

Roundtable
Vocational psychology and access to decent work for all: (Re-)Imagining the future of work in the 21st century

UNITWIN Meeting
University of Lausanne
Switzerland
15:15-16:30, Friday, 2020-03-06



Presenters

Prof. Kobus Maree (chair), University of Pretoria, South Africa
Prof. Manon Chamberland, Laval University, Canada
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Prof. Marcelo Afonso Ribeiro, University of São Paulo, Brazil
Dr Emilie Carosin, University of Mons, Belgium



Buon giorno / Saluti
Merhaba! / Dobro jutro!
Good morning / Greetings
Goeiedag / Wees gegroet
Lotjhani! / Molweni
Sawubona! / Dumela!
Dumelang Madume/ Dumelang
Ditumediso/ Ndi masiari Ndumeliso
Avuxeni Xewani/ Bonjour!
Guten Morgen! / Lyi gün! / Sabah!




Presentation overview


- a. Introduction
- b. Challenges
- c. What does the word "career" mean?
- d. Future aims
- e. Need for contextualization
- f. Need for innovation and creativity
- g. Interventions
- h. Concluding comments
- i. Acknowledgements
- j. References



a. Introduction



Roundtable focus



How can we help **all** people 'manage change'

- by fostering emancipatory 'renaissances' and 'revolutions' across individual and collective career counselling/ psychology spaces?



Rationale

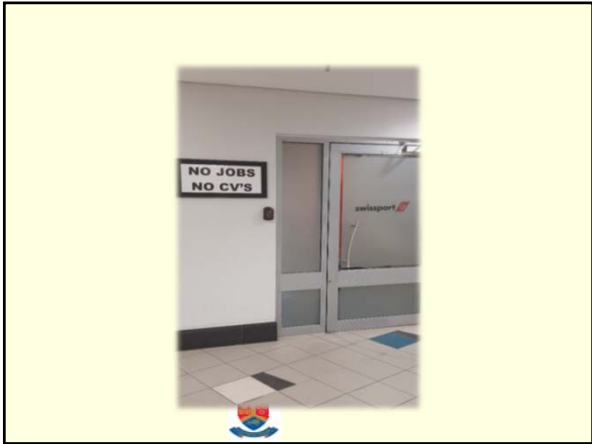
- Facilitating sustainable decent work for all relate strongly
- to the twin matters of emancipation and social justice (advocacy).



Let us reflect, first: How are we doing?

- No need to be an expert in **Visual Analysis methodology** to interpret these photographs ...







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11



How are we doing?

- No need either to be an expert in **Narrative Analysis methodology** to interpret these narratives ...



Standard comments


- *“There is no support for my dreams in our township”* (woman, aged 23 years)




- *“I can only become happy when I leave this place forever”* (woman, aged 22 years)



- ‘I want a ‘job that “counts” ...’ (18-year old learner).
- “Why do I have to go to school when those that study end up jobless?” (17-year old learner)
- “My role model is ... [notorious criminal] because he owns the biggest house, has the most money, and is liked by the most beautiful women ...”
- (**‘Disengagement’, ‘low future orientation’ (Nota, 2020)).**)




b. Challenges at macro level



BIG divide

- **One continent, two ‘broad’ contexts**

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Drone photos ... (2016) <https://petapixel.com/2016/06/20/drone-photos-show-stark-divide-rich-poor-south-africa/>



Nature of divide (Patel, 2020)

- a. Level 1: Between i. **unconnected** and ii. **connected**
- b. Level 2: Between i. **connected in small way** (e.g. using social platforms) and ii. **those that access and use advanced technologies to grow own businesses and promote even country prosperity**



Conflicting messages from policy makers



SONA (SA): Addressing challenges, realities, and priorities

- Promise that a **smart** city will be built (accommodating ca 0.5 million people).
- Sounds exciting.
- BUT: How sure are we that we have **conceptualized this matter properly**? Current rate of unemployment ca 29,1%.
- Are we headed towards an **inclusive** economy?
- Or will smart cities add to divide?
- **Labour unions already refuse privatization of dismally failing SOE's because doing so might result in job losses.**



c. Conceptual level: Does the word "career" still serve a purpose (in **developing/ underdeveloped/ emerging** economies especially)?



