Samentha GOETHALS

Associate Professor

Academy: Globalization

Research center: SKEMA Centre for Sustainability Studies

Campus: Sophia Antipolis

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Research interests

Human rights, Migrant labour, Refugees, Business human rights responsibility , Sensemaking, Framing analysis, Human rights education in business schools, structural injustice, sustainability due diligence, Sensemaking

Education

2016	Ph.D. in Politics, Oxford Brookes University, Great Britain
2011	Master in International Law and Interntional Relations, Oxford Brookes University, Great Britain
2010	BA in International Relations with Religion, Culture and Ethics, Oxford Brookes University, Great Britain
2005	Certificate in English Language Teaching to Adults (CELTA), University of Cambridge, Great Britain

Experience

Full-time academic positions

Since 2026	Associate Professor, SKEMA Business School, France
Since 2020	Assistant Professor, SKEMA Business School, France

Other academic affiliations and appointments

Since 2025	Visiting Fellow, Copenhagen Business School, Denmark
Since 2023	Visiting Faculty, Global Campus of Human Rights, Italy
2022 - 2024	Visiting Fellow, University of Seville, Spain
2017 - 2020	Post-Doctoral Researcher, Oxford Brookes University, Great Britain
2019	Visiting Fellow, Copenhagen Business School, Denmark

Research grants, Awards and Honors

Awards and Honors

2025	Teaching Innovation Prize, SKEMA Business School, France
2020	2019 Best Article Awards, Business and Human Rights Journal
2011	Postgraduate Taught to Postgraduate Research Prize in IR, Politics and Sociology

2011	Prize for outstanding contribution to the course
2010	Westminster Institute Prize for best undergraduate student in Religion and Theology, Westminster Institute
2009	Ruth Cornwall-Jones Memorial Prize for excellent work in Religion and Theology, Ruth Cornwall-Jones Memorial

Publications

Peer-reviewed journal articles

GOETHALS, S., BRIGHT, C. and LINDER, C. (2026). Towards a Justice-Oriented Human Rights Due Diligence Approach for Migrant Labor. *Business and Society*, 65(7), pp. 1916–1953.

CLAUDIA MACAVEIU, C., GOETHALS, S., CODINA SOTOMAYOR, R. and REBECCA, H. (2025). Conceiving and addressing modern slavery in the events sector. A narrative analysis of corporate reporting. *Event Management*, 29(5), pp. 237-253.

GOETHALS, S., KONING, J. and NOORTMANN, M. (2025). Business and Human Rights as Sensemaking: A Multi-Level Framework for Organizational Translation. *Business and Society*, 64(8), pp. 1599-1640.

GOETHALS, S. (2019). Exploring Migrants Employees' 'Rights-Talk' in the British Hospitality Sector. *Business and Human Rights Journal*, 4(2), pp. 287-315.

GOETHALS, S. (2019). Tim Bartley, Rules without Rights – Land, Labor and Private Authority in the Global Economy. *Business and Human Rights Journal*, 4(2), pp. 373-376.

GOETHALS, S., BARDWELL, J., BHACKER, M. and EZZELARAB, B. (2017). Business Human Rights Responsibility for Refugees and Migrant Workers: Turning Policies into Practice in the Middle East. *Business and Human Rights Journal*, 2(2), pp. 1-8.

Books and book editor

GRAMA, B., GOETHALS, S. and NIERI , F. [Eds] (2025). *Beyond Boundaries: Thinking Through Empirical Research Approaches to Business, Human Rights and the Environment*. Springer Book Series.

Book chapters

GOETHALS, S. (2025). Development responses to forced migration: New intersecting human rights responsibilities for business. In: Tricia Olsen, Harry Van Buren, Judith Schrempf Stirling eds. *A research agenda for Business and Human Rights*. 1st ed. Edward Elgar Publishing, pp. 57-74.

GOETHALS, S. (2025). Human Rights Responsibility. Entry 58. In: Päivi Eriksson, Tero Montonen, Pikka-Maaria Laine, Anna Heikkinen eds. *Elgar Encyclopedia of Innovation Management*. 1st ed. Cheltenham: Edward Elgar Publishing, pp. 222-226.

GOETHALS, S. (2025). Refugee integration. Entry 68. In: Päivi Eriksson, Tero Montonen, Pikka-Maaria Laine, Anna Heikkinen (eds). *Elgar Encyclopedia of Innovation Management*. 1st ed. Cheltenham: Edward Elgar Publishing, pp. 264-265.

