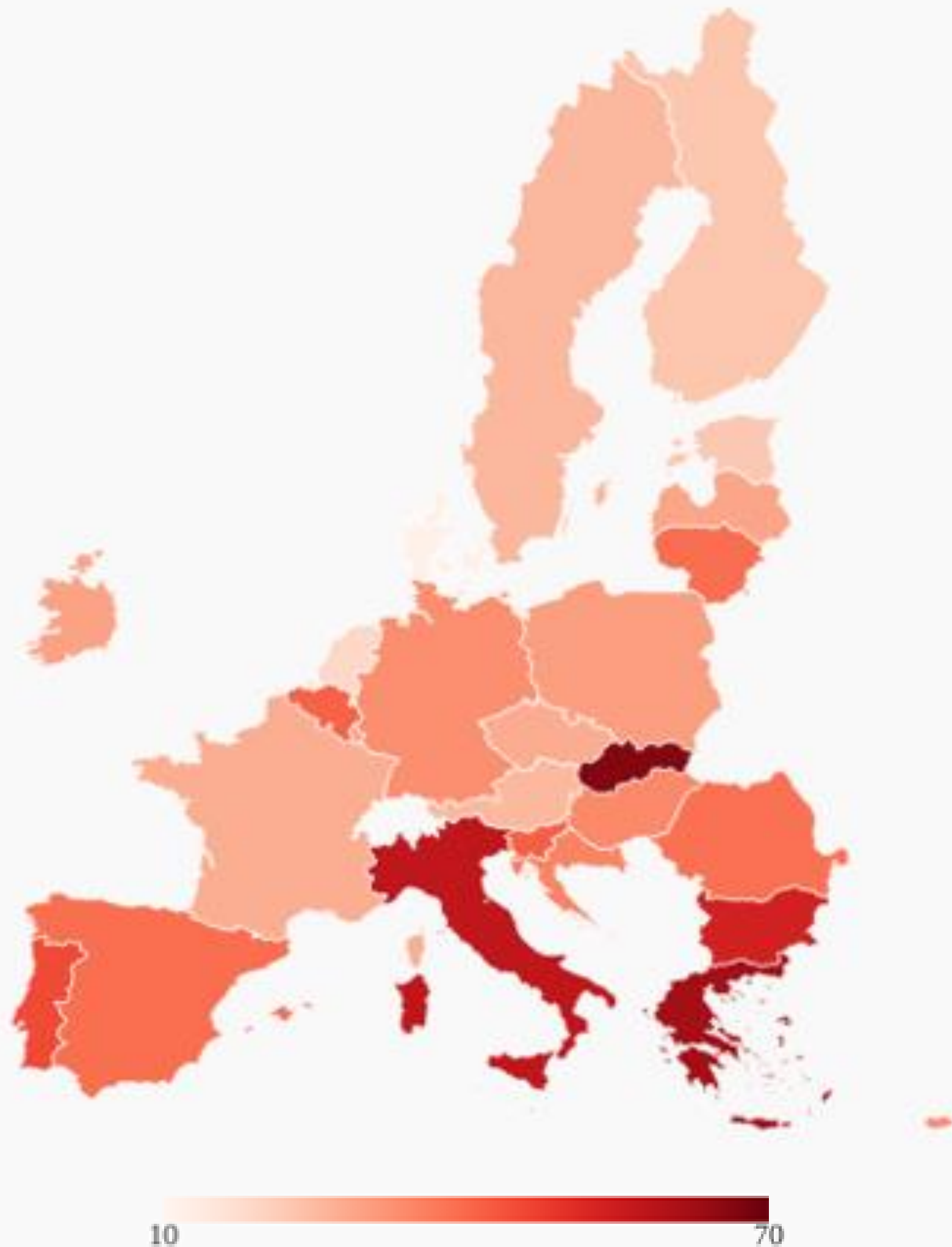# Facts and figures
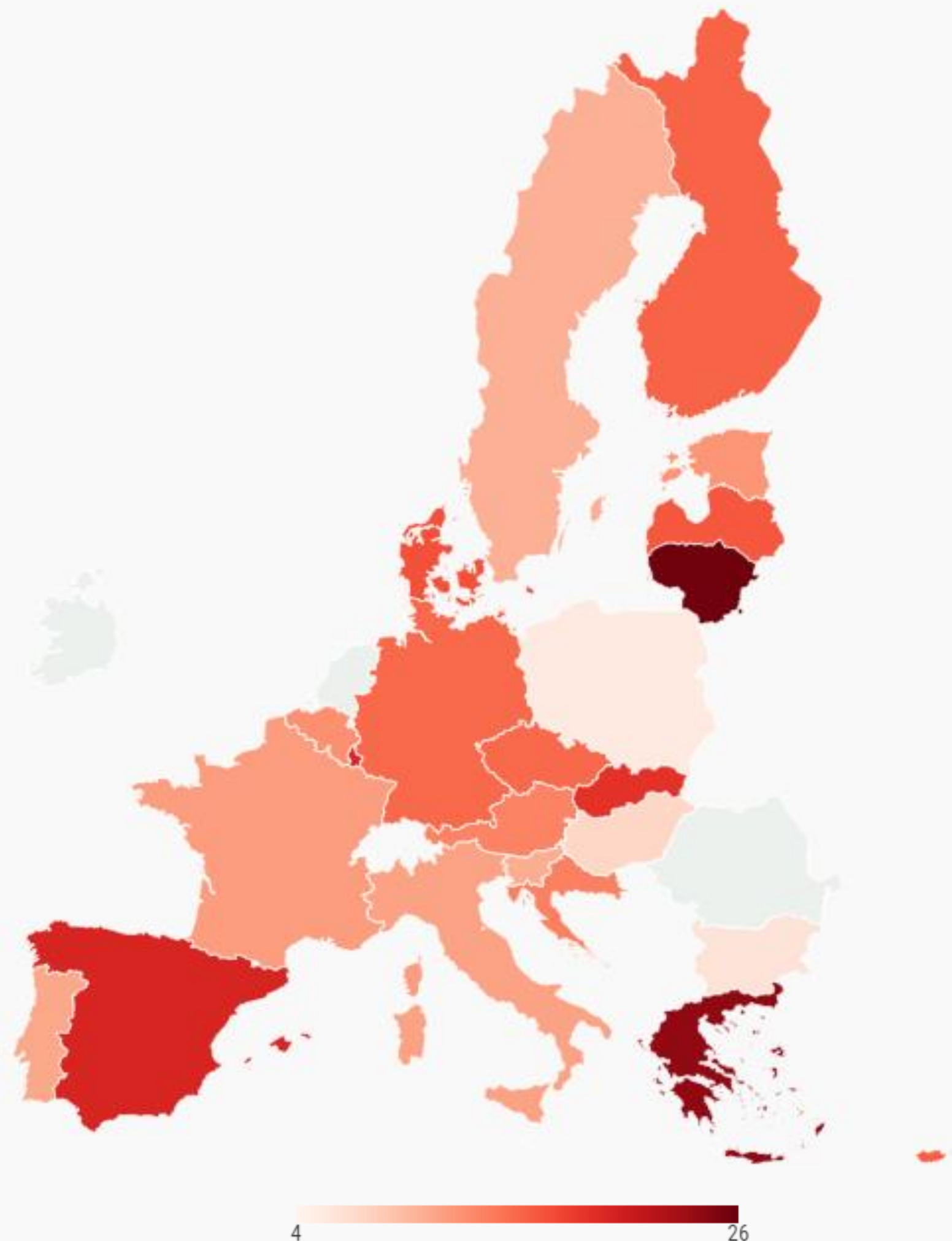
Rate of unemployed people over 12 months, compared to all unemployed individuals.

Source: Opepolis - Oil

Facts and figures

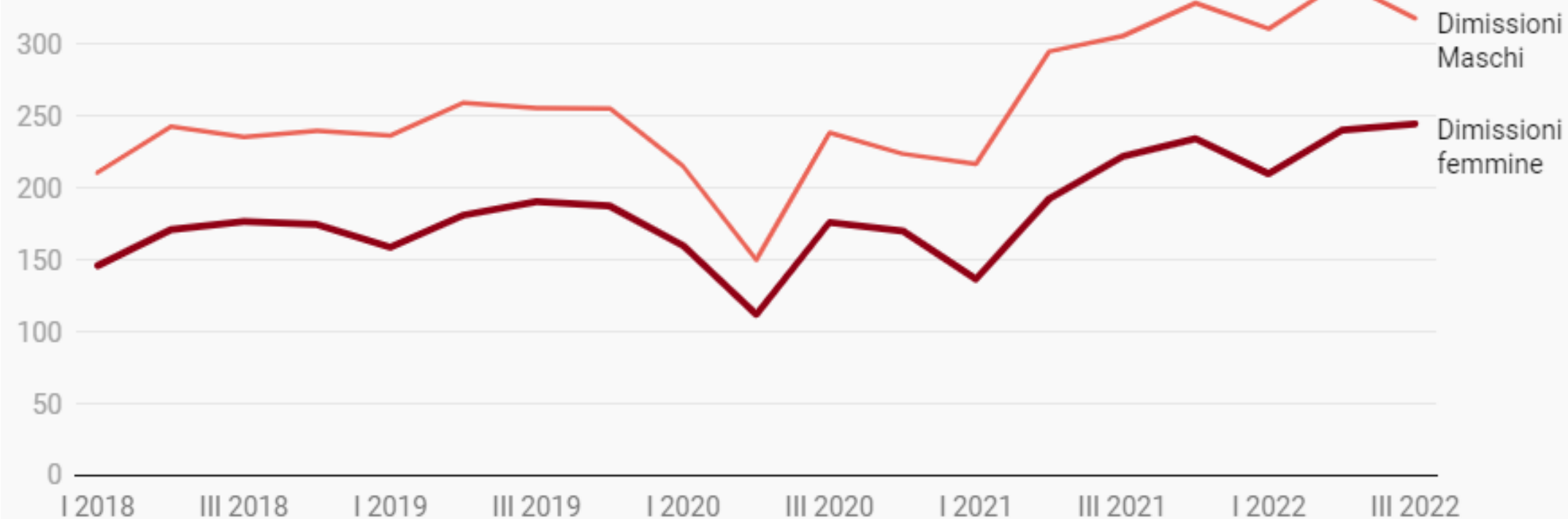The proportion of unemployed people with disabilities across EU countries (2020)

Source: Opepolis - Oil

The situation in Italy

Dimissioni dal lavoro in Italia

espressi in migliaia

Dimissioni Maschi

Dimissioni femmine

Per Dimissioni si intende: Dimissioni giusta causa; Dimissioni; Dimissioni durante il periodo di prova; Dimissioni per giusta causa o giustificato motivo durante il periodo di formazione; Recesso con preavviso al termine del periodo formativo.

Source: Italian Ministry of Labor and Social Policy

2022 reported the highest number of voluntary resignations.

In 2021, almost 1.7 million voluntary resignations were registered (+22% compared to 2021 and +33% compared to 2020)

Great Resignation

Is this a "normal" trend that has been going on for some time?

Normal occupational transitions from one job to another (e.g. from public to private in healthcare).

Early retirement

Poor services for female workers

Indirect effects of remote work

Is it a drastic and unexpected mass "cultural" change?

Shifting priorities (life/work, use of time)

Modification of values (meaningful work, fairness, non-discrimination, ...)

Enhancement of personal and organizational well-being

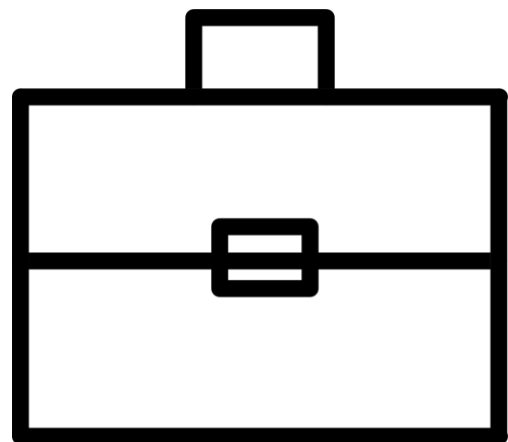Reconsideration of the profession (health, school, etc.)

The involved population (D'Aniello, 2022)

Millennials (30-45 years) are the most involved

Job sectors:

- Retail

- Manufacturing

- Catering and hospitality

- ICT

- Marketing

- Health care professions (nursing)

Differences between generations

The 5 Generation Workplace

Traditionals	Baby Boomers	Generation X	Generation Y (Millennials)	Generation Z (Digital Natives)
DOB: 1900–1945	**DOB:** 1946–1964	**DOB:** 1965–1980	**DOB:** 1981–1996	**DOB:** 1997–2015
• Loyal to the company • Dedicated • Disciplined • Job for life • Retiring later	• Dedicated to work • Optimistic • Committed • Team orientated • Experimental	• Open-minded • Appreciate diversity • Work–life balance • Competitive • Entrepreneurial • Independent	• Career determined by switching roles often • Keen on mobility • Socially vocal • Tech-savvy • Immediacy	• Critical and selective • Career multitaskers • Technology is intuitive • High expectations • Coached, not managed

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CHANGING CAREERS AND 'CAREER PATHS'

Increase in temporary unemployment

Emotional reactions, worries and uncertainty about the future, difficulties in career planning

Prolonged or permanent unemployment

Reduction of resources for subjective and objective career success

Reduced human capital, social capital (e.g., networks, social support) and psychological resources (e.g., hope, self-efficacy)

Changes in work schedule

- Negatives: Work intensification, Work-life conflicts
- Positives: Increased positive attitudes towards flexible work schedule, remote work, the benefits of online meetings (cheaper, less travel)

CHANGING CAREERS AND 'CAREER PATHS'

Job insecurity

- Forced need to explore alternatives
- Increases fragmentation of work,
- Stronger inequality of opportunity

Career shock

- Reduction/disappearance of traditional routes,
- Appearance of other pathways (e.g. in the digital world),
- Blocking of planned and ongoing paths

Changes in attractiveness in the world of work

- Negative expectations for certain professions at greater risk (tertiary, tourism)
- Propensity towards sectors considered essential (health, digital, technological professions)
- Positive attitudes to 'hybrid work'

Uncertainty and risk of job loss

Review of selection and design criteria

New career paths

Increased weight of resilience

Changes in the meanings of work

RIPPLE EFFECTS ON THE WAYS

WE THINK AND APPROACH WORK

Meaning & Well-being

Living one's life as meaningful to cope with the effects of adverse or threatening situations (Arslan & Allen, 2022).

Finding meaning to prevent stress and burnout (De Jong et al., 2020) and to reduce the impact of difficulties on well-being (Edwards & Van Tongeren, 2020).

Having a sense of meaning seems to be an essential element for healthy functioning (Arslan & Allen, 2022).

Meaningful work

- **Work experienced as "particularly significant and [as] holding more positive meaning for individuals"** (Rosso et al. 2010, p. 95)

- It refers to significant experiences rather than characteristics of work (Allan et al., 2019; Lysova et al., 2022; Steger, 2017)

- Individuals who experience work as meaningful, extend this significance to the rest of their lives as well (Bailey & Madden, 2016)

Benefits of meaningful work

- Satisfaction and meaning in life (Steger et al., 2012)

- Intrinsic motivation (Bayley et al., 2019)

- Increased job satisfaction and engagement (Allan et al., 2019, 2020)

- Job performance and organizational commitment (Lysova et al., 2022)

- Lower anxiety and depression (Ward & King, 2017)

- Lower turnover intention and absenteeism (Albrecht et al., 2021)

Work and Severe Mental Illness (SMI)

Getting a job as a critical step in the recovery process of people with SMI (Saavedra et al., 2016)

Psychosocial benefits: increased self-esteem, self-efficacy and reduced hospital admissions

Reconstruction of identity, reducing social stigma and self-stigma

Identity reconstruction as an essential part of the recovery process: thanks to work, a person with SMI can be seen as an individual contributing to society

Promoting and hindering factors (Saunder & Nedelec, 2013)

Balance between challenge, flexibility and predictability

In line with personal values and interests

Respectful and cooperative culture

Positive relationships with doctors and employment specialists

Work perceived as useful

Fear of loosing benefits and income support
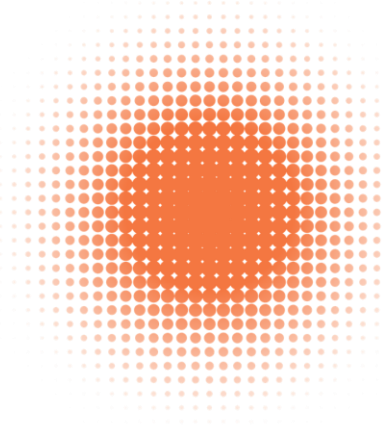
Medication side effects or symptoms

Excessive workload

Emotional demands of the job

Relationships with supervisors and colleagues
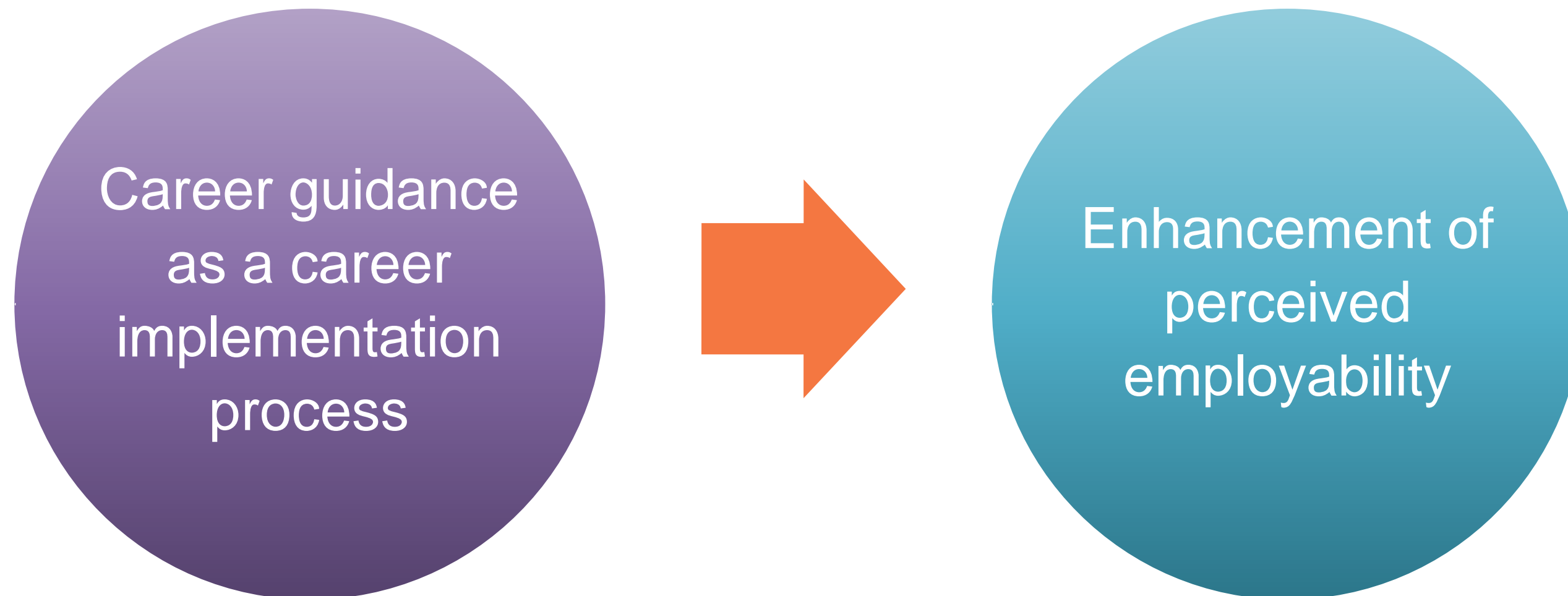
Perceived stigma

The role of employability

Career guidance

- Holistic process supporting people throughout their life

- Promotes the sense of autonomy, decision-making, responsibility for choices

- Requires an active role in managing one's career (key role of workers)

