

Disability and Work Environment

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Foreword

The Swedish Government's strategy, "A good work environment for the future, for the period 2021–2025", aims to prevent ill health, reduce the risk of people being excluded from working life, promote consideration for people's diverse circumstances, and foster the development of both individuals and businesses. The Government's strategy is closely tied to the UN's Sustainable Development Goal 8 regarding decent working conditions and economic growth. Like SDG 8, the strategy focuses on creating an inclusive and sustainable labour market with good working conditions for everyone, regardless of gender, age or disability. However, working life can present specific challenges for people with disabilities. To ensure that the circumstances of this group are also taken into account, this report compiles knowledge on disability and the work environment.

Although research on disability and functional impairment exists, it rarely focuses on the work environment of employed people with disabilities. The results in this report show that although barriers and opportunities in the work environment vary depending on disability, workplace and work tasks, there are general patterns that occur regardless of disability and work. The results also indicate a lack of knowledge about disabilities within organisations, and that employers often overestimate the cost of adaptations. Furthermore, the report underscores the importance of flexibility, adaptations, and a focus on the individual, rather than their disability. Leadership, support from colleagues and recognition also play a major role. In addition, the results highlight the need for employers and management to actively develop their knowledge in the area, in order to create sustainable and inclusive work environments for people with disabilities.

The literature review was written by Associate Professor Maria Norstedt and Associate Professor Per Germundsson of Malmö University. The report was reviewed by Christian Ståhl, Professor at Linköping University and Erica Wall, Professor at Mid Sweden University, on behalf of the Swedish Agency for Work Environment Expertise. The literature search was conducted by Lars Våge, Daniel Fahlén and Jonas Degerfält, librarians at Mid Sweden University, on behalf of the agency. Veselinka Möllerström is the responsible process manager at the agency, and Lasse Nivér was responsible for communication and layout.

The authors of the agency's systematic literature reviews have chosen their own theoretical and methodological starting points and are responsible for the results and conclusions presented in this particular review.

I wish to extend my sincere thanks to our external researchers and quality reviewers, as well as to the agency employees who contributed to the production of this valuable systematic literature review.

Gävle, December 2024



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Summary

Working life and the working environment can pose unique challenges for people with disabilities. Research on working life and disability has often focused on the disability itself, rather than the barriers in the environment, and more knowledge is needed about facilitating and hindering mechanisms at the organisational level, as well as what works for whom and under what conditions[1]. Against this background, the Swedish Agency for Work Environment Expertise has identified a need to increase understanding and gather knowledge about the work environment for this group. The results from the knowledge compilation are presented in this report.

Aim

The aim of this research review is to identify and synthesise research on the work environment for people with mental, intellectual and physical disabilities.

The work on this research review is guided by the following questions:

- What are the main challenges identified in the work environment of people with disabilities?
- What are the main enabling factors identified in the work environment of people with disabilities?
- What impact do organisational-level factors, such as similarities and differences in organisational size, organisational form, leadership and training of staff, have on the work environment for people with disabilities?
- What are the characteristics of an inclusive workplace, i.e. a work environment that people with disabilities themselves perceive as inclusive, according to existing research?

Research methodology

The research review was conducted using the Scopus and Web of Science databases. Full-text articles in peer-reviewed journals published between 2013 and 2023 were included. A total of 105 articles were included in the research review. A thematic analysis was performed to summarise and draw conclusions about the state of knowledge.

Results of the review

The review includes 51 articles based on qualitative methods and 40 based on quantitative methods. Two articles used both qualitative and quantitative methods. Thirteen of the included articles are literature reviews, one of which is also based on qualitative methods. The respondents in 46 of the included articles are workers with disabilities. Most studies are conducted in an Anglo-Saxon context (USA, Canada, Australia and UK). Six of the studies are based on empirical data from Sweden.

The table below shows the themes identified for each research question:

Themes identified for each research question			
1. Challenges in the work environment	2. Positive work environment factors	3. Similarities and differences	4. An inclusive workplace (the individual's own perspective)
– Demands too high or too low – Lack of stability and routines – Lack of flexibility – Lack of knowledge and experience – Discrimination – Lack of recognition – Lack of accommodations – When accommodations pose a challenge – Being 'open' about your disability	– Stability and routines – Flexibility – Matching – Active and positive leadership – Inclusive and positive workplace culture – Colleagues' and managements' knowledge – Recognition and being a valued employee – Workplace support – Workplace accessibility – Obtaining accommodations – Access to technology support	– Similarities and differences between industries – Similarities and differences between sectors – Size of the organisation – Staff's training and knowledge – Leadership	– Supportive workplace and relationships – Active and positive leadership – Recognition and being a valued employee – Colleagues' and managements' knowledge – Obtaining accommodation

Overall, the findings point to the importance of flexibility, accommodations and support, focusing on the needs of the individual, the role of leadership, the role of colleagues and relationships, and the importance of recognition for an inclusive work environment for people with disabilities. These aspects are central to the included studies, regardless of whether the empirical data is based on the perspective of employers, managers, management, colleagues or the individuals themselves. The findings also point to the importance of employers and management actively working with and developing their knowledge of these issues to promote a sustainable and inclusive work environment for people with disabilities. Whether the challenges and facilitators are influenced by the size of the organisation, the industry or the sector cannot be answered by the research review, as the results of the studies are far from clear and in some cases contradictory.

Knowledge gaps

Several studies and databases, do not break down results and statistics by type of disability. This means that challenges and enabling factors in the work environment cannot be compared between different types of disability or within the same type of disability - knowledge that could have highlighted similarities and differences between different groups.

A recurring challenge identified in the included studies is the misconception among employers that employing individuals with disabilities and providing reasonable accommodation is costly. Studies on the actual costs, especially for small and medium-sized enterprises, would be relevant in the Swedish context to provide employers with more knowledge to make informed decisions.

Changes in practices, attitudes and norms take a long time, and disabilities may change or worsen over time. One phenomenon that would be of interest to study further over time is possible lock-in effects for people with disabilities. Follow-up and longitudinal studies are needed to capture changes over time.

Another identified knowledge gap is that the included articles include few studies on technical work aids and adaptations, and even fewer on digitisation in relation to the work environment. However, this may be due to the exclusion criteria that were initially set and which influenced the selection of studies.

Conclusions

To achieve a supportive and inclusive work environment for people with disabilities, the needs of the individual must be at the centre. This of course applies to all people, which would argue for a use and approach that recognises that we all have a variation in our ability, rather than dividing people into two groups: people with and without disabilities. A common theme across the included studies is the findings that 'one size does not fit all', however people with disabilities are often viewed and treated according to the specific type of disability they have. The importance of focusing on the individual overlaps with other general patterns, not least the importance of flexibility and recognition. When flexibility is mentioned in the studies, it is most often related to where, when and how tasks are carried out. Recognition focuses on the employee's experience of being valuable, belonging to and contributing to the organisation, and being treated like others. At the same time, the evidence of the review shows that a recurring challenge for many people with disabilities is the experience of discrimination, stigma, bullying, negative attitudes and stereotypes about their ability to work and their disability.

An inclusive working life and reasonable job satisfaction for people with disabilities requires active leadership that takes responsibility for creating an inclusive workplace. Workplace culture, should be underpinned by, policies and practices that promote an inclusive workplace, while respecting and recognising the employee. The research review also highlights the importance of employers

making the necessary adjustments to create an inclusive workplace. At the same time, the evidence shows that people with disabilities face difficulties in getting the proper accommodation and support, regardless of the type of disability or job. A recurring explanation in the studies for why employers fail to provide adjustments is a lack of knowledge and misconceptions about the costs with adjustments and support, often perceived as being more expensive than they actually are.

As with previous studies, the evidence of the research review shows that peer support plays an important role in the perception of the workplace as inclusive and in creating a sustainable and inclusive work environment, both in terms of emotional support and practical work support. Peer support leads to recognition and makes people with disabilities feel valued employees and an important part of the workplace.

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1. Introduction

In its official letter “A good work environment for the future”, the Swedish Government presents a labour market strategy for the years 2021–2025, aiming to ensure good working conditions and opportunities for development at work for both women and men [2]. The strategy does not have an explicit focus on people with disabilities, but the Government has formulated a general goal for its working life policy: to promote a work environment that prevents ill health and accidents, counteracts the exclusion of people working life, takes into account people’s diverse circumstances, and contributes to the development of individuals and businesses. For people with disabilities, however, working life and the work environment can pose special challenges. This is reflected in Statistics Sweden’s statistics, which indicate that among people with disabilities, the employment rate is only 52 percent, compared with 81 percent among the rest of the population [3]. When it comes to the need for support and adaptation, about 80 percent of all employed people with a disability that results in reduced work ability need at least one support or adaptation measure (ibid). Statistics Sweden’s figures show that among the working-age population (aged 16–65), just under eleven percent state that they have a disability, and of these people, 72 percent state that their work ability is partially or very reduced. However, no exact data exist on the proportion of the Swedish population that has a disability. These numbers vary, depending both on how the group is defined, but also on how the surveys are conducted, the questions they ask, and how these questions are formulated.

A literature review of Swedish studies on working life and disability shows that it is more common for research to focus on the disability itself, rather than on obstacles in the working environment. The authors conclude that more research should be conducted on facilitating and hindering mechanisms at the organisational level, while more knowledge is needed about what works for whom, and under what conditions [1].

Against this background, the Swedish Agency for Work Environment Expertise has identified a need for greater understanding of disability in relation to the work environment and the compilation of knowledge on this subject. This report presents the results of knowledge compilation, which takes the form of a systematic literature review.

Mission statement and questions

The task of producing a systematic literature review involves mapping and summarising research, in this case on the work environment for people with mental, intellectual and physical disabilities.

The following questions have guided the systematic literature review:

- What are the main challenges identified in the work environment for people with disabilities?
- What are the main facilitating factors identified in the work environment for people with disabilities?
- How is the work environment for people with disabilities affected by factors at the organisational level, such as similarities and differences in organisational size, organisational form, leadership and staff training?
- According to existing research, what characterises an inclusive workplace, i.e., a work environment that people with disabilities themselves perceive to be inclusive?

Key concepts

Key concepts relevant to the stated research questions are presented here.

Disability and functional impairment

In the report, the term “disability” is defined in accordance with the Swedish National Board of Health and Welfare’s term bank, in which the Swedish term, “*funktionsnedsättning*”, is described as an impairment of physical, mental or intellectual functioning. A disability can arise as a result of an illness or other condition, or as a result of a congenital or acquired injury. Such illnesses, conditions or injuries can be of a permanent or transient nature [4]. Physical disabilities include, e.g., visual impairment, hearing impairment, deafness and mobility impairment. Mental disabilities can involve mental illness, such as schizophrenia, bipolar disorder, or various anxiety conditions that affect daily life.

Neuropsychiatric disorders such as ADHD and autism spectrum disorders also fall into this category. Intellectual disabilities are characterised by impaired intellectual capacity and simultaneously impaired adaptive capacity, i.e., impaired ability to adapt and function in everyday life. People with intellectual disabilities are not a homogeneous group, and the disability can vary from mild to severe or very severe [5].

The term “functional impairment” is also used in this report in accordance with the National Board of Health and Welfare’s definition of its Swedish counterpart, “*funktionshinder*” as the limitation that a disability may entail for a person in relation to their environment. As examples of limitations, the National Board of Health and Welfare cites difficulties in coping with daily life and lack of participation in working life, in social relationships, in leisure and cultural activities, in education and in democratic processes [4].

The National Board of Health and Welfare’s definitions of disability and functional impairment, as presented above, are consistent with the perspective expressed in the World Health Organization’s *World Report on Disability* [6].

The report states that almost everyone will have a temporary or permanent disability at some point in their lifetime – that this is simply part of life.

Furthermore, the WHO writes that disability is a complex, dynamic, multidimensional and contested concept. In the WHO report, the relationship between impairment and disability is understood in accordance with the ICF (The International Classification of Functioning, Disability and Health) explanatory model. According to this model, function and disability can be understood as an interaction between health conditions (diseases, illnesses and injuries) and personal and environmental factors [7]. In this way, an individual's impairment can lead to activity limitations and restrictions in being able to participate in several different areas of life. Such a perspective is usually referred to in disability research as a biopsychosocial model. Although such a division can be made at a theoretical level, real-life experiences of disability are more complex than that, arising from the intersection of body, identity, culture and social norms [8]. In summary, both medical and social perspectives are seen as important in understanding the multidimensional concept of disability in this systematic literature review.

Inclusion

“Inclusion” is a broad term, the meaning of which can vary somewhat, depending on the context in which it is used. At a general level, the concept of inclusion encompasses people's experience of being included, accepted and able to participate fully in society, regardless of characteristics such as gender, ethnicity, social status, sexual orientation or disability. In the UN's Sustainable Development Goals, Goal 16 focuses on building peaceful and sustainable societies:

Inclusive, accountable and fair institutions are the foundation of good governance free from conflict, corruption and violence. All people are equal before the law and should have equal access to justice and opportunities to influence and be accountable for decision-making [9].

The UN International Convention on the Rights of Persons with Disabilities (Article 27) [10] also highlights inclusion in working life. It states that people with disabilities must have the right to work on an equal basis with others, with the possibility of earning a living via freely chosen work in a labour market and working environment that is open, inclusive and accessible to people with disabilities. Sweden ratified this convention in 2008.

The aspect of inclusion most pertinent to this report is the inclusion of people with disabilities in the world of work. Again, there are many different definitions of what this means [11, 12].

