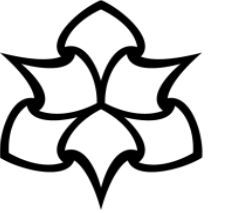


Decent Work and Productivity Research Centre

Reflections on Decent Work and Career Guidance

CDI Scotland Conference – 10 March 2023

Dr Fiona Christie – Senior lecturer



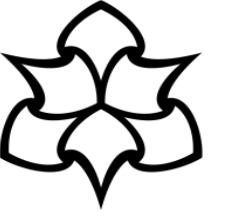
Today

Defining Decent Work

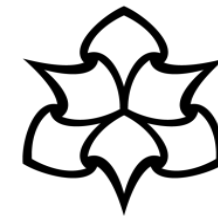
Opportunities for Decent Work

Barriers to Decent Work

Implications for Career Guidance



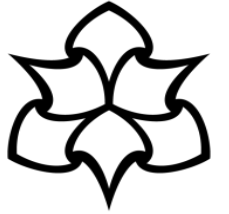
Defining Decent Work



The Sustainable Development Goals (SDGs)



Source: United Nations, 2015



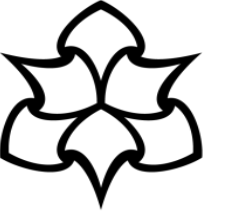
Global aspirations for Decent Work (ILO since 1999)

- Promoting employment by creating a sustainable institutional and economic environment
- Developing and enhancing measure of social protection – social security and labour protection – which are sustainable and adapted to national circumstances.
- Promoting social dialogue and tripartism (i.e., close connections between government, worker organisations and employers).
- Respecting, promoting and realising the fundamental principles and rights at work

The ILO's Decent Work agenda



ILO. (2019), Work for a better future. The Global Commission on Work. ILO. Geneva



DECENT WORK

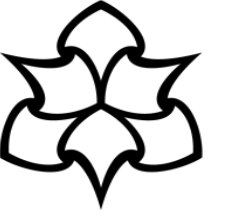
OPPORTUNITIES AND CHALLENGES



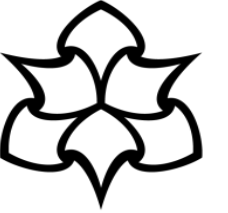
EDITED BY FIONA CHRISTIE, MARILENA ANTONIADOU,
KEVIN ALBERTSON AND MARK CROWDER

Some ongoing debates (Brill, 2021)

- Not radical enough. Trade union rights watered down in ‘social dialogue’. Compromised by tripartite nature (governments, employers, trade unions).
- Inadequate attention on the individual and meaning of work issues.
- Difference in nature of work across Global South and Global North. Issues of globalisation.
- Feminist scholars welcome its breadth - space on the ILO’s agenda for the protection of informal forms of employment where women workers are often over-represented



Opportunities for Decent Work

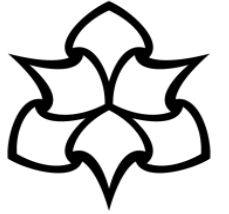


'Good Work' in the UK

CIPD
*Championing better
work and working lives*

RSA


CarnegieUK
TRUST
CHANGING MINDS • CHANGING LIVES



Carnegie Trust & RSA (2018) Measures of 'Good Work' – integration into CIPD Good Work index

Terms of
employment

Pay and benefits

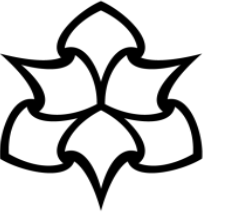
Health, safety
and psychosocial
wellbeing

Job design and
nature of work

Social support
and cohesion

Voice and
Representation

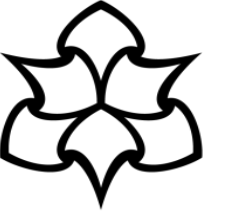
Work-life
balance



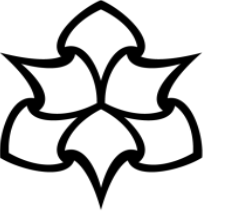
The Good Work Movement

- Paying a Living Wage – the Living Wage Foundation
- Secure hours – the Living Hours Campaign
- Regional Good Work Agenda – Greater Manchester Employment Charter, others planned in Liverpool and West Yorkshire; Scottish Fair Work Convention; Welsh Fair Work Commission
- Strengthening management (especially in SMEs) – GM Good Employment Learning Lab; CIPD People Skills project; West Midlands Productivity from Below.



