



# UNIVERSITÀ DEGLI STUDI DI MILANO

TO MAGNIFICO RETTORE OF UNIVERSITA' DEGLI STUDI DI MILANO

ID CODE 6248

I the undersigned asks to participate in the public selection, for qualifications and examinations, for the awarding of a type B fellowship at Dipartimento di Scienze Sociali e Politiche

Scientist- in - charge: **Prof Guerri Marco**

**Camille Allard**

## CURRICULUM VITAE

### PERSONAL INFORMATION

Surname	Allard
Name	Camille

### PRESENT OCCUPATION

Appointment	Structure
Research Fellow	University of Birmingham, UK

### EDUCATION AND TRAINING

Degree	Course of studies	University	year of achievement of the degree
PhD	Sociology and Management	University of Sheffield, UK, Department of Sociological Studies and Management School	2022
Master	Political Philosophy and Ethics	Sorbonne University (Paris IV), France, and Copenhagen University, Denmark	2017
Bachelor	Philosophy	Université Rennes 1, France	2015



## REGISTRATION IN PROFESSIONAL ASSOCIATIONS

Date registration	of Association	City
2018	British Sociological Association	Chancery Court, Belmont BusinessPark, Durham DH1 1TW
2021	Associate Fellow of the Higher Education Academy	1.25, Innovation Centre, YORK SCIENCE PARK, IC, Innovation Way, York YO10 5DG

## FOREIGN LANGUAGES

Languages	level of knowledge
English	Fluent
French	Native
Italian	Basic
Spanish	Basic

## AWARDS, ACKNOWLEDGEMENTS, SCHOLARSHIPS

Year	Description of award
2023	Academic training and development fund, University of Birmingham- £500: Lead applicant
2020	University of Sheffield, Covid-19 PhD funding extension- £7000: Lead applicant
2019	Think Ahead PhD-led activity, University of Sheffield- £250: Co-applicant
2018-2021	PhD scholarship, University of Sheffield, Department of Sociological Studies (fees and maintenance) -£44,100: Lead applicant
2016	Erasmus Scholarship- €1,800: Lead applicant
2015	Best Undergraduate Presentation in Philosophy, Philosophy Society, University of Sherbrooke, Canada - \$100

## TRAINING OR RESEARCH ACTIVITY

### Training activities

- Centre for Decent Work seminars, Management School, University of Sheffield, 2018-2020



During my PhD, I was a member of the Centre of Decent Work, which conducted research and initiated discussions around work, employment, and the labor market. The Centre's seminars and research activities were primarily focused on analysing discriminatory structures and labour processes, with an aim to enhance the quality of work for marginalized workers, especially those belonging to lower social/occupational class, gender, caring responsibilities, and disability. The research conducted by the Centre aimed to recommend sustainable and responsible HRM practices, which were later published in policy reports and disseminated through the CIPD (Chartered Institute of Personal Development), a professional body for HR professionals in the UK.

- *Associate Fellow of the Higher Education Academy, 2021.*

Associate fellowship is the category of fellowship to professionally recognise individuals involved in Higher Education teaching in the UK. I obtained the fellowship to recognise my involvement in leading and delivering seminars on a variety of topics, including Sociology of Work, Organizational Behaviour, Employment in the 21st century, Classical Sociological Thoughts; Social Sciences Research methods, and Psycho-social determinants of health.

- *National Centre for Research Methods, 2022.*
  - *Course on cognitive interview training techniques*

Training in cognitive interview techniques, a set of techniques used to test survey questions, and limit measurement errors in surveys.

## Research activity

I have recently completed my PhD on the employment and wellbeing experiences of workers with care responsibilities for an ageing and/or long-term ill, disabled, or dying relative at the University of Sheffield, UK (Department of Sociological Studies and Management School). My PhD adopted an in-depth case study approach of three UK organisations in the public, private and third (voluntary) sectors, and used multiple methods including interviews, surveys and policy document analysis. I was particularly focusing on the development and implementation of responsible human resource management practices to support employees with care responsibilities, and the advantages and pitfalls of these practices.

My research interests focus on the sociology of work and organisations, and workplace inequalities, particularly regarding care responsibilities, gender, social class and health. Alongside my PhD, I was a research assistant at the Centre for International Research on Care, Labour, and Equalities at the University of Sheffield, where I completed tasks including literature reviews and policy documents analysis.

After my PhD, I moved to the University of Birmingham (UK) where I have been employed as a post-doctoral research fellow on a project looking at how organisations make decisions to support the wellbeing of their staff. As part of this project, I have led a scoping review on decision-making approaches in workplaces and schools, specifically regarding attitudes and support towards the wellbeing of employees at work in a diversity of sectors, including retail, education and transports; I have also led semi-structured and think-aloud interviews with workplaces and schools' managers to examine how they make decisions to support the wellbeing of their employees and invest in wellbeing initiatives.





