



COST ACTION CA23112 -
CRITICAL PERSPECTIVES
ON CAREER AND CAREER
GUIDANCE (COCAG)

WEBINAR WG 1 (27/FEB/2025)

OUTLINING THE
CHALLENGES AND CHANGES
IN CAREER IN THE
CONTEMPORARY WORLD

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WEBINAR AGENDA

09:30 Welcome and Introduction: presentation of WG1 aims and of the leading team

09:40 Oral Communications:

The Platformisation of Career, Tom Staunton, University of Derby (UK)

Labour, Precariousness and Digital Platforms Relay workers in the city of Porto, José Ricardo, University of Barcelona (Spain)

Career Challenges and Transformations in AI-Competent Organizations, Jana Blstakova, Robert Hanak, University of Economics in Bratislava (Slovakia)

Development and Validation of Student-Subjective Underemployment Scale: Focusing on the United States and Türkiye, Aysenur Buyukgoze-Kavas, Ondokuz Mayıs University (Turkey)

10:40 Coffee Break

10:50 Oral Communications

Work time reduction: the 4-day workweek in Portugal, Ana Isabel Couto and Sofia Cruz, Faculty of Economics of the University of Porto; Institute of Sociology of the University of Porto (IS-UP) (Portugal)

Magnet Cities and the Business Service Boom: How Outsourcing Shapes Graduate Career Perceptions, Maria-Carmen Pantea, Universitatea 'Babes-Bolyai' (Romania)

Global Economic Transformations and the Impact of Migration on Career Pathways: A Critical Analysis of Post-Pandemic Labor Market Dynamics, Atakan DURMAZ, Samsun University (Turkey)

Professional integration in the context of adult education and feminised migration, Tanja Schroot, University of Turin (Italy)

11:50 Break out rooms' discussion (Participants will choose which room they want to attend)

AI, the digitalisation and platformisation of the labour market and careers (Moderator: Limor Kessler Ladelsky)

Critical Analyses and Proposals for Shaping the future of the labour market (Moderator: Mariana Lucas Casanova)

Migration and careers (Moderator: Richard Gee)

12:20 Summary and open debate: each moderator will summarise the debate in each breakout room and open debate for all

12:45 Next steps and Q&A: definition of research subgroups and how to organise future work

This webinar will allow us:

- To develop the WG1 network
- To identify relevant avenues of research within WG1
- To form research subgroups
- To prepare the strategy for the development of WG1 activities

WG 1 - The challenges and changes in career in the contemporary world

The effects of the socioeconomic and political context on the labour market, the experience of work, individuals' careers, trajectories and aspirations ...

The social, technological, political and economic context - includes progressive changes and continuities (e.g., deregulation of the labour market; technological transformation, including the growth of AI; the climate crisis and the green economy; growing levels of migration) but also events such as financial crises, pandemics, wars

Critical approaches (Critical theory – Frankfurt School):

- No science or knowledge is value free – social and political interests constrain knowledge construction
- Consider the socioeconomic and political origins of individual experiences
- Social science that critiques social institutions by exploring power, hegemonies and social inequality to question the naturalization and reification of social phenomena
- To propose individual and collective liberation through dialectical reflection, critique and negation of the status-quo to construct possible alternatives of the world and reality

Foster and encourage utopian and counter-hegemonic thinking about how work and career can be reimagined in more fulfilling and emancipatory ways.

Psychologist with 20 years of experience in psychotherapy and career counselling

The experience of work, unemployment and precarity in a context of psychosocial uncertainty (crisis in Portugal in the aftermath of the financial crisis)

Agency and social and political participation

Challenge individualised psychological perspectives on the psychological experience of uncertainty that disregard the impact of socioeconomic and political circumstances

Challenge individualised approaches to psychological intervention and career counselling – critical psychology (focus on social justice)

Cross disciplinary boundaries

Mixed-methods

Inclusive education

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<https://doi.org/10.1186/s41155-021-00190-z>

Psicologia: Reflexão e Crítica

MARIANA LUCAS CASANOVA, ISABEL MENEZES
AND JOAQUIM LUÍS COIMBRA
University of Porto

REBECCA LAWTHOM
Manchester Metropolitan University





Precarious living: The social origins of uncertainty

RESEARCH

Open Access

Factorial validity and measurement invariance of the Psychosocial Uncertainty Scale



