

DR. INGA THIEMANN

CURRENT ROLE

Lecturer in Law (Education & Research) – School of Law, University of Exeter, Exeter, UK

09/2017 – present

Conducting research on human trafficking, sex work and feminised and exploitative labour more broadly; Teaching in ‘Discrimination Law’ and ‘Human Trafficking and Modern Slavery’

PUBLICATIONS

Journal Articles

‘Beyond victimhood *and* beyond employment? Exploring avenues for labour law to empower women trafficked into the sex industry.’ [2018] *Industrial Law Journal*
<https://doi.org/10.1093/indlaw/dwy015>

‘Villains and victims, but no workers – why a prosecution-focussed approach to human trafficking fails trafficked persons’ [2016] *6 Anti-Trafficking Review* 126-129

Book Chapters

‘Understanding human trafficking into the sex industry as a migratory phenomenon’ in Immanuel Ness and Marie Ruiz (eds), *Handbook of Migration Crises* (Forthcoming, Oxford University Press 2019)

‘Southern Africa’ in Peter Grant (ed), *State of the World’s Minorities and Indigenous Peoples. Focus on Cities* (London: Minority Rights Group, 2015)

‘Case Study: The San in Southern Africa – adjusting to urbanization as a first people’ in Peter Grant (ed), *State of the World’s Minorities and Indigenous Peoples. Focus on Cities* (London: Minority Rights Group, 2015)

‘Southern Africa’ in Peter Grant (ed), *State of the World’s Minorities and Indigenous Peoples. Freedom from Hate* (London: Minority Rights Group, 2014) with Briliant Mhlanga

‘Southern Africa’ in Beth Walker (ed), *State of the World’s Minorities and Indigenous Peoples. Focus on Health* (London: Minority Rights Group, 2013)

Papers in Preparation

‘The victim-terminology in human trafficking – providing access to rights for trafficked persons or rendering rights conditional?’ – Journal Article

Sex work regulation in Germany and Australia – sex work as work, but no workers’ rights? – Co-authored journal article with Alice Orchiston, University of Sydney

One step forward, two steps back. Echoes of venereal disease and ‘White Slavery’ legislation in the German counter-trafficking responses and the ‘Prostitute Protection Law’ – Journal article

CONFERENCE PAPERS
Invited Conference Papers

‘Villains and victims, but no workers – considering the labour rights dimension of human trafficking’ (20/10/2016) Side Event to the United Nations’ 8th session of the Conference of the Parties to the UN Convention against Transnational Organized Crime, 20/10/2016, Vienna, Austria

Idealised Victimhood in Human Trafficking Responses: Concepts, Limitations and Omissions’ (10/03/2016) Symposium on “Perspectives on Modern Slavery and Human Trafficking”, St Mary’s University, Twickenham, London, UK

Conference Papers

Unpacking the ‘Victim of Trafficking’ category (27/03/2018) Socio-Legal Studies Association Conference, Bristol, UK

Beyond victimhood *and* beyond employment? Exploring avenues for labour law to empower women trafficked into the sex industry.’ (26/06/2017) Labour Law Research Network Conference, Toronto, Canada

‘Rights, Not Victimhood: Labour Law as a Means to Access to Justice for Women Trafficked into the Sex Industry’ (29/10/2016) UK IVR Annual Conference, University of Leeds, Leeds, UK

‘Legal Definitions of “a Victim of Trafficking” – Ensuring Trafficked Persons’ Access to Justice or Creating Barriers to Migrants’ Human Rights?’ (03/11/2014) UCL Laws PECC Conference on “Creative Constraints”, UCL, London, UK

‘Dancing with the devil? How States’ Concepts of “Victim of Trafficking” Increase the Vulnerabilities Faced by Trafficked Persons’ (18-19/09/2014) International Human Trafficking, Prostitution & Sex Work Conference, University of Toledo, Toledo, USA