Sadly,

- **many millions of people with poverty never receive get an opportunity to execute a 'career'.**
- **Or be assessed, even.**
- **Vast majority, in fact.**



- Arulmani (2019, n.p.) argues that “More than two thirds of the world follow occupations [such as the ones depicted below].”

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25

Decent work?





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27

Careers?



d. Macro level: Responding to change: Re-design helping models



Helping models in career counseling

(Lindsay & Hudson, 2019; Maree, 2019a, b, c, d; Ratts, 2009; Savickas, 2006a, b; Schwab, 2016; Schwab & Samans, 2016)



First wave in Career counselling/ 1st Industrial revolution

Helping model:

Friendly volunteers



Second wave in Career counselling/ 2nd Industrial revolution

Helping model:

Vocational guidance



Third wave in Career counselling/ 3rd Industrial revolution


Helping model:

Career education/guidance/ development



Fourth wave in Career counselling/ 4th Industrial revolution


Helping model:
Career counseling and life design



Fifth wave in Career counselling/ 4th/ 5th Industrial revolution

Helping model:

Focus will be **life purpose counselling**, **inspiration**, **promoting social justice/ advocacy** (Chhabra, 2020; Legasoi, 2020; Nota, 2020; Pouyaud, Wong, & Xuebing, 2020; Ribeiro, 2020; San Antonio, 2020), **ethical behavior**, and **the common good** to marry the needs of **humans** with the skills of **robots**.



e. Macro-, meso-, and micro-level: Need for contextualization



General agreement exists that

...

- There has been inadequate 'home-grown' (indigenous) career counselling theory development.
- Unavoidable to draw on theory, intervention styles, and content developed 'elsewhere' in under-developed and developing country contexts in particular.



Contextualization comprises a **trio** of related actions



Contextualization

- Relating **something** to (associating, connecting) a local context.



a. Decontextualization

- 'Borrowing' a theory or intervention from its original context and introducing it into a different context.



b. Recontextualization

- Taking something from its original or usual context and resituating it in a foreign or unfamiliar setting or context (Novalis, in Oxford reference dictionary, n.d., n.p.).



c. Co-contextualization

- *"We do not [adhere to] the tradition of 'giving voice to the voiceless'. It is not possible or desirable to speak on behalf of the other"* (Canham & Langa, 2017, p. 6) .



- Drawing on the inputs and expertise of **local people** from **different socioeconomic strata** is pivotal to ensure appropriate co-contextualization.



Contextualization in function



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44

- African tradition: tree is place to meet and discuss important matters; here, learners gather under a digital tree of knowledge, made entirely out of discarded computer parts AND features, e.g. PowerPoints, a sound system, USB, etc.



Remarkably inspiring 'story' of GWF
barista ...



**Lesson within a lesson: I wanted to be
useful/ valuable/ 'help' ...**

by adding his life story to my website.
However, the GWF staff gently reminded me that such
an approach would not be useful in a collective context
...



f. Macro, meso-, and micro-
level: Need for innovation and
creativity



“Lens” or “prism” through which this paper should be interpreted

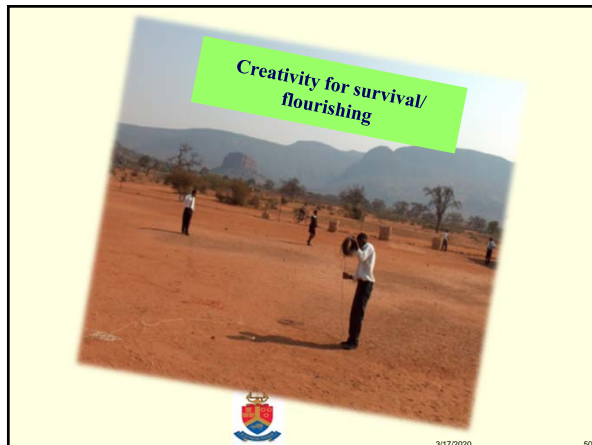
- ✓ a. Innovation, b. imagination/ creativity (Nota, 2020), c. indigenization and contextualization, and d. connecting conscious knowledge with subconscious insights comprise an **inseparable** quartet of concepts
- ✓ that lie at the heart of **purposeful** career counselling.

