

**THE CONCEPT OF RELATIONSHIP TO WORKING: AN
INTERNATIONAL RESEARCH ABOUT THE PEOPLE'S
REPRESENTATIONS OF WORK**

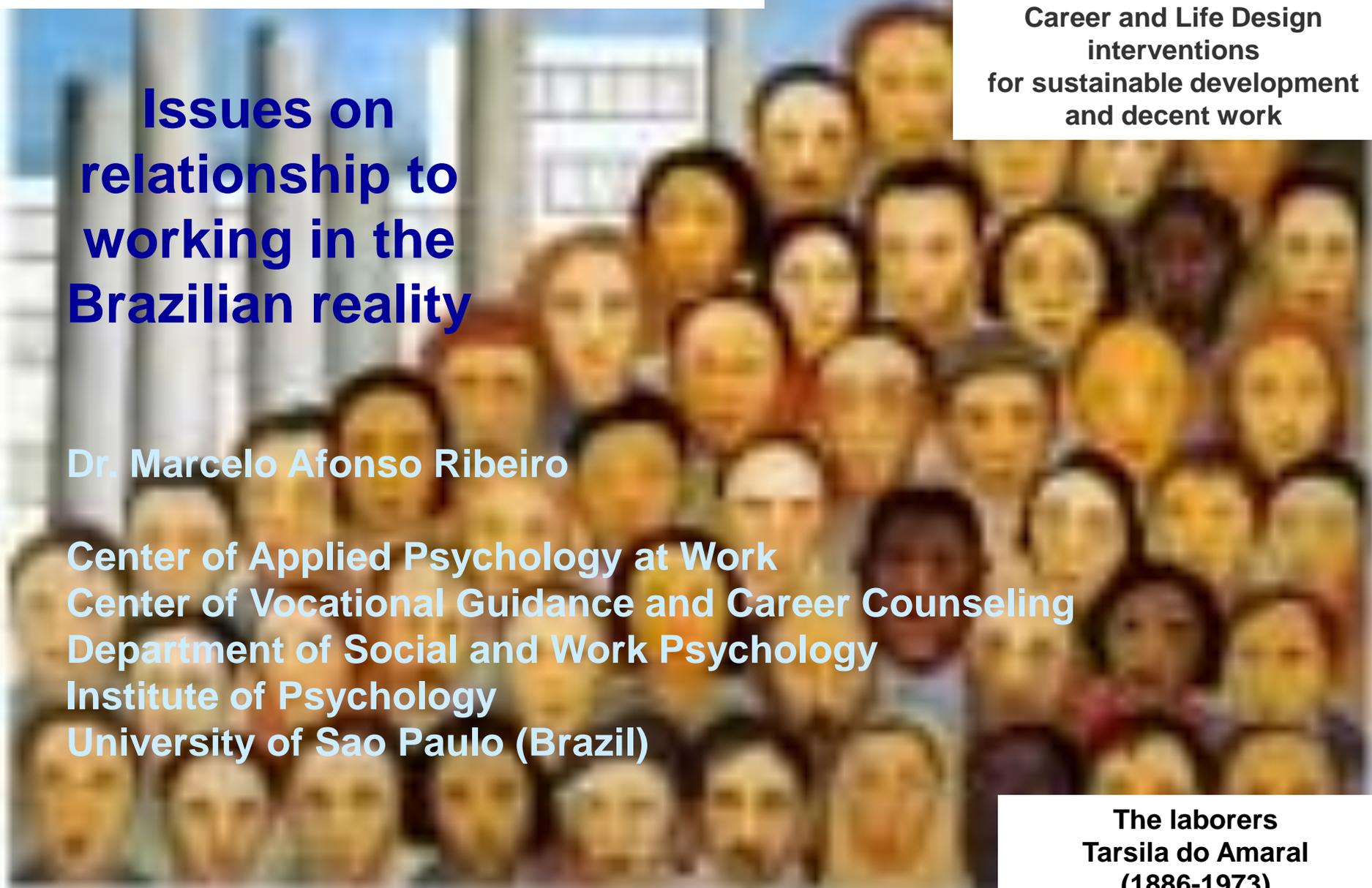
**UNESCO Chair of Lifelong
Guidance and Counseling
Conference in Wroclaw 2016
Career and Life Design
interventions
for sustainable development
and decent work**

