PART I

The Capability Model in Relation to Work

In this introductory part, we elaborate on the capability model and explain why the essence of the model (that people can have the identities they want to have and can do the things that add value to themselves and their environment) and the well-being aspect fit well with ideas about work in which people are not only a means of production, but also values in themselves, with the right to valuable work.

It is argued that the original elaboration of sustainable employability, which looked at capabilities within work for the first time, still provides a solid foundation for involving the capability model in work. A practice-oriented vision, with an eye to the context and diversity of that practice, requires a different view of science. Notably, social justice is a crucial aspect and even a foundational component of the model. We argue that combining contributive justice with the model adds value, both conceptually and in practice.

There are some paradoxes in assessing capabilities. The openness of the capability approach (CA) makes it an integrative approach that is very compatible with other theories of the fields of work, health, and behaviour.

The following chapters are included in this part:

1. The Capability Model for Work: An Introduction
2. Capabilities and Work: New Developments toward Sustainability and Well-Being in Work
3. The Capability Approach in Relation to Contributive Justice
4. The Paradox of Capability Assessment: Investigational Requirements Associated with Adopting Capability as the Informational Focus of a Theory of Justice
5. The Integrative Aspects of the Capability Approach
6. Integrating the Capability Approach with Other Theories of Work and Employee Health and Well-Being

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