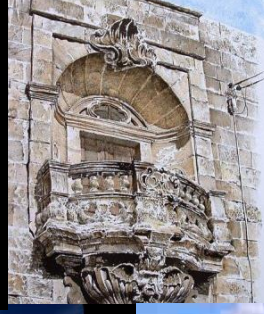


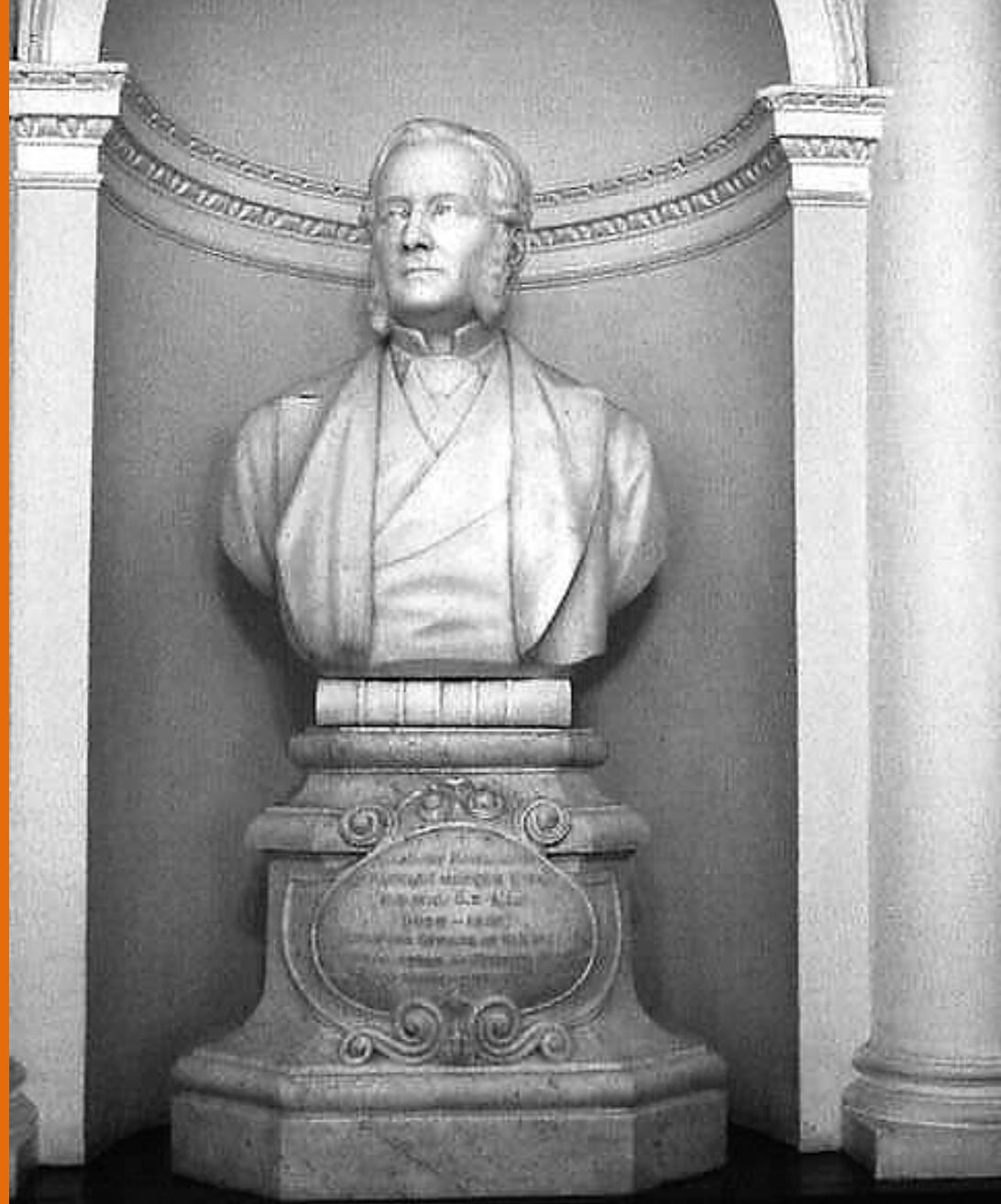
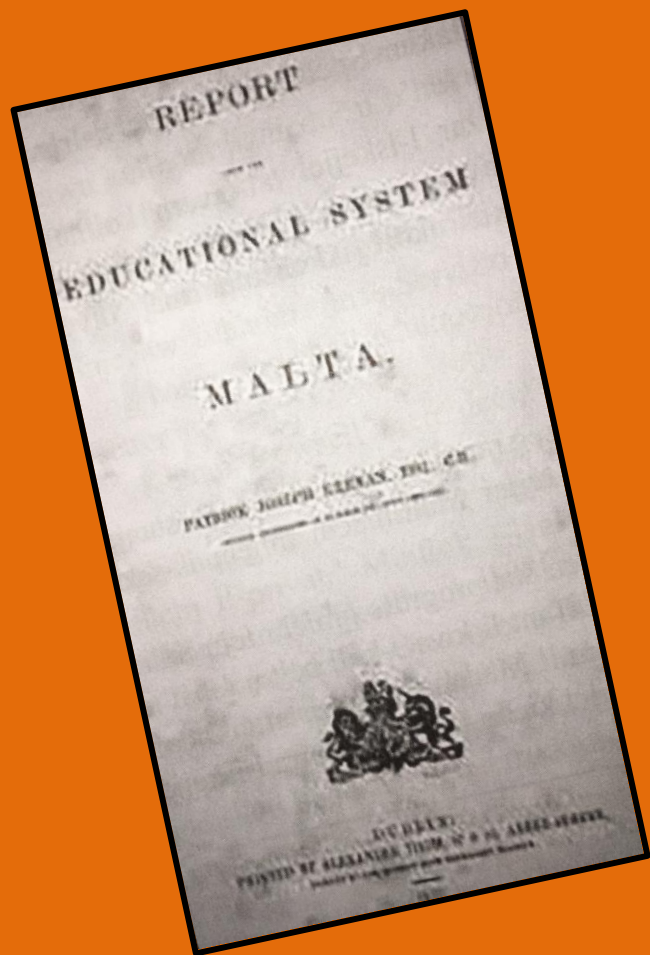
# The right to GUIDANCE

a social  
justice  
challenge

ronald g. sultana  
university of malta  
dublin - nov 2018







**Patrick Joseph Keenan -  
1880**

# engagement with career guidance



**My first class in community NGO at age 15**

**Training at Reading University**



**Guidance counsellor in schools**



**Reviews of CG across EU, Middle East & North Africa**



**The ELGPN network**



**PhD CEG in NZ**



# key ideas / concepts

1. the personal is political
2. the notion of 'rights'
3. 'social contract' as guarantor of 'social justice'
4. guidance and/or social justice
5. ensuring access to guidance