Mariana Lucas Casanova^{1*} , Lara S. Pacheco¹, Patrício Costa^{2,3,4} , Rebecca Lawthom⁵  and Joaquim Luís Coimbra¹ 



Neoliberal Economic Policies' Effects on Perceptions of Social Justice and Sociopolitical Participation in Portugal

Mariana Lucas Casanova^{1*}, Patrício Costa^{1,2,3}, Rebecca Lawthom⁴ and Joaquim L. Coimbra¹

¹ Faculty of Psychology and Education Sciences of the University of Porto, Porto, Portugal; ² Life and Health Sciences Research Institute (ICVS), School of Medicine, University of Minho, Braga, Portugal; ³ ICVS/3B's – PT Government Associate Laboratory, Braga/Guimarães, Portugal; ⁴ Faculty of Social Sciences, School of Education, The University of Sheffield, Sheffield, United Kingdom

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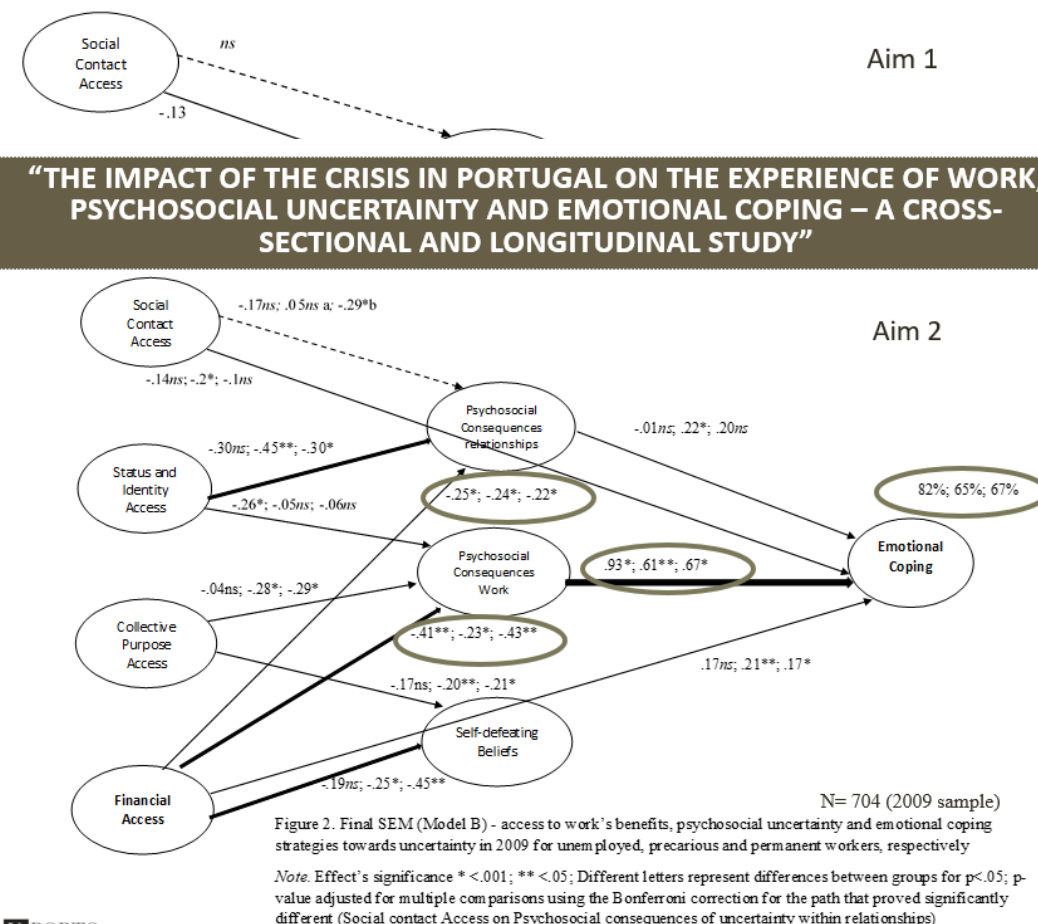
RESEARCH ARTICLE

The hegemonic psychological discourse and its implications for career counselling and psychological intervention

Lucas Casanova, M. ^{1a}, Patrício Costa ^{1b,c,d}, Rebecca Lawthom ^{1e} and Joaquim Luís Coimbra ^{1a}

