Occupational Justice as Social Justice: Towards Inclusive Societies

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“Human rights advocacy as a core principle”

“Advance social participation, health, wellness and social inclusion globally with knowledge and practices that address the social determinants of health and occupational justice”
Social justice  (Rawls, Miller)

• Treat people equitably
• Fair share of resources
• Injustices are created by society
• Societies can alter the social arrangements
• Create an inclusive, culturally plural society
• Respect for diversity
Universal Declaration of Human Rights

United Nations (1948)

Specifies culturally important occupations

• Work
• Leisure
• Cultural life of the community
Capabilities approach

Amartya Sen

• What people are able to do and be
• Things people have reason to value
• Opportunities to use capabilities
• Which doings matter?
• Differences in ability to use capabilities
Social Justice & Health

Health seems implicit to leading a fulfilling & healthy life (Rawls) and basic necessities to function (Miller) but health disparities were not regarded as unnecessary, unfair, & avoidable consequences of socioeconomic differences.
Occupational Justice

• Equitable opportunities & resources to do, be, belong & become

• Opportunities to engage in occupation are just, health-promoting & meaningful
Relationship of social & occupational justice

• Joint aspirations towards **inclusion**
• Shared focus on **inequities**
• Focus on right to **work** (UN) / productive occupations (OTs)
• Need for **fairness** - occupational participation for all members of a community
• **Discrimination** as a social & occupational issue
Calling on Justice Philosophies

• **Social justice:** Pointing to importance & legitimacy of issues

• **Occupational justice:**
  • Reveal the impact on participation & inclusion
  • Identify specific barriers
  • Describe suffering in readily understood terms – people’s everyday occupations
Application in practice: MIROTS

• Working in partnership with health service, charitable and non-government organisations
• Designing occupational solutions to real life challenges