## PROJECT ACTIVITY

Year	Project
2021-Present	<p><b>Research Fellow, Applied Health Research Institute for a Wellcome Trust funded research project 'Wellbeing investments in Schools and Employers'   University of Birmingham, UK</b></p> <ul style="list-style-type: none"> <li>Led a scoping review on decision-making approaches in workplaces and schools regarding attitudes and support towards the wellbeing of their employees at work; Led semi-structured and think-aloud interviews with workplaces and schools' decision-makers on their views and practices to make investments to support the wellbeing of their employees.</li> </ul> <p><b>Lecturer and Module Coordinator for the MSc Health Policy   University of Birmingham, UK</b></p> <ul style="list-style-type: none"> <li>Designing, co-ordinating, and delivering lectures on social and health policy implementation, decision-making approaches, ethics, and social sciences research methods; designing, marking assessments and supervising students' dissertations.</li> </ul>
2020-2021	<p><b>Research Assistant, Centre for International Research on Care, Labour, and Equalities   University of Sheffield, UK</b></p> <ul style="list-style-type: none"> <li>Policy documents analysis on the recognition of the role of 'carer' in different countries' legislative contexts.</li> </ul>
2018-2022	<p><b>PhD in Sociology and Management   University of Sheffield, UK</b></p> <p>Thesis title: <i>Taking the time to care? A study of employer-provided paid carer's leave in three organisations in the UK</i></p> <p>My PhD research focused on the employment experiences of individuals who have care responsibilities for a long-term ill, disabled, ageing or dying relative (working carers). In particular, I examined the characteristics of employer-led support for care responsibilities and its impact on workers' experiences. I conducted an in-depth study of three organizations in the UK, one in the public sector, one in the private sector, and one in the voluntary sector. I took a critical realist perspective and used various research methods such as semi-structured interviews, surveys, and document analysis. I interviewed a total of 65 working carers, HR managers, trade unions and employee representatives, and analysed a set of different workplace policies. Additionally, I conducted two employee surveys. My research critically examined the ability of working carers to identify themselves as carers and obtain management support in their workplace based on their occupation, social class, and gender.</p> <p>Supervisors: Prof. Sue Yeandle and Prof. Jason Heyes</p> <p>Examiners: Prof Fiona Carmichael and Prof Liam Foster</p> <p>Grade: No corrections</p>



## PATENTS

Patent

## CONGRESSES AND SEMINARS

Date	Title	Place
2023	<i>Conference on Diversity and Inclusion: Amplifying Under-Represented Voices, 'Speaking up as a working carer: An examination of working carers' use of voice and representation in three workplaces in the UK.'</i>	University of Birmingham, UK
	<i>National Centre for Research Methods-Research Methods e-Festival, 'Gaining access: methodological and ethical challenges of researching workplaces.'</i>	Online
	<i>Health Economists' Study Group, 'Allocating resources to mental health and wellbeing: how do schools and workplaces use evidence to inform their decisions?'</i>	University of Oxford, UK
	<i>Transforming Care Conference, 'Guilt and inequalities: navigating unmet needs when combining care and work.'</i>	University of Sheffield, UK
	<i>West Midland Combined Authorities and the Centre for Urban Wellbeing, A policy masterclass on investing in wellbeing and mental health- a presentation of the WISE (Wellbeing Investments in Schools and Employers) project.</i>	Birmingham, UK
	<i>International Labour Process Theory Conference, 'Guilt, Care, and the Ideal Worker: Comparing Guilt Among Working Carers and Care Workers.'</i>	University of Glasgow, UK



2022	<i>Research consortium. 'No return to normality and experiences of doing research during Covid-19'</i>	University of Sheffield, UK
2021	<i>European Sociological Association's Research Network on Ageing in Europe-Midterm conference. 'Ageing as a working carer: experiences, ethical dilemmas and access to resources.'</i>	Online
2019	<i>Social Policy Annual Conference. "Carer's Leave"- do we have time to care? Implications and challenges for implementing statutory right to care leave in an ageing British society.'</i>	Durham University, UK
	<i>European Sociological Association. 'Defining working carers' experience as one of precariousness in the UK.'</i>	University of Manchester, UK
	<i>Workshop on 'Women and employment-perspectives, images, perception', " Je suis aidant (e) et je travaille aussi ! " - Reconnaître la spécificité 'd'être aidant(e)' en Grande-Bretagne, une contribution à l'égalité des genres ?</i>	Université de Nantes, France
	<i>Eurocarers Organisations Annual Meeting, Presentation of the research work from the Sustainable Care programme.</i>	Copenhagen, Denmark
	<i>British Sociological Association Postgraduate Forum Regional Events 'These are a few of my favourite things': Exploring the Value of Material Culture in the Everyday' Presentation on 'the links between care ethics and the value of material culture'</i>	University of Sheffield, UK
2018	<i>Post-graduate conference (Co-organiser). 'Recognizing and supporting working carers'</i>	University of Sheffield, UK





	in the workplace- presentation of my research proposal.'	
2017	<i>Conference for Women in Philosophy, 'Volunteer work, the other 'shadow work' and its controversial values.'</i>	Amsterdam University, Netherlands

## PUBLICATIONS

<b>Books</b>
<b>Book chapter:</b> Hamblin, K., Heyes, J., and Allard C. 'Policies for working carers in the UK context', <i>Combining work and care: care leave and related employment policies in international context</i> , Policy Press Book (forthcoming 2024).