Hafsteinsdottir and Hardonk [13] argue that workplace inclusion is fundamentally about the recognition of human diversity and that people are not excluded from highly valued occupational roles, as well as the existence of opportunities for meaningful participation in the workplace. They further write that workplace inclusion means that a person's skills and professional contributions are recognised, and that the individual has a sense of belonging to a wider social context and has good quality relationships with others in the workplace – relationships characterised by mutual trust and support.

A further perspective is highlighted by Colella and Bruyère, who argue that inclusion of people with disabilities involves adaptations to the job, work environment, work processes or working conditions – adaptations that reduce physical and social barriers [14]. Nota et al. [15] consider that the inclusion of people with disabilities in the world of work entails opportunities for career advancement, while Wehman [16] highlights the perspective that inclusion in the workplace means being able to interact with colleagues who do not have disabilities.

Work environment

The Swedish Work Environment Authority states that the work environment includes all conditions in a workplace: social, organisational and physical conditions [17]. In Sweden, the Work Environment Act (1977: 1160) [18] clarifies that it is the employer's responsibility and obligation to make adaptations for employees with special needs by adapting their work or otherwise changing the working conditions to make matters easier for people with disabilities.

Working life researchers Abrahamsson and Johansson emphasise that a good work environment takes into account physical, psychological and social factors:

In a good work environment, not only are physical risks and problems eliminated and equipment and premises adapted to people's different physical and mental conditions and designed to facilitate work, but employees also have control, participation and influence – ways both large and small. This involves the ability to influence the distribution of work, work pace and working methods – in relation to both other people and technical systems. [19]

The authors go on to say that workplaces with a good work environment are characterised by equality, fairness, respect, trust, democratic leadership, open communication and social support.

Adaptations

The Swedish Work Environment Authority's regulations and general advice on work adaptation [20] define work adaptation as:

Individual measures in the physical, organisational and social work environment aimed at enabling an employee with reduced ability to perform their usual work, to continue working, or to return to work. Work adaptation is used as a preventive measure to avoid ill health and sick leave, as well as when returning to work after sick leave. Work adaptation can be time-limited or permanent (Section 3)

According to Padkapayeva et al., adaptations can be divided into three types:

- adaptations that focus on physical barriers and increase accessibility in the workplace
- adaptations that increase workplace flexibility and individual autonomy
- adaptations aimed at workplace inclusion and social integration.

In international literature, as well as in the UN Convention on the Rights of Persons with Disabilities, the related concept of *reasonable accommodations* is

mentioned. A definition proposed by researchers Waisman-Nitzan, Gal and Schreuer [21] is:

Reasonable accommodations are adjustments that allow people with disabilities to have equal employment opportunities as long as they qualify to perform the essential job functions and the required accommodations do not result in “undue hardship for the employer” (p. 2).

However, we recognise that this term is vaguely defined and difficult to translate into a Swedish context, so we only use it in a few cases in the report, in which respondents expressed a desire for reasonable accommodations.

Job satisfaction

Job satisfaction is an elusive concept that can be studied from different perspectives and in different fields of knowledge. It is often perceived as being about the individual’s experience and feelings regarding their work. Do et al. write that job satisfaction is not only linked to the individual, but also involves how an organisation is managed and governed. They note that recent research views job satisfaction as an important measure for evaluating qualitative aspects of employment for people with disabilities [22]. In relation to the work environment, the researchers further write that a poor work environment not only reduces job satisfaction for workers with disabilities, but also makes it difficult for them to adapt to their workplace.

Disposition

The next chapter describes how the articles were identified, sorted and analysed. The results of the study are then presented under five main headings:

1. General patterns
2. Challenges in the work environment
3. Facilitating factors in the work environment
4. An inclusive workplace
5. Similarities and differences

Finally, the report discusses the results, the methodology, and the identification of knowledge gaps. It concludes with reflections and suggestions for further research.

2. Method

This chapter describes the procedures for literature searches, relevance assessment, quality review, and inclusion and exclusion of articles. It also describes how the researchers compiled and analysed the articles. Every step has followed the Swedish Agency for Work Environment Expertise's process for producing systematic literature reviews. This process, in turn, is based on the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) checklist and flow chart, which aims to make visible how references are identified, included and excluded. To answer the research questions, scholarly articles have been systematically searched, with the goal of finding as much relevant research as possible. The literature searches were initially conducted in four databases, but due to overlaps between these, only the hits from the two largest databases have been used. This issue is described in greater detail below. The relevance assessment has been conducted in two steps. In the first step, the title and abstract were assessed. In the second step, the articles were assessed in full-text form. Subsequently, a quality assessment of the studies was made by both researchers. As the research questions were broad and focus on various factors that characterise an inclusive work environment for people with disabilities, this systematic literature review takes the form of a literature survey. The goal is to compile and summarise previous research based on an analysis of the included studies. The presentation of the results is based on what is known and what knowledge gaps exist. Appendices 1–5 present search documentation in Scopus (Appendix 1), search documentation in Web of Science (Appendix 2), reviewed full-text articles (Appendix 3), a compilation of excluded full-text articles and the reasons for their exclusion (Appendix 4) and full-text articles that were excluded due to poor quality (Appendix 5).

Literature search strategy

The search strategy was designed in collaboration with librarians from Mid Sweden University and is based on the research questions. A list of relevant search terms was developed and tested. To check that the search covered relevant aspects of the research question, the Population, Phenomena of Interest and Context (PICO) model [23] was used. The searches were conducted by the library, initially in four databases (Web of Science, Scopus, Cinahl and Proquest). Proquest included Sociological Abstracts and Social Services Abstract. However, with this approach and the search terms used, the search yielded an excessively large number of hits (approximately 44,000). This, combined with the considerable overlap between the databases, led the researchers to decide to proceed with the hits from the two largest databases (Scopus and Web of Science). A check of 100 articles was performed, which showed that no relevant articles had disappeared from the results following the exclusion of the two other databases originally used.

The searches covered a period of ten years (2013–2023). The library’s search documentation is presented in Appendices 1 and 2, which also list the search terms used.

After identifying and excluding duplicates, 3,029 articles were included for title and abstract review. The review of all these articles was done by both researchers individually and independently in the Rayaan tool, after which the researchers compared and discussed their lists. If, following their discussion, they still had differing opinions about an article, it was included in the list of articles for full-text reading.

Delimitations

Full-text, peer-reviewed articles were included. To be included in the systematic literature review, texts had to be written in English, Danish, Norwegian or Swedish. Articles not based on a working life context were excluded. The researchers have included relevant literature reviews, but have chosen not to present the conclusions of the reviews under the various themes in the “Results” section of the report. However, they are used to critically examine the consistency between the results of the report and previously conducted literature reviews. Articles not based on empirical material (conceptual articles, viewpoints or similar) were excluded. Hits with the wrong type of publication (e.g., book chapters and conference papers) were also excluded. Studies focusing on the policy and legislative level were excluded, as these can be more difficult to transfer from different national contexts. Studies from developing countries were also excluded, due to difficulties in transferring the results to a Swedish context.

Based on the aim of the systematic literature review, the research questions and the PICO framework, the researchers also excluded articles on:

- predictive factors and work environment factors that may lead to ill health or disability
- *common mental health problems*, which is interpreted here as mental illness (however, *mental disabilities* is included).
- the recruitment or rehabilitation process
- testing and evaluation of specific tools and methods focusing on the technology and the disability itself, rather than on work environment or organisational issues
- consequences of “normal” ageing and COVID-19
- *sheltered workshops*, as the term is used differently in different countries and lacks a common definition.

PRISMA flowchart

The flowchart in Figure 1 below shows the process for selecting articles according to the PRISMA flowchart.

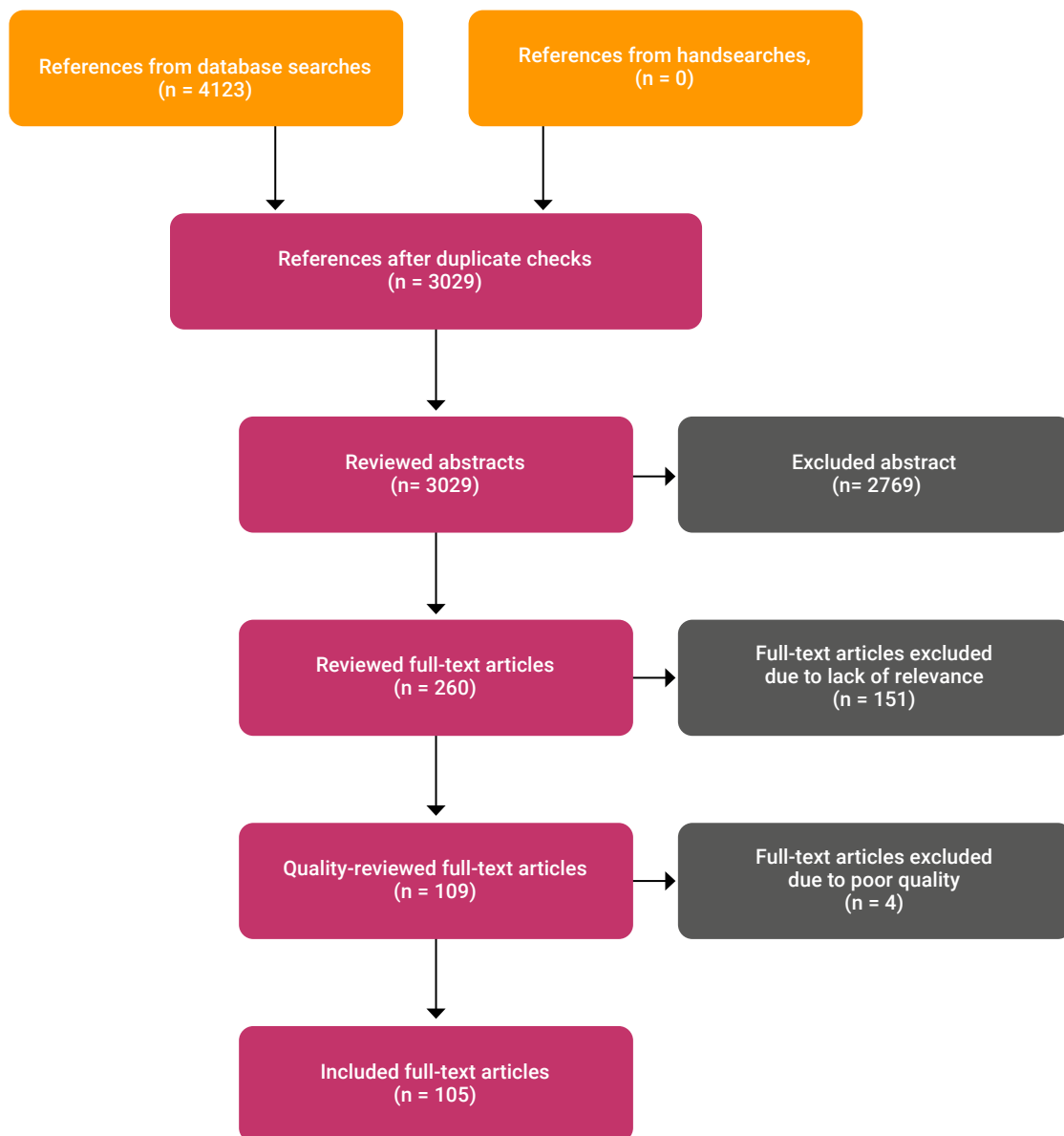


Figure 1. PRISMA flowchart.

The librarians from Mid Sweden University provided titles and summaries based on the search hits, after which duplicates were identified and culled. The work of reviewing all abstracts and titles (3,029) based on the inclusion and exclusion criteria was done in the Rayyan program. The remaining articles (260) were reviewed in full-text form based on the selection criteria presented above, under the heading “Delimitations”.

If there were doubts about an article's inclusion, the researchers discussed the matter together and then assessed whether it should be included or excluded. The full-text review excluded 151 articles, which are reported in Appendix 4. The reliability of the remaining articles (109) can be assumed to be high, as they were all published in scholarly journals reviewed by researchers in the field (*peer-reviewed*). A supplementary quality review of the included articles was carried out. This review used to implement a protocol in which the questions are taken directly from or adapted for the study using the Mixed Method Appraisal Tool (MMAT) [24, 25]. MMAT is designed to quality-review studies with different designs. When using the instrument, no scores are calculated as an assessment of the quality level, but MMAT provides an in-depth picture of the quality of the studies [26]. In a first step, the researchers evaluated whether one or more clear research questions had been formulated and presented, and whether the questions could be answered based on the data collected. Furthermore, they assessed whether the approach and the interpretation of the results were substantiated by the collected data. In a final step, an assessment was made of the study's consistency with regard to data sources, collection, analysis and interpretation. Reasons for exclusion of each article were then noted (Appendices 4 and 5).

Analysis and processing

The included articles were entered into the Zotero reference management system. All 105 articles were then read by both researchers. In order to compile and draw conclusions about the state of knowledge, a reflexive thematic analysis of the included articles was carried out [27]. This means that the researchers identified and analysed recurring patterns in and between the articles. The researchers thematised the content by individually reading and colour-coding the parts of the articles that they identified as meaningful, based on the research questions of the knowledge review. These parts were then assigned codes by each researcher, after which they were compared. The comparison revealed major similarities and overlaps. Together, the researchers then grouped codes with similar content under an organising concept, a so-called theme [27]. This means that an article can contain several different themes and results that are relevant to several of the research questions. The themes presented should not be ranked; rather, they ought to be seen as equally relevant for answering the research questions. As Braun & Clarke [28] put it: "the 'keyness' of a theme is determined by what it contributes to answering a research question" (p. 551).