^aCentre for Career Development and Lifelong Learning, Faculty of Psychology and Education Sciences of the University of Porto, Porto, Portugal; ^bSchool of Medicine, Life and Health Sciences Research Institute (ICVS), University of Minho, Braga, Portugal; ^cICVS / 3B's – PT Government Associate Laboratory, Braga / Guimarães, Portugal; ^dFaculty of Psychology and Education Sciences, University of Porto, Porto, Portugal; ^eFaculty of Social Sciences, School of Education, The University of Sheffield, Sheffield, UK

"THE IMPACT OF THE CRISIS IN PORTUGAL ON THE EXPERIENCE OF WORK, PSYCHOSOCIAL UNCERTAINTY AND EMOTIONAL COPING – A CROSS-SECTIONAL AND LONGITUDINAL STUDY"



- Gee's work explores career and career development from a sociological, political and philosophical angle
- His work is critical of neoliberal logic found in much career development discourse and policy
- His work is informed by the post-structural philosophies of Derrida and Virilio, decolonial scholars such as Andrews and Quijano and the sociologists Roberts, Goffman and Mignot

- Central to his work is the deconstruction of binary concepts found in the career development literature that assert a hierarchy with ‘prominence placed upon work over other strands in a person’s life, rationality over irrationality, linearity over rhizomatic ‘movement’, order over chaos and progress over development’ (Gee, 2019 pp.8).
- Also, Gee utilises the work of Goffman to view career as ‘any social strand in a person’s life’ – a broad conceptualisation to incorporate many strands that constitute the life career
- A strand being any action or development that leaves a trace upon articulation (Gee, 2017, 2019)

RICKY GEE – CRITIQUE OF PROGRESS

- Gee highlights how much of career discourse promotes the notion of ‘progress’, from an individual perspective this is from the perspective of climbing a career ladder, and from a collective perspective this is the serving of neoliberal metrics which he describes as ‘a violent quantification of reality’ that serves the Capitalist class (Gee, 2020)
- His decolonial approach highlights how ‘progress’ is central to the colonial/capitalist project and thus career discourse continues to promote such logic (Gee et al, in-press)

LIMOR KESSLER LADELSKY

Research areas:

- Employee turnover (intention and actual turnover/turnover behavior)
- Employee embeddedness, retaining, quitting.
- Risk decision-making of professional IT employees in the IT/high tech sector (and other sectors).
- Micro and Macro antecedents that affect on that and how to develop, retain and manage human resources in organizations, etc.
- The Dark side of career antecedents (as Misbehaviour/OMB - Organizational Misbehaviour, Deviance at work, Organizational pathology)
- Digitalization, AI and Career

LIMOR KESSLER LADELSKY

SELECTED/RELEVANT PUBLICATIONS

The current issue and full text archive of this journal is available on Emerald Insight at:
<https://www.emerald.com/insight/1934-8835.htm>

Effect of risky decision-making and job satisfaction on turnover intention and turnover behavior among information technology employees

Limor Kessler Ladelsky

The Management and Human Resource Management Programs, The Israel Academic College, Ramat Gan, Israel; Department of Management, Bar-Ilan University, Ramat Gan, Israel and Department of Management and Organization, Michael G. Foster School of Business, University of Washington, Seattle, Washington, USA, and

Thomas William Lee

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Turnover
intention and
turnover
behavior

Received 22 October 2022
Revised 4 November 2022
Accepted 4 November 2022

Abstract

Purpose – Turnover in high-tech companies has long been a concern for managers and executives. Recent meta-analyses from the general turnover literature consistently show that job satisfaction is a major attitudinal antecedent to turnover intention and turnover behavior. Additionally, the available research on information technology (IT) employees focuses primarily on turnover intentions and not on a risky decision-making perspective and actual turnover (turnover behavior). The paper aim is to focus on that.