GOETHALS, S. (2024). Workers' rights. In: Lee Matthew, Claire Ingram, Lara Bianchi eds. *Concise Encyclopedia of Corporate Social Responsibility*. 1st ed. Edward Elgar Publishing, pp. 243-248.

Guest editor of a journal special issue

GOETHALS, S. (2025). Business, Human Rights and Just Transition in the Energy and Extractive Industries. *Business and Human Rights Journal*.

Book reviews

ALEXANDRA COSIMA BUDABIN, A., GOETHALS, S., LISA ANN RICHEY, L., RÓISÍN READ, R., POLLY PALLISTER-WILKINS, P. and JOEL R. PRUCE, J. (2022). Book Review Forum Batman Saves the Congo: How Celebrities Disrupt the Politics of Development. *Journal of Humanitarian Affairs*.

Editorials of a journal

DAMILOLA S. OLAWUYI, O., BRIGHT, C., GOETHALS, S. and HASSAN, Q. (2025). Beyond Just Transition: Advancing Responsible and Rights-Based Business Practices in the Energy and Extractives Sector. *Business and Human Rights Journal*, 10(1), pp. 1-10.

Conference proceedings

LINDER, C. and GOETHALS, S. (2024). Business Responsibility in Low-Carbon Transition: A Conceptual Model to Address Structural Injustice. *Academy of Management Proceedings*.

GOETHALS, S. (2023). Researching refugees human rights and business human rights responsibility in Turkish garment supply. *International Association of Business and Society* .

GOETHALS, S. (2022). Human Rights Due Diligence and migrant workers in the construction sector in Qatar.

Conference presentations

GOETHALS, S. (2025). Research Frontiers in Business and Human Rights. In: IABS 2025. Maastricht.

GOETHALS, S. and KONING, J. (2025). Creative Collage Making for Research Business and Human Rights. In: International Association of Business and Society (IABS) 2025. Maastricht.

GOETHALS, S., BUHMANN, K., WESTERMANN-BEHAYLO, M., OLSEN, T., HOTHO , J. and VAN BUREN, H. (2025). Interdisciplinary Research in Business, Human Rights and Sustainability. In: Academy of Management Conference 2025. Copenhagen.

GOETHALS, S. and LINDER, C. (2024). Responsibility in Sustainability Transition - A Conceptual Model to Address Structural Injustice. In: Academy of Management Annual Meeting. Chicago.

LINDER, C. and GOETHALS, S. (2024). Climate mitigation: What drives responsible innovations in context of social injustice? In: Academy of Management Meeting. Chicago.

LINDER, C. and GOETHALS, S. (2024). Climate mitigation: What drives responsible innovations in context of social injustice? In: GRONEN. Paris.

GOETHALS, S. (2024). Clarifying Business and Human Rights: Boundaries, Intersections and Accountability. In: Academy of Management Meeting. Chicago.

GOETHALS, S. (2023). The Impact of Business and Society Scholarship and Teaching: Researching Refugee Integration in Turkish Garment Sector. In: International Association of Business & Society (IABS) 2023. Bath.

GOETHALS, S. (2023). Fostering employment and employability of refugees: Collaborations and Partnerships. In: IESEG , Workshop: Fostering refugee inclusion. Paris.

GOETHALS, S. and CINAR, C. (2021). Solidarity through informality: Reconsidering Syrian refugees' agency in the labour market in Turkey. In: World Conference of Humanitarian Studies. Paris.

GOETHALS, S. (2021). Teaching Business and Human Rights in a Business Schools and integrating intersectional perspectives in courses. In: GBSN and Business and Human Rights Teaching Network, Gender Track Workshop. Nottingham.

BRIGHT, C. and GOETHALS, S. (2020). Human rights due diligence under Kafala rule: Towards migrant workers' freedoms to work, move, and access justice? In: International Association of Business & Society (IABS). Lisbon.

GOETHALS, S. (2019). Turning a crisis into an opportunity: Mobilizing or responsibilizing business or both? In: Copenhagen Business School. Copenhagen.

GOETHALS, S. (2019). The role of businesses as agents in regard to migration crises: Current knowledge, and future research for solutions. In: Copenhagen Business School. Copenhagen.

GOETHALS, S. (2019). Exploring Migrant Employees' 'Rights-Talk' in the British Hospitality Sector. In: UK Business Human Rights Scholars' Network Meeting. London.

GOETHALS, S. (2018). When Corporate Human Rights Responsibility takes a 'positive' turn: Ensuring access to decent work for Syrian refugees in garment supply-chains in Turkey and Jordan. In: Global Business and Human Rights research workshop. Geneva.