Several of these themes recurred both for the research questions regarding challenges and facilitating factors, and for the question regarding inclusive workplaces for people with disabilities, but unique ones also emerged. The themes presented in the "Results" chapter are thus based on the analysis of the included articles (see Table 1 for an overview of all themes).

3. Results

This chapter presents the results of the systematic literature review. It begins with a presentation of the general patterns that were identified and a table summarising all the themes. It then presents the themes identified in the articles under each research question. However, the presentation of the question regarding similarities and differences does not include any of the themes identified by the researchers. Instead, it is based on how the original question is formulated. All four questions are introduced with a summarising text, after which each theme is presented in greater detail.

General patterns

There is a relatively even distribution of qualitative and quantitative methods in the included studies. Most of the included studies focus on more than one type of disability. The remaining studies focus only on one specific type of disability. In 46 of the included articles, the research participants are employees with disabilities. In 29 of the articles, it is not explicitly stated whether the people with disabilities are in employment, but these texts still focus on individuals' experiences of the work environment in different workplaces. HR personnel are included in five of the articles, employees in seven, managers in eight, and employers in 11 of the articles. Several studies are based on empirical data involving a number of these different actors. Most studies cover several different types of industries. The majority were conducted in the USA (20) and Canada (13), followed by Australia (10) and the UK (9). Six of the studies were based on empirical data from Sweden (Appendix 3).

Although challenges and facilitating factors largely mirror each other, they cannot be completely “reversed”. The authors of the report *Health Factors That Can Be Measured and Monitored Over Time* [29] state that to some extent, health factors can be identified simply by reversing known risk factors. For example, we have long known that lack of support is a risk factor – thus, adequate support is a health factor. However, research shows that when it comes to questions about the relationship between ill health and high and low demands at work, such relationships are more complex. On the one hand, there is a correlation between very high demands and mental illness. On the other, research has shown that low demands can also be typical of low-skilled, monotonous work with little opportunity for influence and control [29], which may be associated with mental illness. Similarly, it is worth noting that several of the challenges identified in the included studies are essentially opposites of the facilitating factors, while others are more specific.

To provide an overview of the results, a summary of the themes identified for each research question is presented here in list form (Table 1). The results for the various questions are then presented in greater detail.

Table 1. Identified themes for each question.

Themes identified for each research question			
1. Challenges in the work environment	2. Positive work environment factors	3. Similarities and differences	4. An inclusive workplace (the individual's own perspective)
– Demands too high or too low – Lack of stability and routines – Lack of flexibility – Lack of knowledge and experience – Discrimination – Lack of recognition – Lack of accommodations – When accommodations pose a challenge – Being 'open' about your disability	– Stability and routines – Flexibility – Matching – Active and positive leadership – Inclusive and positive workplace culture – Colleagues' and managements' knowledge – Recognition and being a valued employee – Workplace support – Workplace accessibility – Obtaining accommodations – Access to technology support	– Similarities and differences between industries – Similarities and differences between sectors – Size of the organisation – Staff's training and knowledge – Leadership	– Supportive workplace and relationships – Active and positive leadership – Recognition and being a valued employee – Colleagues' and managements' knowledge – Obtaining accommodation

Challenges in the work environment

Several of the challenges identified in the studies highlight an oft-studied area of working life research, namely how the demands made of employees affect their health and job satisfaction [30-37]. Another identified challenge is the theme of lack of stability and routines [38-43], both in terms of everyday work and in situations where changes, for example to meeting times, occur at short notice. A theme identified in several of the included studies is a lack of flexibility, both in terms of how work is organised and through the prevailing norms of the workplace [44-47], as well as the problems that arise as a result of the person not having the time or space to “manage” their disability [38, 43, 48, 49].

Other themes include lack of knowledge and experience among employers, managers and employees [50–58], as well as discrimination in the workplace [22, 30, 59–61] and lack of recognition [13, 63–73]. 26 of the included articles point to barriers associated with different types of adaptations. These may include, e.g., deficiencies in the adaptation of working hours, the physical work environment or work tasks [48, 55, 61, 68, 69, 75–76]. Several studies also address barriers as a consequence of adaptations [31, 44, 66, 77–79].

A recurring theme in the studies has to do with challenges surrounding the individual's decision whether to be open about their disability and the

consequences thereof [43, 51, 66, 68–70, 80–82]. A few the included articles draw attention to problems that arise when employers lack knowledge that the needs for support and adaptations can be very different, even between people with the same type of disability. The studies indicate that it is common for people with the same type of disability to be assumed to have the same needs [21, 83–85].

Too high demands and too low demands

Several studies find that challenges to sustainable employment over time are related to the design of tasks and working conditions [30–32, 34–37]. Results show that too high demands can be a challenge for both health and job satisfaction [30, 32], but there are also studies showing that too low demands can also have negative consequences [31, 34].

A challenge that recurs in several studies is that high demands are placed on the individual – demands they sometimes find impossible to meet. The challenges this entails vary. For example, an employee may be required to perform certain tasks within strict time frames, or their work may be too physically challenging [30, 32]. Demands at work can negatively affect job satisfaction, increase work-related stress, and affect health in ways that leads to limitations in the individual's everyday life [30]. In a qualitative Swedish study of employees with intellectual disabilities, the people themselves state that they may have difficulty living up to expectations and demands from their employer. However, it is also highlighted that expectations can also be too low, which means that the challenge has more to do with a sense that their work is meaningless [31]. A Swiss study not limited to a specific type of disability also shines a light on the problem of high demands combined with boring tasks without challenges [37]. Qualitative studies on employees with ADHD identify that high stress, changes in leadership and corporate culture, and high demands from employers to follow workplace norms (for example, that everyone should sit in front of the computer for many hours) pose a threat to sustainable employment [35, 36].

Lack of stability and routines

Depending on the type of disability, the need for stability and routines in the workplace varies, as shown by several studies [38–43]. Lack of routines, such as fixed working hours, is a challenge for people with bipolar disorder, according to a qualitative study conducted in France [40]. Companies with rapidly imposed schedule changes or that can be perceived as disorganised pose a barrier, according to people with autism spectrum disorders [39, 41, 42]. Fixed schedules, on the other hand, can be perceived as positive because they create clear expectations, according to a US study on job satisfaction among people with autism spectrum disorders.

However, the same study found that overly strict schedules can cause stress and anxiety [42]. A lack of routines can also be a problem for employees living with asthma or diabetes.

In an Irish study, people with diabetes reported that constantly changing work tasks and deadlines are problematic. If lunch has to be rescheduled due

to a newly booked meeting, or if working hours are extended at short notice, the opportunity for regular meals and insulin injections is affected [38]. The challenge of insufficient routines overlaps to some extent with the next theme, which has to do with employees' ability to manage their disability.

One aspect that goes hand in hand with the lack of routines is the lack of guidelines. A Canadian study that analysed posts in an online discussion forum shows how employees with autism spectrum disorders often have difficulty dealing with unwritten rules, for example with regard to making appropriate clothing choices [41]. In an Australian study, HR staff indicated that a challenge in supporting employees with asthma is the lack of guidelines on how to handle asthma attacks in the workplace, as well as the lack of asthma medication in first aid kits at work [43].

Lack of flexibility

Among the themes linked to the need for stability and routines is a perceived lack of flexibility [44–47]. People with disabilities sometimes need a certain degree of flexibility in the workplace. One such example may be the manner in which working hours are set up and whether it is possible to take breaks if necessary. The time of day when work begins, ends or is carried out can be an obstacle. One of the included studies is based on interviews with people in Finland, Sweden and Canada who have mild cognitive disabilities or early dementia. Among other things, this article notes that one strategy for preserving the circadian rhythm of one of the research participants was to eliminate her night shift. The resulting disadvantage was that her salary was thereby reduced [45]. A British study also shows that flexible arrangements for employees with disabilities risk disappearing when the workforce needs to be cut for financial reasons [46].

Other examples of insufficient flexibility concern the prevailing norms in the workplace, for example that everyone should be at the workplace or have coffee together at a certain time. A Swedish study based on interviews with employees with ADHD or autism spectrum disorder shows that this type of lack of flexibility constitutes a stress factor and makes it difficult for the individual to make the best use of their fluctuating energy level [44]. A recurring example of desired flexibility is the possibility of being able to work from home. Yet what is an opportunity for some groups can be a challenge for others. For employees with autism spectrum disorder, for example, teleworking can prevent them from developing knowledge and skills in their professional lives, according to one study [47]. That study's results also indicate that both the individuals themselves and their co-workers feel that teleworking risks leading to far too little social contact.

Several studies note that people with certain types of disabilities need self-care and medical or rehabilitation visits to keep their disability under control [38, 43, 48, 49]. As mentioned earlier, it is mainly time pressure and a lack of routines that make it difficult for employees with diabetes to manage their diabetes in the workplace [38].

However, the lack of a suitable place to tend to the needs associated with their disability can also be a barrier.

Unhygienic workplaces can make it difficult for people with diabetes to manage and control their insulin, as noted in a qualitative study from Germany [49]. Another perspective is highlighted in a Swedish study in which the participants had different types of disabilities. The study notes that most medical and rehabilitation visits are scheduled during the day, which means that they need to take time off from work and lose working hours [48].

Lack of knowledge and experience

One barrier identified in several studies is the lack of knowledge among employers, managers and colleagues about disability and adaptations in general, as well as a lack of knowledge about specific disabilities [50–58]. A comparative study of barriers to the inclusion of people with disabilities in the workplace in England, Spain, Slovenia, Poland, Italy and Belgium shows that research participants from all these countries (but especially from Italy) believe that employers need better knowledge about their obligations and possibilities to adapt the workplace, as well as more knowledge about physical and mental disabilities [80]. In a study involving research participants responsible for supporting people with episodic disabilities, some of the participants (HR staff, disability managers and employment lawyers) question the ability of managers to provide support [51]. The participants expressed that they were invited to participate and contribute their knowledge to late in the process. A Norwegian qualitative study on people with hearing loss shows how employers' lack of knowledge prevents them from being able to take responsibility for and initiate adaptation processes. In addition, the study shows that colleagues often forget the special needs of employees with hearing loss, forcing employees to repeatedly inform their colleagues of their circumstances [58]. One common measure to increase knowledge is awareness-raising workshops or information campaigns about disabilities. However, in a South African study, interviewees who themselves have various types of disabilities, criticized the stereotypical portraits of people with disabilities often used in such workshops [50].

If an organisation lacks experience in supporting employees with disabilities, this may be reflected in the attitudes of managers and employers. An American study of managers' experiences with integration and adaptations for deaf employees in the restaurant industry found that although managers valued deaf employees highly, they also had very different views of their abilities. Some managers assumed that they could not expect the same performance from these individuals as they could from a hearing employee. The study also found that managers lacked knowledge about the dangers of a restaurant environment that was not adapted to deaf employees [57]. Attitudes among colleagues can also constitute a barrier when they include stereotypes about the work ability of people with disabilities. An Icelandic study on the inclusion of people with intellectual disabilities in the workplace reported that colleagues may mistrust these individuals because of their disabilities [13]. According to several included articles, negative attitudes can lead to both discrimination and stigmatisation, something we will return to in the next theme.

Discrimination

In the included studies, discrimination is often identified as a barrier.

Discrimination in the workplace can take many different forms and originate with a variety of people, among them colleagues, customers, managers and employers [22, 30, 59–62]. An example of direct discrimination is reported in a qualitative study, conducted in 17 countries, on barriers and success factors in the working lives of people with diabetes [59]. The study gives an example of a situation in which an employer discovered that the employee had diabetes, and subsequently assigned the employee less responsible work tasks. The employer gave stress reduction as the reason for the changes, but the employee experienced them as patently discriminatory [59]. An Australian study also provides examples of incidences of direct discrimination in which employees with dyslexia were referred to as “stupid” and “slow”, or colleagues laughed at their spelling mistakes [62]. Numerous studies report that experiences of discrimination have a negative impact on job satisfaction [22, 60] and note that this, in turn, affects how long people remain at their place of work.

Furthermore, a study based on data from the European Working Conditions Survey (conducted by Eurofond) shows that perceptions of discrimination related to disability increase work-related stress [30]. In a Canadian study on deaf people, 38% report being disadvantaged in their jobs because of their disability, including by being passed over for promotions or not being hired at all (nearly 10% of those interviewed) or being denied a job interview sometime in the past five years (almost 8%) [61]. The study concludes that one third of all adults with hearing loss experience discrimination in the labour market.

Lack of recognition

This systematic literature review shows that lack of recognition is a recurrent barrier in working life for people with disabilities [13, 63–73]. Weak social relationships can lead to feelings of insecurity and exclusion [64] or even depression [13]. Such exclusion leads to a sense of being less valued work in the workplace [67]. A German case study from the manufacturing industry found that despite systematic efforts by work organisations aimed at employees with disabilities, these employees often had negative experiences of the processes surrounding their work adaptations. A surprising finding of the study was that these employees often felt “dehumanised” in the process. For example, employees expressed that they had gotten the impression that they were seen as machines or objects rather than people, especially in organisations dominated by technology [63].

In addition to social support, recognition can also be given in the form of pay. An American quantitative study found that one factor that reduced the job satisfaction of employees with disabilities was whether they believed they were paid less than their colleagues [72]. The study also shows that those who felt supported by their managers experienced greater job satisfaction. However, the study could not show any correlation between job satisfaction and support from colleagues, a result that contradicts several of the studies reported in the section on facilitating factors (below), which rather emphasise the importance of support from colleagues.