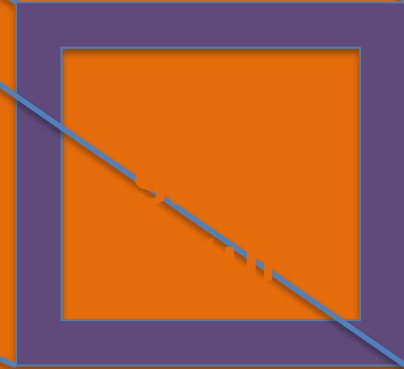
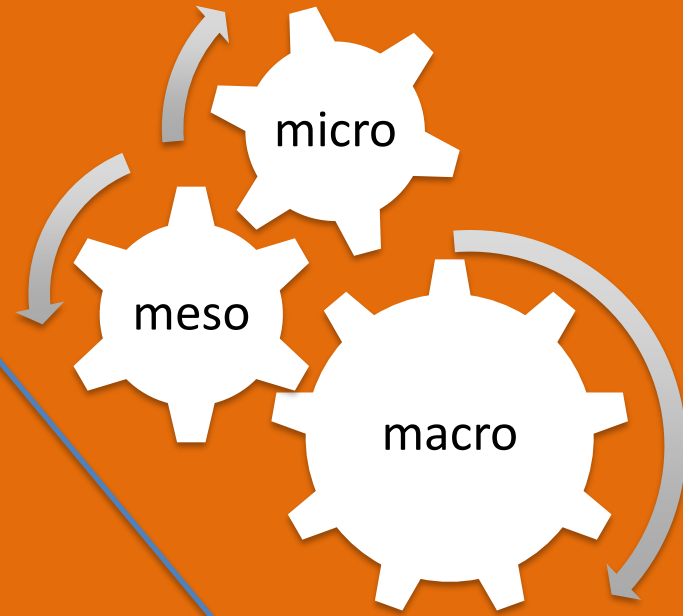
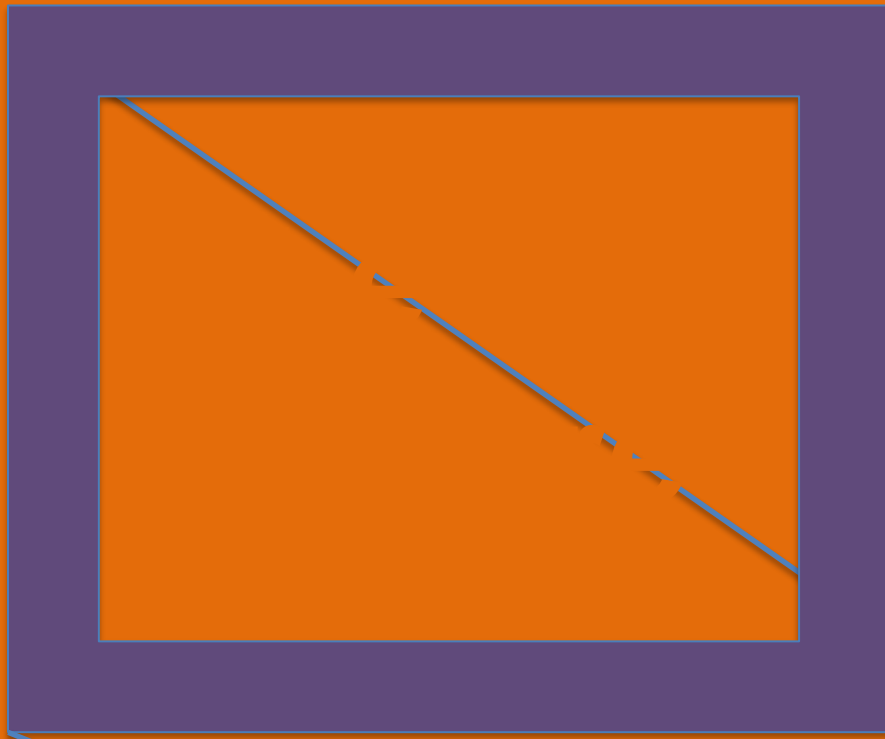
**Building blocks for  
emancipatory  
practice**

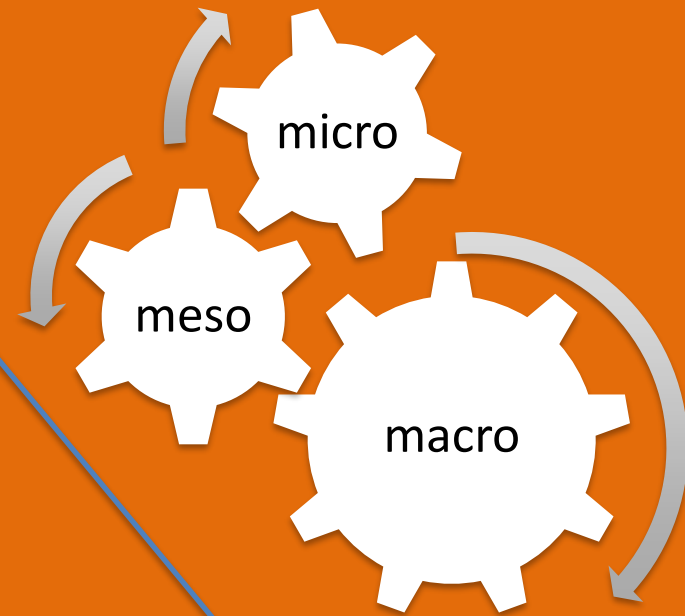
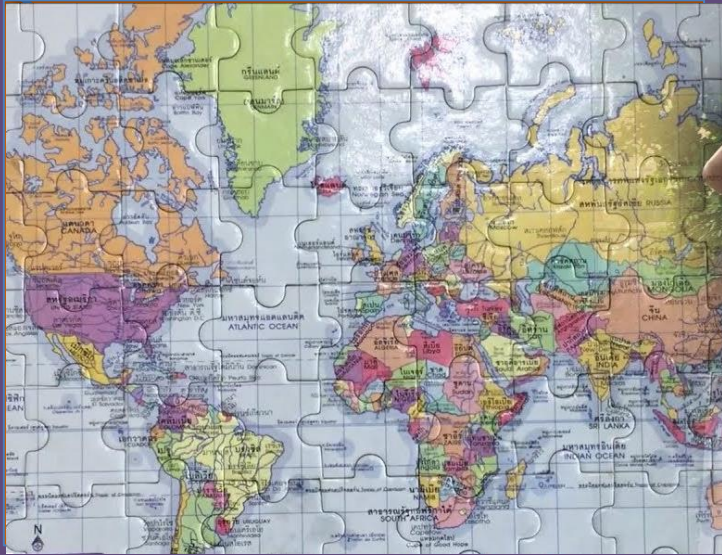


1

*"The Personal Is Political"*

Thinking and  
working at  
different  
scales





Thinking and  
working at  
different  
scales

How  
we



define = how we solve it

a

problem





# Understanding 'self'



vocational psychology  
differential  
psychology

Understanding 'self'



vocational psychology  
differential  
psychology

Understanding contexts



social theory  
economics  
critical psychology  
philosophy



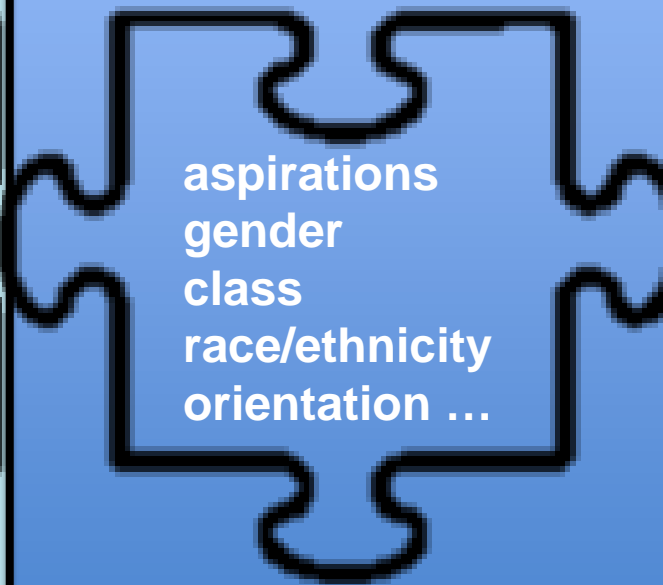
## Understanding 'self'