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49



g. Macro-, meso-, and micro-level: Interventions



Starting point: Macro
level: Policy level



How can we intervene/ be
listened to **and taken
seriously** at policy level ...?



Motion/ movement creates magic/ hope

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54

Meso-level: Different socio-economic 'strata' of society require **different intervention styles**



Stratum 1
a. Among the 'forgotten'/marginalized




Good Work Foundation (GWF)


- A beacon of hope in a seriously disadvantaged region



Stratum 2
b. Among the
'outcasts'



SA Career Development Association
(Correctional Services Project)

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Stratum 3:
c. Among the talented/
'disadvantaged'



Micro-level: Three
levels of intervention



1. Information



2. Psychoeducational/
psychosocial intervention



3. Life designing/ self- and
career construction/ life
purpose planning/ Managing
change and uncertainty

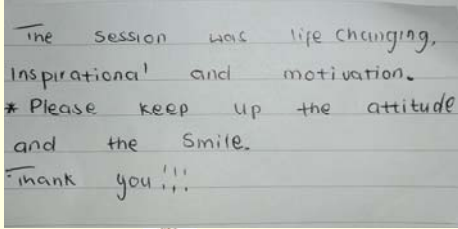


Elicit feedback ... Because
we (really) care



In written format ...

- because we care.

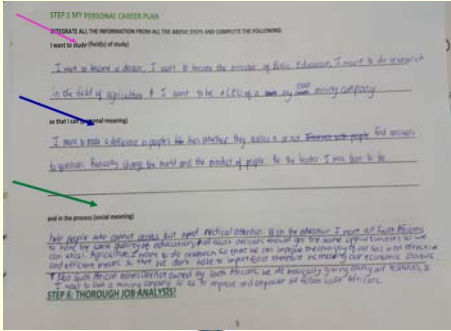


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67

Fields of study + mission and vision statements (Maree,



h. Concluding comments



Converting challenge/ pain/
hurt into hope and a
business model ...



Example

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71

Example

- **Connected and drawing on technological advances at Level 2.ii)**
- Woman gave birth to a child in Grade 09 in ...
- She now travels extensively across the world to address learners on matters related to teenage pregnancy, etc.
- Earns much money, constructs herself and her career supremely well.
- Experiences a sense of purpose, being in control of change, insecurity, ...

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72

The approach can be used to help people find
their 'fire' ...

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73

and manage workplace uncertainty.



And, above all ...

- We need to become able to reach out to and heal “the disposable, those whose dignity has been denied, the poor, the powerless, the voiceless” (Boyle, 2019),
- **and restore their sense of dignity.**



And, above all ...

- "After having served 11 years of a 25-year murder sentence, today, I have hope ... I will write about, sing, share my story with others to promote the common good and fight evil" (anonymous, 42-year old inmate/ 'offender').



...

- In return, they heal us and restore (or hand back) our own voice, self-respect, sense of security, sense of dignity.



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- Let us join hands ...




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78


i. Acknowledgements



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80  3/17/2020



Dovidnja
Dhanyawaadagalu
Yandane
Shukriya
Meherbani
Thank You
Thank you!
Dankie
Ngiyabonga!/ Enkosi
Ngiyabonga!/ Ke a leboga!
Re a leboha!/ Ndo Livhuwa
Inkomu/ Ha khensa
Merci beaucoup
Danke schön
Güle güle
Elkheir

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