

MARCH 5 & 6, 2020  
414 AMPHIMAX  
UNIVERSITÉ DE LAUSANNE



International scientific seminar

# unitwin international network

Life designing interventions (counseling, guidance, education) for decent work and sustainable development

This network was created as part of the UNITWIN/Chairs UNESCO program. It brings together 19 universities from around the world (Europe, South America, North America and Africa) that cooperate to promote access to decent work and decent life through vocational guidance, career counseling and life designing. In order to achieve this, this network takes part in researches and creates programs to promote social inclusion ([wp.unil.ch/unitwin](http://wp.unil.ch/unitwin)).

In this context, the UniTwin international network organizes a day of presentations open to the public. During this day, the members of the network will give symposiums, conferences and do a roundtable. The thematic of this day will be the role of vocational counseling to promote access to sustainable careers.

Presentations will be given in English.

## EVENT SITE

[www.unil.ch/unitwin/event](http://www.unil.ch/unitwin/event)

With the support of the conférence latine de l'orientation (CLOR)



United Nations  
Educational, Scientific and  
Cultural Organization



UNITWIN Network  
"Life Designing Interventions  
(counseling, guidance, education)  
for decent work and sustainable development"



Swiss National Centre of Competence in Research

Unil

UNIL | Université de Lausanne

Institut de psychologie  
CePCO

## DAY 1 - MARCH 5<sup>TH</sup>, 2020, 414 AMPHIMAX

17:15 – 17:30 **Welcome**

- Mme. Christel Bornand, CLOR, Switzerland
- Prof. Jonas Madonati, University of Lausanne, Switzerland
- Dr. Koorosh Massoudi, University of Lausanne, Switzerland

17:30 – 18:30 **Vernissage du livre "Repères pour l'orientation"**

**Registration:** <https://forms.gle/1GmAX8uRtrkhjaN9>

*Construction de carrière et développement humain durable : l'exemple des cadres en réorientation professionnelle vers l'Economie Sociale et Solidaire*

- Prof. Valérie Cohen-Scali, National Conservatory of Arts and Crafts, France

Cette conférence propose une réflexion sur la manière dont les individus peuvent faire évoluer leur carrière et leur travail de façon à ce qu'ils soient davantage en adéquation avec un contexte humain durable. D'abord, seront évoquées les compétences à mettre en œuvre pour pouvoir s'engager dans une telle attitude. Puis, nous aborderons les situations de réorientation professionnelle de cadres qui ont choisi de travailler dans le secteur qui respecte des principes de durabilité et d'équité, l'Economie Sociale et Solidaire (ESS). Leurs expériences mettent au jour à la fois les modalités de prise de décision de changement de carrière et les obstacles rencontrés par ceux et celles qui veulent s'éloigner des carrières dans les entreprises du secteur marchand pour s'engager dans cette voie professionnelle alternative. Pour finir, il sera question d'évoquer les accompagnements à l'orientation qu'il faudrait mettre en œuvre pour faciliter la construction de carrières et de situations de travail compatibles avec un développement humain durable.

18:30 **Apéritif**

## DAY 2 - MARCH 6<sup>TH</sup>, 2020, 414 AMPHIMAX

08:30 – 09:00 **Registration and coffee**

09:00 – 09:15 **Welcome**

- Prof. Jérôme Rossier, University of Lausanne, Switzerland
- Dr Violetta Drabik-Podgórna, University of Wrocław, Poland
- Prof. Maria Eduarda Duarte, University of Lisbon, Portugal
- Prof. Laura Nota, University of Padova, Italy
- Prof. Marie Santiago, Dean, University of Lausanne, Switzerland

09:15 – 09:45 **Keynote:**

- Prof. Jean-Pierre Dauwalder (chair), University of Lausanne, Switzerland
- Prof. Guðbjörg T. Vilhjálmisdóttir, University of Iceland, Iceland  
*Young workers with low employment skills: Their perceptions of work, decent work and the future*

The aim of this quantitative study is to map characteristics of young emerging adults who are working, but have not finished any formal education at the upper secondary school level. Special attention will be given to how the participants perceive work, what they consider to be good and decent work, what kind of work they are dreaming of and why. Special attention will be given to their intentions regarding education. Have they returned to school and if not what conditions would be needed? Another focus point is to examine how their work experience contributes to career construction.