‘What Does the Term “Victim of Trafficking” Describe?’ (22/04/2014) Conference “Construction of Gender in Research”, Lancaster University, Lancaster, UK

‘Concepts of Appropriate Gendered Behaviour and Resulting Ideas About Prostitution: Effects on Legal Definitions of Human Trafficking for Sexual Exploitation’ (22/04/2014) European Criminal Law Academic Network PhD Conference on “The EU Area of Criminal Justice” University of Pau, Bayonne, France

‘It’s a Boys’ Game – Until Someone Gets Hurt. Sex Violence in Conflict Between Personal Transgressions and Genocide’ (11-12/05/2012) Conference on “Women in and at War”, University of Aberystwyth, Aberystwyth, UK

PRESENTATIONS & PANEL-CHAIRING
Invited Presentations

‘The UK Modern Slavery Act and the UK counter-trafficking response - ‘ground-breaking’ or re-enforcing problematic stereotypes?’ (23/02/2017) Speaker, Oxford Socio-

Legal Discussion Group, Centre for Socio-Legal Studies (CSLS), University of Oxford Law School, Oxford, UK

‘Protections, but no rights? Definitional Problems of the Modern Slavery Act 2015’
(23/01/2017) Speaker, International, European and Human Rights Law (IEHR) Primary Series, University of Bristol Law School, Bristol, UK

RESEARCH EXPERIENCE

Lecturer – School of Law, University of Exeter, Exeter , UK (09/2017 – present)

In my role as lecturer, I conduct research and prepare papers for publication, both independently and in collaboration with colleagues. I am preparing a large funding application for a socio-legal research project on sex work. I am an active member of the Human Rights and Democracy Forum, the International Law Research Centre, the interdisciplinary Gender Research group and the Science, Culture & the Law research group at Exeter.

I am a member of the Committee for the “What is the Future of Labour Law” research group and “Beyond Slavery and Exploitation”.

Visiting Postdoctoral Fellow – University of Bristol, Bristol, UK (11/2016 – 5/2017)

In my role as visiting researcher, I prepared papers arising from my PhD research for publication, under the mentorship of Prof Tonia Novitz and in collaboration with other researchers in the faculty. I also participated in staff seminars and guest lectures.

PhD Researcher, University College London, London, UK (01/2012-09/2016)

Primary Supervisors: Prof Alison Diduck, Dr Virginia Mantouvalou

Secondary Supervisor: Dr Nigel Balmer

My PhD explores an intersectional feminist response to human trafficking into the sex industry. This thesis challenges the existing criminal law approach to human trafficking and approaches the issue from an alternative perspective. I suggest to view human trafficking as an intersectional vulnerability caused by gender stereotypes, stigma against reproductive work in general and sex work in particular and the exclusion of traditional ‘women’s work’ from meaningful labour protections. By reframing human trafficking this way, I question the existing narrative of trafficking as a crime involving only the ‘villain’ trafficker and the ‘innocent’ victim of trafficking. I instead include states as the elusive third parties and suggest an intersectional feminist approach to labour law reform in order to combat human trafficking.

Research Associate, Centre for the Study of Modern Slavery, St Mary’s University, Twickenham, London, UK (12/2015-07/2016)

Research Lead: Dr Carole Murphy, Programme Director Criminology and Sociology

Developed a research project on the interview processes for assumed victims of trafficking in the National Referral Mechanism (NRM) for UK/EU citizens and both the NRM and asylum interviews for third country nationals. I designed the research proposal for the pilot study and presented it to stakeholders. Conducted the literature review and planned the dissemination of the research. I developed modules on ‘Human Rights and Migration’ and ‘Gender, State and Society’ and contributed to the over all design of the MSc ‘Migration, Organised Crime and Human Trafficking’.

Researcher, LSE Enterprise, London School of Economics, London, UK (11/2013)
 Research Leads: Dr Claire Marzo, EUI; Dr Konstantina Davaki, LSE

Invited as an external expert on a LSEE bid for a EU DG Home Affairs study on human trafficking. Independently drafted the legal section of the proposal.

