

Workshop “Interventions for career-and-life design for sustainable development decent work”

Youth Unemployment and Employment Precariousness: Designing a Research and Intervention Based on Contextual Action Theory

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Background

- ❑ Growing flexibility and de-regulation of work conditions and relationships
- ❑ Expanded numbers of those having to deal with less predictable, more vulnerable employment circumstances
- ❑ Employment perceived as a privilege (not a right)



Background

- Youth unemployment rate in 2014 \Rightarrow ~3x higher than the unemployment rate for adults
- Youth are most affected by high levels of vulnerable or precarious employment and by poor job quality
- High social unrest in countries with widespread youth unemployment



Background

Portugal and Brazil

- ❑ economic crisis/slowdown
- ❑ high rates of youth unemployment and employment precariousness
- ❑ shared language and common history



Background

Contextual Action Theory (CAT)

- provides a language for conceptualizing people in their everyday lives as acting with agency in relational processes towards goals

alternative direction for
conceptualizing
employment and intervene



CAT

Action = intentional, goal-directed human behavior

Actions, projects and careers:

- ❑ people organize everyday life processes
- ❑ function as organizing frameworks
- ❑ hierarchically organized system



CAT

Joint action

- ❑ specific goal-directed behavior occurring in contiguous time, between people

Project

- ❑ series of actions that share common goals and are linked across a period of time



Aims

- ❑ To use CAT and the A-PM to investigate youth unemployment and employment precariousness from the perspective of youth joint employment related projects
- ❑ To design and test an intervention based on these projects for use with this population



Focus

Joint employment promotion project:

- joint rather than individual processes ⇒ young people and those with whom they engage in
- processes youth engage in seeking employment ⇒ active responses + how they interact