GOETHALS, S. (2018). When Corporate Human Rights Responsibility takes a 'positive' turn: Ensuring access to decent work for Syrian refugees in garment supply-chains in Turkey and Jordan. In: Business and Human Rights Conference, New York University Stern Business School. New York.

GOETHALS, S. (2018). Multi-level framing analysis and its uses in business and management research. In: BAM (British Academy of Management) Conference. Bristol.

GOETHALS, S., KONING, J. and NOORTMANN, M. (2018). Positionality and sensemaking of human rights responsibility in the British hospitality sector. In: BAM (British Academy of Management) Conference. Bristol.

GOETHALS, S. (2016). It's about treating your employees well' but 'I disappear behind my mop!' Framing Human Rights and Business Responsibility in the Hotel Sector in London. In: 1st PhD Summit on Business and Human Rights, St Gallen University. St Gallen.

GOETHALS, S. (2015). It's a Farce!' Methodological Dilemmas and the Politics of Evidence in the Field of Human Rights and Business Responsibility. In: Crisis and Conflict, Human and Social Sciences Conference. Oxford.

GOETHALS, S. and CHAMBERS, R. (2015). Procedural and substantial barriers to remedy: A critical examination of the processes and decisions of the UK National Contact Point under the OECD Guidelines for Multinational Enterprises. In: Critical Legal Conference. Wroclaw.

GOETHALS, S. (2014). Hombre! I Disappear Behind My Mop!': Misrecognition as Insecurity. In: Human Security @ 20 Conference. Oxford.

GOETHALS, S. and HURLEY, M. (2014). (Dis)Comfort Zones: Interdisciplinary Reflections on Authority, Vulnerability and Space in the Research Process. In: Humanities and Social Sciences Symposium. Oxford.

GOETHALS, S. (2013). Asking the 'Rights' Question: Early Reflection on Approaching Fieldwork with Hotel Managers and Migrant Workers. In: International Conference on Social Responsibility, Ethics and Sustainable Business. Bournemouth.

GOETHALS, S. (2013). Multi-stakeholders norm-making and neo-liberal governance: The Case of the UN Business and Human Rights Framework. In: Workshop on Neoliberal Legality. Oxford.

Faculty research seminar presentations

GOETHALS, S. (2025). How do various actors interpret disclosures on human rights and modern slavery and what limits to corporate transparency you perceive? In: Geopolitics of Sustainability Standards, SKEMA Workshop. Paris.

GOETHALS, S. (2023). Business and Human Rights: Principles, Governance and Organisation. In: European Master on Human Rights and Democratisation. Sevilla.

GOETHALS, S. and BASTERRA, N. (2023). Participatory approaches to human rights due diligence: tools and processes. In: ECCHR, FAU and Tilburg University Summer School on Business and Human Rights in Practice. Nuremberg.

GOETHALS, S. (2023). Human Rights in Business: Principles, Governance and Organization. In: Summer School on Business and Human Rights , West Virginia University College of Law. Geneva.

GOETHALS, S. (2023). Human Rights in Business: Principles, Governance and Organization. In: Master 2, Institut de Droit européen des Droits de l'Homme (IDEDH), Université de Montpellier. Montpellier.

GOETHALS, S. (2023). Human Rights in Business: Principles, Governance and Organization. In: Global Campus for Human Rights, European Master in Human Rights and Democracy, Week 7 Business, Human Rights and Development. Venise.

Press and social media

GOETHALS, S. (2025). Empowering Refugees: How Companies Can Ensure Access to Decent Work. SKEMA ThinkForward, France.

GOETHALS, S. (2022). Gender Research in Business Schools: a Human Rights Perspective. Nottingham: Knowledge, Engaged (The Institute for Policy and Engagement at the University of Nottingham), Great Britain.

GOETHALS, S. (2022). Business Human Rights Responsibility in contexts limiting the freedoms and rights of migrants. Lisbon: Centre for Business, Human Rights and the Environment, Nova School of Law , Portugal.

GOETHALS, S., DESBORDES, R. and MUNIER, F. (2021). MODERN SLAVERY, any of your Business Education? SKEMA ThinkForward, France.

