti-bullying laws at school, workplace is a long overdue. Available at: <https://www.observerbd.com/news.php?id=323316>