emphasis on description and process ⇒ joint projects

unit of analysis ⇒ dyad

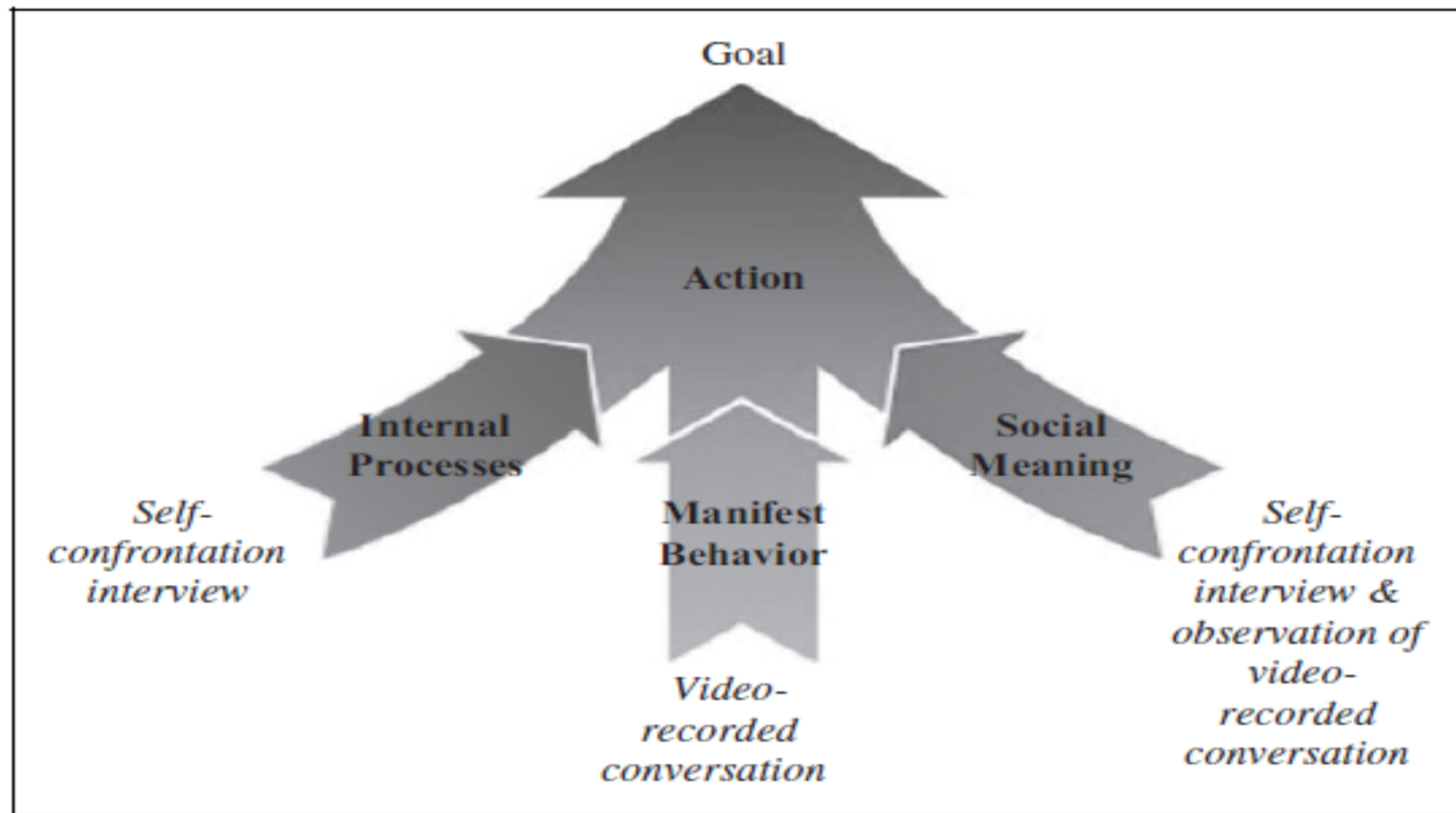


Method: AP-M

- ❑ qualitative, consensus-based, naturalistic and longitudinal methodology

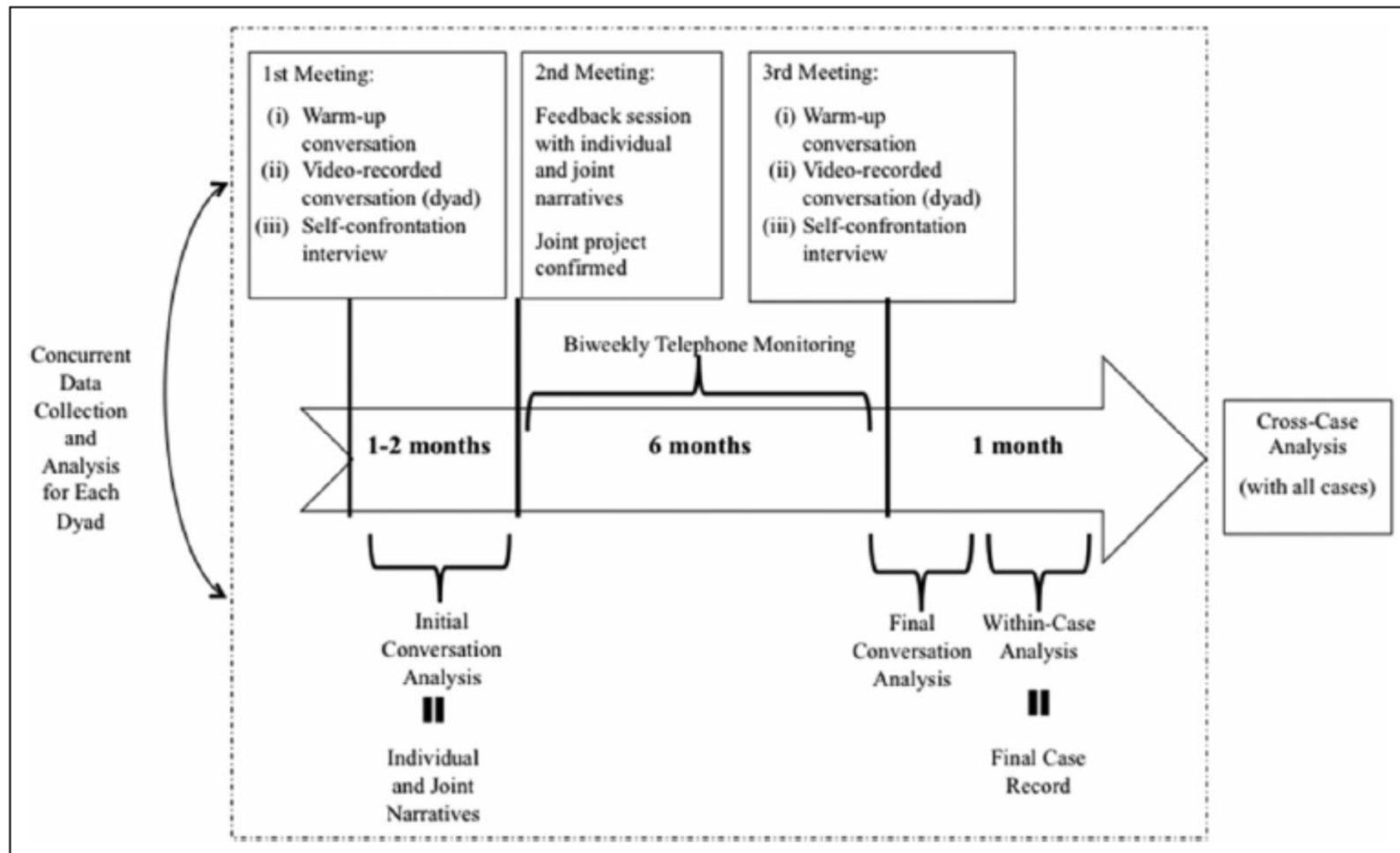
- ❑ aims:
 - i. to identify and describe the joint oriented projects and actions of young people with another person identified by them as significant in their employment journey
 - ii. to support these joint projects over time to facilitate greater employment engagement by the young people

Method: AP-M



(Wall et al., 2015)

Method: AP-M



(Wall et al., 2015)



Intervention

- ❑ To involve participants in the identification and description of their employment oriented actions/projects, involving goals, steps towards those goals, and specific behaviours, skills and resources
- ❑ To use young people and significant others' joint actions/projects to identify strategies and means the parties can use to advance the youth's (personal, employment) goals
- ❑ To monitor these joint projects/actions over time



Thank you!

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