**personality**  
**self-image**  
**self-efficacy**  
**interests**  
**decision-making**  
**work readiness...**

vocational psychology  
differential  
psychology

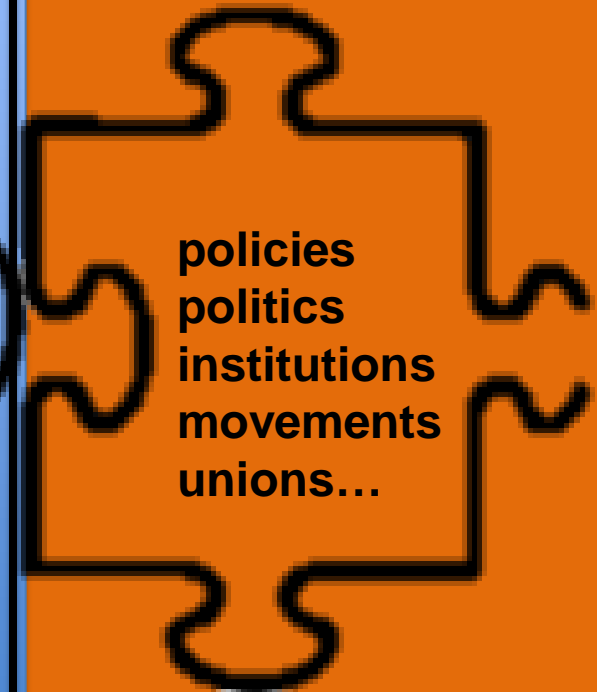
## Understanding contexts



**aspirations**  
**gender**  
**class**  
**race/ethnicity**  
**orientation ...**

social theory  
economics  
critical psychology  
philosophy

## Transforming contexts



**policies**  
**politics**  
**institutions**  
**movements**  
**unions...**

advocacy  
change agent skills

# Social efficiency

## Key words:

- fit, match, supply-demand
- societal needs
- realism, placement
- trait-factor approaches
- competence approaches

# Developmentalist

## Key words:

- self-fulfilment
- choice
- facilitative
- constructivist approaches
- narrative approaches

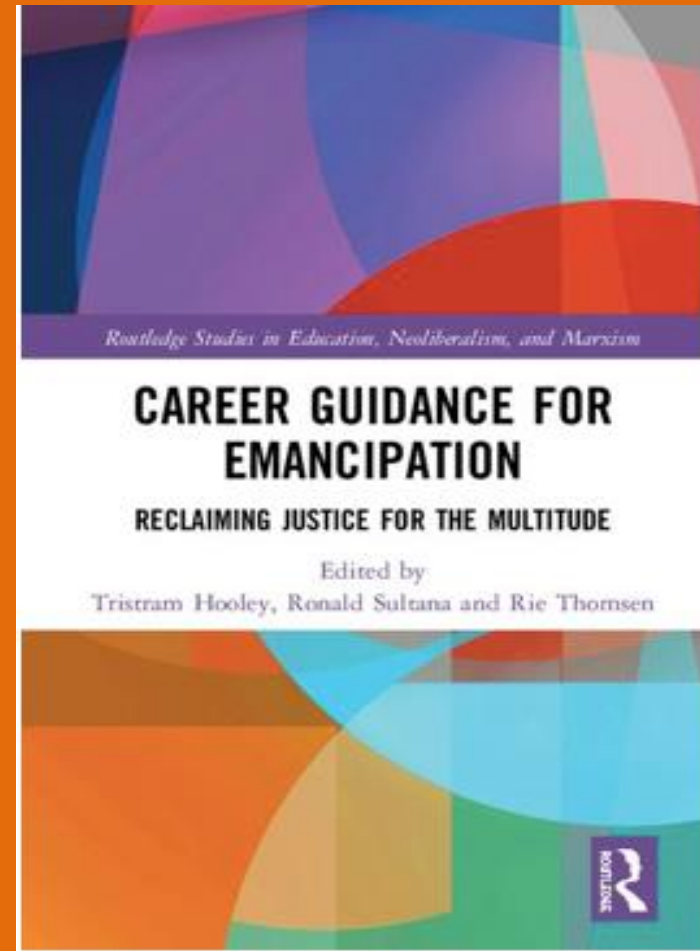
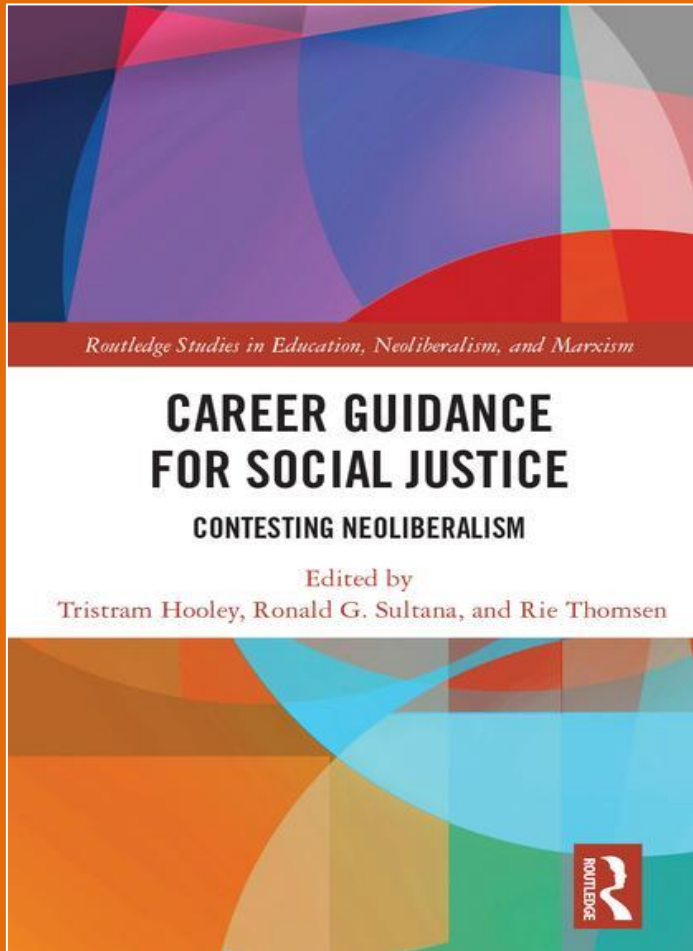


# Social reconstruction

## Key words:

- decode/'read' the world
- critical, reflective practice
- emancipatory
- structural approaches
- advocacy approaches





*Pouyaud, Guichard, Irving, Alexander, Buchanan, Rice, Bergmo-Prvulovic, Olle, Bilon, Ribeiro, Fongatti, Poulsen, Skovhus, Reid, West, Vierira, Dionisio, Pappamikail, Bengtsson, Bimrose, McMahon, Watson, Ginevra, Santillei, Nota, Scresi, Wong, Yip, Chadderton, Romito, Martínez-Roca, Martínez Muñoz, Ratnam, Mann, Kashspakel, Percy, Nunn, Midttun, McCash, Rawlinson, Rooney, Wikstrand, Maksimovic, Nordentoft*