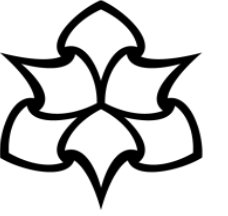


Barriers to Decent Work

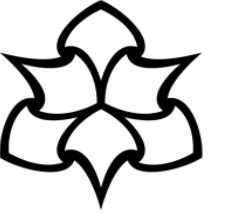


Labour market trends

- Concerns about delay in employment legislation following departure from EU. Though some positive legal cases, e.g., status of Uber drivers
- In-work poverty
- Insecure work, e.g., zero hours contracts, self-employment, gig work through platforms.
- Involuntary economic inactivity

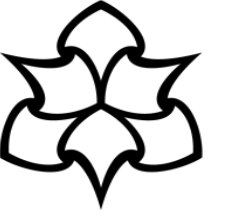


Implications for Career Guidance practice



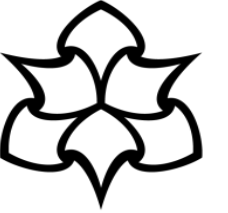
What can career guidance do?

- Career guidance for social justice movement offers a framework of theoretical ideas for practice. (Hooley et al, 2021)
 - build critical consciousness;
 - name oppression;
 - question what is normal;
 - encourage people to work together;
 - and work at a range of levels.



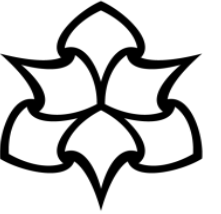
Career guidance – work with individuals (building critical consciousness)

- High quality advice and guidance can support people to find good work. But career guidance criticised for its emphasis on individual agency rather than addressing structural issues.
- Find ways to highlight structural issues (e.g., Candy Ho's work with SDGs) that do not diminish optimism.
- Helping people make sense of competing discourses e.g., the entrepreneurial self vs precarious worker.
- Helping people understand rights at work.