Insufficient recognition can also be tied to the type of disability. In an American qualitative study involving people with different types of disabilities, several of those who lived with invisible disabilities said that this contributed to the negative treatment they experienced in their workplaces [64]. Among the studies included in this theme, several show that employees with disabilities feel stigmatised, which in turn has negative consequences, such as bullying and harassment and feelings of being socially excluded. It also leads to reluctance on their part to ask for the adaptations they feel they need [66, 68].

Some industries also have prevailing workplace norms and cultures that make matters difficult for people with disabilities that limit their work ability and thus their opportunities to be recognised for their professional efforts. For example, both a British and an Australian study show that respondents who worked in academia had fewer opportunities to keep their jobs and advance their careers [69, 70].

Lack of adaptations

The included studies highlight shortcomings in working time adaptations, adaptations in the physical workplace (e.g., accessible bathrooms, ramps, height-adjustable desks, and adaptations of lighting and heat) and adaptations of work tasks [48, 55, 61, 68, 69, 75–76]. In order to be granted adaptations of any kind, the employee needs to know where to turn with their request. When it is difficult to know to whom to turn to when they need technical aids, this in itself can constitute a challenge. A Swedish qualitative study on obstacles for people with different types of disabilities to remain in working life [48] shines a light on the difficulties that also exist in terms of coordinating assistive devices between different actors. This applies to both short-term, temporary employment and when existing adaptations need to be adjusted or improved. A Canadian quantitative study found that the three types of adaptations most frequently requested by people with hearing loss were modifications to working hours, work tasks and their own workplace (for example, a work chair or back support). At the same time, the study shows that the most difficult adaptations to obtain are communication aids, technical equipment and parking or a lift [61]. A study exploring the barriers created when workplaces are designed based on ideas about how “normal” bodies function and are used shows that when workplaces are perceived to be designed for a certain type of body, rather than that of an individual, this leads to a negative sense of “differentness”. That, in turn, hinders the inclusion of people with disabilities and limits people’s physical comfort, safety, independence and professional value. In other words, the design of a workplace can lead to unequal power relationships between employees with disabilities and those without them [73].

A qualitative study from the United States explores the risk and wellness factors that affect the health and employment of low-income older women with chronic illnesses or physical disabilities. The study finds that the lack of adaptations can lead to poorer health.

This finding transcended the types of workplaces at which the interviewees worked. For example, sickness absences increased for a woman who worked in sales, because no accommodations were made to facilitate heavy lifting. However, it is not clear from the article why employers did not make such adaptations [75]. Two other studies also show that employers who deny adaptations to employees with disabilities pose a challenge. One study conducted in the United States, which examined how people with intellectual disabilities use wireless technology in the workplace, found that employers may prohibit employees from using personal technology or connecting to company Wi-Fi with technology not provided by the company. Such prohibitions made it difficult for members of this group to fully realise their work ability [55]. The other study, conducted in the United Kingdom, concerns people with disabilities in a university setting. The study shows that one research participant was forbidden from bringing their assistance dog with them on university premises [69]. No reason was provided for their employer's decision to deny them this support.

Adaptations may also be necessary for people who do not have disabilities. An American study found that employees without disabilities whose request for a work-related adaptation was granted experienced higher job satisfaction and engagement and had greater appreciation for the support they received from their organisation, compared to those whose request was denied or only granted in part [86]. In a Canadian study, participants with disabilities were more likely than participants without them to report that their adaptation request had not been honoured. If the participants were women with both a physical disability and another type of disability, they were even more likely to have been deprived of such adaptation. This indicates that there is a relationship between gender, the number of disabilities an individual has, and the type of disability, and whether a request for adaptation is granted [76]. Another Canadian study points to a negative correlation between being in temporary or part-time employment and the likelihood of being granted an adaptation [87].

When adaptations pose a challenge

Several studies show that barriers can also arise for people who are granted adaptations, or even as a result of them [31, 44, 66, 77–79]. Two Swedish studies, which focused on people with intellectual disabilities as well as those with ADHD and autism spectrum disorders, show that one challenge to sustainable employment is the perception of assigned work tasks as boring rather than motivating [44, 77]. The design of adaptations also plays a role. For example, if the adaptations mean that employees with disabilities are separated from their colleagues or expected to work from home, this can lead them to feel lonely ostracised from the workplace. This is demonstrated in a Swedish study on people with different types of disabilities [31].

Several studies note that the same type of disability can present different types of barriers for different individuals [21, 83]. For example, an Indian study shows that bank employees with visual impairment have different strategies for coping with insufficient adaptations, and that these strategies vary depending on whether the visual impairment limits their ability to read [83].

A qualitative study from Israel on accessibility for people with autism spectrum conditions indicates that appropriate adaptations depend on whether the person's autism manifests itself in the form of social and communication difficulties or is exhibited as restrictive and repetitive behaviours. For people with social and communication difficulties, adaptations should primarily be directed towards work tasks and communication with colleagues, with the goal of increasing acceptance and understanding of autism. On the other hand, people with restrictive and repetitive behaviours need accommodations in their daily routines and the physical and sensory environment of the workplace, e.g., through flexible or fixed schedules or the limitation of auditory and visual stimuli [21]. In another article, the same researchers demonstrate that employers' views on adaptations for employees with autism spectrum disorders indicate a lack of knowledge about the vast variations that exist between people with such conditions and how they affect what adaptations they need [85]. The importance of considering the needs of the individual, including those related to working hours, is addressed in a German quantitative study. It shows that job satisfaction decreases both when working hours exceed the employee's desired number of hours and when they fall short of that ideal [84].

A British qualitative study on the work environment of deaf academics highlights concerns that assistive devices that make deaf people aware of sounds in their environment, such as alarms and vibrations, could disturb hearing people. The conflict between how deaf and hearing people perceive a room can therefore be a challenge [78]. A study of managers with disabilities shows that the more adaptations they received, the more hesitant they were about advancing or changing positions within the organisation. Participants were afraid of losing their current adaptations and the trust they had gained from their current, understanding managers, and thus having to "start over from Square One" [79]. The study points out that research needs to consider the factors that unintentionally create both "glass ceilings" and "glass walls" within organisations for people with disabilities. Other negative consequences of adaptations can relate to how employees are treated in their workplace. A German study conducted in a large workplace with approximately 15,000 employees shows how people with different types of adaptations experienced that colleagues, but also how managers and other actors, bullied and discriminated against them. Experiences of negative consequences of adaptations can lead people to choose to refrain from opening up about their disability [66]. We delve deeper into this in the next theme.

Being "open" about one's disability

Among the included articles, several deal with the individual's decisions about whether to be open about their disability, as well as the consequences thereof [43, 51, 66, 68-70, 80-82]. By extension, they concern how employees who need adaptations communicate this need to employers and managers, but also to colleagues, in order to gain support and understanding. In the literature, this communication is usually referred to as "disclosure". Studies show that a challenge for people tasked with supporting employees (such as employers, HR staff or union representatives) is that they are not always familiar with the

disability in question, and therefore unable to provide the right support or adaptations to the person who has it [43, 51, 68, 82].

A qualitative study from Canada examined the process of providing support to employees with physical and mental disabilities. The participants in the study were people responsible for supporting employees with disabilities (managers, disability consultants, union representatives, occupational health representatives and employment lawyers) [51]. Employers and managers of people with dyslexia felt that these employees often chose to come forward only after their probationary period was over. Managers interpreted this as a sign that the employees had previously had negative experiences tied to disclosure and feared they would face discrimination. Employers and managers also interpreted a lack of knowledge about dyslexia in the organisation as a barrier to people coming forward with their disability [82].

In several studies, the decision not to come forward is explained by experiences of feeling vulnerable, not being taken seriously, being mocked or pitied, or being subjected to discrimination [46, 66, 69, 81]. A comparative study between six European countries (Belgium, Italy, Poland, Slovenia, Spain and the United Kingdom) has explored barriers to the inclusion of people with disabilities in various workplaces. The study shows that according to employees with disabilities, the biggest barrier to asking for adaptations is the fear of losing their job (over 60% of research participants, in all countries), followed by the fear of being stigmatised and isolated [80]. An Australian qualitative study of employees with asthma shows that participants were more comfortable telling their co-workers than management, and stated that knowledgeable colleagues could be more supportive and understanding than members of management [43]. Regular reorganisations of work teams can also be a problem for employees with hidden disabilities, as they force them to disclose their disability again and again, as is reported in a qualitative study from the United Kingdom [46].

Facilitating factors in the work environment

The themes presented under this heading are related to the second question: What are the main facilitating factors identified in the work environment for people with disabilities?

It is clear from the report that in many cases, facilitating factors overlap and reflect what has been reported above under the heading “Challenges in the work environment”.

Several of the identified facilitating factors identified have to do with flexibility, for example with regard to work schedules and working hours or how work is organised [42, 45, 58, 66, 68, 86]. In part, this overlaps and mirrors another theme, that of “stability and routines”, which revolves around predictability and stability in the workplace [38, 44, 47, 89–90]. The third theme has been dubbed “matching”. The focus here is the sense of being “the right person in the right place”, i.e., when the demands of their job match the individual’s own skills

and interests [13, 21, 22, 31, 35, 47, 66, 75, 77, 90]. The research question that accounts for the largest number of themes (as well as the highest number of identified articles on facilitating factors in the work environment) is the one regarding inclusion in the workplace.

The most extensive theme is that of active and positive leadership [13, 30, 31, 35, 39, 41, 45, 55, 57, 59, 77, 92–97], followed by the theme of the importance of support from management and colleagues in the workplace [13, 21, 32, 36, 37, 46, 58, 72, 85, 92, 98–102]. Other themes that fall under the umbrella of facilitating factors include that of an inclusive workplace culture [13, 21, 35, 42, 44, 45, 77, 94–95, 104], the knowledgeability of colleagues and management [47, 105–106], and the experience of recognition and being a valued worker who is seen as an asset by employees and managers [13, 31, 34, 64, 101, 108]. Another aspect, which concerns accessibility to the physical workplace, is highlighted in relation to people with physical disabilities [37, 60, 109, 110]. Additional themes identify facilitating factors in the work environment, the importance of actually having access to necessary adaptations, and the fact that needs differ depending on the type of disability [30, 31, 44, 47, 71, 86, 90, 110]. The final identified theme concerns access to technical work aids and adaptations in the workplace [38, 47, 55, 110, 111].

Stability and routines

Predictability and stability are presented in several studies as facilitating factors in the work environment. Naturally, their positive effect is not unique to people with disabilities. This theme also includes having clear routines, for example for when to start and finish work and when to take a lunch break. Several different studies were identified [38, 44, 47, 89–90] that present such scheduling markers as facilitating factors.

One example is a study with people with ADHD or autism spectrum disorder, which shows that most of the research participants requested clear and well-structured tasks. This could be accomplished by creating checklists and routines, through and clearly stated instructions from employers and colleagues, or through schedules that clarified the tasks. The research participants also requested clear deadlines and help with prioritising tasks [44].

In a study on living with type 1 diabetes, many of the research participants expressed a need for structured routines, for example for what time to start work, when to have lunch and what time to finish. Such structuring makes the individual's diabetes more predictable and easier to manage and control [38]. Another perspective is highlighted in a study concerning people with borderline personality disorder. The study confirms previous results showing that in order to limit impulsivity and ineffective overcommitment, a workplace needs to offer clarity, stability and predictable working conditions, among other things, among other things [90].

Flexibility

Similarly to the relationship between challenges and facilitators, flexibility partly overlaps and reflects stability and routines. Several studies [42, 45, 47, 58, 66, 68, 86] point to factors related to the need for flexibility, especially flexibility around work schedules, working hours and how work is organised. A study of people with anxiety disorders shows that flexible working hours can allow individuals to work at times that have the least impact on their own problems [66].

Another study involving participants with different types of disabilities points to the need for flexibility surrounding working hours. The results of the study show that for people with and without disabilities, changes in the work schedule (e.g., flexitime) are the most requested accommodations, followed by the possibility of working from home [86].

Matching

It is conducive to job satisfaction and retention when employees feel they are “the right person in the right place”, that their skills are put to good work, and the demands and work environment match their interests and abilities [13, 21, 22, 31, 35, 47, 66, 75, 77, 90].

In a study of people with borderline personality disorder, all participants expressed that a good match between personal characteristics and competencies (such as interests, education, skills, values) and the nature of the work (such as work demands, working conditions, tasks) was important [90]. An Icelandic study on working life and people with intellectual disabilities shows that relevant work tasks that match an individual’s interests and competencies help them to feel they are making meaningful and valued contributions at work [13]. It has also been proven that there is a clear relationship between an employee’s perception that their work tasks match their particular abilities and competencies and a sense of satisfaction with their own work [22].

Many employers share the view that matching is an important facilitating factor for a sustainable working life, as shown by a study on employers who have employees with a spinal cord injury or acquired brain injury. From the employer’s point of view, for an employee with a disability to achieve peak professional performance, their work tasks need to fit both their disability and their abilities [35].

Active and positive leadership

Active and positive leadership in the workplace has been shown to be a facilitating factor in the work environment for people with disabilities, as noted in a great number of articles [13, 30, 31, 35, 39, 41, 45, 55, 57, 59, 77, 92–97].

A comparative study between several European countries found that a manager who respects their employees, gives them praise and recognition, and successfully gets them to work together, has a positive impact on job satisfaction [30]. Another study on people with physical disabilities found that benevolent and

inclusive leadership had a positive impact on the job satisfaction of employees with disabilities and also reduced their need for recovery [96].

A study from Brazil reports that the relationship with the manager (and also with colleagues) affects both job satisfaction and willingness to stay in the workplace among people with different types of disabilities. Furthermore, the study shows that both social and organisational support are important for how people experience their work. Social support includes information, as well as emotional and technical or physical support, which can be provided by both employers and colleagues [92].

One aspect of active leadership highlighted in some studies is communication, especially for people with an autism spectrum disorder, who have a particular need for clear communication [39]. For them, concise and precise messages work best, as well as straightforward instructions that leave no doubt about the nature of the task at hand. Such individuals also need clarity about when and how tasks should be completed and whom they can contact with questions. It is also important to ensure that they have understood the information they received [47].

Inclusive and positive workplace culture

“Workplace culture” is a broad concept that can be defined in different ways and is addressed in several articles [13, 21, 35, 42, 44, 45, 77, 94, 95, 104]. The results of a study on people with different types of disabilities show when employees feel that their workplace has a good organisational culture, this significantly increases job satisfaction [94]. Another study, which also examined different types of disabilities, analyses how the social context affects the inclusion of employees with disabilities in the workplace. The study shows that if colleagues have a positive attitude towards people with disabilities and the work team expresses few stigmatising perceptions, the inclusion of people with disabilities in the workplace improves [104].

The section “Active and positive leadership” (above), makes clear that for people with disabilities, the work environment is greatly influenced by the leadership at their workplace. An organisation’s corporate culture is also influenced by its management. A Swedish study of the Supported Employment method (which entails providing support for both the person with a disability and their employer, as well as support for social inclusion) shows that a fair and just corporate culture promotes social inclusion [31].

Knowledgeability of colleagues and management

Several studies identify colleagues’ and employers’ knowledge and awareness about different types of disabilities as a facilitating factor in the work environment [47, 105, 106]. A Brazilian study shows that together with efforts by the HR department, awareness explains about 20 percent of managers’ positive perception of the performance of people with intellectual disabilities [92]. The provision (or not) of support is often determined by who has the knowledge of disabilities and functional impairments. HR and disability consultants felt that

they and their knowledge were involved too late in the process. Knowledge can be created through awareness-raising activities, such as skills development on disabilities for managers and colleagues and information about work for people with disabilities [92].

Recognition and being a valued worker

The issue of recognition and being a valued worker has been raised in a number of studies related to various types of disabilities [13, 31, 34, 64, 101, 108].

A study in which the employees had intellectual disabilities found that they felt empowered when they were seen as an asset by other employees and managers and also had the opportunity to disseminate knowledge about disabilities. Being trusted and given responsibility were important factors in fostering a sense that they were valued workers who contributed to the success of the organisation [13]. A Swedish study reports similar results; it found that when people with disabilities were welcomed as meaningful and valued members of their workplace, it helped them feel that they belonged there [31].

The results of a study focusing on people with different types of disabilities show that a sense of belonging was important to the research participants. Several of the aspects reported in the study overlap in whole or in part with those reported above under the heading “Inclusive and positive workplace culture”. Aspects highlighted as important to belonging are

- being treated like other employees and not as “special” or different because of you have a disability
- valued for the contributions you make to the organisation
- having the same opportunities for career advancement as colleagues and being included in team-based work projects and meetings
- not being ignored, bullied or harassed because of your disability [64].

Support in the workplace

Support from management and colleagues has previously been reported as an important facilitating factor in the work environment for people with disabilities. Several articles explore the issue of support in the workplace in more depth and with greater nuance [13, 21, 32, 36, 37, 46, 58, 72, 85, 92, 98-102].

Some of the articles highlight the aspect of social support. One such example is a study of people with intellectual disabilities in which social support at different levels (from colleagues, managers, job coaches and family) was found to be important for the ability of people in this group to keep their job [100]. Another example is a study suggesting that social support in the workplace counteracts deterioration in mental health among people with autism spectrum disorders [32].

Another aspect highlighted in several articles focuses on the design of the support. One way to offer support is to provide access to a job coach, who can give structured and personalised support that will help the individual in question to get and keep a job. A study of people with intellectual disabilities found that

the majority of research participants felt that access to a job coach was crucial for them to attain and keep their place in the labour market [102]. Other studies emphasise the importance of “natural support” in the workplace. Perceptions regarding natural support vary, but in the Supported Employment method, for example, it involves getting the new employee’s colleagues to introduce them to the work environment and offer support in the workplace. A study involving people with mental disabilities shows that when they received natural support in the workplace, it reduced their risk of being fired [98].

Some studies argue that when it comes to support in difficult situations, job satisfaction among people with disabilities can be promoted more through natural support than by external job coaches [101].

Accessibility

Accessibility to the physical work environment has been highlighted as a facilitating factor, mainly in studies of people with physical disabilities and mobility impairments [37, 60, 109, 110]. In one study, the results show that an accessible workplace promotes job satisfaction and the ability to remain at one’s place of work [60]. The possibility of obtaining accessible parking spaces, ground floor entrances, signage indicating accessible entrances, and automatic doors are examples of requests made by the people themselves [110]. The results of another study show that people who worked in a workplace with good accessibility were significantly more likely to perceive their workplace as safe, and also experienced greater job satisfaction [112].

Obtaining adaptations

Numerous studies describe that actually receiving the adaptation necessary to perform one’s work, based on one’s own individual needs, is conducive to being able to keep the job [30,31,44,71,86,90,110,113]. Adaptations should be designed differently depending on the intended recipient. For example, they may take the form of adapted working hours, adapted tasks, particularly clear instructions, or support in the workplace (as reported in several sections of this report focused on facilitating factor).

One article emphasises the importance of adapting the workplace or tasks as quickly as possible to reduce work-related stress and increase job satisfaction [30]. A study of people with ADHD or autism spectrum disorders, underscores that adaptations must vary over time and with regard to daily changes in well-being and needs [44].

A facilitating factor for job retention is the ability to swap tasks with a colleague when necessary [98]. Other highlighted aspects include flexibility in the work schedule (to enable visits to health care providers) and the possibility of part-time work [75]. Furthermore, a study focusing on different types of disabilities shows that adaptation needs are not only person-specific but also situation-specific; they vary according to the circumstances of the specific situation [92].

In this context, it is also worth mentioning that the possibility of working remotely can limit intensive and uncomfortable interpersonal contact, especially in large groups, which can be very burdensome and stressful for people with autism spectrum disorders [113].

Access to technical support

In the included articles, technical work aids and adaptations were not a particularly prominent focus. However, some studies touched on the topic [38, 55, 110, 111, 113]. Technical support may be relevant if an employee travels to their employer's premises, but also when working from home.

Technical work aids and adaptations in the workplace can take different forms, according to a study on people with mobility impairments. It shows that the need for assistive devices can arise as early as at the entrance to a building, when an automatic door may be needed in order for the person to enter their workplace at all. Other technical adaptations may be tied to the personal workplace. These include height-adjustable desks or adapted computer equipment and software. The article states that technical work aids offer a range of benefits. For example, they can enable employees to work more hours, increase attendance at the workplace, improve safety, and facilitate interaction with co-workers and employers [110].

Another example is offered in a study that points to growing interest in assistive technology. It highlights the importance of access to such technology, as it allows the individual to perform tasks that are not possible when only their own body is used [111]. Another study highlights the importance of access to technology, (such as an insulin pump) for people with diabetes to successfully perform their work [38].

An inclusive workplace

The themes presented under this heading relate to the fourth research question: According to existing research, what characterises an inclusive workplace, i.e., a work environment that people with disabilities themselves perceive to be inclusive?

This section only presents studies that show results regarding what characterises an inclusive workplace, and which are based on the target group's own experiences and perceptions. The chapter may partly overlap with the results presented under the heading "Facilitating factors in the work environment" (see above), but focuses on how the target group itself describes their experiences.

Several studies offer insights into factors that people with disabilities themselves consider to characterise an inclusive work environment, and which are linked to the workplace. One identified theme is the importance of different types of support from colleagues and workmates, both practical and social [11, 13, 34, 36, 39, 50, 57, 59, 64, 92, 110, 114-116]. Active and positive leadership is also perceived to promote an inclusive workplace [11, 110, 116], as is the experience

of being a valued worker and being recognised for one's efforts [11, 13, 31, 34, 50, 105, 118]. Knowledge and awareness of disabilities among both

colleagues and management is another factor [11, 50, 81, 118]. Another important factor for an inclusive workplace is the provision of adaptations by the employer, which has been identified in a wide range of studies and reported under the heading "Obtaining adaptations" (see above). When people with disabilities themselves talk about what characterises an inclusive workplace, one theme that emerges is the importance of obtaining adaptations that are based on their individual needs [11, 39, 81, 113].

Supportive workplace and relationships

Numerous people with disabilities highlight the importance of receiving support and having good relationships with both management and colleagues as important factors in perceiving the workplace as inclusive [11, 13, 34, 36, 39, 50, 57, 59, 64, 92, 110, 114–116]. However, co-workers, employers, administrative staff and the employee themselves all share the responsibility for creating an inclusive workplace [11, 13, 57]. An American study in which people with various types of disabilities were interviewed shows that when participants were asked what employers can do to create an inclusive workplace, they responded that the responsibility for making the workplace welcoming and providing support and resources is shared by everyone at the workplace. At the same time, they emphasise that senior management and the employer must take overall responsibility for such efforts. Employers' attitudes and behaviours "trickle down" into the organisation and affect all employees [11]. One factor that emerges in a South African study is the importance that the individual feels from the outset that the organisation is working to include them. How well people with disabilities are introduced and adjusted to a new work environment is greatly influenced by their first impression of the place. It is during this initial encounter that they evaluate both the environment and the workplace's attitudes towards disabilities [50].

Social support from colleagues and management is highlighted as an important factor in several articles [13, 59, 64, 92, 115]. In a study based on empirical material from an open-ended questionnaire completed by people with diabetes in seventeen countries, the research participants argue that social support can encompass both practical and emotional support from employers or colleagues. Examples of practical support include help with balancing the demands of managing one's diabetes with the demands of one's job [59]. Results from a study on people with mobility impairment also emphasise the significance of supportive relationships in the workplace for the person to achieve and maintain employment [110].

Another study focusing on people with autism spectrum disorders shows that employers can support members of this group by ensuring that instructions are precise and clear and that information is communicated in a way that suits the individual. Further examples of support include efforts by the employer to create a work environment in which it is clearly acceptable for employees to choose

whether they wish to participate in various social contexts [39]. Social support can also be provided by mentors outside the workplace itself. For example, people with autism spectrum disorders in the arts and theatre world mention that networking is important in their industry, but that it is also a big challenge. They therefore suggest mentoring by more experienced professionals in their field, who can provide advice and support on career issues or feedback on applications [39].

Active and positive leadership

As previously presented in the report, active and positive leadership in the workplace is a facilitating factor in the work environment for people with disabilities (see the heading: “Facilitating factors in the work environment”). Studies that focus on what people with disabilities themselves consider to characterise an inclusive workplace also highlight active and positive leadership [11, 110, 116].

For example, studies point to the importance that management be supportive and understanding of employees’ individual needs, that management and employees have a trusting relationship, and of involving the individual in decisions regarding measures that help them achieve their full professional potential and ultimately broaden their career opportunities.

Another perspective is presented in a qualitative study on people with different types of disabilities. It shows that if senior management does not include all employees in all activities, it is unlikely that other employees within the organisation will adopt and practice an inclusive approach [11]. The study also emphasises that it is ultimately the responsibility of senior management to emphasise – in all contexts, as well as through their own behaviour – that qualified employees with disabilities contribute greatly to the company’s success and to ensure that these people receive the adaptations they need to be able to perform their work.

Recognition and being a valued worker

The feeling of belonging to the organisation, contributing to the success of the organisation, and being seen as a valued worker is mentioned in several studies as a factor that fosters inclusion [11, 13, 31, 34, 50, 105, 118]. The sense that they are part of the organisation has been shown to be associated with an employee’s commitment and willingness to remain at their place of work [11]. A Swedish study of people who received support in the form of Supported Employment shows that those who had jobs that matched their preferences were more likely to feel their work was meaningful and had a stronger sense of inclusion than those who were dissatisfied with their job match [31].

Being valued for who you are can mean being seen as one of the group, rather than “the one with the disability”. This has been shown to have a positive impact on the perception of social inclusion [31]. This is thus the opposite of being treated as the organisation’s “token” disabled person, a sort of mascot. When people with disabilities are treated like other employees, it leads them to seek

support when needed [13]. In a study in which the research participants had physical and cognitive disabilities, a desire to be able to integrate smoothly into the work group without much fuss or special attention was also highlighted [50]. In addition, many people spoke about the importance of equality in the workplace – of being viewed as equal by their colleagues and treated like everyone else by their manager [34].

A related aspect is being respected in the workplace. A quantitative American study shows that respect contributes to job satisfaction, but that employees with disabilities are 46 per cent less likely to experience job satisfaction than their colleagues who do not have a disability [118]. In another American study, where people with disabilities gave recommendations on what employers should do to create inclusive workplaces, it appears that their suggestions are largely consistent with previous research in the fields of organisational psychology and leadership:

- being treated fairly by everyone within the organisation
- valuing members of the organisation for who they are
- involving members in decision-making [11].

Knowledgeability of colleagues and management

According to several studies, many people with disabilities feel it is important others in their organisation have knowledge and awareness about disabilities and functional impairments, and that this is key to creating an inclusive workplace [11, 50, 81, 118]. Two of the studies underscore the particular importance of knowledge and awareness when it comes to disabilities that are hidden or episodic (that is, which vary over time) [11, 118]. To enable both empathy and awareness about disabilities and functional impairments, people with a range of disabilities recommend both formal and informal measures.

Examples of informal measures include colleagues getting to know the person with a disability, as well as informal and general discussions about inclusion for *all* employees, not just for employees with disabilities. Among more formal knowledge-building measures, team building activities are mentioned. Yet here, too, there is demand for a broader perspective that does not focus solely on employees with disabilities [11]. A study from South Africa shows that people with disabilities were rather critical of the stereotypical descriptions of disability often presented in awareness-raising workshops [50].

A qualitative study on people with dyslexia found that an inclusive workplace provides training on dyslexia, equal rights and assistive technology for staff and colleagues at all levels of the organisation [81].

Obtaining adaptations

From the individual's perspective, it is important to receive the adaptations necessary for the workplace to be perceived as inclusive [11, 39, 81, 113]. In a qualitative study of people with various types of disabilities, research participants emphasised the importance of obtaining adaptations [11].

The nature and implications of workplace adaptations vary, depending on the type of disability and the type of work involved. In a study of people with dyslexia, participants called for adaptations in the work environment and access to training and technical support.

They described a general lack of adapted physical, social and organisational resources that reduce stress and support individuals in achieving their work goals [81]. A study of people with autism spectrum disorders indicated that several participants requested adapted working conditions that would allow them to combine remote work and physical presence in the workplace [113]. Participants with the same type of disabilities in the arts and theatre industry requested access to quiet spaces and that instructions and communication be adapted to their individual needs [39].

Factors at the organisational level – similarities and differences

The themes presented under this heading are related to the third question: How is the work environment for people with disabilities affected by factors at the organisational level, such as similarities and differences in organisational size, organisational form, leadership and staff training?

The results of the included studies show that barriers and facilitating factors vary between industries and sectors. First, results are reported regarding similarities and differences between various industries, in terms of challenges and facilitating factors [39, 69, 70, 82, 87, 100, 119]. Next, similarities and differences in challenges and facilitating factors in different sectors of working life are highlighted [35, 46, 69-71, 105, 120, 121]. In addition, several of the included articles examine whether the size of organisations affects job satisfaction, policies, adaptations, and sustainable employment for people with disabilities [30, 32, 51, 52, 122–124]. For this research question, the results of the studies diverge in several cases. More uniform results are reported regarding the importance of employee knowledge and experience [43, 68, 80]. Only one study [125] offers a comparative perspective on differences in leadership.

Similarities and differences between industries

Several studies highlight the challenges and facilitating factors of various industries [39, 69, 70, 82, 87, 100, 119]. A quantitative study from Canada shows that people with disabilities are often employed in occupations and industries that pose greater risks of workplace injuries [119]. In addition, the study shows that employees in the manufacturing industry are less likely to receive the adaptations they need. This is in contrast to management occupations, where there is the least risk of being deprived of necessary adaptations. Employees in service occupations are slightly less likely to be deprived of adaptations in the workplace, compared to employees in the manufacturing industry. Another Canadian study examines the relationship between precarious employment and obtaining adaptations for employees

with disabilities. The study shows that compared to employees with permanent employment, those with temporary employment are 57% less likely to receive adaptations [87].

Some studies discuss certain industries more specifically. A qualitative study from Australia highlights challenges associated with particular work tasks and industries for people with dyslexia. In the hospitality and tourism industry, employees might have to deal with invoices with product numbers, write down telephone numbers and customers' names, interpret written information, and communicate with people who have a different native language. In the construction and manufacturing industry, challenges mainly existed in managerial roles, such as when managers had to write instructions for their employees [82]. A British qualitative study on the experiences of people with autism working in the field of arts and culture also highlights specific challenges associated with certain industries.

The main challenge raised by the people in the study is their high stress and anxiety during auditions and job interviews, i.e., challenges surrounding social communication and interaction. As the industry is often project-based, such challenges may be even more frequent and tangible for people on the autism spectrum, compared to others working in the same industry [39].

Some of the included studies specifically studied colleges and universities [69-71]. All of these studies are qualitative and address a functional (ableist) culture with high demands on academics to work long days without interruption and produce a lot of high-quality academic text [70]. Employees with chronic illnesses are seen as unexpected, and there is a lack of organisational support for them, according to a Canadian study. Furthermore, the study shows that many employees in academia do not know what adaptations they are entitled to or where and how to ask for them, even when they work in a university with a special department dedicated to providing such support [71].

An Australian study highlights how norms regarding overtime work lead to reduced personal wellbeing for staff with disabilities, and that this leads to their exclusion from career opportunities [69]. The researchers argue that societal changes have transformed higher education into a market of customers (students) and service providers (teachers and professors) in which every work step is timed in advance. This development poses challenges for all those working in the higher education sector. Academics with disabilities face even greater challenges, as they must grapple with severe time constraints when they do not receive the support they require. The authors of the article show that this lands academics with disabilities in a constant balancing act between overachieving and underachieving, without being able to achieve the unrealistic perfection required for them to feel confident and fit to continue their academic career [69].

Similarities and differences between sectors

A qualitative study from Switzerland examines sustainable employment for people with acquired brain injuries from the perspective of employers. The study

shows that employers from state-owned companies considered themselves to have a greater responsibility for integrating people with disabilities, compared to employers from private companies. Although state-owned companies often have resources in the form of strategies, HR departments, and occupational health services, the researchers argue that these tend to focus more on getting employees back to work after sick leave than on recruiting people with disabilities. As evidenced by this study, private companies are more willing to allocate resources for integrating people with disabilities if the company has good financial resources [35]. A quantitative study from Canada found that employees in private companies were more likely to deem the presence disability consultants to be important for job satisfaction and work ethic (both their own and their colleagues'), compared to employees public-sector employees. This finding also applied to the mental and physical health of the employees [121].

A study from Malaysia found that it was mainly employers in medium-sized companies in the private sector who hired people with disabilities [105].

In a qualitative UK study with research participants with hidden disabilities working in the transport industry, interviewees posited that the privatisation of the transport sector has led to less interest from employers to invest in their organisation and employees [46]. In a UK study on the working conditions of academics, research participants did not think their managers followed guidelines on flexible work and workplace adaptations. Those who had previous experience with working in the public sector or in large private organisations argued that HR procedures and practices were more stable there than in the higher education sector [70]. In a quantitative study with data from Germany, the researchers tested their hypothesis that formalisation and centralisation within organisations counteract flexibility, and thus constitute a barrier and lead to lower job satisfaction for people with disabilities.

However, the results show that formalisation such as guidelines and regulations on responsibilities or adaptations had a positive impact on all employees [120].

Size of the organisation

A Norwegian quantitative study shows that the larger the company, the less likely a person with a disability is to retain employment. One explanation for this is that employers with fewer employees face fewer bureaucratic obstacles and thus have more opportunity to provide individually-designed adaptations [124].

A quantitative study from the United Kingdom indicates that the size of the company does not affect the proportion of employees with disabilities or produce differences in their job satisfaction, compared to other employees. Previous studies assumed that the more formalised approaches of large companies (with equal opportunities practices for disabled people, HR specialists and awareness on the part of the union), and the more informal approach of small companies (with greater job autonomy, a stronger culture of fairness, better work-life balance and closer personal relationships), can be conducive to people with disabilities. The researchers conclude that neither of these aspects

contributes to better employment outcomes for people with disabilities [122]. Another quantitative study examining the impact of people's disabilities on their job satisfaction and work-related stress in 35 European countries found that working in an organisation with more than 250 employees did not affect job satisfaction [30].

On the other hand, there is a correlation between the degree of job satisfaction of employees without disabilities and the proportion of employees with disabilities in their workplace: the more employees with disabilities, the lower the job satisfaction of their non-disabled colleagues [94]. This correlation is clearer in smaller workplaces than in workplaces with 50 employees or more. The authors of the article argue that this correlation can be understood on the basis that smaller organisations that lack well-developed HR structures and trade unions also lack established communication channels to handle conflicts between employees [94].

A Canadian qualitative study concludes that the size of the organisation can influence how support is provided to workers with disabilities. In large organisations, a medical model, in which the focus is on the worker's medical treatment and medical documentation, is more prevalent than in smaller organisations. One possible reason for this may be that larger organisations have a stronger tradition of health and safety work, with explicit guidelines for dealing with disabilities and ill health in the workplace [51].

Staff training and knowledge

A few of the included studies address challenges and facilitating factors related to the level of disability knowledge and training of staff within an organisation [43, 68, 80]. A comparative study between six European countries (Belgium, Italy, Poland, Slovenia, the United Kingdom, and Spain) explores the experiences and perceptions of employers and employees with and without disabilities as regards accessibility, adaptation, and inclusion in the workplace. The results show that employers need more expertise and knowledge in order to improve the workplace for people with disabilities. This need was also expressed by employers themselves, who were interested in training and contact with experts to better fulfil their obligations [80]. When knowledge and experience exist, they influence both practices and attitudes. In an Australian study involving interviews with HR staff and employees with and without asthma, it emerges that both employees and HR staff without experience of asthma underestimated the consequences of the disability. HR staff working in the health sector believed that a lack of awareness about asthma contributed to negative attitudes in the workplace. Those with previous experience of asthma in the workplace were more likely to support guidelines for the acute management of asthma. HR personnel without this previous experience and knowledge were instead less supportive of such guidelines and believed that issues should instead be addressed on a case-by-case basis [43]. In one of the included studies, it appears that employers cite high costs as a reason they chose not to provide their employees with adaptations [68].

Leadership

Only one included study focuses on leadership from a comparative perspective [125], although leadership is identified as both a challenge and a facilitating factor in several of the studies already presented here. The comparative study in question examines similarities and differences between multinational companies in Germany and India. It is based on qualitatively analysed interviews with employers from a sample of multinational companies, and concludes that despite some differences between the contexts of these two nations, support from senior management is a key success factor for diversity initiatives that can counteract negative attitudes and stereotypes of people with disabilities among colleagues and managers [125].

4. Discussion

The purpose of this systematic literature review is to map and summarise research on the work environment for people with mental, intellectual and physical disabilities. This concluding part of the report summarises and discusses the results of the included studies in relation to the research questions that guided the review. The chapter begins with a discussion of the results, as well as an account of the knowledge gaps in the field identified by the authors of the report. This is followed by a methodology discussion. The chapter concludes with the authors' own reflections and suggestions for further research.

Discussion of results

This section presents the general and overarching patterns identified in the course of the systematic literature review, irrespective of the type of disability and work researched. In presenting the results of the studies, a balance has been sought between the specific and the general. Rather than attempting to draw any conclusions about evidence based on previous studies, the authors of this report have taken a descriptive approach. Overall, the results indicate that the following factors are important for achieving an inclusive work environment for people with disabilities:

- flexibility
- adaptations and support
- focus on the needs of the individual
- the role of leadership
- the role of colleagues and workplace relationships
- individual recognition

These results can be seen as the systematic literature review's contribution to the state of knowledge, as they recur as central in the included studies, regardless of whether they are based on the perspective of employers, managers, senior management, colleagues or the people with disabilities themselves. The results also point to the importance that employers and senior management actively work with and develop their knowledge of these aspects, in order to promote a sustainable and inclusive work environment for people with disabilities. When all the studies are considered together, it becomes clear that these different aspects partly overlap and influence each other, as illustrated in Figure 2 (below). This report cannot answer whether challenges and facilitating factors are affected by the size of the organisation, the industry, or the sector, as the results of the included studies are far from unambiguous.

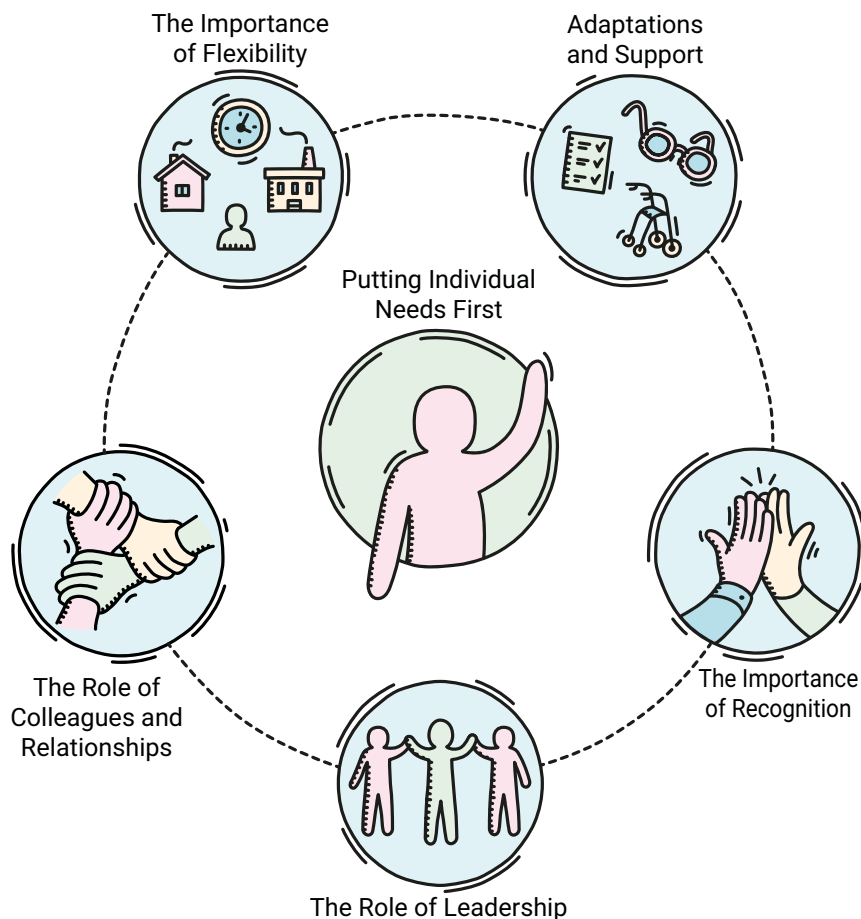


Figure 2. Interacting aspects of importance for an inclusive work environment for people with disabilities

Focus on the needs of the individual

The first pervasive pattern that emerges in the studies is that in order to achieve a supportive and inclusive work environment, the needs of the individual must be central. This is of course true for all people, and suggests the need for an approach that recognises that we all have varying functional *abilities*, rather than dividing people into two groups, one with and one without *disabilities*.

