

Curriculum Vitae: Dr Camille Allard

Researcher

Email: camille.allard@unimi.it

Telephone: +447561527814

Research interests: Sociology of Work and Organizations; Sociology of care; Feminist theories; Critical Perspectives on Wellbeing.

Short Bio

Camille Allard is a Research Fellow at the University of Milan, Italy. She has a background in philosophy and sociology, and completed her PhD research on the experiences of workers caring informally for an aging and/or long-term ill, disabled, or dying relative in the UK ('working carers'). She has also conducted research on the motivations behind employers' wellbeing initiatives in the aftermath of Covid-19. Her research interests include critical and feminist perspectives on work, organizations, wellbeing, and care.

Education

2018-2022

PhD in Sociology | University of Sheffield, UK

Thesis title: *Taking the time to care? A study of employer-provided paid carer's leave in three organisations in the UK*
(No corrections)

Supervisors: Prof. Sue Yeandle and Prof. Jason Heyes

2015-2017

MA Moral and Political Philosophy | Sorbonne University (Paris IV), France, and University of Copenhagen, Denmark

(Hons)

2012-2015

BA Philosophy | University of Rennes 1, France and University of Sherbrooke, Canada (Hons)

Academic experience

2024- Present

Researcher, Department of Social and Political Sciences | University degli Studi di Milano, Italy

- Carrying critical discursive analysis of political documents to highlight the possibilities for 'alternatives imaginaries' discursively produced by social movement organizations in relation to climate change, wellbeing, and care, and their implications.
- Carrying interviews with leaders and volunteers of youth-led social and climate movement organizations, and exploring their contributions/positions towards the 'alternatives imaginaries' discourses, focusing on potential issues of inequalities, voice, and power.

2021- 2024

Research Fellow and Associate Lecturer, Applied Health Research Institute | University of Birmingham, UK

- Leading a scoping review on decision-making approaches in workplaces regarding attitudes and investments towards the wellbeing of their staff at work; semi-structured and think-aloud interviews with employers on their views and practices to support the wellbeing of their staff.
- Designing and delivering lectures on health and social policy implementation, decision-making approaches, ethics, and social sciences research methods; designing, marking assessments and supervising students' dissertations.

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2020-2021

Research Assistant, Centre for International Research on Care, Labour, and Equalities | University of Sheffield, UK

- Policy documents analysis on the recognition of the role of 'family carer' in different countries contexts.

2019-2021

Teaching Associate, Management School and Department of Sociological studies | University of Sheffield, UK

- Leading and delivering seminars on a variety of topics, including Sociology of Work, Work and Employment in the 21st century, Organizational Behaviour, Classical Sociological Thoughts; Social Sciences Research methods, and Psycho-social determinants of health.

Publications

Johnson, R., **Allard, C.**, Soan, C., Beach, D., Al-Janabi, H. (2025) 'Care as Capital': Developing theory about school investment in mental health and wellbeing, *Social Science & Medicine*.

Hamblin, K., Heyes, J., and **Allard C.** (2024): 'Policies for working carers in the UK context', *Combining work and care: care leave and related employment policies in international context*, Policy Press Book:

Allard, Camille, and Whitfield, Grace J. (2023) "Guilt, Care, and the Ideal Worker: Comparing Guilt Among Working Carers and Care Workers." *Gender, Work & Organization*: 1– 17. <https://doi.org/10.1111/gwao.12956>.

Allard, Camille (2023). Speaking up as a working carer: working carers' use of voice and struggles for representation in the workplace. *International Journal of Care and Caring* (published online ahead of print 2023) <https://doi.org/10.1332/23978821Y2023D000000007>

Allard, Camille (2022). [Taking the time to care? A study of employer-provided paid carer's leave in three organisations in the UK - White Rose eTheses Online](#)

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>

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: by Kath Woodward and Sophie Woodward, London and New York, Routledge, 2020, *Mortality*, 26(2), pp. 222–223.

Under review

Allard, C. Critically investigating employer-led carer's leave: how inequalities of care (re-) produce in 'carer-friendly' jobs *Work, Employment & Society*.

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Allard, C., and Al-Janabi, H. Whose idea? Using (or not) evidence in workplaces to invest in mental health and wellbeing initiatives, in *Organization Studies and Medical Humanities. New lens for organising, managing and understanding health and healthcare*, Eds by Bernardi, A., Quacquarelli, B., Lusardi, B., and Angeli, F. Routledge/ Taylor & Francis book.