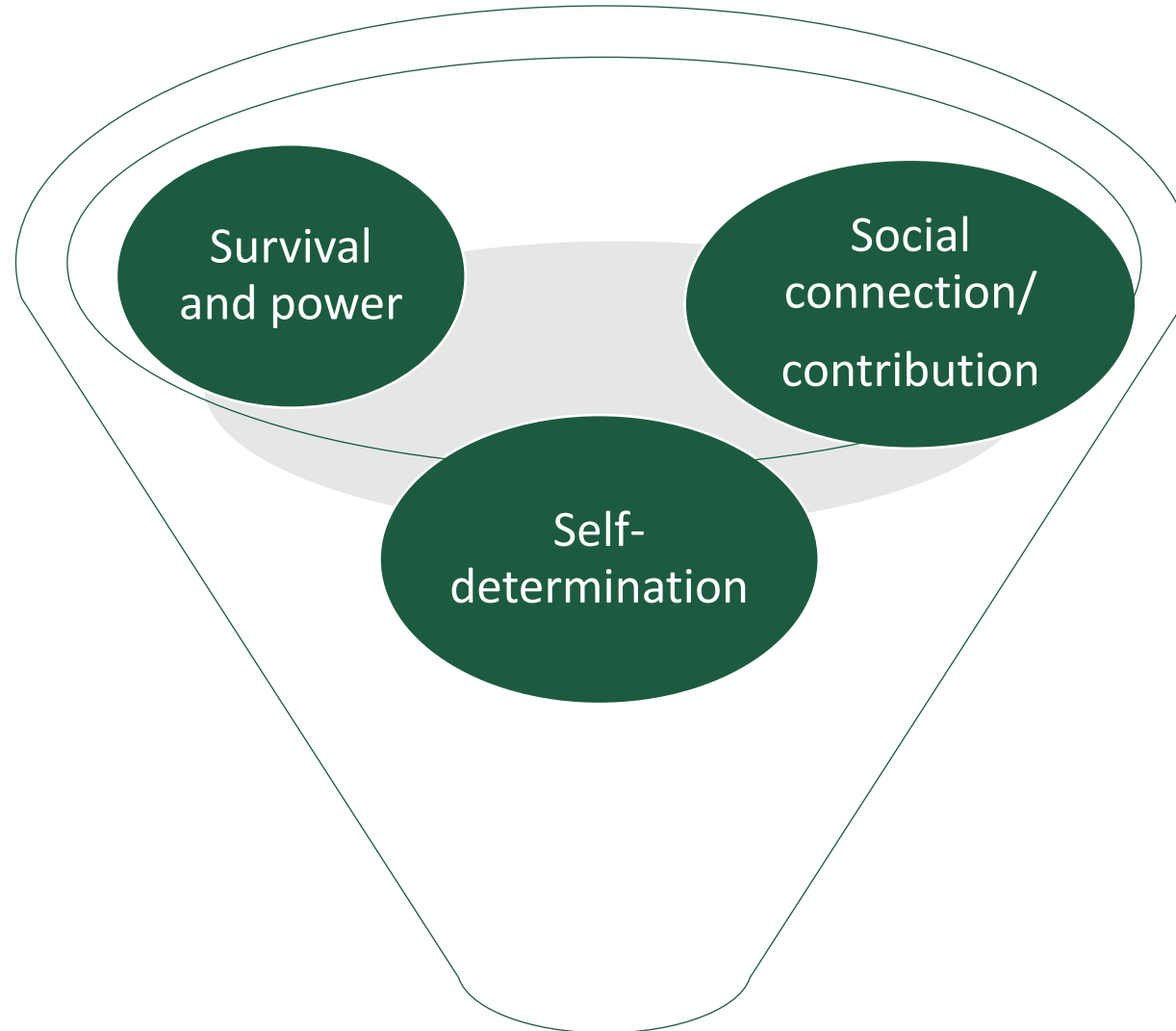


Career guidance – work with employers and policymakers (work at a range of levels)

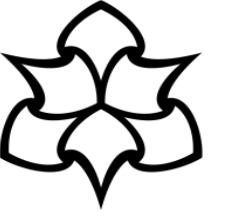
- Influencing employers with regard to job quality. Use argument that Decent Work leads to more productive work.
- Appropriate policies on vacancy-handling.
- Active support of relevant policy developments, e.g., living wage, living hours etc.