<b>Articles in reviews</b>
<b>Allard, Camille</b> (2023). Speaking up as a working carer: working carers' use of voice and struggles for representation in the workplace. <i>International Journal of Care and Caring</i> (published online ahead of print 2023) <a href="https://doi.org/10.1332/23978821Y2023D000000007">https://doi.org/10.1332/23978821Y2023D000000007</a>
<b>Allard, Camille</b> , and Whitfield, Grace J. (2023) "Guilt, Care, and the Ideal Worker: Comparing Guilt Among Working Carers and Care Workers." <i>Gender, Work &amp; Organization</i> : 1- 17. <a href="https://doi.org/10.1111/gwao.12956">https://doi.org/10.1111/gwao.12956</a> .
Spann, A., Allard, C., Harvey, A., Zwerger, K., Spreeuwenberg, M., Hawley, M., & De Witte, L. (2022) The impact of autonomy at work on dementia family carers' ability to manage care-related emergencies, and use technology to that end: semi-structured interviews in Scotland, <i>Community, Work &amp; Family</i> , DOI: <a href="https://doi.org/10.1080/13668803.2022.2117589">10.1080/13668803.2022.2117589</a>
Spann, A., Vicente, J., Allard, C., Hawley, M., Spreeuwenberg, M., and Witte, L. (2020). Challenges of combining work and unpaid care, and solutions: A scoping review. <i>Health &amp; Social Care in the Community</i> , 28(3), 699-715. <a href="https://doi.org/10.1111/hsc.12942">https://doi.org/10.1111/hsc.12942</a>
<b>(Under review)</b> Allard, C. <i>Work, Employment &amp; Society</i> .
<b>(Work in progress)</b> Allard, C., and Al-Janabi, H. <i>The International Journal of Human Resources Management</i> .



(Work in progress) Allard, C., Byford, S., Johnson, R., Ganguli, P., and Al-Janabi, H. *BMC Public Health*.

## OTHER INFORMATION

### ***Policy and research contributions and outputs***

**Work Inclusivity Research Centre, Birmingham Business School | University of Birmingham (2022)**  
Contribution to National Policy Forum Consultation 2022-Better Jobs and Better Work - with Dr Scott Taylor, Holly Birkett, Professor Tony Dobbins, Dr Benjamin Hopkins, Dr Daniel Wintersberger, and Dr Dan Wheatley.

**Sustainable Care programme | University of Sheffield (2020)** Contribution to Consultation on Carer's leave, Department for Business, Energy and Industrial Strategy.

**Allard, C. (2020)** Working carers in the Ministry of Justice: Summary of research findings, CIRCLE, University of Sheffield. Available at : [Sustainable Care programme publications \(shef.ac.uk\)](https://www.shef.ac.uk/research/publications/sustainable-care-programme-publications)

Hamblin, K., Cook, M., Yeandle, S., Allard, C. & Spann, A. (2018) Supporting carers to work and care. Available at: [Sustainable Care programme publications \(shef.ac.uk\)](https://www.shef.ac.uk/research/publications/sustainable-care-programme-publications)

**Allard, C., Baz, S., Bennett, N., Lindemer, A., and Wringley, L. (2020)** Introduction to Edition Three 'Social Inequalities', Spring 2020, *The Sheffield Students Journal for Sociology*.

### ***Professional knowledge***

Excellent use of Word, Power point; good knowledge of Excel, Survey Monkey, Qualtrics, and basic knowledge of SPSS.

### ***Professional achievements***

- My PhD work has been featured:
  - in Emily Kenway's memoir *'Who Cares? the hiding crisis of caregiving, and how we solve it'* (Headline Publishing Group, 2023)





- in the Care Matters podcasts.
- My PhD work has also been used as a source to inform a governmental consultation for legislating on Statutory Carer's Leave, launched by the Department for Business, Energy and Industrial Strategy in 2020.

Declarations given in the present curriculum must be considered released according to art. 46 and 47 of DPR n. 445/2000.

The present curriculum does not contain confidential and legal information according to art. 4, paragraph 1, points d) and e) of D.Lgs. 30.06.2003 n. 196.

Please note that CV WILL BE PUBLISHED on the University website and It is recommended that personal and sensitive data should not be included. This template is realized to satisfy the need of publication without personal and sensitive data.

Please DO NOT SIGN this form.

Place and date: \_\_\_\_\_Birmingham\_\_\_\_\_, \_\_\_\_\_14/01/2024\_\_\_\_\_