# Q1

**Which ideas have  
inspired  
your work in guidance?**



# Human Rights



2

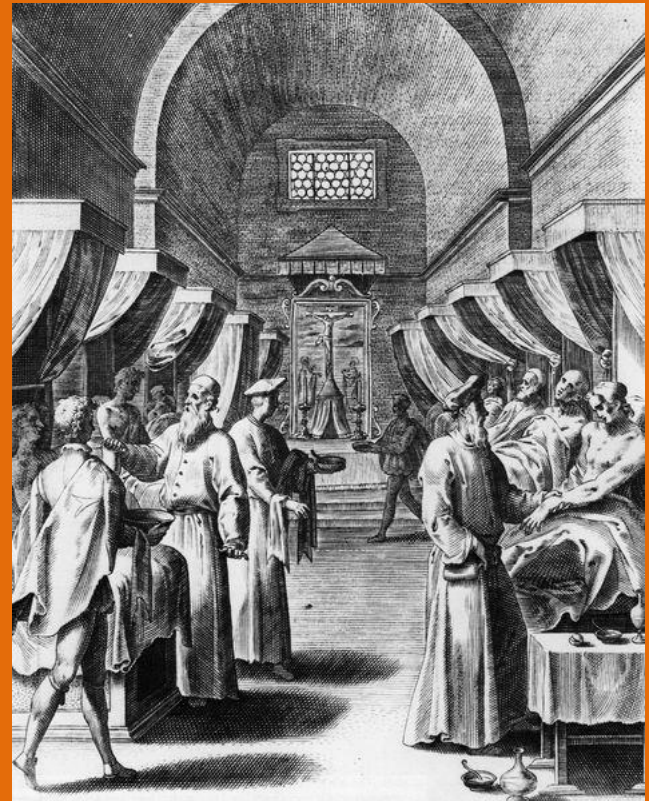
**the notion of  
entitlement**

# Establishing rights

e.g. 1 = education



e.g. 2 = health

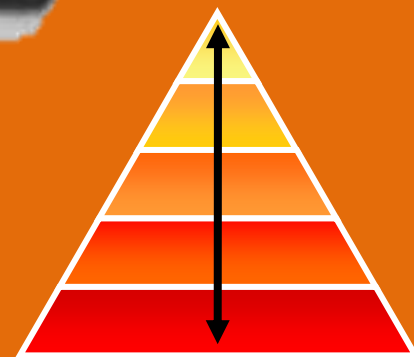


*history as struggle...*





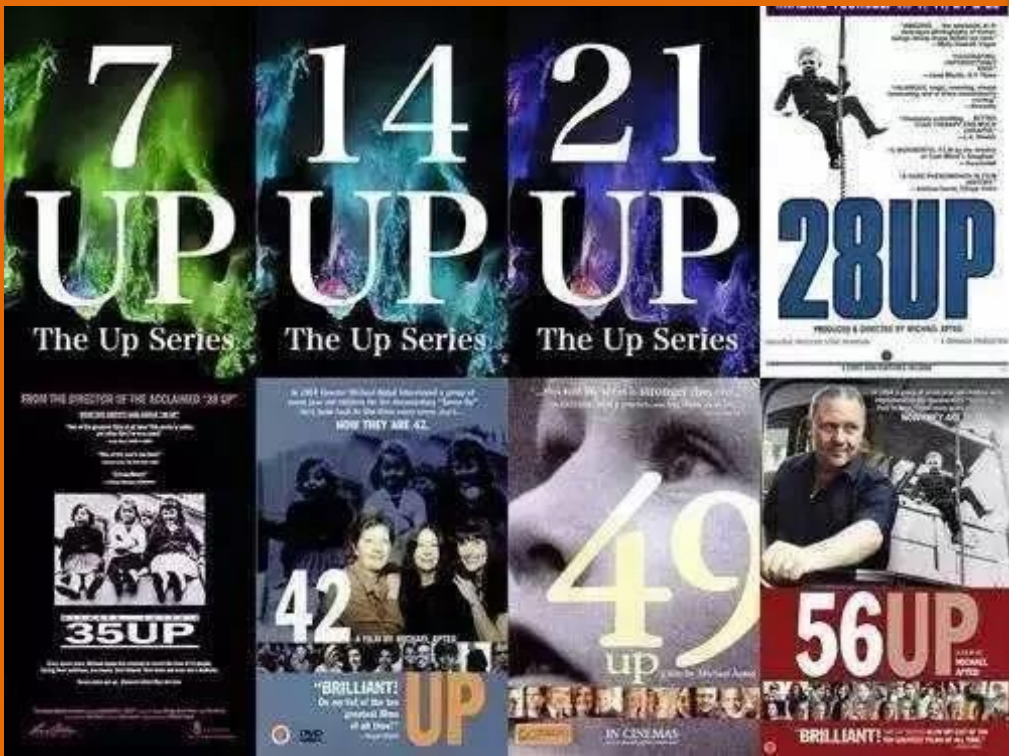
# Breaking free...?



TINA?







life trajectories

1964.....2012



# Introducing the children

SEVEN

UP!



# What I'd like to do when I grow up



Q2

What is your  
**STANDPOINT**







# MY Standpoint: the language of rights

*“Give me a lever and I will move the world”*

1. The absolute **dignity** of the human person
2. Living above a **poverty line** is minimal condition
3. Life is about expansion of **beings** and **doings**
4. **Choices** should not lead to **deprivation**
5. **Equity** trumps equality
6. We are ‘free’ but everywhere we are in **chains**
7. Some are **freer** than others to access ‘goodies’
8. Preferential option towards most **vulnerable**

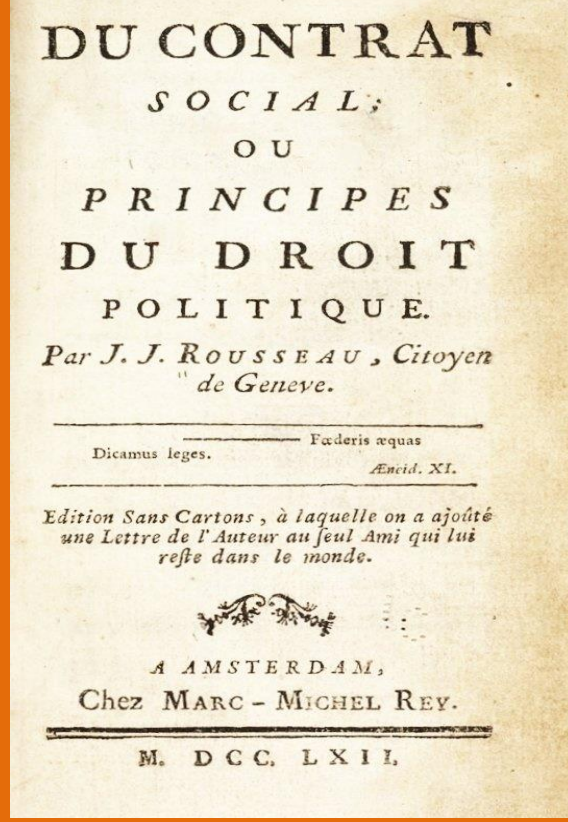
3

**‘rights’ call out for  
a ‘social contract’  
as guarantor of  
‘social justice’**

# Basis of human relations



Life in the state of nature is solitary, poor, nasty, brutish, and short.  
~ Thomas Hobbes



## Social contract



- Give up liberties in order to guarantee peaceful social living
- Government receives the liberties that the citizens have given up and acts as guarantor

# Outcomes of social contract

- Inalienable **rights**: life, liberty and pursuit of happiness
- **Freedom** of belief
- **Separation** of church and state
- **Meritocracy**, not inherited privileges
- Right of **association** – including trade unions
- Increasing sense of **security**
- **Universal access** to minimum wage, pensions, benefits, rest...UBI?
- **Welfare** state



access  
to the  
**goodies**  
of life



# BUT

access

mediated by:

y

**intersectionality**

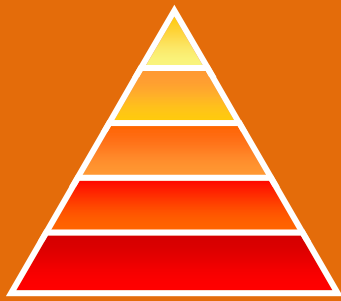
- class
- gender
- ethnicity
- religion
- dis/ability
- sexual orientation

**access**  
**s**

is a

**social**  
**justice**

issue



# The realities of inequality

A set of unequal relationships to 'goodies' of life

- Power / Influence
- Money
- Health
- Education
- Life-chances
- Status
- Security
- Lifestyle
- Autonomy
- Self-determination



# Choice of economic model has life-changing implications for citizens



There... There it is again...

the invisible hand of the market giving us the finger!