However, the risk of such an approach is that the need for support that can arise in the interaction between certain disabilities and the work environment may be rendered invisible. If there is one thing that the studies have in common, it is that there is no “one-size-fits-all” model, yet people with disabilities still tend to be seen and treated on the basis of the type of disability they have. The adaptations and support a person needs can differ within the same type of disability. As we noted at the beginning of this chapter, adaptations and support must also be understood in relation to the type of work involved. Focusing on the needs of the individual also allows for the fact that a person can have several disabilities at the same time – and that none, some, or all of them may require adaptations. An approach that centres on the needs of the individual also accounts for the possibility that disabilities can change over time.

The consequences of chronic illnesses can often come in waves or relapses. In such cases, support and adaptations may also need to change, rather than remaining static. The importance of an individual-centred approach overlaps with other general patterns in the studies, not least the importance of flexibility and recognition.

The importance of flexibility

Overall, the results indicate that flexibility is both a goal and a means by which to create and promote an inclusive work environment for people with disabilities. When flexibility is mentioned in the studies, it is usually with regard to where, when and how work tasks are performed. In several studies, the possibility of working from home is highlighted as an example of facilitating flexibility. However, for some individuals, working remotely can instead constitute an obstacle to professional development and gaining new knowledge and experience. It also risks resulting in far too little social contact.

Adaptations and support

The results of the systematic literature review further point to the importance that employers provide the necessary adaptations to create an inclusive workplace. At the same time, the studies included have identified difficulties in obtaining the right adaptations and support, regardless of the type of disability or job. A recurring explanation for why employers refrained from granting adaptations is that employers and those in managerial positions lack knowledge and are guided by the misconception that adaptations and support are more costly than they actually are [74, 123]. It should also be noted that not all people with disabilities need special adaptations. A recurring challenge in cases where the disability is not visible, such as dyslexia, ADHD or autism spectrum conditions, is that in order to receive support and adaptations, the individual must make the decision to disclose their disability. The studies show that because disabilities are often met with negative attitudes, stigmatisation and discrimination, it is common for people to have previous experiences and perceptions that their employment became insecure and their relationship with managers and employees deteriorated when they ask for adaptations and support – and that this makes it difficult to know whether they should be open about their disability.

The role of leadership

It is clear from this review that leadership in the workplace is key to an inclusive working life and good job satisfaction for people with disabilities. To “set the tone” for the kind of corporate culture that should exist in the workplace with regard to disability, senior management must take an active and positive approach. To this end, they must both provide adaptations and take responsibility for creating a culture with policies and actions that both reinforce inclusion in the workplace and give all employees respect, praise and recognition. According to one study, support from colleagues is also important [11], and it is unlikely that other employees in the organisation will adopt and practice an inclusive approach unless senior management has clearly expressed a desire to include all employees in the organisation’s activities.

At the same time, the results show that many employers and management teams lack knowledge and experience surrounding disabilities and functional impairment. The resulting ignorance can wind up being expressed both in actions and in negative attitudes towards people with disabilities, as well as in a concern that it is costly to hire employees with disabilities. Employers themselves want more knowledge of how management can take responsibility for increasing disability awareness in the organisation and among employees [80]. Employers and management teams with knowledge and experience of disabilities see fewer obstacles and more benefits in employing people with disabilities, compared to those who lack such insight. In this context, a survey study illustrates that different studies do not always report consistent results [105]. The study shows that the employers surveyed had positive perceptions of people with disabilities and felt comfortable working with people with different types of disabilities. According to the authors, this result contradicts previous research, which showed that employers' negative perceptions of people with disabilities are the primary reason they may struggle to remain at their place of work.

The role of colleagues and workplace relationships

As in previous studies, this review indicates that peer support plays a major role in the perception of the workplace as inclusive, as well as in a sustainable and inclusive work environment, in terms of both practical, work-related support and emotional support. Peer support makes people with disabilities feel recognised and that they are valued workers who are an important part of the workplace. The responsibility for creating a welcoming workplace and providing support and resources must be shared by colleagues, employers and the employee themselves, according to the participants in one study [57]. An inclusive workplace is created together, by multiple actors in the workplace. Again, we see here how the different aspects intersect. The role of colleagues and leadership in recognition is a theme that will now be discussed in greater detail.

The importance of recognition

Recognition can be understood as a prerequisite for an inclusive work environment for all employees, regardless of functional variation. "Recognition" means the experience of being a valuable worker, belonging to and contributing to the organisation, and being treated like everyone else. This systematic literature review shines a light on the importance of such recognition. Being integrated into and part of a workplace also reinforces the desire to remain in there. The results of the review show that employees with disabilities who feel that they are treated like everyone else also feel safe to seek the support and adaptations they need and to take sick leave when necessary. While emphasising the central role of recognition in an inclusive work environment, the systematic literature review shows that many people with disabilities have experiences and perceptions of discrimination, stigmatisation, bullying, negative attitudes and stereotypes surrounding their work ability and disability.

Size of the organisation

One of the research questions of this systematic literature review addresses the importance of the size of the organisation in relation to challenges and facilitating factors in the work environment. When it comes to job satisfaction, the review has not shown that the size of the organisation has an impact on the job satisfaction of employees with disabilities. However, the job satisfaction of employees *without* disabilities and who work in smaller organisations seems to be negatively affected when more of their colleagues have disabilities [94]. Again, there is an evident link to the aspects presented above, which concern support from and relationships with colleagues and the issue of recognition.

As regards the relationship between continued employment and the size of the organisation, one study indicates that continued employment is more likely in smaller organisations, as smaller companies have fewer bureaucratic barriers and can provide more personalised adaptations [124].

Consistency with previously conducted literature studies

In addition to articles reporting on the results of qualitative and quantitative empirical studies, this report also includes relevant literature reviews [53, 54, 56, 62, 65, 74, 88, 93, 103, 107, 117, 123]. The conclusions of these reviews have not been presented in the results section of this publication, but have been used to critically examine the consistency between the results of the report and previously conducted literature reviews. Upon perusal, the results of this systematic literature review are largely consistent with previous research and literature reviews. Moreover, the previous literature reviews do not contradict the results presented in this report.

However, it should be noted that all these reviews do not focus solely on the work environment *per se*; they also address issues of facilitating and hindering factors for people with disabilities to achieve employment, or the factors that affect the possibilities of retaining a job. However, the work environment is highlighted as a subset of these factors. As in this report, the previous reviews note the importance of flexibility in the workplace, not least with regard to working hours [56, 65, 107].

At the same time, another literature review shows that members of some groups, such as people with autism spectrum disorders, need stability and routines [91]. This systematic literature review emphasises the importance of the role of leadership and colleagues for the work environment, and previous reviews also make note of this [62, 88, 91, 103]. As for relationships in the workplace, this report shines a light on the prevalence of negative attitudes and ignorance [56, 103, 117], but also points to instances in which both managers and colleagues provide social support. When this occurs, it benefits the work environment [56, 65, 88, 93]. In one of the literature reviews focused on adaptations for people with physical disabilities, a knowledge gap is noted regarding the effects of adaptations for the individual and their cost-effectiveness, as not enough studies have been found that report results on these issues [54].

Another review recounts that workplace adaptations are largely perceived as positive, but that one study shows that adaptations can have negative effects, because individuals may feel overprotected, patronised or insufficiently challenged as a result of their limited work tasks [107]. However, a literature review that examines the barriers to adapting work and retaining people with disabilities in small and medium-sized enterprises [123] reports a somewhat different result than that study, as reported in its results section [124].

Whereas the previously mentioned study indicates that employers with fewer employees are more likely to provide individually designed adaptations, the literature review shows that companies with fewer than 500 employees are more likely to be concerned about costs and less likely to make adaptations for people with disabilities.

Knowledge gaps

Most of the included studies have been conducted in a specific national context, but there are also several comparative studies between different countries.

Statistics on work and disability in European countries are available in large databases, such as that of the *European Working Conditions Survey* (EWCS), but as Addabbo and Sarti [30] point out, the value of these statistics is undermined by the fact that they are not broken down by type of disability. This means that challenges and facilitating factors in the work environment cannot be compared between different types of disability or within the same type of disability. Such knowledge could have shed light on similarities and differences between different groups. However, in this case, the ethical issues that arise in connection with the collection and storage of sensitive personal data must be taken into account.

A recurring problem identified in the included studies is employers' misconceptions that it is costly to hire and provide adaptations for people with disabilities. International studies show that employers are concerned about higher health care costs, insurance premiums, employees seeking compensation, and the costs of adaptations. Some of these costs are not transferable to a Swedish context, as in Sweden the Swedish Public Employment Service and the Swedish Social Insurance Agency are responsible for parts of the overhead costs of assistive devices and adaptations. The state of knowledge would benefit from studies on actual costs in a Swedish context, especially for small and medium-sized enterprises, and would give employers a better basis on which to make informed decisions.

Changes in practices, attitudes and norms take a long time, and disabilities can change or worsen over time. A phenomenon that would be of interest to further study over time is possible lock-in effects for people with disabilities. One study shows that there appear to be obstacles to people with disabilities changing positions within their organisation, which may ultimately lead to poorer career opportunities [79]. To capture changes over time, follow-up and longitudinal studies are needed. We have not found any such studies in those included here. This may be due to the regulations on time-limited research funding that exist in many countries.

Another identified knowledge gap is the lack of studies on technical work aids and adaptations in the included articles, and that even fewer deal with digitalisation in relation to the work environment. One reason for this may be that the selection of studies included here was affected by the initially established exclusion criteria.

Methodology discussion

The results of this systematic literature review are based on empirical data from qualitative and quantitative studies, as well as a few studies that combine both methods (so-called “mixed method” studies). In the distribution between the different types of studies, the majority are qualitative, closely followed by quantitative studies. The integration of studies with qualitative and quantitative methods in a systematic literature review allows different perspectives on a phenomenon to be weighed together and provide a richer overall picture of the research topic [126]. Results from qualitative studies contribute in-depth knowledge about the studied issues in their specific context, while studies that employ a quantitative approach can be generalised to a greater extent and to varying degrees, beyond the context in which they were conducted. This generally means that the transfer and generalisation of the results of the studies must be done with some caution. However, the systematic literature review reveals a general pattern that emerges in the studies included, as reported in the results discussion.

Since both authors of the report are researchers in the same research field (social work and disability), there is a risk that bias has affected the selection of articles. This is an inherent risk in systematic literature reviews, and means that if researchers from another discipline had carried out the synthesis, the selection of articles could have been somewhat different. To reduce the risk of bias, inclusion and exclusion criteria as well as search strings were formulated in collaboration with librarians from the university library at Mid Sweden University and the process manager from the Swedish Agency for Work Environment Expertise. The authors jointly discussed the inclusion and exclusion of articles. Additional measures to reduce the risk of bias included the authors’ individual reading of the articles and the fact that the reflexive analysis was carried out individually, after which the coding was compared between the researchers. As far as the reliability of the different types of studies is concerned, all have been published in academically peer-reviewed journals, as well as quality-reviewed by the authors of the report. This should ensure a high degree of reliability in the results.

Studies on different types of disabilities have been included in this systematic literature review. In so doing, one challenge has been that the target group for the questions – people with disabilities – is defined in different ways in the various studies. In some cases, this difference is attributable to the use by the authors of the articles of definitions that exist in the national context in which the study was carried out. In other instances, it is due to the lack of a uniform definition in the field of disability and functional impairment. This means that there is some overlap between studies on, e.g., chronic illnesses.

Another difficulty in drawing conclusions from the results of the studies is that certain obstacles and opportunities in the work environment arise in relation to the particular environment in question. For example, the studies show how certain types of workplaces, for example in the higher education sector, can be permeated by prevailing norms about functional adequacy and overtime work. Other workplaces can have tasks such as reading serial numbers, which can be a challenge for people with dyslexia. Similarly, the studies indicate that clear routines and instructions can be a facilitating factor for people with, e.g., autism and intellectual disabilities. For other types of disabilities, such as chronic and changing illnesses or in the case of mobility disabilities, the most important thing for the individual is to instead be offered the possibility to decide where, when and how a work task is performed. It is therefore impossible to fully translate all the challenges and facilitating factors that occur for one type of disability and apply them to another. The same goes for different types of work. Thus, this systematic literature review cannot draw any far-reaching comparative conclusions between different types of disability and work environment.

