Decent Work, Inclusion and Sustainability

CareerChat@Lockdown Series 2021
By the end of the session...

• Focus on key themes emerging from recent literature on decent work, inclusion and sustainability and consider the implications for career guidance policy and practice

• Consider international perspectives drawing on key findings from a new Special Issue published by the British Journal of Guidance and Counselling

• Reflect on the latest UK policy developments and will critique the strengths and weaknesses within the careers support system in England.

Volume 49, Issue No 2, May 2021 – Question: What is Decent Work?
Decent work, inclusion and progression

Chris Warhurst

Visit: https://warwick.ac.uk/fac/soc/ier/aboutier/
Job quality

- UK and devolved governments in UK have turned to job quality as a solution to a range of socio-economic challenges.
- There is a family of concepts that comprise job quality, e.g. ‘Good Work’, ‘Fair Work’ and ‘Decent Work’.
  - Debates about measuring and operationalising ‘decent work’ – cf. ILO and Oxfam Scotland.
- Reflects policymaker interest in job quality as a means of kick-starting economic recovery and growth and then generating competitiveness.
  - E.g. Creating good jobs features in the new UK Prime Minister’s *Green Industrial Revolution* and EU’s revised *Industrial Strategy*.
- Crucially, myth busted of a trade-off between job creation and job quality: both job creation and job quality can be pursued at the same time – more and better jobs (OECD).
Developing measures of job quality

• Problem is that there is no consensus about what constitutes job quality or how it can be measured cf. 2015 G20 Ankara Declaration.

• At the UK level, the driver the UK Government’s 2017 Taylor Review of Modern Working Practices recommended development of national measures to assess job quality in the UK.

• There are different methods to develop measures. The one gaining traction internationally – reviews of existing research to identify commonalities – was the one adopted by the IER team.
  • Via the CIPD and Measuring Job Quality Working Group, IER’s QuInnE-derived 7 dimensions recommended for use by the UK Government.
  • These measures offer double consensus: academic and stakeholder.

• Given its method, the measures can also be adopted internationally. Certainly in the EU, they are compatible with data from the European Working Conditions Survey.

• These measures can be used to support analysis of maintaining and improving employee wellbeing broadly defined, including workers getting in, staying in and getting on in decent work.
Good work dimensions

Terms of employment
- Job security
- Minimum guaranteed hours
- Underemployment

Health, safety and psychosocial wellbeing
- Physical health and injury
- Mental health

Social support and cohesion
- Peer support
- Line manager relationship

Work-life balance
- Over-employment
- Overtime

Pay and benefits
- Pay (actual)
- Satisfaction with pay

Job design and nature of work
- Use of skills
- Control
- Opportunities for progression
- Sense of purpose

Voice and Representation
- Trade union membership
- Employee information
- Employee involvement
Decent Work, Inclusion and Sustainability

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The importance of dialogue, narrative and how some people need ‘interpreters’ (I)

• What are the necessary steps to improve decent work, career development, inclusion policies and practices?

Wisława Szymborska “Inspiration is not the exclusive privilege of poets or artists generally. There is, has been, and will always be a certain group of people whom inspiration visits. It's made up of all those who've **consciously chosen their calling and do their job with love and imagination**. It may include doctors, teachers, gardeners …”
The importance of dialogue, narrative and how some people need ‘interpreters’ (II)

- What are the necessary steps to improve decent work, career development, inclusion policies and practices?

VII century b.C., the Greek poet Hesiod wrote his poem *Work and Days*

(*Necessity | obligation | dignified activity*

*Consideration of others*)
The importance of dialogue, narrative and how some people need ‘interpreters’ (III)

• What are the necessary steps to improve decent work, career development, inclusion policies and practices?

SHAHRAZAD

One thousand and one stories told during one thousand and one nights to her husband Shahriyar, King of Persia
The importance of dialogue, narrative and how some people need ‘interpreters’ (IV)

• “Utopus, ... brought the rude and uncivilized inhabitants into such a good government, and to that measure of politeness, that they now far excel all the rest of mankind. .. and that the natives might not think he treated them like slaves, he not only forced the inhabitants, but also his own soldiers, to labor in carrying it on.”
The importance of dialogue, narrative and how some people need ‘interpreters’ (V)

• What are the necessary steps to improve decent work, career development, inclusion policies and practices?

