



TO MAGNIFICO RETTORE OF UNIVERSITA' DEGLI STUDI DI MILANO

ID CODE \_\_ 6363 \_\_\_\_\_

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 Triventi Moris**

**Camille Allard**

## CURRICULUM VITAE

### PERSONAL INFORMATION

Surname	<b>Allard</b>
Name	<b>Camille</b>

### PRESENT OCCUPATION

Appointment	Structure
<b>Research Fellow</b>	<b>University of Birmingham, UK</b>

### EDUCATION AND TRAINING

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



## REGISTRATION IN PROFESSIONAL ASSOCIATIONS

Date of registration	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

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## Training activities

- PhD/post-doctoral research with the Wellbeing Investments in Schools and Employers (WISE) project, 2021-present

I have recently completed my PhD on the employment and wellbeing experiences of workers with long-term care responsibilities for a family relative at the University of Sheffield, UK. My PhD adopted an in-depth case study approach of three UK organisations in the public, private and third (voluntary) sectors: This included:

- Literature review on care and employment policies in the UK and EU countries, and the evolution of UK social policies to support workers with care responsibilities.
- 65 interviews with a mix of employees, HR managers and employers, employee surveys and organisational and government policy document analysis.

I also explored the trajectories of young carers, and the dynamics of their relationships with their families, course of studies, employment prospects and career evolutions.

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 comparative policies documents analysis on support for carers across Francophone and Hispanophone countries.

After my PhD, I moved to the University of Birmingham (UK) where I have been employed as a post-doctoral research fellow on the Wellbeing Investments in Schools and Employers research project. As part of this project, I have led :

- A scoping review on decision-making approaches in schools, specifically regarding their implementation of education policies and initiatives to support the well-being of their students;
- Four case studies of both primary and secondary schools, which included semi-structured and think-aloud interviews with headteachers, teachers, and local government officials.
- The analysis of school policies, Office for Standards in Education policies; and analysis of government education policies on the support available to schools for their Covid-19 recovery and support for their students.

- *Centre for Urban Wellbeing Research, University of Birmingham, 2021-2024*

As part of my current post-doctoral position, I work with the Urban Centre for Wellbeing at the University of Birmingham. The Urban Centre for Wellbeing encompasses several research themes related to the conceptualisation of wellbeing in diverse areas, including wellbeing economies, health in communities, and wellbeing inequalities. I am particularly involved with the wellbeing economies themes, which look at alternative measures of social progress, and the relation between context/place/institution, and measures of wellbeing. I have been involved in the following works:

- Collaborated on a research proposal looking at how schools and workplaces conceptualise wellbeing in the aftermath of Covid-19 as part of the research strand 'Wellbeing economies.'
- Participated to a policy masterclass on investing in wellbeing and mental health for workers, young people and children- and contributed to the presentation of research projects related to the Centre for Urban Wellbeing Research.
- Attended and supported seminars from the Centre for Urban Wellbeing Research, particularly related to wellbeing inequalities.

- *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.

- 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, Sociology of Everyday Life, Organizational Behaviour, Employment in the 21st century, Classical Sociological Thoughts; Social Sciences Research methods, and Psycho-social determinants of health.

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 schools regarding attitudes, policies and practices to support the wellbeing of their students across a range of OECD countries (currently under review.)</li> <li>• Led four case studies of both primary and secondary schools, which included semi-structured and think-aloud interviews with headteachers, teachers, and local government officials.</li> <li>• Analysis of the four schools’ policy documents, analysis of the Office for Standards in Education policies; and analysis of government education policies on the support available to UK schools for their COVID-19 recovery and support for their students.</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 and analysis, decision-making approaches, ethics, and social sciences research methods; designing, marking assessments and supervising students’ dissertations.</li> </ul>



2020-2021	<p>Research Assistant, Centre for International Research on Care, Labour, and Equalities   University of Sheffield, UK</p> <ul style="list-style-type: none"><li>• Policy documents analysis on the recognition of the role of ‘working carer’ in different countries’ legislative contexts (Francophone and Hispanophone countries)</li></ul>
2018-2022	<p>PhD in Sociology and Management   University of Sheffield, UK</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 focused on the employment and wellbeing experiences of workers with long-term care responsibilities for a family relative at the University of Sheffield, UK. My PhD adopted an-depth case study approach of three UK organisations in the public, private and third (voluntary) sectors, and used both qualitative and quantitative methods which included:</p> <ul style="list-style-type: none"><li>○ Literature review on care and employment policies in the UK and EU countries, and the evolution of UK social policies to support workers with care responsibilities.</li><li>○ 65 interviews with a mix of employees, HR managers and employers, employee surveys as well as organisational and government policy document analysis.</li></ul> <p>I also explored the trajectories of young carers, and the dynamics of their relationships with their families, course of studies, employment prospects and career evolutions.</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 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
<b>2022</b>	<i>Research consortium. 'No return to normality and experiences of doing research during Covid-19'</i>	University of Sheffield, UK
<b>2021</b>	<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
<b>2019</b>	<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.</i> 'Defining working carers' experience as one of precariousness in the UK.'	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,</i> Presentation of the research work from the Sustainable Care programme.	Copenhagen, Denmark
2018	<i>Post-graduate conference (Co-organiser).</i> 'Recognizing and supporting working carers in the workplace- presentation of my research proposal.'	University of Sheffield, UK
2017	<i>Conference for Women in Philosophy,</i> 'Volunteer work, the other 'shadow work' and its controversial values.'	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>Peer-reviewed articles</b>
Allard, Camille (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>
Allard, Camille, 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.



<https://doi.org/10.1111/gwao.12956>.

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, *Community, Work & Family*, DOI: [10.1080/13668803.2022.2117589](https://doi.org/10.1080/13668803.2022.2117589)

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. *Health & Social Care in the Community*, 28(3), 699-715. <https://doi.org/10.1111/hsc.12912>

#### Books reviews

Allard, C. (2021). *Labours of Love: The Crisis of Care by Madeleine Bunting (2020)*. *International Journal of Care and Caring*, 5(2), 381-382.

Allard, C. (2021) Birth and death: experience, ethics, politics, *Mortality*, 26:2, 222-223, DOI: [10.1080/13576275.2020.1801619](https://doi.org/10.1080/13576275.2020.1801619)

#### Articles in reviews

(Under review) Allard, C. *Work, Employment & Society*.

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

(Work in progress) Johnson, R., Allard, C., Soan, C., and Al-Janabi, H. Care as Capital: Developing a theory of how and why schools invest in mental health and wellbeing.

(Work in progress) Allard, C., Johnson., R., and Al-Janabi, "We read, we research, we meet, we talk, we decide what our children need": examining mental health and wellbeing priority setting and evidence use in UK schools.

#### 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.sustainablecare.org.uk/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.sustainablecare.org.uk/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 presentation skills, use of Word, Power point, Survey Monkey, Qaltrics, experience in using (organizing and analyzing) databases in Excel, 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.

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Place and date: \_\_\_\_\_Birmingham\_\_\_\_\_, \_\_\_\_\_06/02/2024\_\_\_\_\_