Other research activities

Co-editor

Since 2024	Springer Book Series
Since 2023	Business and Human Rights Journal

Reviewer for:

British Journal of Management, International Journal of Management Reviews, Business and Human Rights Journal, Journal of Business Ethics, Human Relations, Organization

Organization of a conference or a seminar

Since 2025	IABS 2025 36th Annual Conference - Innovative Session Creative collage making for researching Business and Human Rights (BHR), International Association for Business and Society (IABS), The Netherlands
Since 2020	Colloquium: Modern Slavery: Any of Your Business Education?, SKEMA Business School, France
2025	PDW Interdisciplinary Research in Business, Human Rights and Sustainability, Academy of Management (AOM), Denmark
2025	Guest speaking and workshop Business and Human Rights at European Master on Human Right and Democracy, Global Campus of Human Rights , Italy
2025	Annual Meeting Teaching Business and Human Rights Forum, United Nations Business and Human Rights Forum , Switzerland
2023	The Impact of Business and Society Scholarship and Teaching Symposium 2023 IABS Annual Meeting, University of Bath, Great Britain

2023	Guest lecture - Implementing human rights in business, for visiting students from West Virginia University, West Virginia University, Switzerland
2023	Guest lecture and workshop for European Master on Democracy and Human Rights, Global Campus of Human Rights , Italy
2019	Business & Human Rights Research Workshop, Switzerland
2017	Cumberland Lodge Colloquium 24-25 September 2017, London : Social Cohesion in Times of Uncertainty, Great Britain

Affiliations

Since 2025	Co-director, Teaching Business and Human Rights ForumTeaching Business and Human Rights Forum, United States of America
Since 2025	Co-Director Teaching Business and Human Rights Association, Teaching Business and Human Rights ForumTeaching Business and Human Rights Forum, United States of America
Since 2019	Associate Fellow, Centre for Business, Human Rights and the Environment, Portugal
2023 - 2024	Governance Committee Teaching Business and Human Rights Forum, Teaching Business and Human Rights ForumTeaching Business and Human Rights Forum, United States of America

PhD supervision

2025	V. MORREALE, University of Pisa, PhD thesis, Thesis jury member
2022	C. CLAUDIA MACAVEIU, Oxford Brookes University, PhD thesis, Thesis co-director

Other academic activities

Since 2025	Mentor BUSINESS AND HUMAN RIGHTS (BHR) WORKSHOP From Public Policy to Practice: Research Frontiers on BHR, International Association for Business and Society (IABS)
Since 2024	AOM Mentor for early career researchers and global south scholars in Business and Human Rights, Academy of Management (AOM), United States of America
Since 2022	Master thesis jury committee, European Masters in Democracy and Human Rights, Global Campus of Human Rights, Italy
Since 2022	Comite de Pilotage Academie 5, Universite Cote D'Azur, Université Côte d'Azur, France
Since 2021	From Research to Action on Human trafficking, Forced labour and Child Labour, Grant reviewer, International Labour Organization, Switzerland

Other academic activities

Since 2021	Book Review Editor

Other academic activities

2025	Guest Speaker at 10th Young BHR Scholars Summit, University of St.Gallen, Switzerland
2022 - 2025	Member of Ethics Committee, Horizon Europe Project REBALANCE, University of Pisa, Italy
2024	Workshop on Meaningful Stakeholder Engagement and Participatory Human Rights Due Diligence at, Friedrich-Alexander Universität Erlangen-Nürnberg , Germany
2022 - 2024	Member of consortium for DILIGENCE EU MSCA Industrial Doctoral Training Grant Application, SKEMA Business School, France
2023	GBSN-ILO-GSEM Workshop to develop a pedagogical tool on fair recruitment of migrant workers for business school, International Labour Organization, Switzerland
2023	Workshop on Meaningful Stakeholder Engagement and Participatory Human Rights Due Diligence at Summer School Business and Human Rights in Practice, Friedrich-Alexander Universität Erlangen-

	Nürnberg , Germany
2021 - 2023	Membre du COPIL, Académie 5, Université Cote d'Azur, Université Côte d'Azur, France
2022	Member of consortium for PARADIGM, EU HORIZON 2022 Grant Application, SKEMA Business School, France

Professional Activities

Other professional activities

2025	Guest speaking and workshop Business and Human Rights basics for human rights and environment defenders at Spring School on Climate Justice and Human Rights, Global Campus of Human Rights , Moldova
2025	Human Rights Due Diligence for Migrant Workers' Rights invited speaker at, Global Organic Textile Standard (GOTS) , Germany
2025	Meaningful Stakeholder Engagement invited speaker at 3rd CEE&CA Summer Academy on Business and Human Rights (2025), Polish Institute for Human Rights and Business , Poland
2024	Guest speaking and workshop on Business and Human Rights basics for human rights and environmental defenders at Spring School on Climate Justice and Human Rights, Global Campus of Human Rights , Moldova
2024	Meaningful stakeholder engagement, invited speaker at, Polish Institute for Human Rights and Business , Poland