9:45 – 10:15 **Award ceremony**

- European Society for Vocational Designing and Career Counseling (ESVDC)

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 10:15 – 10:45 **Coffee break**


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 10:45 – 12:00 **SYMPOSIUM 1 – AMPHIMAX 414**
**Career interventions for decent work: From the stakeholders to the individuals**

The main topic of this symposium is the intervention with vulnerable individuals aiming to facilitate their access to decent work. The introduction to this seminar emphasizes the relevance of the theme to innovate Vocational Psychology, to expand its dialogue with other disciplines, trying to grasp the complexity of vulnerable people's life through contextualized practices. The idea will be illustrated with the examples provided by the papers to be presented.

**- Prof. Paulo Cardoso (chair), University of Evora, Portugal**

*Stakeholders perception on school-to-work transition of intellectually disabled adolescents*

This communication is about teachers, parents and transition technicians' perceptions of school-to-work transition of adolescents with intellectual disability. Qualitative data from interviews of 22 participants reveal their perception of fundamental vocational training contents, barriers and support systems as well as necessary changes in policies to facilitate socio-professional integration of intellectually disabled adolescents. Practical implications for career interventions are also presented.

**- Prof. Maria Paula Paixão, University of Coimbra, Portugal**

*SAPIE-EB: Presentation of a digital monitoring system supporting inclusive education and career development*

According with current legislation on inclusive education, policies devised to fight school failure and dropout must scientifically grounded, early implemented and empirically validated by efficient warning, monitoring and impact evaluation systems. With this goal in mind the SAPIE-EB, an innovative digital tool is presented, describing its scientific anchorage, functionalities and expected results in the domains of psychological health and career development.

**- Prof. Maria Cristina Ginevra, University of Padova, Italy**

*A career intervention to sustain an inclusive and sustainable future*

The goal of this communication is to present the career intervention, titled "Looking at the future and at the University in an inclusive way". The career intervention involves high school students with and without disabilities and/or learning difficulties, and is aimed at encouraging their reflections on the contribution they can make in their educational and career future for addressing the global challenges. It consists of five didactic units, of two hours each, one for each week for a total of five weeks. Data supporting the effectiveness of the career intervention will be presented and the practical and research implications of the study will be discussed

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**SYMPOSIUM 2\* – AMPHIPÔLE 340.1**
**Lifelong guidance and learning: Between human rights, ethics, well-being and personal knowledge management.**

In 2015, under the Sustainable Development Goals (SDGs) for the first time in its history, the UN articulated the need to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all," as a development priority. This symposium seeks to bring attention to the topic by engaging in a conversation on the following questions: What are the challenges and opportunities for actualizing the vision of lifelong guidance and learning as a human right? What are the ethical considerations that can inform policy and practice? What strategies can be applied to support well-being and personal knowledge development for lifelong guidance and learning for all.

**- Prof. Christian Heslon (chair), Catholic University of the West, France**

*Well-being and guidance along temporalities of ages of the life*

If the well-being is between hedonism (perfect happiness filled with positive affects without any negative affect) and eudemonism (search for fulfillment and full life), then the goal of any accompaniment in psychology of the orientation is to allow everyone to "accommodate his story on time" as Montaigne said. In other words, the psychology of guidance can only contribute to the well-being of its beneficiaries if synchronizing the temporalities of their ages of life with variations in their relation to work over time: priorities successively given to work, to the couple, to the family, to material investments or to emotional and sexual investments, etc.

