PART III

Work Capabilities in Different Contexts

Because diversity, customisation, and contextuality are key features of the model, it can be applied to many different contexts. An important point is the universality of values. This plays a role not only in the (cross-)cultural perspective and the decolonial position but also in the discussion about whether a universal conceptualisation of 'decent work' is possible. This discussion is reflected in one of the most important debates within the capabilities approach, between Nussbaum and Sen, regarding whether there should be a universal list of central capabilities (Nussbaum) or not (Sen, value-openness).

This debate, and its implications for work, is addressed in Part I (Chapters 5 and 6). The discussion is important for this part because of its connection to cross-cultural diversity (Chapter 11), the decolonial perspective (Chapter 12), and work capabilities in different occupations and countries (Chapter 13). This connectivity is already addressed in Chapter 5.

The important aspect of leadership is discussed in Chapter 14, and Chapter 15 argues that CA is also suitable for addressing future challenges such as artificial intelligence, climate change, and growing global inequality.

In line with the normative principle of the CA, this part, in addition to the content, places a significant emphasis on policy implementation. The following chapters are included in this part:

11. (Cross-)Cultural Perspectives on the Capability Model
12. Decent Work and Social Justice from the Vantage Point of the Global South: Decoloniality and the Capability Approach as *Parrhesia*
13. Work Capabilities in Different Occupations and Countries
14. The Capability Approach: A Guiding Framework for Work Capabilities and Leadership
15. Future Work and the Capability Model: Digitalisation, Globalisation, and Climate Change

Downloaded from https://www.cambridge.org/core. UNIVERSIDAD AUTONOMA METROPOLITANA, on 12 Nov 2026 at 19:50:00, subject to the Cambridge Core terms of use, available at https://www.cambridge.org/core/terms. https://doi.org/10.1017/9781009600576.014

Downloaded from https://www.cambridge.org/core. UNIVERSIDAD AUTONOMA METROPOLITANA, on 12 Nov 2026 at 19:50:00, subject to the Cambridge Core terms of use, available at https://www.cambridge.org/core/terms. https://doi.org/10.1017/9781009600576.014