  – Men have forgotten this truth, said the fox. But you must not forget it. You become responsible, forever, for what you have tamed. You are responsible for your rose...
  – I am responsible for my rose, the little prince repeated, so that he would be sure to remember.
The importance of dialogue, narrative and how some people need ‘interpreters’

• a fundamental aspect when it comes to the positioning of that which forms the heart of relationships

• a study of interpretation and meanings, implies the existence of a dialogue

• understood as a vector which characterizes any and all semiotic manifestations

• dialogue takes on a fundamental dimension in a life which is made up of relationships.
The importance of dialogue, narrative and how some people need ‘interpreters’

- When we become limited to a world that is not our own, we begin to function as a copy that does not relate to our own universe
- So, the world is not conceivable without relationships of understanding or without a dialogue that has a scientific side that ought to be, most importantly, radically human in its approach
The “moral” of the Stories...

• No one has a monopoly of knowledge.
  (Wisława Szymborska)
• Attend thou with eye and ear, and make judgements straight with righteousness. And I, Perses, would tell of true things.
  (Hesiod)
• I will never desist, O my father, nor shall this tale change my purpose.
  (Shahrazad)
• However, there are many things in the commonwealth of Utopia that I rather wish, than hope, to see followed in our governments.
  (Thomas More, Utopia)
• All men have the stars [...] but they are not the same things for different people.
  (The Little Prince)
A few key provocative points and any practical tips for practitioners, researchers and/or policymakers

more than 79.700.00 results!!!!!
Building Better Futures: Decent work, inclusion and careers support services in the UK

- Fragmented policies in England will not create the level of support needed by individuals, particularly those most vulnerable in the aftermath of Covid-19, to build better futures for themselves.
- The ‘careers experiment’ in England – four fundamental design flaws
  - The muddled and multi-faceted policy and delivery arrangements make it extremely difficult for young people and adults to know where to find work and where to go for trustworthy careers support.
  - The professionally-trained careers advisers’ expertise is under-valued by policymakers in England.
- In contrast to Celtic Nations- examples offer ‘food for thought’
Resources

1. MEEG Toolkit for Practitioners and Services
   - What is employment guidance?
   - A capability-led work-life inspired employment guidance model
   - Delivering a work-life model of enabling employment guidance (MEEG)
   - Implementation and environment
   - Evaluation

2. Practice Poster

3. MEEG Metric
   Contact Nuala.Whelan@mu.ie

https://activationinireland.wordpress.com/meeg/
Theory, Research and Praxis+
Vol 49 Issue 2

- DV - Innovative Moments Coding System (Brazil)
- Contextualised Action Theory (British Columbia)
- Two-chair Dialogue: Emotion Focused Technique (Portugal)
- Group career construction with urban youth of colour (USA)
- Measuring ‘Career Decision State’ and ‘Vocational Identity Scales’ (USA / Singapore)
- Young workers without qualifications: experiences of work and career adaptability (Iceland)
- Worker violation in the Formal & Informal Economy (West Africa)
- Career Adaptability and Future Orientation on Future Goals in Refugees (Italy)
- Labour Market Integration for Young Refugees and Asylum Seekers (Switzerland)
- Enhancing agency in career development via cognitive information processing theory (USA)
- Book Review (UK): Can life design contribute to the fight for decent work and a sustainable future? Reflections on Interventions in Career Design and Education

https://www.tandfonline.com/toc/cbjg20/current?gclid=Cj0KCQjwhr2FBhDbARlsACjwLo3vtyrP2470IqBcXgrhPLi8bU2ONYkqZ636104mCadGNcTq26VpnToaAq5UEALw_wcB
Where next?

- Special interest group email: admin@dmhassociates.org
- Sharing resources and examples of good/interesting policies and practices
- More Professional, Industry and Academic engagement
- https://books.emeraldinsight.com/page/detail/Decent-Work/?k=9781801175876 Published late Sept 2021
  Book Launch 4th November 2021 – email: f.christie@mmu.ac.uk
- Community activism – local, regional, national and international😊
Thank you!

SAVE THE DATE: 25th June 2021 from 13.30 -14.30 (UK time)
The Intelligent Career in A Changing World: Theory and Practice
Emeritus Prof. Michael Arthur USA

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