The current issue and full text archive of this journal is available on Emerald Insight at:
<https://www.emerald.com/insight/1934-8835.htm>

Is someone listening to me? The effect of employees' perception of managers' virtual listening behaviour on turnover behaviour in the high-tech sector during the Covid-19 pandemic

Limor Kessler Ladelsky

The Master of Business Administration (MBA) Department, The Faculty of Management, The Academic Center of Science and Law, Hod Hasharon, Israel; Ramat Gan Academic College, the Programs of Management and Human Resource Management, Ramat Gan, Israel; Department of Management and Organization (M&O), Michael G. Foster School of Business, The University of Washington, Seattle, Washington, USA and Department of Management, Bar Ilan University, Ramat Gan, Israel, and

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Turnover
behaviour in
the high-tech
sector

Received 23 September 2022
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28 September 2022
1 October 2022
5 November 2022
Accepted 6 November 2022

Abstract

Purpose – This paper aims to examine whether information technology (IT) managers' virtual listening, as rated by their high-tech employees, affected turnover behaviour beyond a new constellation of variables, some of which have never been researched as antecedents of turnover behaviour, particularly during a pandemic or crisis. Namely, the main aim, among others, is to answer the research question: does IT employees' perception of the quality of their supervisors' virtual listening in the pandemic and crisis era, when employees and managers work remotely, will negatively affect turnover behaviour? If yes, in which constellation of antecedents the virtual listening effecting on turnover behaviour?

LIMOR KESSLER LADELSKY

SELECTED/RELEVANT PUBLICATIONS

Worker Participation in General and the Case of the Business Sector and the Hi- Tech Industry in Israel in Particular

Dr. Limor Kessler Ladelsky

Worker Participation

The following document will survey worker participation focusing on the definitions of the phenomenon, the main mechanisms of participation, worker participation in the private business sector – the case of hi-tech in the Israel labour market, conditions for sustaining worker participation and on recommendations for implementing worker participation.

Introduction

The topic of participation in the workplace began with the changes that have been taking place in the labour relations and compensation system in the labour market over the years.

An analysis of the workplace indicates that transformations are prompted by problems in three areas (Bar Haim 1979; 1986; 2003):

1. The problem of democracy in the workplace – In contrast to the basic situation of equal rights before the law on equality of opportunity in civil society, there is a lack of equality of rights and political opportunities for workers, as individuals and as a collective, in their workplace and in the employment system in general. Thus, although the

VOLUNTARY TURNOVER AS ORGANIZATIONAL MISBEHAVIOR

The Case of IT Employees in the IT Sector

Limor Kessler Ladelsky

This chapter views the voluntary turnover of knowledge employees in the IT sector as a case of organizational misbehavior (OMB). This work is theoretical and is designed to reassess the classical perspective in the literature of voluntary turnover as OMB. It defines organizational misbehavior (OMB), turnover intention and voluntary turnover, and then discusses why and how voluntary turnover, especially in the IT sector, can be perceived as OMB.

ORGANIZATIONAL MISBEHAVIOR— ATTITUDES AND DEFINITIONS

Researchers have stressed the divergence between analyses of OMB in works on organizational behavior and industrial sociology. These are detailed below.

The Organizational Behavior Perspective

Numerous researchers have analyzed OMB from the perspective of organizational behavior. According to Hollinger and Clark, for instance, there are two cat-

1. The Platformisation of Career, Tom Staunton, University of Derby (UK)
2. Labour, Precariousness and Digital Platforms Relay workers in the city of Porto, José Ricardo, University of Barcelona (Spain)
3. Career Challenges and Transformations in AI-Competent Organizations, Jana Blstakova, Robert Hanak, University of Economics in Bratislava (Slovakia)
4. Development and Validation of Student-Subjective Underemployment Scale: Focusing on the United States and Türkiye, Aysenur Buyukgoze-Kavas, Ondokuz Mayıs University (Turkey)

COFFEE BREAK

1. Work time reduction: the 4-day workweek in Portugal, Ana Isabel Couto and Sofia Cruz, Faculty of Economics of the University of Porto; Institute of Sociology of the University of Porto (IS-UP) (Portugal)
2. Magnet Cities and the Business Service Boom: How Outsourcing Shapes Graduate Career Perceptions, Maria-Carmen Pantea, Universitatea 'Babes-Bolyai' (Romania)
3. Global Economic Transformations and the Impact of Migration on Career Pathways: A Critical Analysis of Post-Pandemic Labor Market Dynamics, Atakan DURMAZ, Samsun University (Turkey)
4. Professional integration in the context of adult education and feminised migration, Tanja Schroot, University of Turin (Italy)

(Participants will choose which room they want to attend)

- AI, the digitalisation and platformisation of the labour market and careers (Moderator: Limor Kessler Ladelsky)
- Critical Analyses and Proposals for Shaping the future of the labour market (Moderator: Mariana Lucas Casanova)
- Migration and careers (Moderator: Richard Gee)

BREAK OUT ROOMS' DISCUSSION

When asking a question or making a comment, please introduce yourself and briefly present your research interests.