The **policy contexts** enabling the 'new' economy:

- liberalization
- financialization
- deregulation
- privatization
- business-friendly climate
- **individual responsibility**
- performativity
- accountability & NPM

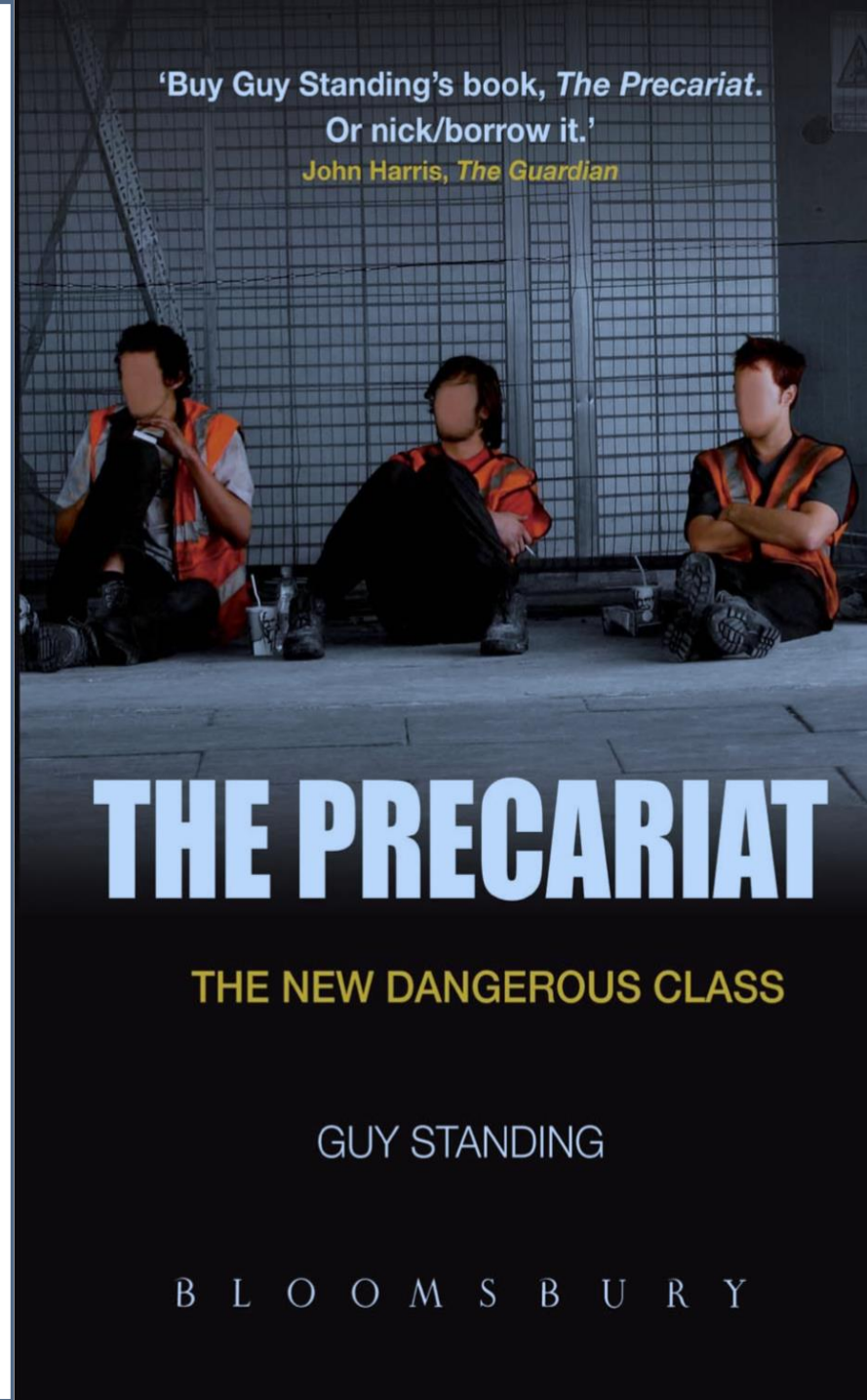


# Impact of Neo-liberalism

- **Reduced ability of states to conduct social and economic policy on their own terms**
- **Eroded democracy: 'virtual senate' of investors and lenders**
- **Increased concentration of wealth and monopolisation of profits**
- **Deepened social gap and intensified global inequality**
- **Promoted the dismantling of the welfare state**
- **Individualisation of structurally-induced problems**
- **Self-governing responsibility for insuring oneself against insecurity and precarity**



- **21.4% of 18-25 year olds cannot find jobs (1 out of 5)**
- **In some countries 40-50% of youths are out of work**
- **122 million at risk of poverty (1 out of 4)**
- **Millennials deprived** [of home ownership, long-term partnering, permanent f.t. jobs, having children, saving for the future]
- **Key characteristics of work:**
  - intensification
  - precarity
  - short-term
  - temping
  - part-time
  - non-unionized jobs



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## **Piketty:**

- **Most benefits of economic growth gone to the top 0.5%**
- **Richest 1% owns >1/2 global wealth**
- **top 10% owns 90%**

## **Panama/Paradise leaks:**

- **Global élite sitting on \$21-32 trillion untaxed assets.**
- **Austerity policies for the rest.**
- **Universal income of \$2000 = \$563 billion p.a.**



Bernadette Segol (ETUC)

# Work is important because:

- Access to livelihood
- Sense of purpose
- Self-expression / creativity
- Workplace conviviality
- Community membership
- Social recognition / inclusion
- Part of bigger than self
- Helps fill the time

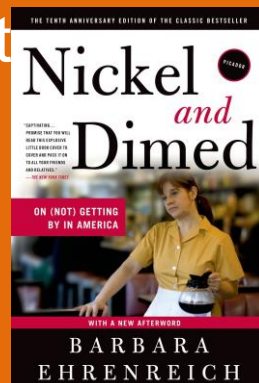


Zygmunt Bauman  
Richard Sennett



# Work is alienating because:

- Income at cost of health
- Jobs too small for our spirits
- Profit over nourishment of self
- Divide and rule
- Social hollowed out
- Extreme individualism
- Notion of 'arete' lost
- Non-decent work



