

Short curriculum vitae of Celia Jane Briar, BA (Hons); PhD

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Skills

- Writing and editing skills, including over 40 publications
- Summarising complex information clearly
- Producing reports on time, to a high standard
- Knowledge and understanding of employment issues
- Skills in a broad range of research and evaluation methods
- Verbal communication skills based on two decades of university teaching
- Able to liaise and consult with people at all levels

Qualifications

BA (Hons) Social Policy, 1980, University of Central Lancashire

PhD, 1988 ,University of Sheffield. UK, Department of Sociological Studies

Work History

February 2011, Human Rights Commission, Wellington, New Zealand. Writing paper on equality at work.

October- December 2010: contracted by New Zealand Education Institute (NZEI) to undertake job evaluations for six groups of employees in the compulsory education sector whose jobs have not previously been evaluated.

October 2010: contracted by the New Zealand Human Rights Commission to edit and proof read the 2010 Census of Women's Participation.

January-March 2010: adapting the Spotlight skills recognition tool as an international, online resource.

January-December 2010 contracted by the Industrial Relations Research Centre at the University of New South Wales, Sydney to oversee the web analyst uploading the Spotlight tool and to edit as required.

September 2009-May 2010 Employment Relations Education Programme Coordinator, developing and piloting new training programmes for employers, on behalf of Workplace Wellbeing, a project funded by the Department of Labour.

October-December 2009 consultant contracted by the New Zealand Human Rights Commission to create an online tool to help employers monitor pay and employment equity, available at <http://www.neon.org.nz/newsarchive/healthchecktool/>

May/June 2010: With Conor Twyford, conducted trials of the Spotlight tools with four groups of workers in the not for profit sector. Conducted one trial of Spotlight in the public sector.

November 2007-June 2009 Pay and Employment Equity Unit, Department of Labour, Wellington: Senior Advisor on Service Design. This involved evaluating all the pay and employment equity reviews, producing an overview report summarising the evidence on gender equity in the public sector and creating a new streamlined service delivery model. These documents are all available on request from the New Zealand Department of Labour. It also involved monitoring employers' progress on implementing plans to promote gender equity.

November 2008 – January 2009: contracted by Massey University team to co-author the National Occupational Safety and Health Advisory Committee technical report on women's occupational health and safety for the Minister of Labour.

April-October 2007 Te Puni Kokiri, Wellington. Project Manager, Pay and Employment Equity Review (self employed contractor).

February-April 2007 New Zealand Families Commission, Wellington. Preparation of the report 'It's about time: towards a parental leave policy that gives New Zealand families real choice', released August 2007 (self employed contractor).

August-September 2006: Ministry of Social Development, Wellington New Zealand. Research analysis and report writing, for the Child, Youth and Family Pay and Employment Equity Review (self employed contractor).

January 2006-June 2007 PhD and Masters thesis supervisor, Massey University Palmerston North.

April 1988 to January 2006, Massey University, Department of Sociology, Social Policy and Social Work, Palmerston North. Senior Lecturer in Social Policy, teaching social policy and methods of social research, chiefly at postgraduate levels.

1986-1988 University Lecturer (part time), University of Lancaster, Department of Social Administration and University of Central Lancashire (Department of Education).

Publications

Gander, P., Briar, C., Garden, A., Purnell, H. and Woodward, A. (2010) 'A Gender-Based Analysis of Work Patterns, Fatigue and Work/Life Balance Among Junior Doctors' *Academic Medicine*

Briar, C. (2010) 'Pay Equity: what can we do?' *Women's Studies Association Newsletter*, Vol. 31, March.

Briar, C. (2009) *Hidden Health Hazards in Women's Work* Wellington, Dunmore Press.

't Mannelje, A., Slater, T., McLean, D., Eng, A., Briar, C. and Douwes, J. (2009) *Women's Occupational Health and Safety in New Zealand* NOHSAC Technical Report 13, Wellington, NOHSAC.

Briar, C. (2008) 'Pay and employment equity: what's happened so far? What next?' Proceedings of the Women's Studies Association Conference, Invercargill, 3.2.08.

Briar, C. (2007) Report and Response Plan "Toward Pay and Employment Equity" Te Puni Kokiri.

Briar, C. (2006) 'Pay and Employment Equity in Child, Youth and Family' Wellington, Ministry of Social Development.

Briar, C. (2006) 'Babies and Bosses: Family Policy Directions in the OECD' in A.M. Prouty Lyness (Ed) *The Politics of the Personal in Feminist Family Therapy* New York, The Haworth Press.

Briar, C (2005) 'Babies and Bosses: Family Policy Directions in the OECD' *Journal of Feminist Family Therapy: An International Forum* Vol.17 Numbers 3-4 pp 47-66.

Ang, E.K. and Briar, C. (2005) 'Valuing Motherhood? Experiences of Mothers Returning to Paid Employment' *Women's Studies Journal* Vol 19. No. 1 pp11-24.

Patterson, L. and Briar, C. (2005) 'Lone Mothers in Liberal Welfare States: 30 years of change and continuity' *Hecate* Vol.1 No. 1 46-59.

Briar, C. (2005) 'Babies and Bosses: Opportunities and Concerns' *Women's Studies Association Newsletter* Vol. 26 No.1 p.25.

Briar, Celia (2004) Review of the Conference for Feminist Economics *IAFFE Newsletter* Vol 14 No 4 pp 3-5.

