


African Journal of Career Development: Decent work for all: Brief photomontage

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Buon giorno / Saluti
 Merhaba/ Dobro jutro!
 Good morning / Greetings
 Goiedag / Wees gegroet
 Lotjhani! / Molweni
 Sawubona! / Dumela!
 Dumelang Madume/ Dumelang Ditumediso/
 Ndi masiari Ndumeliso
 Avuxeni Xewani/ Bonjour!
 Guten Morgen! / Lyi gün! / Sabah!

Goeiedag / Wees gegroet
Geiá sou!
Good morning / Greetings
Buon giorno / Saluti
Lotjhani! / Molweni
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Dumelang Madume/ Dumelang Ditumediso
Ndi masiari Ndumeliso
Avuxeni Xewani
Bonjour!
Guten Morgen!
Lyi gün!
Sabah!

Presentation overview

Photomontage

- A. A PICTURE PAINTS A 1 000 WORDS ... BRIEF "PHOTOMONTAGE" TO ILLUSTRATE THE KINDS OF MANUSCRIPTS WE ARE LOOKING FOR
- B. What kinds of manuscripts are we looking for?
1. Reports on action research: What works and what does not?
 2. Case studies
 3. Manuscripts that deal with incisive analyses of people's narratives to understand their pain ...
 4. Think pieces
 - 4a. How do we enhance career adaptability?
 - 4b. How can we increase employability?
 - 4c. How do we promote career resilience?
 5. Manuscripts that talk to the need for changing the language of our discourse
 6. How can career development be used to promote decent work for all in Global South/ developing countries in particular?

Photomontage

7. How to exploit the potential of group interventions
8. How can individuals manage their careers to maximise their chances of accessing decent work?
9. What can individual people and civil society do to promote decent work for all in developing countries to maximise workers' access to decent work?
10. What can the public sector do to promote decent work for all in developing countries?
11. How can career development be promoted systemically through education at various levels in developing countries?
12. The potential roles of NGO's and NPOs
13. What can the private sector do to promote decent work for all in developing countries?
14. Which economic systems are most suited to promote decent work for all in developing countries?
15. Concluding comments

A. AFRICAN JOURNAL OF CAREER DEVELOPMENT (AJCD)

- Flagship journal of the South African Career Development Association (SACDA)
- Published by AOSIS

OUR JOURNAL

The African Journal of Career Development (AJCD) is a peer reviewed scholarly journal that provides a forum for the dissemination of cutting-edge research relating to career development predominantly in Africa...

[Read more](#)

NEW

2019 THEME

Career Development in Developing Country Contexts:
A Conduit to Facilitate Sustainable Decent Work for All.

[Read more](#)

Career development ...

- is accepted to include vocational guidance, as well as, career education, information, advice, guidance and counselling

B. A PICTURE PAINTS A 1 000 WORDS ... BRIEF "PHOTOMONTAGE" TO ILLUSTRATE THE KINDS OF MANUSCRIPTS WE ARE LOOKING FOR

C. What kinds of manuscripts are we looking for?

1. Reports on action research: What works and what does not?

Developing career counseling models and methods often occur in contexts characterized by uncontrolled conditions

2. Case studies

Storied approach ...

- “On Christmas day, at the age of four I was given a pair of shoes by my father. The shoes were neither of the same size (left 3, right 4) nor of the same colour (left pink, right white). I tried them on but the left shoe (smaller) hurt a lot. I felt ashamed to wear the shoes to the *moletlong wa losika, ke tshogile gore ke tlile go sotliwa le go tshegiwa* (family gathering, fearing that I would be humiliated and mocked).”

3. Manuscripts that deal with incisive analyses of people’s narratives to understand their pain ...

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Learner A
Being a girl

and convert their pain into hope (courtesy of
life design-based counselling)

My life sucks

Learner B: *Living without parents (Ukuphila
ngaphandle kwabazali)*

1.

4. Think pieces

4a. How do we enhance career adaptability?

4b. How can we increase employability?



4c. How do we promote career resilience?



5. Manuscripts that talk to the need for changing the language of our discourse

- Boundaryless
- Gig
- Jobless world
- Work 4.0
- Pivot(-ing)
- “Wirk” (= full- and part-time internet work)
- ...



6. How can career development be used to promote decent work for all in Global South/ developing countries in particular?