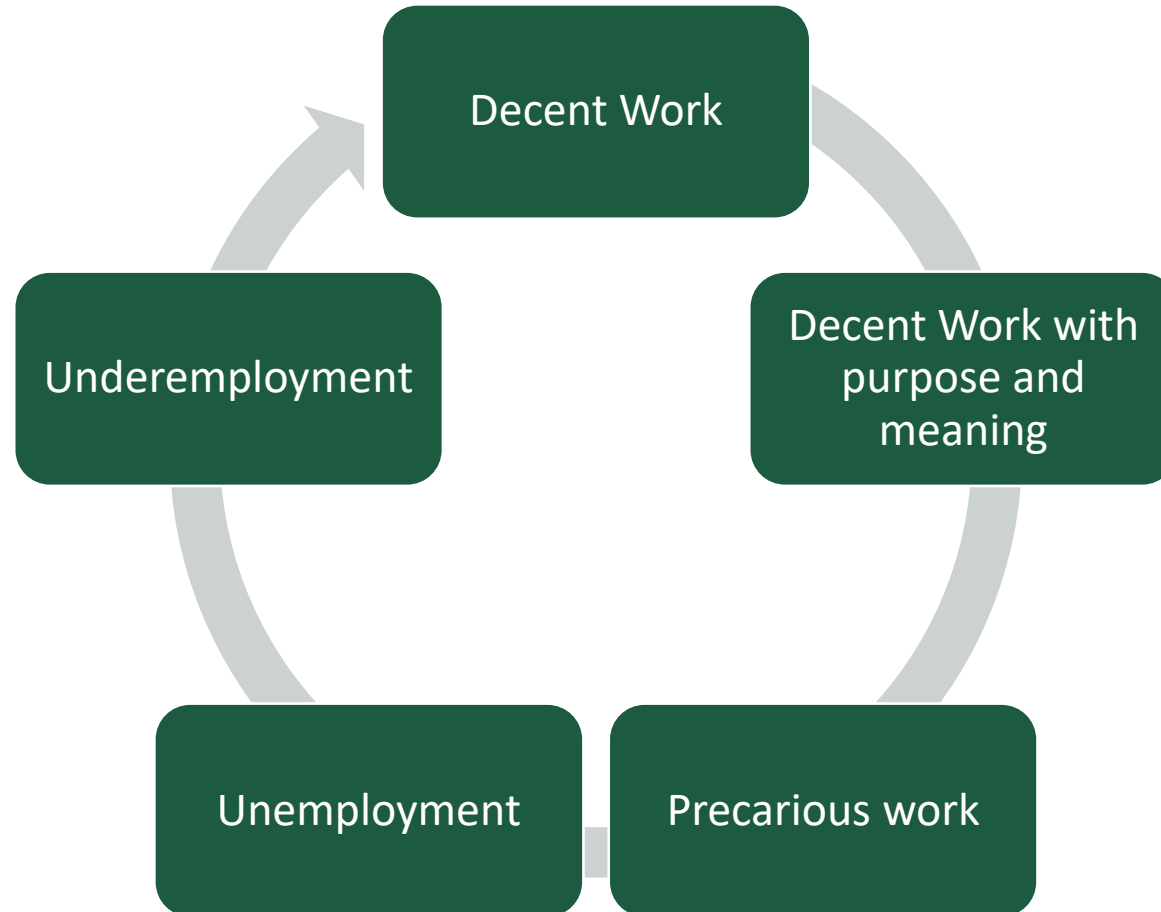
Human needs: Work as a means of.....



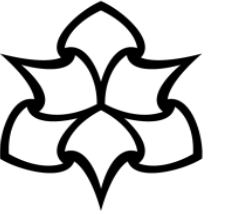
Psychology of working framework
(Blustein,2019)



Contemporary work contexts?

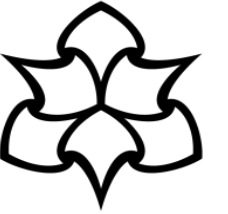


Blustein, 2019



Questions of Decent Work? Ask clients what it means to them





Asking young people to define Decent Work (in my recent research)



