

**GUIDANCE AND COUNSELING PROMOTING DECENT
WORK: OLD PROBLEMS, NEW CHALLENGES**

**Towards diversified
ways to promote
decent work: A
career guidance
and counseling
proposal for
informal workers**

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Career and Life Design
interventions
for sustainable development
and decent work**

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

Career Counseling and Promotion of Decent Work

DECENT WORK

Fair incomes, security in the workplace and social protection, better prospects for personal development and social integration and respect for fundamental rights

Generally taking the **employment as the model**

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

Career Counseling and Promotion of Decent Work

CAREER GUIDANCE AND COUNSELING

Focused on **employment** and on people with **college education** and from **middle and upper classes**

Ribeiro M. A., Silva, F. F. & Figueiredo, P. M. (2016). Discussing the notion of decent work: Senses of working for a group of Brazilian workers without college education. *Frontiers Psychology*, 7(207).

Brazilian Reality

Economically Active Population (EAP)

16% - College education

55.5% - Employed

12% - Unemployed

32.5% works beyond the formal employment bonds, being active in unprotected and unregulated jobs

Informality is a matter of structural and constitutional order of the Brazilian working world, not a transitory dysfunction of that world

Decent Work in the Brazilian Reality

Ribeiro, Silva & Figueiredo (2016) – Main conclusions

Brazilians search for working according to the principles recommended by the ILO. Nevertheless these principles are construct in the community and not offered by the public power, which generates **distinguished forms of decent work**

The informal relationship networks produce job opportunities as well as social protection

Qualification takes place through practical learning from more experienced colleagues

The opportunity to be able to keep working leads to success and safety

The possibility to make choices and have control over one's life translates into personal and occupational development

Main Issue

How to ensure decent work in contexts predominantly marked by the informal economy and people without college education?

This poses a dilemma: should we seek the creation of decent work in the informal economy or the elimination of informality for decent job?

Main Goal

Discuss possibilities for career guidance and counseling towards the promotion of decent work for informal workers, by a produced knowledge that articulates Northern epistemologies, inspired in the Life Design paradigm and grounded on a Social Constructionist perspective, with theories contextualized in the South

Basic Principles for a Career Guidance and Counseling Proposal for Informal Workers

We should not take hegemonic conceptions as trues for all (e.g., the social discourse of employment and college education as only means to achieve decent work)

We must seek to know the everyday life and the working meanings produced by the workers themselves to understand what is a career

We should seek the creation of decent work in the informal economy based on the idea of ensuring social protection for all

We should assist all the workers in many different ways to make possible the construction of decent working life trajectories

We believe that career guidance and counseling proposals could contribute for this purpose

Career Guidance and Counseling Proposal

Intercultural Career Guidance and Counseling

Relationship between Northern and Southern epistemologies

Life Design paradigm

Social constructionist perspective

Theories contextualized in the South

Critical pedagogy

Critical psychoanalysis

Vulnerability and human rights framework

Silva, F. F., Paiva, V. & Ribeiro, M. A. (in press). Career construction and reduction of psychosocial vulnerability: Intercultural career guidance based on Southern epistemologies. *Journal of the National Institute for Career Education and Counselling*.

Theoretical Underpinnings

Intercultural Career Guidance and Counseling

Narratability

(Duarte, 2015; Savickas et al., 2009)

Relational ontology

(Blustein, 2011; Freire, 1970; Gergen, 2009)

Diatopical hermeneutics and intercultural dialogue

(Santos, 2014)

Counselees as agents of choices, rights holders and protagonists

(Bohoslavsky, 1977)

Practical Underpinnings

Intercultural Career Guidance and Counseling

Based on **personal narratives articulated with social discourses**

Focus on the **process**

Constructs **contextualised concepts and practices** with instituting function without imposing or applying a predefined strategy

Based on a **diatopical hermeneutics**

Intersubjective validation of knowledge with the counselee as the protagonist in the process

Basic Principle for Career Counseling

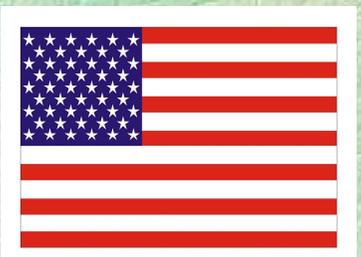
Main Goal

THE CO-CONSTRUCTION OF A PLACE IN THE WORLD

Working life project
and
Working action plan

A continuous career construction through a process of negotiation with contexts mediated by the counselor

ACTIVE FUNCTION OF THE COUNSELOR
as a communitarian agent



**THANK YOU
VERY MUCH**

**DZIĘKUJĘ
BARDZO**

**MUITO
OBRIGADO**

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