Briar, Celia (2004) Review of 'Solidarity between the Sexes and the Generations: transformations in Europe' *Women in Management Review* Vol 19 No. 7 pp 437-438.

Briar, Celia and Ang, Ee Kheng (2004) 'Women "Returners" and the Gender Pay Gap' Proceedings of the Women's Studies Association Annual Conference, November 23, 2003 Massey University, Palmerston North.

Briar, Celia and Hill, Linda (Eds) (2004) *Women's Studies Journal* Vol 18 No 2 Special Issue on Women and Work.

Briar, C. and O'Brien, M. (2003) 'Making a difference through comparative research' in R. Munford and J. Sanders (Eds) *Making a Difference in Families: research that creates change* Auckland, Oxford University Press.

Ang, E.K. and Briar, C. (2003) 'Mothers Returning to paid Employment: rewarding national service?' in S. Blumenfeld (Ed) *Labour, Employment and Work In New Zealand* Proceedings of the conference November 21 and 22 2002. Wellington, Victoria Management School, Victoria University of Wellington.

Briar, C. (2002) Review of the book *Workwise, a New Zealand Guide to managing workplace relationships* *Women's Studies Journal*, 18,(1), 117-119.

Briar, C. and Simpkin, G. (2001) 'Union Strategies for global labour markets' CTU Women's Biennial Conference, April 6-8, Wellington.

Briar, C. (2001) Review of 'The Gendering of Inequalities' *Women In Management Review* Vol 16 No.1 p. 42-44.

Briar, C. (2000) 'In search of gender-sensitive measures of poverty, inequality and well being' *Social Policy Journal of New Zealand* Issue 14, July, 17-29.

Fenwick, A. Davidson, D. and Briar, C. (2000) *Is Advocacy Helping? The effectiveness of advocacy assistance to clients of Income Support Services: a research report*. Palmerston North: Massey University/ Methodist Social Services.

Briar, C. (1999) 'Women in APEC: the Contribution to Poverty' *Women's Studies Association Newsletter* Vol. 20, No 1 pp28-34.

Briar, C. (1999) 'Solo Parents: Mother -work or Other-work? Liberal, Conservative and Solidaristic Policies.' in Proceedings of the 1998 conference on Labour, Employment and Work, Victoria University, Wellington.

Briar, C. (1999) 'Feminist Economics: a Contradiction in Terms?' Proceedings of the Women's Studies Association Conference, Palmerston North 1998.

Martin Tolich and Celia Briar (1999) 'Just Checking it Out: Exploring the Significance of Informal Gender Divisions Amongst American Supermarket Employees' *Gender, Work and Organisation* Vol. 6, No. 3. 129-24.

Briar, C. (1998) 'Floggings will continue until morale improves: the state and responsibility for unemployment' in M. O'Brien (Ed) Proceedings of the Social Responsibilities: Whose Agenda? conference held at Massey University Albany, March.

Briar, C. and Gill, G. (Eds) (1998) *Work, Families and the State: Problems and possibilities for the 21st century* Proceedings of the conference held November 28-30 1997, Massey University College of Education, Palmerston North.

Briar, C. and Cheyne, C. (1998) Women and social/economic policy: new feminist agendas for changing times' in du Plessis, R. and Alice, L. (Eds) *Feminist Thought in Aotearoa/New Zealand* Auckland, Oxford University Press pp208-215.

Briar, C. (1998) 'Towards UBI: the case for universal child benefit' in Briar, C. and Gill, G. (Eds) (1998) *Work, Families and the State: Problems and possibilities for the 21st century* Proceedings of the conference held November 28-30 1997, Massey University College of Education, Palmerston North.

Briar, C. and Hera, J. (1998) 'Earthy spirituality and brazen images' *Music in the Air* Autumn pp31-34.

Briar, C. (1997) *Working for Women? Gendered Work and Welfare Policies in Twentieth Century Britain* London, UCL Press.

Briar, C. (1997) 'Myths of our time: will changes in welfare policy really assist mothers towards independence?' *Broadsheet*, July. 214 (Winter) 53-56.

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Briar, C. (1997) 'What is Workfare?' in *Red and Green* 8, July.

Briar, C. (1997) 'Commitment needed for pay equity' in CTU (Ed) *Closing the Gap* Wellington NZCTU.

Briar, C. (1995) 'Over-employment and underemployment or a shorter working week?' *Connect*, April.

Briar, C. (1995) 'Universal Basic Income' *Connect*, October.

Briar, C. (1995) 'Explaining women's position in the workforce: a social policy analysis' in Proceedings of the sixth Labour, Work and Employment Conference, Industrial Relations Centre, Victoria University, Wellington.

Briar, C. (1994) Review of C. Davidson and M. Bray 'Women and Part-time Work in New Zealand' *New Zealand Business Review*, November.

Briar, C. (1994) 'Equal Employment Opportunities in New Zealand and Overseas' in M. Tremaine and J. Sayers (Eds) *The Vision and the Reality* Palmerston North, Dunmore Press.

Briar, C. (1994) 'Problems in the New Zealand Family' in P. Green (Ed) *Modern Social Problems* Palmerston North, Dunmore Press.

Briar, C. (1993) 'Employment Policy' in Commission for Justice, Peace and Development (Eds) *Making Choices: Social Justice for Our Times* Wellington, Combined Churches of New Zealand.

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Briar, C., Munford, R. and Nash, M. (Eds) (1992) *Superwoman where are you? Social policy and women's experience* Palmerston North, Dunmore Press.

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