**- Prof. Meenakshi Chhabra, Lesley University, United States**

*Lifelong guidance and learning: Between human rights, ethics, well-being and personal knowledge management*

In 2015, under the Sustainable Development Goals (SDGs) for the first time in its history, the UN articulated the need to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all," as a development priority. This brought the right-based approach to lifelong learning, on the center stage. In my presentation I will frame a discussion on this rights-based approach, around the tension between lifelong learning in service of a global market economy, and the learning needs and interests of local communities. The conversations will be directed to explore the challenges and opportunities for actualizing the vision of lifelong learning as a human right.

**- Dr Marek Podgórný, University of Wrocław, Poland**

*Personal knowledge development for lifelong learning*

The authors of The Future of Work report distinguish three future scenarios for the world of work, metaphorically divided into the blue, orange and green worlds. These scenarios combined with personal knowledge management models tie in with a general tendency of changes observable in current educational and counselling theory and practice. Malewski encapsulates these changes as a succession of technical, humanistic and critical education. Career and life design interventions buttressed by coaching methods in the personal knowledge management process can be viewed as another stage in this series, one which can be labelled as personalised education.

**- Dr Violetta Drabik-Podgórná, University of Wrocław, Poland**

*Responsibility as a Goal and an Ethical Norm in Counselling and Education*

Making the idea of sustainable development involves actions that promote economic growth, preservation of natural resources and social development. The latter includes common access to lifelong education that equips people with competences they need to function successfully in today's world and fosters individuals' responsibility and balanced development. The achievement of these goals is furthered by guidance and counselling, which assist people in designing their lives. In my presentation I will focus on ethical issues, in particular on responsibility, which is the goal and the ethical norm in counselling.

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12:00 – 13:30 **Lunch break**

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13:30 – 14:45 **SYMPOSIUM 3 – AMPHIMAX 414**

**Career counselling and vocational designing for an inclusive and sustainable future**

The main topic of this symposium is to discuss the contribution of career counselling and vocational guidance to handle problems of decent work, inclusion, sustainable development. Specifically, the need that career counselling and vocational designing regain its nature of social practice of support for people and for construction of inclusive and sustainable contexts will be emphasized. Particular attention will be given to individuals with vulnerabilities who experience more disadvantages in the labor market and in the future career planning.

**- Prof. Laura Nota (chair), University of Padova, Italy**

*Career Guidance in favor of sustainability and inclusion for individuals and communities*

The focus of this presentation is discussing the social mission of vocational designing and career counseling: social and ethical values, attention to conditions of greater vulnerability, caring for people and for life contexts. In view of the threats and challenges humanity is currently facing, it becomes urgent to invest in career planning characterized by inclusion and sustainability, in order to help youth and individuals with vulnerabilities to think to a better future and contribute to construction of inclusive and sustainable social contexts.

**- Prof. Jacques Pouyaud, University of Bordeaux, France**

**- Prof. Victor Wong, Hong Kong Baptist University, China**

**- Dr Su Xuebing, Hong Kong Baptist University, China**

*Community-based career guidance and counseling: expanding the notion of work for youth transitions to decent work in community settings*

The rationale for promoting an expanded notion of work (ENOW) is to appreciate a wider spectrum of paid and unpaid work activities and experiences considered relevant for facilitating youth transitions to decent work. Case studies from a career and life adventure planning (CLAP) project for NEET and NEET-at-risk youth in Hong Kong are used for illustrating the positive impact of acknowledging and promoting participation in both paid and unpaid work as a both-and practice for facilitating youth transitions to decent work in community settings.

**- Prof. Leandro Legaspi, University of Buenos Aires, Argentina**

*Vulnerable youth. From available work to decent work: meanings, future prospects and path ways. The contribution of career guidance and counselling*

In Argentina, vulnerable young people with irregular educational path ways can often only find jobs that do not qualify as decent work. Our research emphasizes the importance that young people assign to education for entering in the job market. It also exposes the gap between the jobs that are realistically available and the better quality jobs to which they aspire, and identifies the personal and contextual barriers that hinder access to these better jobs. Career guidance and counselling can help link these expectations to better alternatives through approaches that result in an inclusive and sustainable future.