• Theory

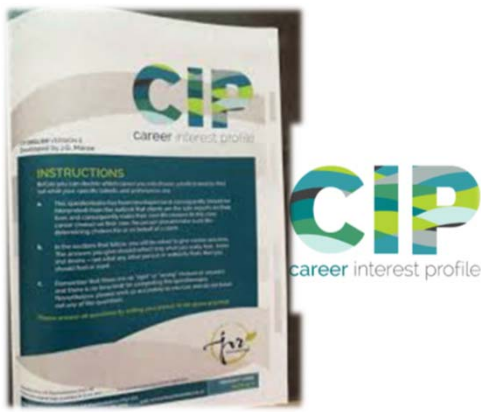
and

• Practice

The MCM

The screenshot shows the MCM tool interface. On the left is the 'INTERESTS & COMPETENCIES CHART' with a grid for inputting scores for various categories. In the center is the 'CAREER MATRIX' which plots these scores to identify suitable careers. On the right are 'INSTRUCTIONS' detailing how to use the tool. The MCM logo is prominently displayed at the top center of the interface.

The CIP



STEP 5: MY PERSONAL CAREER PLAN
INTEGRATE ALL THE INFORMATION FROM ALL THE ABOVE STEPS AND COMPLETE THE FOLLOWING:

I want to study (field) of study:
Nuclear physics, nuclear aeronautical engineering and studying to a
post-graduate level

so that I can (personal meaning):
Find the most clean and harmless energy areas that will be
sustainable and save the planet and be life founder
earth

and in the process (social meaning):
Alleviate poverty in the world, put an end to incurable
diseases and find the most effective transport means
that everyone will afford

STEP 6: THOROUGH JOB ANALYSIS!

7. How to exploit the potential of life design-based group interventions

Junior Tukkies project



8. How can individuals manage their careers to maximise their chances of accessing decent work?



9. What can individual people and civil society do to promote decent work for all in developing countries to maximise workers' access to decent work?



□ "These initiatives bring together government, the private sector, higher education, but most importantly ordinary people who voluntarily give of their time, of their emotions, of their energy to enable everyone, including the poorest of the poor, to be served in our country. They are giving ordinary people hope" (Jansen, 2008).

10. What can the public sector do to promote decent work for all in developing countries?



Relieve poverty via achievements in science. Critical criterion should be: Has our work impacted positively on improving the living conditions of poor people? Otherwise: Little value (Pandor, 2009)



11. How can career development be promoted systemically through education at various levels in developing countries?



12. The potential roles of NGO's and NPOs

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Enabling people to narrate and exploit their career-life stories to help them find decent work

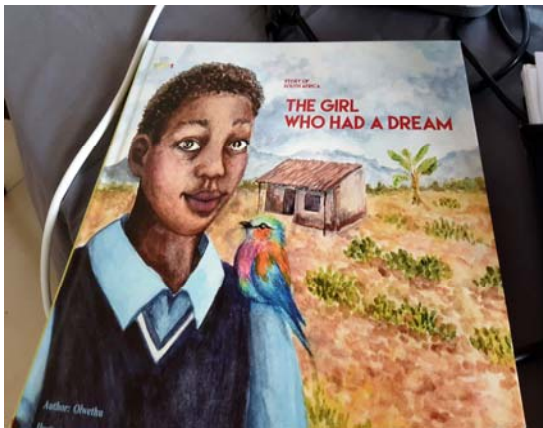
The Good Work Foundation

- If change is to be brought about in career counselling in (South) Africa, it will be through our individual and collective efforts. In the words of Margaret Mead: "Never doubt that a small group of thoughtful, committed citizens can change the world indeed world. Indeed, it is the only thing that ever has".



African tradition: tree is place to meet and discuss important matters; here, learners gather under a digital tree of knowledge, made entirely out of discarded computer parts AND features e.g. PowerPoints, a sound system, USB, etc.

623
2024



13. What can the private sector do to promote decent work for all in developing countries?

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14. Which economic systems are most suited to promote decent work for all in developing countries?



What do you see on the next two slides?

Recognizing opportunities?









15. Concluding comments

Developing and retaining Africa's unlimited potential



Bar-On (2007): Conditions in which the people are deprived of an opportunity to blossom, hide, perhaps bury, many gifted individuals compounding the human tragedy that they evoke. How many leaders have we lost/ are we losing: Nelson Mandela, Mother Teresa, Marx, Freud or Einstein who may have significantly contributed to human existence and (wo-)mankind?