Research and Advocacy Intern, Women Against Violence Europe Network (WAVE), Vienna, Austria (06/2010-08/2010)

Researched and drafted Wave's Consultation Paper on the EU strategy to combat sexual violence. Conducted qualitative & quantitative research for the Comparative Country Report 'Reality Check on Women and Children Survivors of Sexual Violence'. I also conducted editorial work for WAVE's magazine and assisted with planning the annual conference.

TEACHING EXPERIENCE & TRAINING

Teaching Experience

Lecturer in 'Discrimination Law' and 'Human Trafficking and Modern Slavery'
 (09/2018- present)

University of Exeter, School of Law

Developing the module design, delivering all lectures and assessment, as well as acting as module convenor for Discrimination Law and Human Trafficking.

Lecturer in 'Employment Law', 'International Law, Conflict & Strategy' and seminar tutor in 'Criminal Law' (09/2017- 08/2018)

University of Exeter, School of Law

Delivering lectures and seminars on a variety of modules within the Law School, contributing to assessment and module design. Developing additional modules on discrimination law and on human trafficking and modern slavery.

Guest Lecturer in 'Criminology: New Perspectives' (09/2016-12/2016)

St. Mary's University, Department of Criminology & Sociology (Convenor: Carole Murphy)

Invited as a guest lecturer designing and delivering lectures as part of the undergraduate module 'Criminology: New Perspectives' on a variety of topics ranging from gender and criminology, restorative justice and human trafficking/modern slavery.

Tutor for the Brilliant Club (10/2013-12/2016)

The Brilliant Club, London, UK

Delivered series of university-style tutorials to pupils on a variety of subjects in a total of five schools. For the modules 'Fairness and Human Rights' and 'Turning Points in British History', I delivered lectures based on an existing curriculum developed by the Brilliant Club. For the module 'Gender and Society' I created my own curriculum.

Guest Lecturer/Teaching Fellow in 'Gender, Law and the State' (10/2013 –present)

UCL, Faculty of Laws (Convenor: Prof Alison Diduck)

Independently developed and delivered lectures covering theory, case law and draft legislation. Worked with a variety of teaching methods in this interdisciplinary class. Contributed to the module's VLE. Advised on exam questions for the final exam.

Guest Lecturer for ‘Human Rights in Europe’ (09/2014-03/2015)

UCL, Faculty of Laws (Convenors: Dr Virginia Mantouvalou & Prof George Letsas)

Invited as a guest lecturer to develop and deliver lectures covering theory, case law and draft legislation. Worked with a variety of teaching methods including lecture style presentations, debates in groups and moderated discussions.

Mentoring/Supervision**Undergraduate Dissertations (09/2017-present)**

University of Exeter, School of Law

Provided guidance and feedback for undergraduate students on their final year dissertations. Acted as a first marker.

LLM Independent Research Essay (06/2013-09/2015)

UCL, Faculty of Laws

Provided guidance and feedback for postgraduate students on their final dissertations. Developed the method and skill needed to provide feedback on written work in areas outside of my expertise.

Teacher Training**Postgraduate Certificate in Academic Practice (HEA-accredited programme leading to ‘Fellow’)** (06/2018 – present) University of Exeter, Exeter, UK

Developed my personal teaching theory founded in teaching and learning research and created a module design, including over all curriculum, individual lesson plans and assessment and feedback strategies. Delivered lessons assessed by HEA representatives.

Teaching in Higher Education (HEA-accredited programme leading to “Associate Fellow”) (01/2013 – 07/2013) UCL, London, UK

Developed my personal teaching theory founded in teaching and learning research and created a module design, including over all curriculum, individual lesson plans and assessment and feedback strategies. Delivered lessons assessed by HEA representatives.

