

Ema Moolchand

Melbourne, Australia

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BIOGRAPHY

Ema Moolchand is an emerging legal scholar with many years of practice experience in finance law, corporations law, and workplace law. She is currently pursuing a PhD in Law at RMIT University, focusing on modern slavery and gender issues in Australian supply chains. Ema's scholarly achievements, including a book chapter and several peer-reviewed journal articles and reports, have been recognised with prestigious awards such as the CRIMT (University of Montreal) Scholarship, RMIT Excellence Scholarship and first place in the KPMG Asia-Pacific Legal Essay Competition organised in 2023.

Ema's professional background includes significant experience as a Senior Lawyer at KPMG, where she provided legal advice on a range of complex matters involving banking and finance law, corporate governance, risk management, ASIC compliance and employment law. Her work has also involved extensive research and policy analysis at the Fair Work Commission, contributing to the development of workplace laws and consolidation of the 121 modern awards in Australia. Ema's commitment to advancing legal knowledge in her fields of expertise is further evidenced by her active participation in academic and professional communities, including the Victorian Women Lawyers and the RMIT Business & Human Rights Centre.

EDUCATION

RMIT University, Melbourne, VIC

Doctor of Philosophy, PhD (Law)

Focus: Modern Slavery and Gender Issues in Australian Supply Chains

- Awarded RMIT Excellence Scholarship (full tuition fees waiver until 2025)
- Presented research findings at LLRN 6 in Poland, June 2023
- Published a book chapter, 2 peer-reviewed journal articles, 3 reports on business modern slavery statements, and 1 newspaper article
- Anticipated completion: May 2025

La Trobe University – Faculty of Law, Melbourne, VIC

Juris Doctor **First Class Honours

- WAM: 81.13
- Recipient of La Trobe College Excellence Scholarship (25% tuition waiver)

LL.M (Master of Laws) in Global Business Law

- WAM: 78.75 (Distinction)
- Recognised for outstanding academic achievement with La Trobe College Excellence Scholarship

University of Mauritius – Faculty of Law, Mauritius

BA (Hons) Law and Management

- Graduated with Second-Class Honours, Upper Division

**Queen Elizabeth College (in conjunction with University of Cambridge, UK),
Mauritius
Higher School Certificate**

- Ranked 18th nationally for A-levels and 6th in the African Region for 'Food and Nutrition'

RESEARCH WORK EXPERIENCE

KPMG, Melbourne, VIC

Senior Lawyer - Commercial Law

January 2021 – August 2024

- Conducted research and provided legal advice on compliance and risk management with a focus on the Australian Securities and Investments Commission (ASIC) regulations
- Conducted stakeholder reviews for outstanding policy positions and drafted reports for government clients to be tabled to the relevant Minister
- Led projects related to modern slavery and ethical sourcing in supply chains for government and private clients

Fair Work Commission, Melbourne, VIC

Research Officer (Legal)

August 2019 – January 2021

- Conducted in-depth research and analysis on workplace relations, modern awards, and agreements under the Fair Work Act 2009 (Cth)
- Assisted in drafting legal documents, decisions, and tribunal determinations
- Prepared briefing memoranda for counsel and assisted with publishing legal documents

PUBLICATIONS

- **Journal Articles:**
 1. "Socio-ecological value chain resilience and cleaning workers," *Labour and Industry* (2022)
 2. "Competing claims on moral legitimacy: How meat and cleaning businesses address modern slavery in their supply chains," *Journal of Business Ethics* (2025, under review)
- **Book Chapter:** *Participatory action research methods for labour law research and reform*, in *Handbook on Research Methods in Labour Law*, Edward Elgar (August 2024)
- **Reports:**
 1. "Evaluating the Quality of Modern Slavery Reporting in the Australian University Sector," RMIT Business and Human Rights Centre (2022)
 2. "Where's the Beef? An Evaluation of Meat Company Modern Slavery Statements Over Two Years," RMIT Business and Human Rights Centre (2023)
 3. "Meat the reality: Unpacking labour exploitation in Australia's meat industry", RMIT Business and Human Rights Centre (2025)
- **News Article:** "Where's the meat? Employers and governments should have

seen this supply crisis coming," *The Conversation* (2022)

- **Podcast:**"Unpacking the exploitation of PALM scheme workers in Australia's meat industry" (Dirty Linen, 2025)
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TEACHING EXPERIENCE

- Assisted in undergraduate tutorials and seminars on international human rights law, focusing on modern slavery and ethical sourcing in global supply chains.
 - Guest lecturer on "Legal and Ethical Challenges in Global Supply Chains" for postgraduate law courses at RMIT University.
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CONFERENCE PRESENTATIONS

- Presented research findings at LLRN-6 in Warsaw, Poland, June 2023
 - Presented participatory action research methods at Workshop with Bayreuth University, Germany, July 2024.
 - Presented research findings at CRIMT Conference at The University of Montreal, Canada, October 2024.
 - Presented research findings at ALLA Conference, Geelong, November 2024.
 - Accepted and forthcoming –Scheduled to present research findings at ILPC Conference at Alberto Hurtado University, Chile, April 2025.
 - Accepted and forthcoming –Scheduled to present research findings at AAPS Conference at The University of Sydney, June 2025.
 - Accepted and forthcoming –Scheduled to present research findings at LLRN-7 Conference in Thailand, June 2025.
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AWARDS AND HONOURS

- Winner, KPMG Asia-Pacific Legal Essay Competition, May 2023
 - CRIMT Scholarship, University of Montreal (2023-2024)
 - RMIT Excellence Scholarship (2021-2025)
 - La Trobe College Excellence Scholarship (2016-2019)
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PROFESSIONAL DEVELOPMENT

- **Victorian Women Lawyers** - Active Member
 - **RMIT Business & Human Rights Centre** - Research Associate
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SKILLS

- **Research Skills:** Qualitative and quantitative research methods, legal analysis, policy evaluation
 - **Languages:** Fluent in English, French, Creole; Basic knowledge of Sanskrit
 - **Technical Skills:** Microsoft Office Suite, SPSS, NVivo, FilePro
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REFERENCES

*(*Contact details available upon request)*

- **Professor Shelley Marshall** | Professor & Deputy Dean, School of Law at RMIT University: <https://academics.rmit.edu.au/shelley-marshall>
- **Dr Matt Withers** | Senior Lecturer, School of Sociology at Australian National University: <https://researchportalplus.anu.edu.au/en/persons/matt-withers>