Allard, C., Johnson, R., and Al-Janabi, H. “We read, we research, we meet, we talk”: examining mental health and wellbeing priority setting in UK schools, *Social Sciences and Medicine*.

Panchadhyayi, S. and **Allard, C.** ‘Why did you have to go and make things complicated?’ A collaborative auto-ethnography of academic precarity and personal-intimate expectations in disparate geographies.’

Works in progress

Allard, C., Byford, S., Johnson, R., Ganguli, P., and Al-Janabi, H. How do schools and workplaces use evidence to inform their health and wellbeing investments? A scoping review.

Book contract with *Bristol University Press*. Manuscript to be published in 2026.

Research and policy contributions and outputs

Co-writer of a grant application proposal for the Work and Health Foundation (2023), with Dr Laura Kurdna.

Title: ‘Exploring the role of wellbeing programmes accreditors in supporting workers’ health.’

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/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/sustainable-care-programme-publications)

Professional achievements, awards and fundings.

Professional achievements

- 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 Sociology of professions.
- 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](#).

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

Academic conferences and seminars on invitation

[2024]

European Group for Organizational Studies, 'sub-theme: Medical Humanities and the Social Construction of Health and Well-Being', University of Milano-Bicocca, 'Whose idea? Using (or not) evidence in workplaces to invest in mental health and wellbeing initiatives.'

[2023]

Conference on Diversity and Inclusion: Amplifying Under-Represented Voices, Birmingham Business School, University of Birmingham. 'Speaking up as a working carer: An examination of working carers' use of voice and representation in three workplaces in the UK.'

National Centre for Research Methods- Research Methods e-Festival, online. 'Gaining access: methodological and ethical challenges of researching workplaces.'

Health Economists' Study Group, University of Oxford. 'Allocating resources to mental health and wellbeing: how do schools and workplaces use evidence to inform their decisions?'

Transforming Care Conference, University of Sheffield. 'Guilt and care inequalities: navigating unmet needs when combining care and work.'

West Midland Combined Authorities and the Centre for Urban Wellbeing, Birmingham. A policy masterclass on investing in wellbeing and mental health- a presentation of the WISE (Wellbeing Investments in Schools and Employers) project.

International Labour Process Theory Conference, University of Glasgow. 'Guilt, Care, and the Ideal Worker: Comparing Guilt Among Working Carers and Care Worker.'

[2022]

Sheffield Sociological Studies Department, University of Sheffield-Research consortium. 'No return to normality and experiences of doing research during Covid-19'

[2021]

European Sociological Association's Research Network on Ageing in Europe- Midterm conference (2021-online). 'Ageing as a working carer: experiences, ethical dilemmas and access to resources.'

[2019]

Social Policy Annual Conference, Durham University. "Carer's Leave'- do we have time to care? Implications and challenges for implementing statutory right to care leave in an ageing British society.'

European Sociological Association, University of Manchester. 'Defining working carers' experience as one of precariousness in the UK.'

Workshop on 'Women and employment-perspectives, images, perception', Université de Nantes. " 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 ?

Eurocarers Organisations Annual Meeting, Copenhagen- Presentation of the research work from the Sustainable Care programme.

[2018]

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*Post-graduate conference, Department of Sociological Studies, University of Sheffield (Co-organiser).
'Recognizing and supporting working carers in the workplace- presentation of my research proposal'*

[2017]

*Conference for Women in Philosophy, Amsterdam University.
'Volunteer work, the other 'shadow work' and its controversial values.'*

Teaching

University of Milan, Department of Social and Political Sciences

- Gender and Social Justice (Postgraduates)
- The Politics of Care (Undergraduates and Postgraduates)

University of Birmingham, Applied Health Research Institute

- Health policy module (MSc postgraduates)
- Introduction to research (Undergraduates)
- Sociology of Professions: 'becoming' a doctor (Undergraduates)

University of Sheffield, Sociological Studies Department and Management School

- The Sociology of Everyday Life (Undergraduates)
- Introduction to Classical Sociological Thought (Undergraduates)
- Doing Social Research (Undergraduates)
- Work and Employment in the 21st Century (Undergraduates and postgraduates)
- Organizational Behaviour (Undergraduates)
- Introduction to the Psycho-social determinants of health (Undergraduates)

Languages

- French: Native;
- English: Fluent;
- Italian: A2 level.

Date: 14.05.2024

Signature:

