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## ■ Peter Bartelheimer

- Work / employment in capability perspective
  - Input to TG work annual meeting 2023

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## ■ How to fit work / employment into the capability paradigm

### ■ Work, employment as domain («bundle») of functionings and / or capabilities

- Alternative combinations of work-related doings and beings one has reason to value
- Multi-faceted evaluative space – many possible sub-domains
  - Selection guided by purpose of research, entry points, specific capability theories of labour
  - E.g. paid / unpaid, market or material production aspect

### ■ Relation to wellbeing, human development («flourishing«)

- Instrumental for other functionings and / or capabilities a person values
  - Wage (market aspect), entitlements, social relations, other individual and social consequences
- Useful and purposeful activity as an ultimate (intrinsic) value – **seems controversial**
  - At odds with often subordinate and degraded quality of work, but ...
  - Labour (power) cannot be separated from the worker's person
  - Labour process involves the worker as a subject (allowing for subjectivity, attachment)

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- **Good reasons for »theoretical exceptionalism« with reference to work / employment?**
  
  - **Instrumental value of labour may dominate – but ...**
    - Other capabilities have both instrumental and constitutive value
      - Health, education, housing – »corrosive« or »fertile«(Wolff/De Shalit 2007) for other domains
  
  - **Shop-floor, labour market conditions »morally ambiguous« (Suppa 2019)**
    - Other functions are institutionally framed and valuation depends on conditions
    - Other capabilities are individual and socially dependent (Sen 2002)
  
  - **(Meta-) Theoretical implications: Do they provide a better theoretical fit?**
    - Work-related functionings as a resource (»providing activity«, Suppa 2019)
      - not theoretically parsimonious, specific theoretical construct needed to link work to capability
    - Place a specifically human functioning, large share in time-use outside capability set?
      - Claims on labour process (workers' agency, » good«, » meaningful«, »sustainable« work)?
    - Work (wage) as opportunity cost in leisure (neoclassical economic theory)
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