**- Dr Joanna Kozielska, Adam Mickiewicz University, Poland**

*Vocational education in the opinions of young people at the beginning of the next stage of education*

The purpose of this topic is to present selected elements of the research project on the educational and vocational choices of young people from the last grades of junior high schools and primary schools, implemented in one of the poviats of the Wielkopolska region. The presented data show that the face of vocational education is deprecated and a smaller and smaller proportion of students decide to study in industry schools. The next part presents the historical approach to changes taking place in the vocational education sector, and also presents its weaknesses.

**SYMPOSIUM 4\* – AMPHIPÔLE 340.1**

**Decent work, vulnerability and youth**

The objective of this symposium is to present the results of research and interventional activity that highlight the different issues encountered during activity to aid career building and the obtainment of decent work among vulnerable youth in Argentina, Brazil and Italy. The goal is to exchange working approaches and views on the relationship between research and the specific social needs presented by work with socially vulnerable young people and the role of guidance in the design of paths to decent work.

**- Prof. Gabriela Aienson (chair), University of Buenos Aires, Argentina**

*The differing representations of youths from contrasting social backgrounds regarding decent work*

Vulnerable young people who didn't finish secondary school have much greater difficulty joining the labour market and when they do, they generally end up in precarious, informal jobs. Their own experience in precarious work, as well as that of their family – it is often the case that at least two previous generations have never had any experience of good quality work – has an impact on their representations of what a decent work should be.

In this presentation, we share the results of research focused on understanding how vulnerable young people view different aspects of what a decent work should entail. Through a comparative study between young people who didn't finish secondary school and young people who did, similarities and differences were identified in the semantic fields that define decent work and these specific perceptions and expectations are related to different educational pathways.

These representations have a major impact on the construction of identity, future prospects and the development of competences that help young people to find decent, sustainable work.

**- Prof. Marcelo Afonso Ribeiro, University of São Paulo, Brazil**

*The pursuit of decent work by LGBT youth*

Youths are one of the vulnerable groups and with greater difficulty to enter in the working world, mainly due to socioeconomic issues, low qualifications, and restricted opportunities. Among them, there are specific groups, as the LGBT population, which have additional issues regarding stigmatization and prejudice processes. They are more exposed to unemployment, precarious, and informal work, as well as situations of violence and psychosocial humiliation, which hamper decent work trajectories constructing. This presentation will seek to discuss the social discourses built about LGBT youth, assess possibilities and limits offered by the working world to them, and analyse the processes of vulnerability and violence experienced by this specific group. In general, LGBT youth have been their rights at work denied, and prejudice is the world's primary form of relationship with them. Career guidance and counselling can be a relevant means of helping LGBT youth. The limitations and potentialities of the proposed career guidance and counselling principles are also discussed.

**- Prof. Annamaria Di Fabio, University of Florence, Italy**

*Decent Work and Well-Being in Italy: empirical evidences*

Psychology of Working Theory (PWT; Duffy et al. 2016) and Psychology of Working Framework (PWF, Blustein, 2006) recognizes decent work as a fundamental determinant of work and well-being. The XXI asks for reflecting in advance on decent work. Extending the research carried out, this study examines the relationships of the Italian version of the Decent Work Scale (Di Fabio & Kenny, 2019) with well-being controlling for personality traits in Italian workers. Results will be presented for future research and intervention.

**- Prof. Donna Marie San Antonio, Lesley University, United States**

*Trauma and Life Course Planning in Emerging Adulthood: Healing Conditions that Support Aspiration and Hope*

This presentation explores possibility development in the lives of rural, low-income emerging adults with multiple adverse childhood experiences. Using a developmental lens, the presenter will consider contextual and personal assets and barriers that scaffold or derail positive future orientation, sense of purpose, and resilience. This presentation is based on the narrative analysis of in-depth interviews with rural, low-income emerging adults who do not have a high school diploma. The research participants had faced significant disruption in their primary relationships, employment, schooling, and residence. When certain "healing conditions" were present, we can trace the development of positive future orientation, social integration, and sense of possibility. However, the long-term impact of childhood trauma and its effect on employment are also key themes. While some felt a sense of hope, others felt left behind, disconnected, and abandoned. This presentation will explore the combination of factors that appear to influence representations of personal life course as "surviving," "searching," or "striving." The presentation will offer policy and practice recommendations for employers, schools, and social service systems.

