







1/ What major developments, changes or transformations in the individual's relationship to working are you observing today in your country? Do certain groups of workers seem to you more affected by these transformations?

5/30/2016

4

- i. 290 m people between 15 and 24 are 'NEET's: Not in employment, education or training
- ii. Jobless rate among young black South Africans ca. 55%
- iii. There are e.g. ca. 600 000 unemployed graduates in South Africa

5/30/2016

6

- b. Informal economy ("invisible giant") growing substantially (accounts for 20% of all money spent in stores): Spazas, spazettes ("spazarette is more a superette albeit an informal one") (Alcock, 2016, p. 1), shop.
- c. Increased participation of foreign nationals in informal economy
- d. Non-sensical political decisions (e.g. sacking of SA Minister of Finance, Nhlanhla Nene, on 9 December 2016: staggering effect on value of national currency (rand), etc.)

e. South Africa: Impact of Black Economic Empowerment/ Affirmative action/ Labour laws

5/30/2016

7

Some key research findings on labour situation in SA (Altbeker & Storme, 2013)

1. Growth in the number of degree holders in the labour market.
2. Few people with university degrees are unemployed—just under 5 per cent in 2011.
3. Any post-school qualification increases one’s job prospects:
 - for people with non-degree tertiary education, unemployment is about 16 per cent;
 - for Grade 12 school leavers is 29 per cent;
 - and for those with fewer than 12 years of schooling, 42 per cent.
4. Most of the growth in graduate employment has been in the private sector, with the proportion of graduates working in the public sector falling from 50 per cent in 1995 to about 35 per cent in 2011.
5. Black graduates are somewhat more likely to be unemployed than white graduates (2 per cent).

5/30/2016

8

2/How do you address in your research the question of the individual’s relationship to working? (What are your main questions? Your main concepts? On which theoretical models you researches are based on?)

Following questions are examined:

- a. Impact of rate of unemployment in SA on working relationship.
- b. How does fact that work is very often seen as a mere vehicle to enable people survive impact working relationship?
- c. How can we deal with the following, major discrepancy: On one hand, affluent sector of society with access to state-of-art career counselling; enabled to choose and construct careers and design successful lives. On other hand, vast majority of people have no access to career counselling ... Unaware of notions of e.g. constructing careers and designing successful lives?
- d. How is inadequate access to decent work impacting society as a whole?

5/30/2016

9

- Theoretical model: Still predominantly 'traditional'; test-and-tell'; 'objective'

5/30/2016

10

3/ How would you define the notion of relationship to working?

A profound conviction (based on a arrangement of aspects determined by multiple factors, e.g. personal figuration of traits, opportunities for self- and career construction, access to career counselling, and access to decent work) about how to establish, maintain and promote decent work and corresponding working relations conducive to finding meaning in work and enhancing individual and collective well-being.

5/30/2016

11

4/ Which are the main themes that seem important to you to develop in research on relationship to working for the next years?

- How will fundamental changes in the world of work and the Fourth Industrial Revolution impact the working relationships?*
- How will "working (environments)" change over the next decade or so?*
- How will we respond to these changes?*
- What is the impact of poverty and lack of access to decent work on the working relationships?*
- How will e.g. changes embedded in newly-constructed career-related concepts impact working relationships?*

5/30/2016

12

Conclusion

- A challenging and exciting journey awaits

5/30/2016

13

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5/30/2016

14

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15




