

employability is wrongly positioned as consisting of aspects of the work context and the employee, while the unit that is employable can only be the employee; iii) it assumes that achieving value at work automatically leads to (or can even equated to) sustainable employability; iv) sustainable employability within the definition does not generalize to unemployed individuals; and v) the longitudinal aspect of sustainable employability is not clearly specified concretely. These aspects as discussed in Chapter 2 provide several directions to achieve a more comprehensive and clear definition of sustainable employability.

Chapter 3 builds on the aforementioned directions and other existing literature on sustainable employability to achieve a comprehensive conceptual framework. First, the general meaning of the elements ‘sustainable’ and ‘employability’ are considered to achieve a rough general working definition of sustainable employability as the ability of an individual to function at work and in the labor market not being affected negatively by the employment of that individual over time. This working definition already matches most of the requirements as formulated in Chapter 2. Subsequently, an interdisciplinary perspective on functioning at work and in the labor market is used to achieve a set of nine complementary indicators of an individual’s ‘employability’ (i.e., perceived health status, need for recovery, fatigue, work ability, job satisfaction, motivation to work, job performance, perceived employability, and the match between the required competences and the competences an individual has). This employability construct should then be captured repeatedly over a longer period of time, so that the ‘sustainability’ (i.e., positive growth or stability over time) in the development of employability can be captured and predicted. Finally, the framework suggests that aspects of the employment situation that have a positive effect on- or safeguard the stability in employability over time can be considered conditions of sustainable employment of an individual in work. Hereby, the resulting conceptual framework provides clear guidelines for research on sustainable employability.

Chapter 4 examines whether the proposed definition of sustainable employability can be validly translated into a measure combining the nine complementary indicators (i.e., perceived health status, need for recovery, fatigue, work ability, job satisfaction, motivation to work, job performance, perceived employability, and the match between the required competences and the competences an individual has). To this end, Chapter 4 empathically considers the distinction between reflective and formative measurement models, as it is essential in determining the validity of complex construct such as sustainable employability. Using an adapted checklist to