14:45 – 15:15 **Coffee break**

15:15 – 16:30 **Roundtable: Vocational psychology and access to decent work for all**

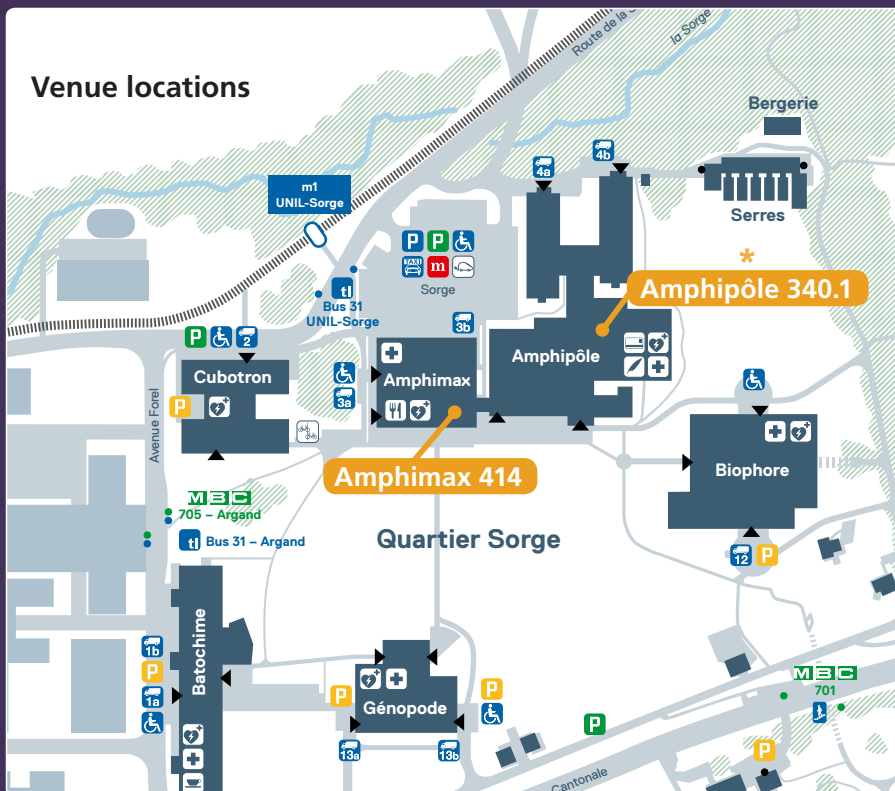
- Prof. Kobus Maree (chair), University of Pretoria, South Africa
- Prof. Manon Chamberland, Laval University, Canada
- Prof. Valérie Cohen-Scali, National Conservatory of Arts and Crafts, France
- Prof. Marcelo Afonso Ribeiro, University of São Paulo, Brazil
- Dr Emilie Carosin, University of Mons, Belgium

The focus of this roundtable will be on how vocational psychology (career guidance and/ or education as well as career counselling) can be harnessed to promote social justice and facilitating sustainable decent work for all – ultimately, helping people make social contributions and heal themselves. The roundtable will critically analyse and engage with the ideals of ensuring that career counselling be contextualised (indigenized) appropriately as and when necessary, that all people receive career counselling, and that career counselling be used as a springboard to bolster people's ability to convert challenges into viable business models. Whereas many Global North countries, at least to a certain extent, have accepted and embraced these notions, the same cannot be said of many Global South countries where the need for career counselling and the promotion of sustainable decent work is at its greatest.

16:30 – 16:45 **Closing**

- Prof. Maria Eduarda Duarte, University of Lisbon, Portugal

**\*Room 340.1 Amphipôle**



Participants have to register before 1 March 2020

Registration fees (lunch and coffee breaks included)

University members: CHF 40.–

Other participants: CHF 50.–