**Issues on
relationship to
working in the
Brazilian reality**

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**The laborers
Tarsila do Amaral
(1886-1973)
Modernism**



Main Goal

How to contribute for discussing and enrichment of the concept of “relationship to working”?

Three Issues

- 1) Main outcomes of changes in the working world for the workers
- 2) Possible understandings of the notion of relationship to working
- 3) The main themes for the research on relationship to working

First Issue - Main Outcomes of Changes in the Working World for the Workers

Ribeiro (2016)

Weakening of the traditional institutional mediation

On the one hand, precarious ways of living, spaces of exclusion and social abandonment

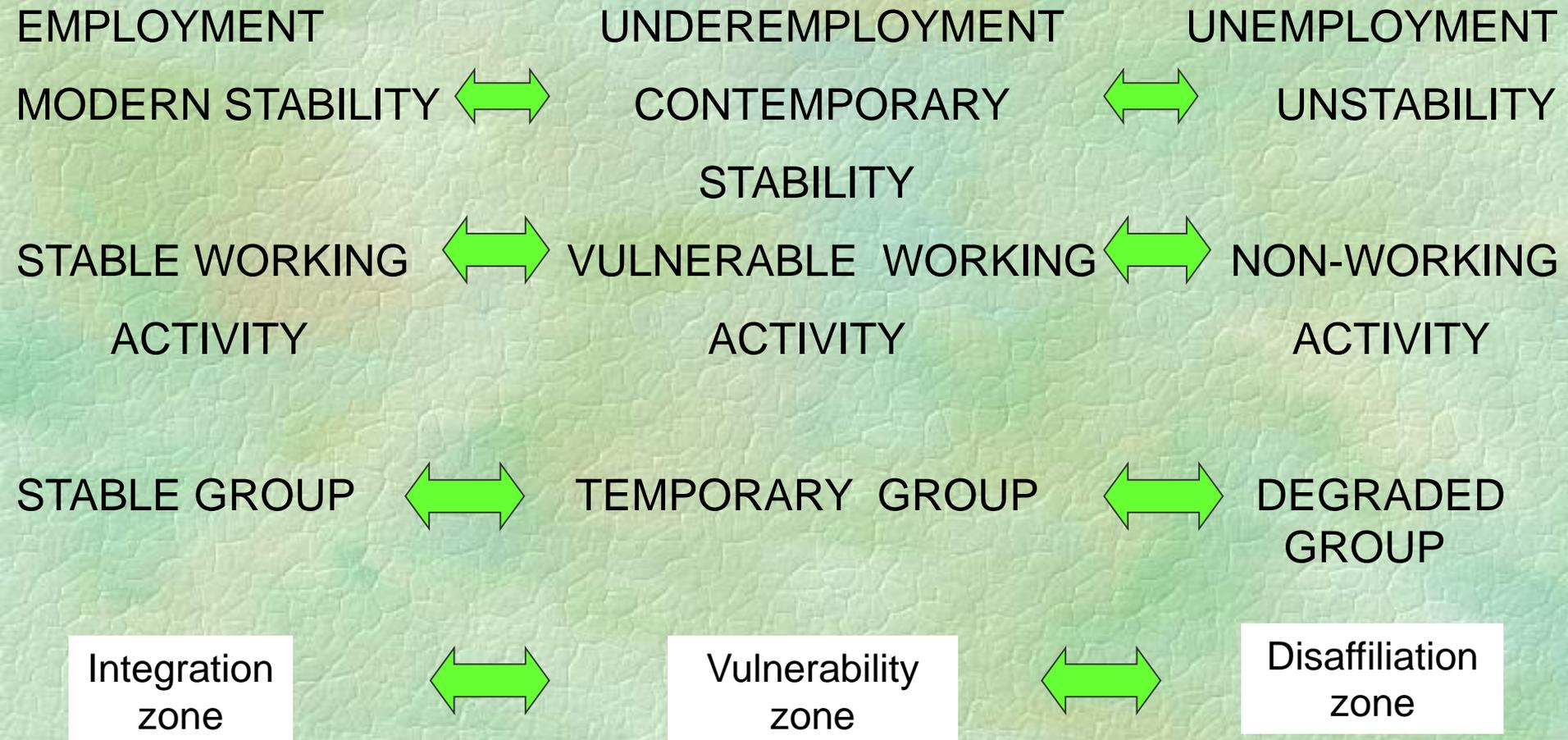
On the other hand, opportunities for emancipation and new social relationship forms