Q3

What is your experience

of

**INJUSTIC**





# distributive justice

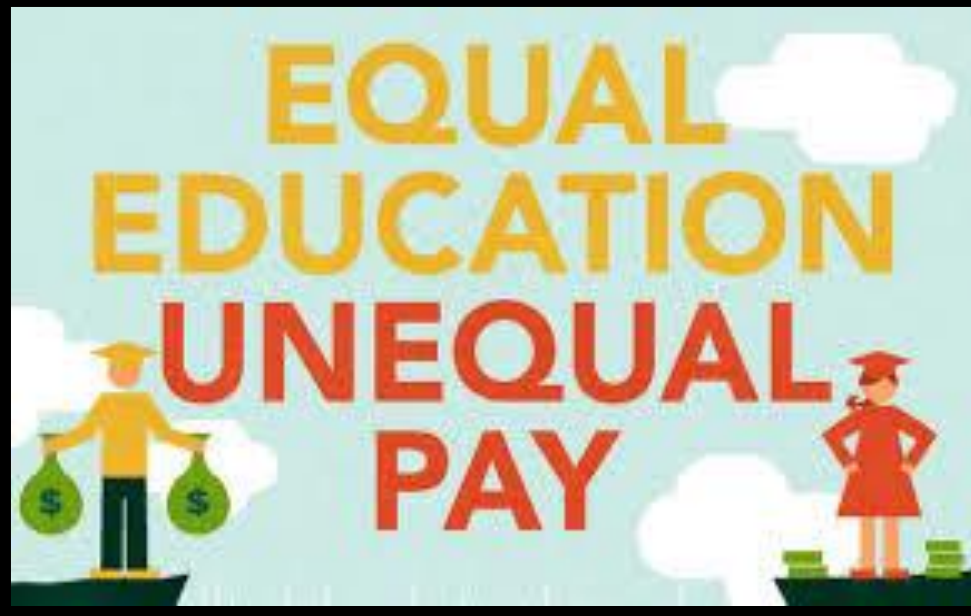




retributive justice



recognitive justice



Equality doesn't mean Justice



This is Equality



This is Justice



A. MacIntyre

Social harmony	Socrates, Plato "arete"
Equality	Kant "fairness"
Equity	Rawls "veil of ignorance"
Difference	Levinas, Derrida "alterity"

**communitarian justice**  
[fulfil role in society]

**retributive justice**  
[merit/just deserts]

**re-distributive justice**  
['corrective': equalise access to goodies of life]

**recognitive justice**  
[hospitalité]

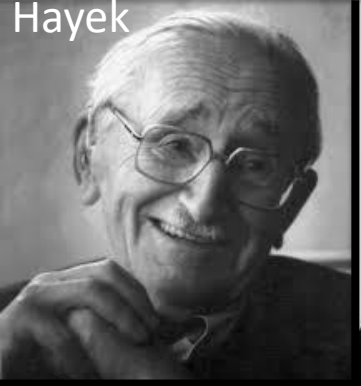


*...between autonomy and solidarity...*

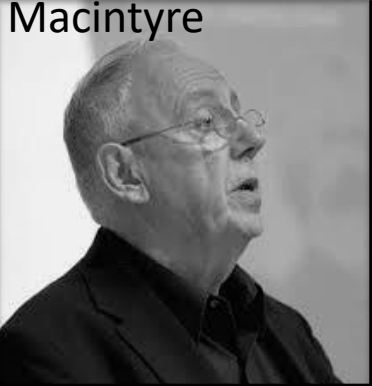


N. Fraser





Hayek



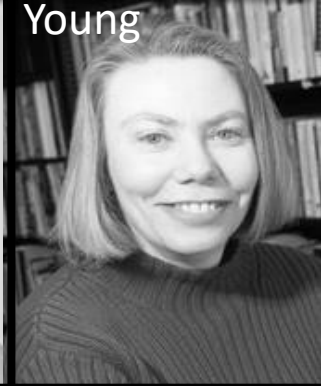
Macintyre



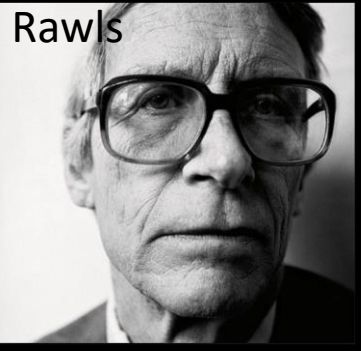
Fraser



Sen



Young



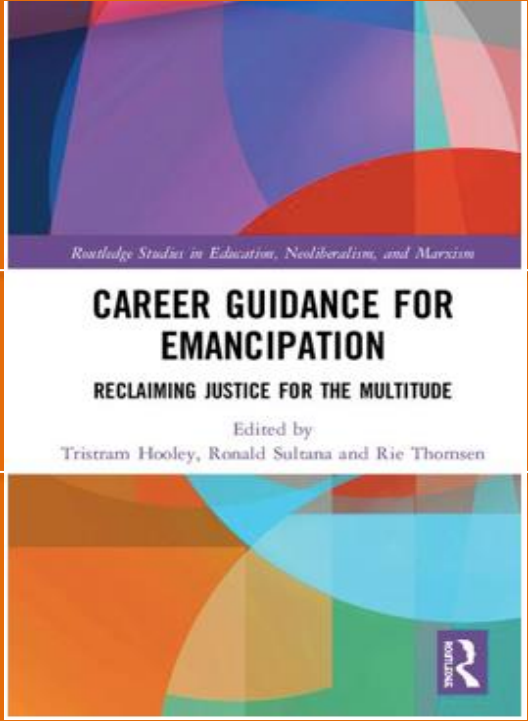
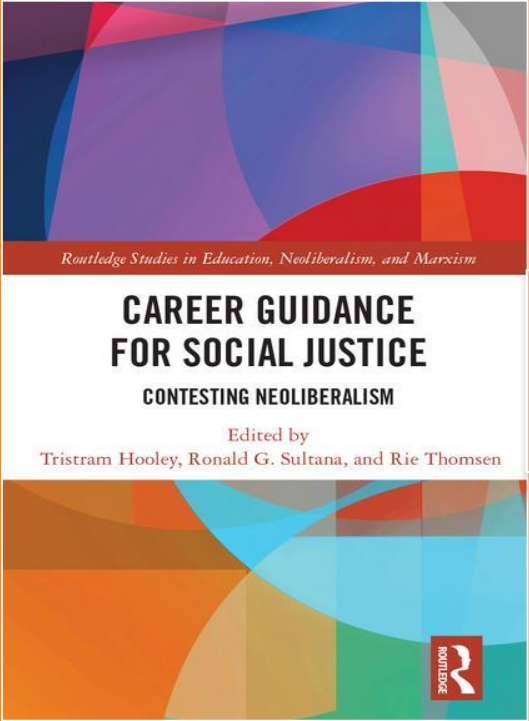
Rawls

# SOCIAL JUSTICE

A MORAL ASSESSMENT OF THE WAY IN WHICH WEALTH, JOBS, OPPORTUNITIES + OTHER GOODS ARE DISTRIBUTED AMONG DIFFERENT PERSONS OR SOCIAL CLASSES