Career guidance as a career implementation process → Enhancement of perceived employability
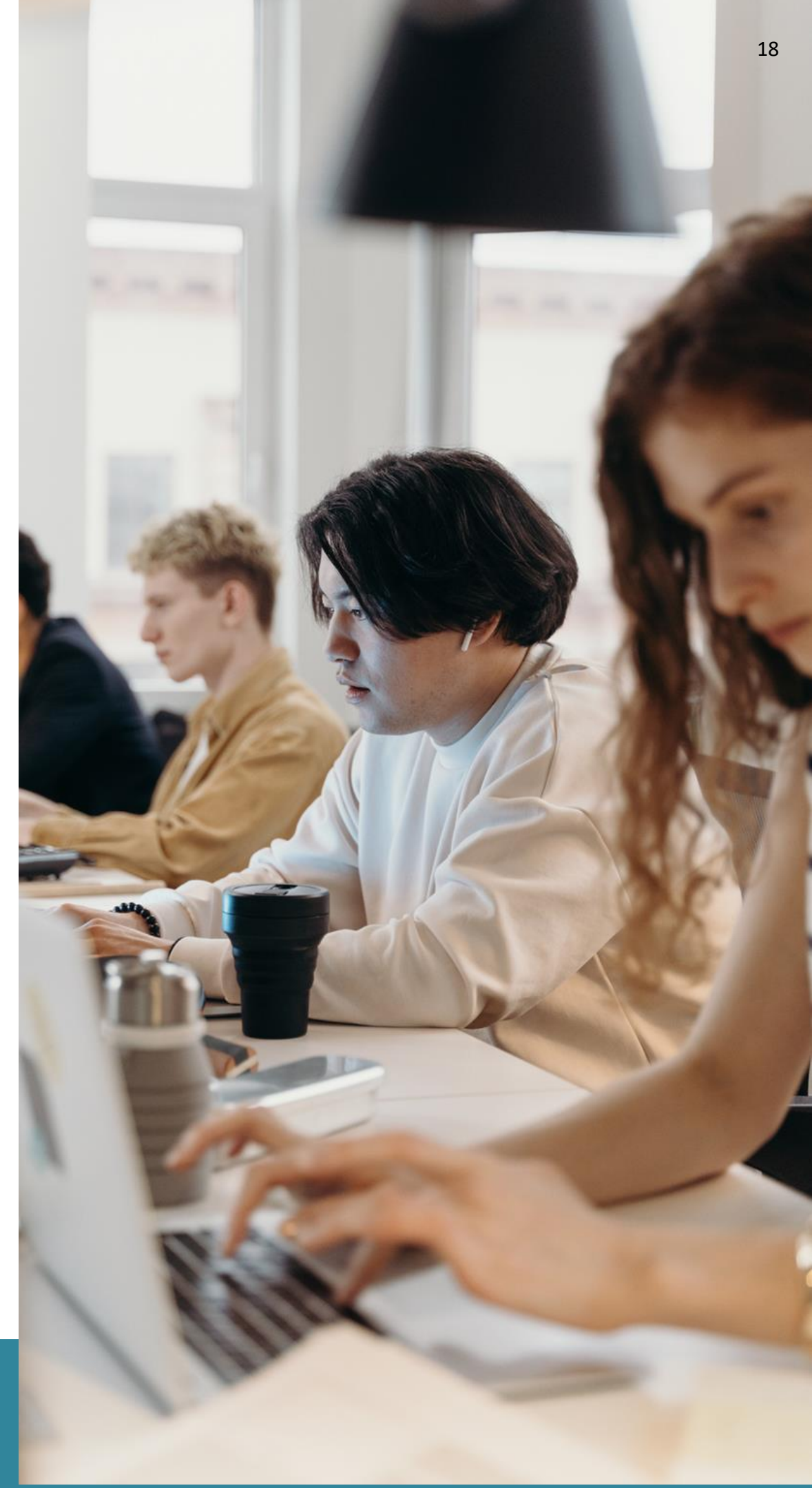
Employability.

Perception of one's possibility to find employment, remain in employment or obtain new employment as, and when, required (Berntson et al., 2008).

Competences and readiness to change enable people to adapt to changes in the labour market and embrace opportunities (Fugate et al., 2004).

Does it play a role only before finding a job?

Feeling employable promotes security and autonomy while fostering control over the environment.

Environmental factors... Resources or barriers?

Together with personal resources, such as employability, environmental factors can act as positive resources which "help" individuals or as barriers which instead "hamper" them.

Contextual resources and barriers provide insight into individual differences in the process of job placement and career development.

In some cases, career guidance starts with removing internal barriers and strategies to circumvent external barriers...

This is a preliminary step to actively pursuing career goals.

The role of career guidance

Career guidance to:

Increase personal resources and enhance employability;

Support employment inclusion.

Three main goals:

| CAREER TRAJECTORIES | EMPLOYABILITY | CAREER MANAGEMENT COMPETENCIES |

Individual Placement Support (IPS)
Supporting people with mental health problems get back into work

IPS as an individualized strategy to foster self-determination and promote satisfaction.

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