Double transition, because both the social context and the persons are rebuilding their references

Contemporary Working World

Castel, R. (2002). *From manual workers to wage laborers: Transformation of the social question*. New Brunswick: Transaction.

Ribeiro, M. A. (2015). Contemporary patterns of career construction of a group of urban workers in São Paulo (Brazil). *Journal of Vocational Behavior*, 88, 19-27.



First Issue - Main Outcomes of Changes in the Working World for the Workers

Ribeiro, Silva and Figueiredo (2016)

Common task for everyone who is trying to get stability in their relationship to working in the contemporary

The stability “is achieved through the people’s active positions in their relationships with working contexts, in order to produce experiences of continuity” (p. 2) and meaningfulness working

Brazil (Ribeiro, 2015)

Social inequality

Informality

Precariousness of work

Situations of psychosocial vulnerability

Some stability and socioeconomic development
during the last decade

Brazil

Ribeiro, Silva and Figueiredo (2016)

A small part of the Brazilian workers
Employment model

The most part of the Brazilian workers

Relationships to working have been mainly produced by
informal relationship networks

In Brazil, we have to consider both the informal work, as
formal work, to understand all the existent relationships to
working

Main conception (Blustein, 2006)

“Working” instead of “work”

Main question

How persons construct their relationships to working through the joint between personal narratives and social discourses?

Psychosocial Approach (Ribeiro, 2015)

The psychosocial is a continued and shared process of construction and signification made by practices, discourses and narratives inside the psychosocial reality

The structure is always procedural and narrative, but never substantive

The psychosocial is understood as a process that is neither “psychological” nor “social”, but transcends the separation of these elements to create something new - the psychosocial (p. 20).

Psychological and social *continuum*

PSYCHOLOGICAL
DIMENSION



SOCIAL
DIMENSION

Second Issue - A Definition for the Notion of Relationship to Working

Ribeiro (2016)

The relationship to working is “a psychosocial relation understood as a continued and shared process of joint construction and signification produced out of practices, discourses and narratives” (p. 83) inside the working world

Third Issue - The Main Themes for the Research on Relationship to Working

The main basis to understand the relationships to working are practices, narratives, discourses and psychosocial relationships and the main themes would be the contemporary notions of stability, insecurity, meaningfulness work, trajectory and identity.

Silva, Paiva and Ribeiro (in press)

Besides that, “it is important to understand the intersections of gender, sexuality, race, ethnicity and social class, produced in contexts of inequality and psychosocial vulnerabilities as key elements to intercultural dialogue”.

Conclusion

As a conclusion, the heterogeneity and the complexity of the current working world have required assumptions that ought to help in the understanding of it, and, at the same time, it might give support in the construction of analysis categories of the psychosocial phenomena of this working world.

**THANK YOU
VERY MUCH**

**DZIĘKUJĘ
BARDZO**

**MUITO
OBRIGADO**

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