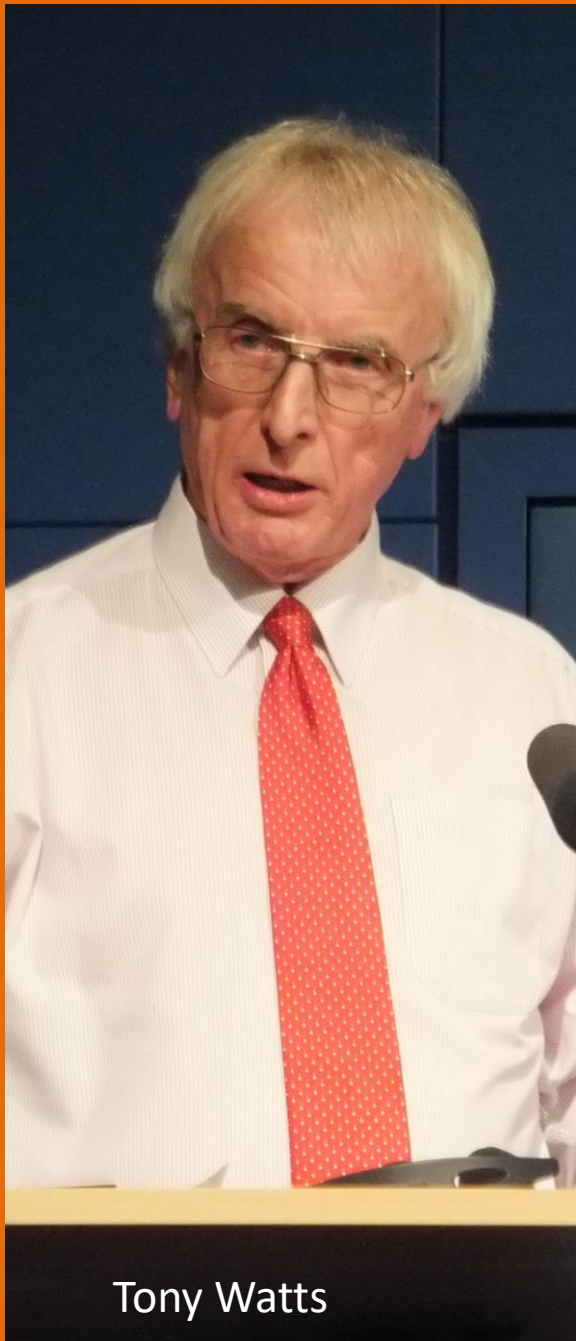
social justice:  
a contested





4

**guidance and/for  
'social justice'**



Tony Watts

# The politics of career guidance

“Careers education and guidance is a profoundly political process.

It operates at the interface between the individual and society, between self and opportunity, between aspiration and realism.

It facilitates the allocation of life chances.

Within a society in which such life chances are unequally distributed...

It faces the issue of whether it serves to reinforce such inequalities or to reduce them.”



**FOR USE BY WHITE PERSONS**  
THESE PUBLIC PREMISES AND THE AMENITIES  
THEREOF HAVE BEEN RESERVED FOR THE  
EXCLUSIVE USE OF WHITE PERSONS.  
By Order Provincial Secretary  
**VIR GEBRUIK DEUR BLANKES**



The glass ceiling



The class ceiling



**Career Guidance:**  
oiling the machine of  
inequality?  
**Conscientisation and  
advocacy?**

Q4

How does CG  
contribute to

**social**

**IN/JUSTICE**



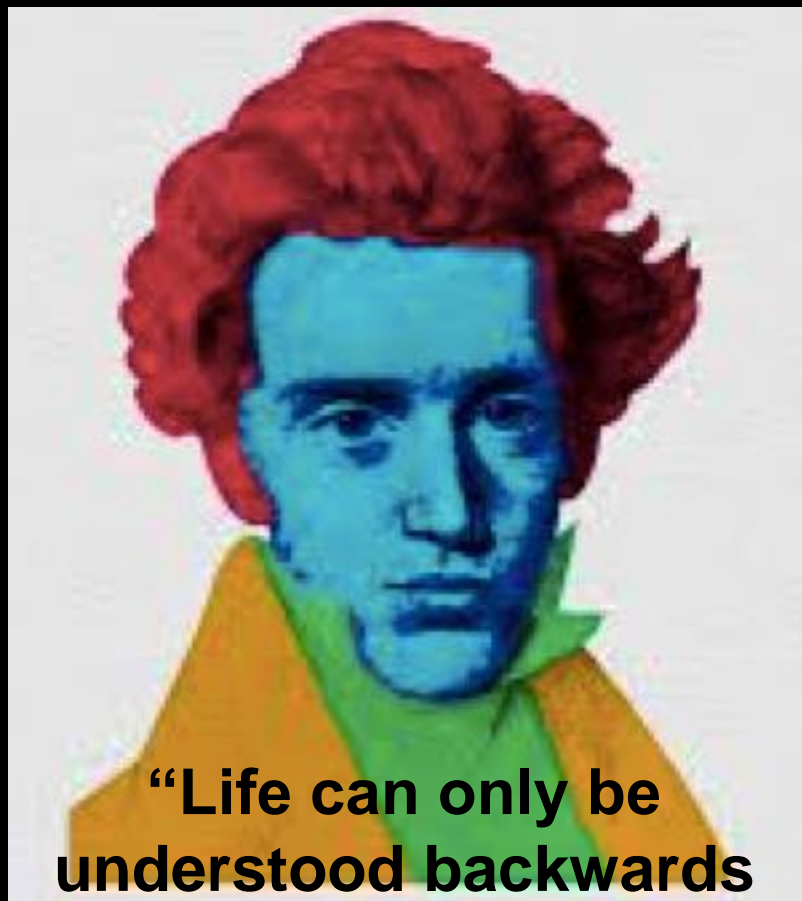


career  
guidance:

an  
intervention  
into the  
'normal'  
flow  
of life



Anticipation  
Capacity to aspire  
Beings and doings  
Horizons for action  
Bounded rationality  
Adaptive  
preferences



**“Life can only be understood backwards but it must be lived forwards”**

*Søren Kierkegaard*

**“You can’t connect the dots looking forward; you can only connect them looking backwards.”**

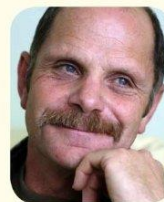
*Steve Jobs*

network



# 56 UP

**“This groundbreaking and highly influential series ... remains a formidable achievement.”**  
*(Sergio Angelini, Sight & Sound)*



**Neil at 56**

5

ensuring

**ACCESS** to guidance



**25%**

no career or educational  
information or advice



**67%**

of those who did – got it from  
school careers adviser

**33%**

found parents' advice the most  
helpful

**25%**

found teachers' advice the most  
helpful

**21%**

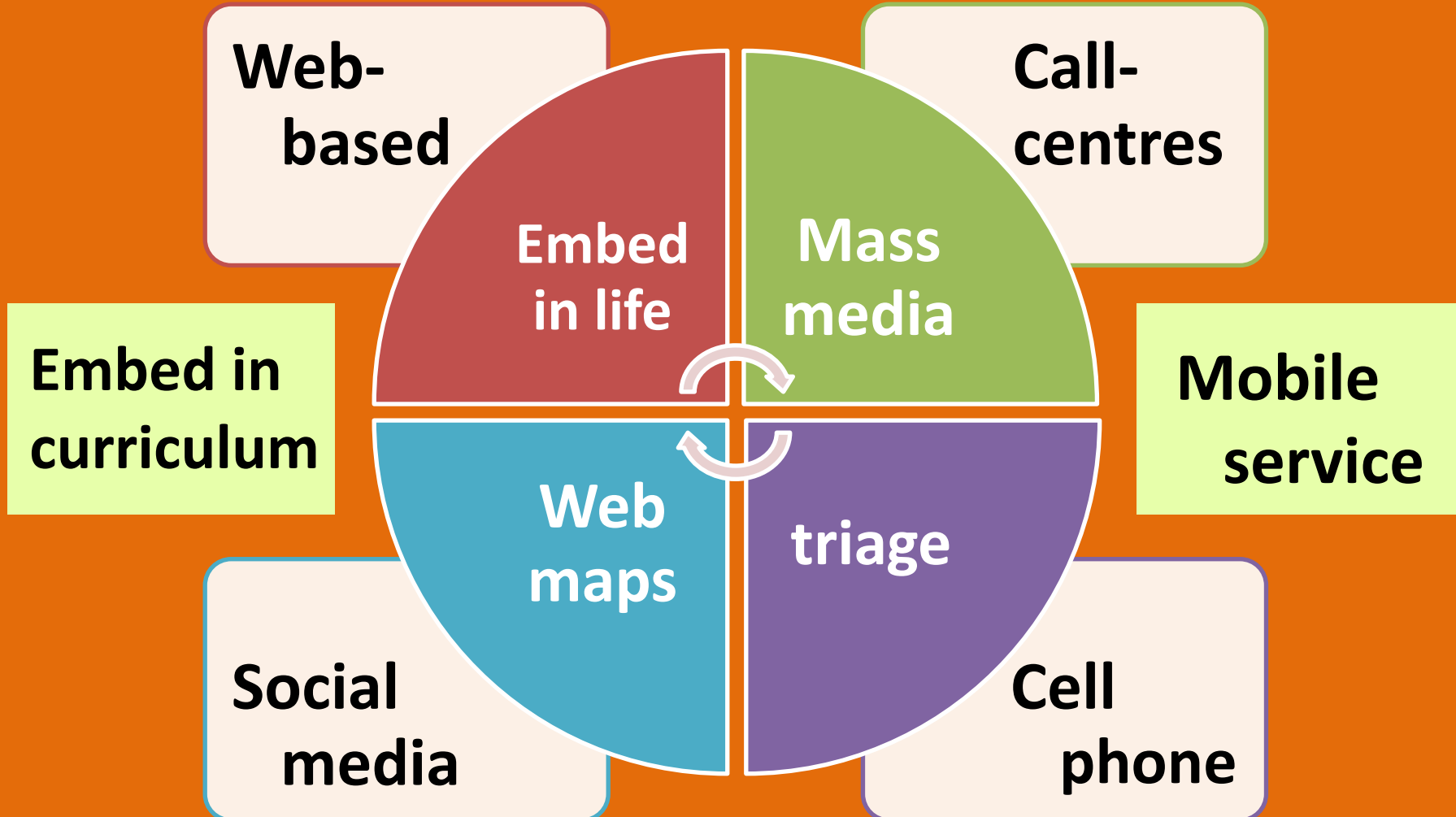
found career advisers the most  
helpful