Earning enough to get by



Happiness/satisfaction



Dignity/being valued



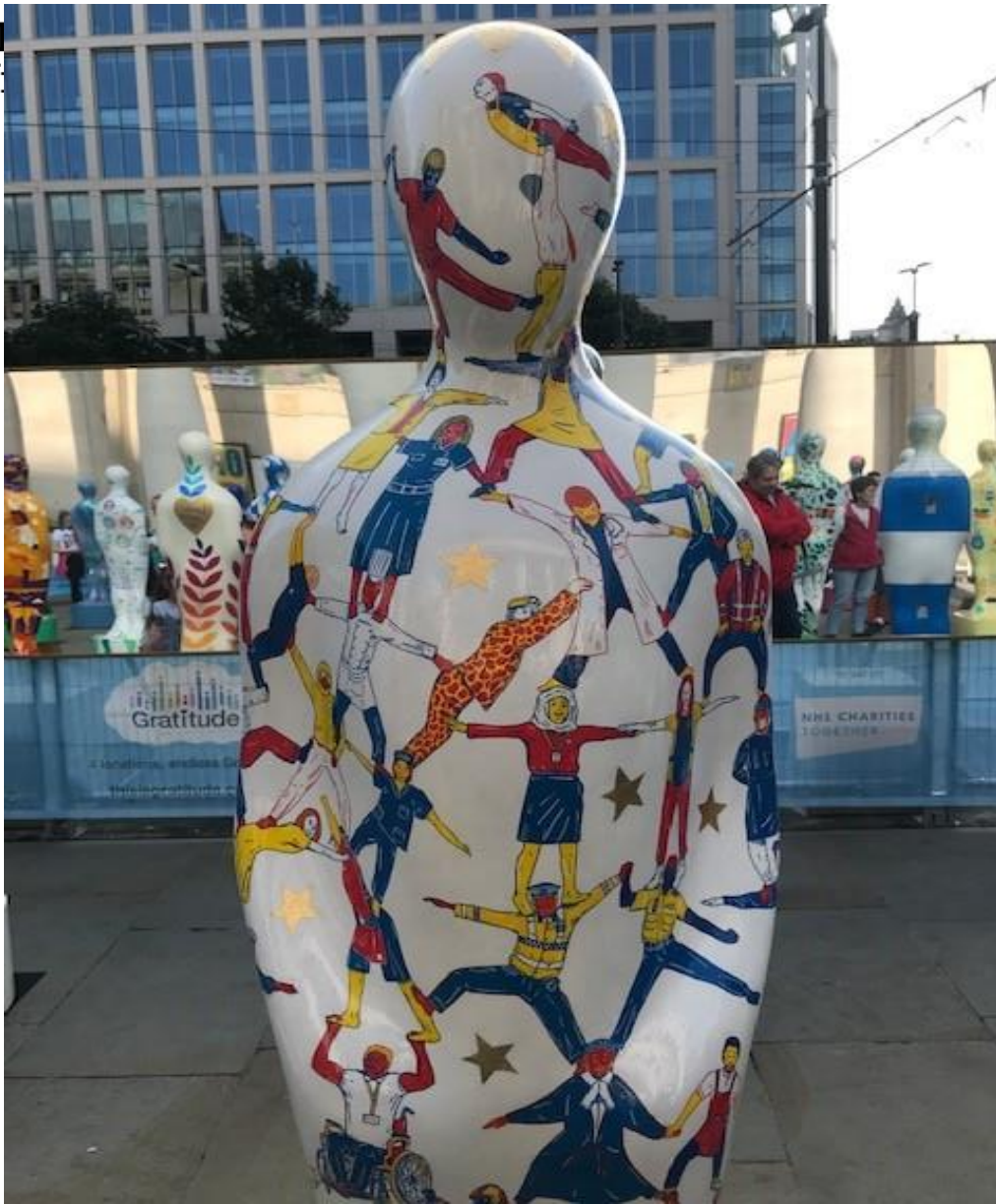
Progression



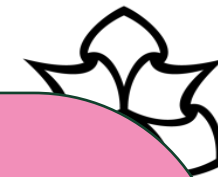
Having rights and protection



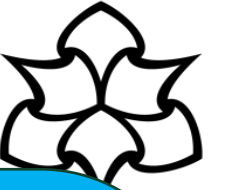
Subjective vs objective definitions



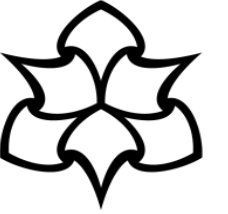
Gratitude touring show



Enough to cover your expenses, enough to allow you to do like things you want to do like within reason. Then yeah to cover all your basic needs and then some. A lot of people need the security. Other people, although other people don't want that and other people favour the flexibility. So it really does come down to the person and their individual definitions of decent work. Now although like the Deliveroo stuff and even a lot of the other jobs I've had in the past...even when they are really good and I recommend them, **there are only some that I would class as decent work.** Adam, Student cycling for Deliveroo



Decent work for me, being happy in your job, having good interactions with people, not feeling depressed, having enough to feed and house yourself and have some leisure time and kind of getting pleasure from your work, you know, yeah. And feel like you're contributing to society and making people happy in some way, in whatever way it is. ...What you're doing, research, trying to help society, trying to help young workers. I think that's decent work. Blake, self-employed artist



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