Have you done research in this area?

What do you think are the main problems that research in this area should tackle?

Which research questions might interest you? Or what kind of research would you like to pursue? And/or how would you like to research (Methods)?

SUMMARY AND OPEN DEBATE

MAIN TOPICS PROPOSED

1. The impact of the social, technological, political and economic context on the labour market, inequality, career trajectories, aspirations, career development and psychosocial development
2. Decent work and social justice as key for psychosocial development and well-being
3. Critical approaches to HRM
4. Critical approaches to the role of Education and VET for social justice
5. Inclusion and Social Justice in the labour market and career development
6. The impact of the social, technological, political and economic context on specific careers

1. The impact of the social, technological, political and economic context on the labour market, inequality, career trajectories, aspirations, career development and psychosocial development – which may include research on:
 - The socioeconomic and political organisation of the labour market, as characterised by a deregulation of work relations (includes unemployment, underemployment and precarity as experiences of uncertainty and instability in careers)
 - Automation, robotization, AI, and the digitalisation and platformisation of the labour market and careers
 - Global crises (environmental changes and sustainability; natural disasters; financial crises; pandemics; geopolitical changes and migration)

MAIN TOPICS PROPOSED

2. Decent work and social justice as key for psychosocial development and well-being – which may include research on:
 - The changing social value and psychological meaning of work in the contemporary world (includes impacts on work-life balance, well-being and mental health, collective purpose, fulfilment, critical consciousness, empowerment, socio-political participation...)
 - Shaping the future of the labour market, the meaning of work and career development (proposals for structural and collective changes, the reformulation of the labour market and the social organisation of work)
3. Critical approaches to HRM
 - The psychosocial impact of Neoliberal Human Resources Management (e.g., the concept of souffrance, voluntary servitude, critical approaches to performance assessment, working conditions, etc.)

MAIN TOPICS PROPOSED

4. Critical approaches to the role of Education and VET for social justice

- Socioeconomic and political effects on learning and career development (including issues related to inclusive education and VET)

5. Inclusion and Social Justice in the labour market and career development

- Research on social groups that face added challenges in Labour market integration and career development (e.g., immigrants, women, at-risk youth, elderly workers, ethnic minorities, people with disabilities...) to address issues related to intersectionality, inequality and social exclusion

6. The impact of the social, technological, political and economic context on specific careers:

- academic careers
- educational and care focused professions (e.g., teachers, domestic workers, nurses, informal carers, etc.)

Transdisciplinary research approaches valued

These could be:

- Focused on one country or conduct cross-cultural comparisons
- Qualitative, quantitative or mixed-methods
- Theoretical approaches valuable to offer a critical analyses of the topics
- Focused on any stages throughout the life cycle

The final aim is to contribute to research that may inform WG2 and WG3 by offering ways to rethink the labour market, work and careers in more equitable, meaningful and emancipatory ways.

NEXT STEPS AND Q&A

Career Guidance Policies and Practices in Europe: Assessing the Strengths and Addressing the Gaps

May 20-21, 2025

MMU Business School , Manchester, UK



Critical Perspectives on Career and Career Guidance (COCAG)

Critical perspectives on career and career guidance (COCAG) – COST Action CA23112 – gathers scholars across Europe and beyond to explore how careers are changing in the contemporary world and consider what response is required from public policy and practice.

On May 20th and 21st, COCAG organises its launch conference for the whole network: Career Guidance Policies and Practices in Europe: Assessing the Strengths and Addressing the Gaps.

NEXT STEPS AND Q&A

So, after this webinar we will:

- Decide on research subgroups' topics based on all the data collected and the discussion held today
- Invite all members to register for one subgroup
- Create a shared folder for each research subgroup with the contacts of all participants so that you can get in touch (so, registering to a subgroup entails acceptance of name and email sharing)
- Invite members to become leaders of their subgroups
- Promote the organisation of online meetings by each subgroup for the development of work



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