

UD 6.3

● APPROACHING WORK INCLUSION

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● ADVANTAGES OF INCLUSION



well-being



innovation



problem solving solutions

INCLUSION

...is recognizing our universal "oneness" and interdependence.

Inclusion is recognizing that we are "one" even though we are not the "same".

The act of inclusion means fighting against exclusion and all of the social diseases exclusion gives birth to - i.e. racism, sexism, handicapism, etc. Fighting for inclusion also involves assuring that all support systems are available to those who need such support.

Providing and maintaining support systems is a civic responsibility, not a favor. We were all born "in". Society will immediately improve at the point we honor this truth!!



DECENT WORK

opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize, and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men



<https://youtu.be/mZpyJwevPqc>

SUSTAINABLE DEVELOPMENT GOALS



<http://www.un.org/sustainabledevelopment/sustainable-development-goals/>

APPROACHES TO WORK INCLUSION IN COUNSELING

1 *A social approach*

the origin and the causes of difficulties do not reside in the person but can be caused instead by the society and its expectations.

2 *A contextualist approach*

It consider the reciprocity of the relationships between components of human health and well-being.

3 *A capability approach*

It underlines the value of freedom, equality, justice.

4 *A human rights approach*

It aims to a full and effective equal participation.

● 1 APPROACHES TO WORK INCLUSION IN COUNSELING

It is oriented to programming interventions and organizing responses that services and companies should provide to the problems which are often provoking themselves.



**A SOCIAL
APPROACH**

The words and choices 'representative' of the adherence to this approach are those which refer to *barriers*, both architectural and, above all, ideological and cultural, to *prejudices* and stereotypes.

● 2 APPROACHES TO WORK INCLUSION IN COUNSELING

It is focused on constructing personal career narratives around life themes which have the potential to build *self-confidence*, *meaning-making*, rather than concentrating on the human capital of individuals.

(Abkhezr & McMahon, 2017; Reid & West, 2016).



**A CONTEXTUALIST
APPROACH**

Adherence to this vision is evidenced by terms and expressions referring to the daily life activities, to the conditions of *wellbeing* and *health*, to *participation*, but also *complexity*.

● 3 APPROACHES TO WORK INCLUSION IN COUNSELING

It underlines the value of freedom, equality, justice, the significance that is attributed to the meaning of life, proposing in fact an original economic-social and political modality to evaluate and conceive the well-being of people and States.

(Nussbaum 1997; Sen 2006).



**A CAPABILITY
APPROACH**

Words representative of this approach are: *agency, life and soft skills* especially in decision making about work and learning, but also *uniqueness*. They underline then the importance, respect and irreplaceability of every single person.

● 4 APPROACHES TO WORK INCLUSION IN COUNSELING

It follows the declaration of human rights and the 2030 Sustainable Development Goals (SDGs) thus aiming to a full and effective equal participation



**A HUMAN
RIGHTS
APPROACH**

Words that can be considered as indicative of this vision are, for instance, *empowerment, equality, respect, non-discrimination, active citizenship, sharing, reciprocity.*

The approaches outlined do not necessarily convey contrasting visions.

The counselor will support:

a here-and-now advocacy, where a response is made to an immediate situation;

preventive advocacy, referring to action taken to prevent injustice against a group of individuals;

citizen advocacy, which encourages others to take on social issues

(Toporek & Liu, 2001).

MAIN
IDEA

Thank you for
the Attention.
Questions?