# Q5



why are some groups underserved...  
...what should be done

# International initiatives to enhance access



informal



Career information

Career Education

Education – PES – NGOs  
On line – Telephone etc

Employment counseling

Career Counselling

Job placement

formal



60%

30%

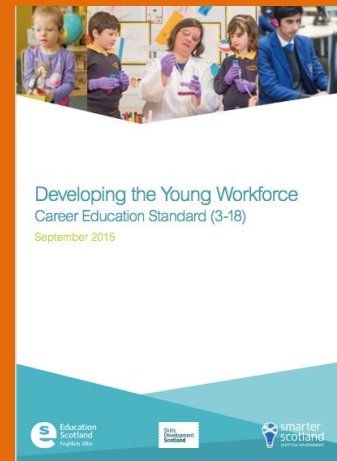
10%

TRIAGE: deepening of services

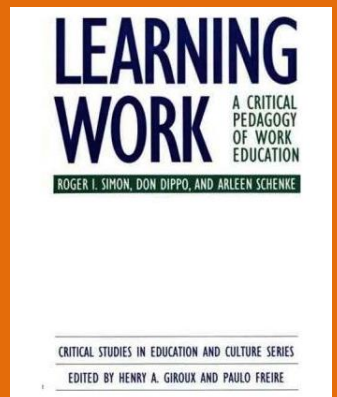
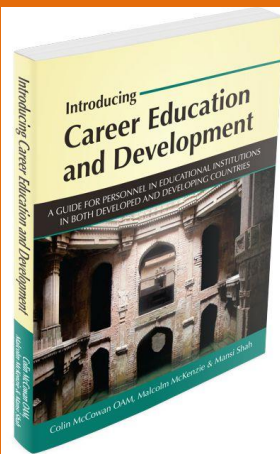
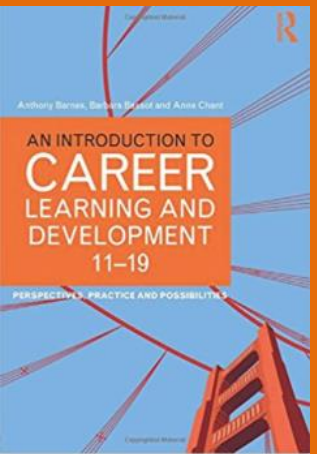
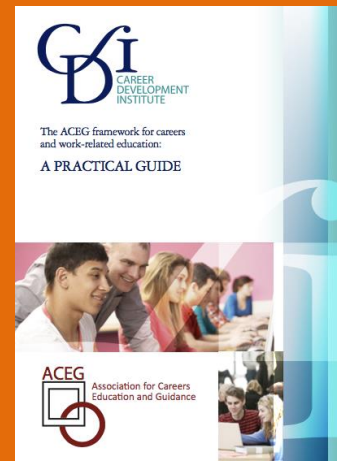
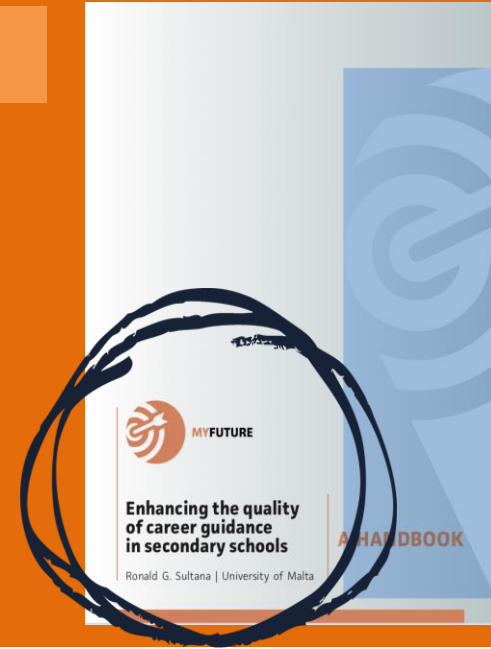
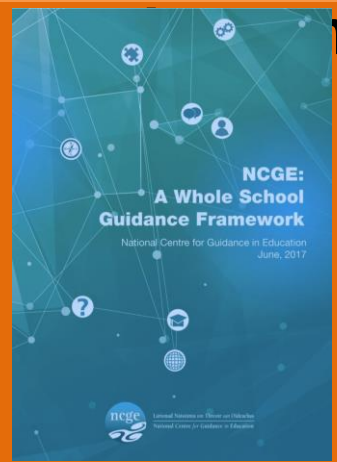
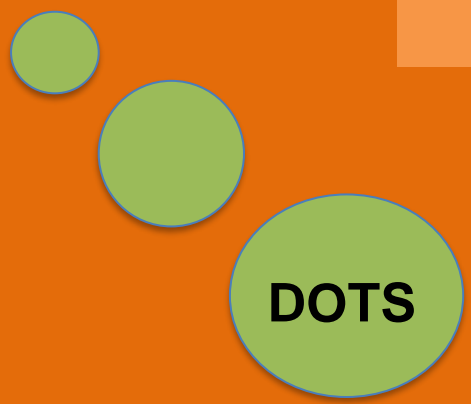




Decision-learning  
 Opportunity awareness  
 Transition skills  
 Self-awareness



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 Publication details, including instructions for authors and subscription information:  
<http://www.tandfonline.com/loi/cjew20>

**Learning career management skills in Europe: a critical review**  
 Ronald G. Sultana<sup>a</sup>  
<sup>a</sup> Euro-Mediterranean Centre for Educational Research, University of Malta, Msida, MSD, Malta  
 Published online: 12 Jul 2011.

grazzi  
thank you  
go raibh maith agat

ronald.sultana@um.edu.mt

Link to Ronald's **publications on career guidance**: [here](#)

Link to *Career Guidance for Social Justice* **books**: [here](#)

Link to the **Handbook** on *Enhancing Quality in Career Guidance*: [here](#)