Brilliant Club Teacher Training Weekends (leading to ‘Advanced Skills Tutor’ status) (10/2013, 1/2014, 10/2016) The Brilliant Club, London, UK

I qualified as an ‘Advanced Skills Tutor’ for delivering research-based teaching across different key stages, developing my own course based on my research and for completing modules on Tutorial Pedagogy, Course Design and Widening Participation.

**EDITORIAL &
PUBLICATIONS
EXPERIENCE****Editorial Assistant (03/2014-05/2014)**

Virginia Mantouvalou (ed), **The Right To Work: Legal & Philosophical Perspectives** (Hart 2015)

Provided editorial assistance to Virginia Mantouvalou. Edited several contributions in substance and structure, provided comments to contributing authors, checked footnotes and

edited contributions. Assisted the editor with regard to implementing the publisher's house style including spelling, headings, abbreviations and footnotes.

Editorial Assistant (02/2014-04/2014)

Alison Diduck, Noam Peleg and Helen Reece (eds), **Law in Society: Reflections on Children, Family, Culture and Philosophy** (Brill/Nijhoff 2015)

Provided editorial assistance to Alison Diduck. Duties included comments on substance and structure to contributing authors, checking footnotes and editing contributions.

Publications Assistant (12/2012-05/2013)

Beth Walker (ed), **State of the World's Minorities and Indigenous Peoples Report 2013. Focus on Health**. (Minority Rights Group 2013)

As part of responsibilities as publications and research assistant, provided research and editorial work for the annual report. Assisted with giving feedback to authors and implementing revisions for second drafts of contributions. Compiled and implemented suggestions for revision of multiple regional and thematic chapters. Edited several contributions in substance. Authored the 'Southern Africa' regional chapter.

**ORGANISATION
OF ACADEMIC
EVENTS**

Co-Convenor UCL Laws PhD Work in Progress Forum (09/2015-06/2016)

University College London, Faculty of Laws, London, UK

Scheduled the presentations, liaised with presenters and discussants, liaised with professional services staff to advertise and announce the seminars and chaired sessions.

Co-Organiser St. Mary's Symposium 'Perspectives on Modern Slavery and Human Trafficking: Visual Representations, Law and Social Justice' (10/03/2016)

St Mary's University, London, UK

Drafted the symposium's programme, compiled and distributed conference materials, compiled abstracts and speakers' bios, liaised with catering and the events team to ensure set-up of the room, ticketing, room bookings. Collaborated with other departments on accompanying events, including a photographic exhibition and a theatre performance.

Co-Organiser UCL Laws International Postgraduate and Early Career Conference 'Creative Freedoms' (19/02/2016)

University College London, Faculty of Laws, London, UK

Liaised with a team of organizers regarding all aspects of the conference including the call for papers and selection of abstracts, scheduling of the panels, compiling and distributing conference materials, liaising with the UCL Laws events team to ensure set-up of the room, access of participants, catering and technical assistance.

**COMMITTEE
WORK**

School President, School of Humanities (09/2007-06/2009)
University of Dundee, Dundee, UK

Represented students in academic meetings, serving in a pastorally & legally involved role. Participated in quality assurance committees and as a student advisor on university policies and strategies. Organised a number of events for students, academic, career-focused and social.

Member of Student Council & Student Disciplinary Committee (09/2007 – 06/2009)
School of Humanities, University of Dundee, Dundee, UK

Represented the School of Humanities in Student Council, raised students' concerns vis-à-vis the Student Union, co-chaired the disciplinary council. Created training materials, led training and managed volunteers for events.

Member of the University Senate (09/2007-06/2008)
University of Dundee, Dundee, UK

Elected Student Council Representative to the University Senate. Represented student interests and concerns within the Senate.

LANGUAGES

German: Native

French: reading – high intermediate; writing, speaking – intermediate

Dutch: reading – high intermediate; writing, speaking – intermediate

Italian: reading, writing and speaking – low intermediate