Another challenge is to assess the extent to which the results of the systematic literature review are transferable to Swedish conditions. The included studies were not limited to certain countries in advance. This means that many countries from all over the world are represented in the results presented in this report. Although the relevance assessment has led to the exclusion of countries that are explicitly presented in the articles as developing countries, there may also be factors in the included articles that can be discussed and that are not directly transferable to the Swedish context. For example, in an American context, disabilities in working life are closely associated with risks to one's health insurance and the cost of medication [75]. This is not transferable to the Swedish social insurance system. Similarly, Swedish legislation – such as the Employment Protection Act (1982:80) [127], the Social Insurance Code (2010:110) [128], the Discrimination Act (2008:567) [129], and the provisions of the Swedish Work Environment Authority's Statute Book on Organizational and Social Work Environment (AFS 2015:4) [130] – probably has a positive effect on work environment management for people with disabilities in this country. Other aspects that can also be difficult to translate between different national contexts include questions about quotas for employees with disabilities, subsidised employment, and protected employment. Cultural differences in terms of leadership and organisation may also exist [131].

However, we have chosen to include studies from other countries, partly because few studies focus on the Swedish and Nordic contexts, and partly to be able to include studies on several types of disability, as well as on small and large organisations in different types of industries and in both the private and public sectors. The breadth of the research basis should be seen as a strength that can contribute to the relevance of the results of this systematic literature review to a larger group of people with disabilities in a wide range of organisations and industries.

Reflections and suggestions for further research

The report has so far presented and discussed the results of the systematic literature review in relation to the stated four research questions. It concludes with some reflections on themes that the authors of this report have noticed in the included studies, but which do not directly answer the research questions. It could be relevant to further investigate these themes future research aimed at promoting an inclusive work environment for people with disabilities.

Factors outside the direct work environment affect working life

Several studies show that it is not only factors in the work environment that affect the work situation for people with disabilities [38, 111]. For coordination between different welfare actors is reported to be a challenge. When technical aids or adaptation of the workplace is needed, the coordination of various efforts often falls to the individual in need. Other factors also have a major impact, among them support from one's family, functional and accessible transport to and from the workplace, and previous experiences of negative treatment or discrimination.

This systematic literature review has been delimited to only include results on factors in the work environment, but in practice it is important to take the entire life situation of the individual into account.

The importance of intersectional perspectives on an inclusive work environment

A number of studies show that it is impossible to understand people with disabilities as a homogeneous group. For example, the studies point to differences between women and men with disabilities in terms of granted adaptations [75]. Women report a greater need for adaptation than men, but more women state that they have not received the adaptations they need. Women are also found to be more likely than men to have so-called "precarious employment", with risky, uncertain working conditions and low pay. Likewise, the studies show that women with traditionally "masculine" occupations in male-dominated industries feel that they have to work extra hard to prove they master the work and get recognition for what they do. In the long run, this can lead these women to refrain from applying for adaptations that they really need [71]. Disability is also cut by other social positions. One such example is age, where ageism means that individuals or groups are marginalised because of their age. This points to the importance of further studying the relationship between functional impairment, other social positions and various aspects of an inclusive work environment.

Adaptations of the work environment through new technologies and digitalisation

Adaptations of the work environment can entail both adapted work tasks and adapted working hours, as well as the use of technical and digital aids. Studies

that focused on individual technical solutions, interventions and aids have not been included in this systematic literature review.

Thus, the report cannot establish how widespread this field of research actually is. However, the area is highly relevant to both opportunities and obstacles for people with disabilities to be included in working life. A systematic literature review focused on research and knowledge regarding digital and technical solutions that contribute to increased inclusion of people with disabilities in working life has been published by the Nordic Welfare Centre [132]. However, this is a rapidly changing field, not least due to the emergence and rapid development of artificial intelligence (AI). Both the obstacles and challenges that the development of AI poses for the work environment for people with disabilities must therefore be studied further.

Universal design

Finally, it can be concluded that there is a complementary alternative to individual adaptations: accessibility measures that make life easier for the vast majority of people, regardless of whether they have a disability. So-called “universal design” involves designing products, services and environments that are usable by as large a proportion of the population as possible, without requiring special adaptation [133]. However, the concept is relatively absent from the included articles, possibly as a consequence of the selection criteria. From a broader societal perspective, universal design is about designing a society for everyone:

In an inclusive society, environments, products and services are designed based on the knowledge that people are different and have different conditions, and that these vary for the same person over time and in different situations [133].

Approaches that incorporate the principle of universal design could positively influence the conditions for an inclusive work environment for people with different types of disabilities.

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Appendix 1. Search documentation in Scopus

If all or a substantive part of the search strategies below are reused in another publication, please cite this report!

Scopus 2023-12-13

Title: Funktionsnedsättning och arbetsmiljö

Search terms		Items found
Work environment and disability		
1.	TITLE-ABS-KEY ((work OR workplace OR work-place OR worker OR working OR employ* OR occupation* OR vocation* OR job) W/2 (adaptation OR conditions OR environment OR "well-being" OR wellbeing OR inclusion OR accommodation OR retention OR adjustment OR support OR satisfaction OR participation OR psycho-social OR psychosocial OR sustain*) W/5 (disabilit* OR disabled OR impair* OR "reduced ability" OR handicap OR disorder OR deaf* OR blind* OR "reduced mobility" OR dyslexia OR asthma OR allergy OR diabetes OR psoriasis OR epilepsy OR autism* OR adhd OR hard-of-hearing) AND NOT (school OR children OR student OR parent OR substance OR alcohol OR covid* OR pandemi*))	
Limits		
2.	Publication year: 2013-01-01 – 2025-01-01	
3.	Document type: Article	
4.	Language: English, Swedish, Norwegian, Danish	
Final result		
5.	1 AND 2 AND 3 AND 4	2 346

[TITLE-ABS-KEY] = Combined field that searches document titles, abstracts and keywords

[" "] = Citation Marks, searches for an exact phrase

[*] = Truncation

[w/n] = "Within". The terms in the search must be within a specified number of terms (n) in any order.

Appendix 2: Search documentation in Web of Science

If all or a substantive part of the search strategies below are reused in another publication, please cite this report!

Web of Science Core Collection: 2023-12-13

Title: Funktionsnedsättning och arbetsmiljö

Search terms		Items found
Work environment and disability		
1.	TS=((work OR workplace OR work-place OR worker OR working OR employ* OR occupation* OR vocation* OR job) NEAR/2 (adaptation OR conditions OR environment OR "well-being" OR wellbeing OR inclusion OR accommodation OR retention OR adjustment OR support OR satisfaction OR participation OR psycho-social OR psychosocial OR sustain*) NEAR/4 (disability* OR disabled OR impair* OR "reduced ability" OR handicap OR disorder OR deaf* OR blind* OR "reduced mobility" OR dyslexia OR asthma OR allergy OR diabetes OR psoriasis OR epilepsy OR autism* OR adhd OR hard-of-hearing)) NOT TS=(school OR children OR student OR parent OR substance OR alcohol OR covid* OR pandem*)	
Limits		
2.	Publication year: 2013/01/01 – 2025/01/01	
3.	Document type: Article	
4.	Language: English; Swedish; Norwegian; Danish	
Final result		
5.	1 AND 2 AND 3 AND 4	1 777

[TS] = Topic. Includes terms from the title, abstract, Author keywords and Keywords Plus

[" "] = Citation Marks, searches for an exact phrase

[*] = Truncation

[NEAR/n] = The terms in the search must be within a specified number of terms (n) in any order

Appendix 3: Included full-text articles

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktions-nedsättning	Respondenter
Addabbo T, Sarti E. (2022)	Job Satisfaction, Work-related Stress and Disability.	Europa Olika	Kvantitativ	Fler än en typ	Anställda med funktions-nedsättning som medför nedsatt arbetsförmåga
Alshutwi S, Miligi E, Alhumidan L, Almutairi AF. (2022)	The influence of the disclosure of diabetes on the cognitive, physical ability and diabetes self-management in diabetic employed adults in Saudi Arabia.	Saudiarabien Olika	Kvantitativ	Diabetes	Anställda med diabetes
Bacon N, Hoque K. (2022)	The treatment of disabled individuals in small, medium-sized, and large firms.	Storbritannien Olika	Kvantitativ	Fler än en typ	Arbetsgivare, anställda
Balfe M, Brugha R, Smith D, Sreenan S, Doyle F, Conroy R. (2013)	Why do young adults with Type 1 diabetes find it difficult to manage diabetes in the workplace? Health and Place.	Irland Olika	Kvalitativ	Diabetes	Personer med diabetes
Bam A, Ronnie L. (2020)	Inclusion at the Workplace: An Exploratory Study of People with Disabilities in South Africa.	Sydafrika Olika	Kvalitativ	Fler än en typ	Personer med funktions-nedsättning
Baumgärtner MK, Dwertmann DJG, Boehm SA, Bruch H. (20115)	Job satisfaction of employees with disabilities: The role of perceived structural flexibility.	Tyskland Olika	Kvantitativ	Fler än en typ	Anställda
Breslin FC, Lay AM, Jetha A, Smith P. (2018)	Examining occupational health and safety vulnerability among Canadian workers with disabilities.	Kanada Olika	Kvantitativ	Fler än en typ	Anställda
Brooke V, Brooke AM, Schall C, Wehman P, McDonough J, Thompson K, Smith J. (2018)	Employees with Autism Spectrum Disorder Achieving Long-Term Employment Success: A Retrospective Review of Employment Retention and Intervention.	USA Olika	Kvantitativ	Autismspektrumtillstånd	Anställda med autismspektrumtillstånd
Brooks JD. (2019)	Just a Little Respect: Differences in Job Satisfaction Among Individuals With and Without Disabilities.	USA Olika	Kvantitativ	Fler än en typ	Anställda
Buckley E, Pellicano E, Remington A. (2021)	"The Real Thing I Struggle with is Other People's Perceptions": The Experiences of Autistic Performing Arts Professionals and Attitudes of Performing Arts Employers in the UK.	Storbritannien Scenkonst	Kvalitativ	Personer med autismspektrumtillstånd	Personer med autismspektrumtillstånd Arbetsgivare
Carolan K, Gonzales E, Lee K, Harootyan RA. (2020)	Institutional and individual factors affecting health and employment for low-income women with chronic health conditions.	USA Olika	Kvalitativ	Fler än en typ	Anställda med kroniska sjukdomar eller funktionsnedsättningar

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Cleal B, Willaing I, Stuckey H, Peyrot M. (2019)	Work matters: Diabetes and worklife in the second diabetes attitudes, wishes and needs (DAWN2) study.	17 olika länder Olika	Kvantitativ	Diabetes	Personer med diabetes
Coelho CM, Sampaio RF, Luz MT, Mancini MC. (2013)	Work reality perceived by individuals with impairments: A biopsychosocial experience.	Brasilien Olika	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättningar
Corbière M, Villotti P, Lecomte T, Bond G, Lesage A, Goldner E. (2014)	Work Accommodations and Natural Supports for Maintaining Employment.	Kanada Olika	Kvantitativ	Psykiska funktionsnedsättningar	Personer med psykiska funktionsnedsättningar
Dahl K, Larivière N, Corbière M. (2014)	Work participation of individuals with borderline personality disorder: A multiple case study.	Kanada Olika	Kvalitativ	Borderline (BPD)	Personer med borderline personlighetsstörning
de Carvalho-Freitas M, de Oliveira M, Tette R, Santos J. (2023)	Organizational context and inclusion: Perceptions of managers and people with disabilities.	Brasilien Olika	Kvantitativ	Fler än en typ	Personer med funktionsnedsättning chefer
Do J-H, Yoo E-Y, Jung M-Y, Park J-H, Hong I, Lee S. (2023)	Predictive factors associated with trajectory of job satisfaction of workers with physical disabilities: A latent growth curve analysis.	Sydkorea Olika	Kvantitativ	Fler än en typ	Anställda med funktionsnedsättning
Eissenstat S, Lee Y, Hong S. (2022)	An Examination of Barriers and Facilitators of Job Satisfaction and Job Tenure Among Persons With Disability in South Korea.	Sydkorea Olika	Kvantitativ	Fler än en typ	Anställda med funktionsnedsättning
Ellenkamp J, Brouwers E, Embregts P, Joosen M, van Weeghel J. (2016)	Work Environment-Related Factors in Obtaining and Maintaining Work in a Competitive Employment Setting for Employees with Intellectual Disabilities: A Systematic Review.	7 olika länder Olika	Litteraturöversikt	Intellektuella funktionsnedsättningar	Olika
Gignac MAM, Bowring J, Jetha A, Beaton DE, Breslin FC, Franche R-L, Irvin E, Macdermid JC, Shaw WS, Smith PM, Thompson A, Tompa E, Van Eerd D, Saunders R. (2021)	Disclosure, Privacy and Workplace Accommodation of Episodic Disabilities: Organizational Perspectives on Disability Communication-Support Processes to Sustain Employment.	Kanada Olika	Kvalitativ	Fluktuerande funktionsnedsättningar	HR-personal, funktionshinderkonsulter, fackliga representanter, arbetsmiljöskyddsombud, representanter från företagshälsovård, jurister
Glade R, Koch L, Zaandam A, Simon L, Manno C, Rumrill P, Rosen C. (2020)	Recommendations from employees with disabilities for creating inclusive workplaces: Results from a grounded theory investigation.	USA Olika	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Gould R, Mullin C, Parker Harris S, Jones R. (2022)	Building, sustaining and growing: disability inclusion in business.	USA Olika	Kvalitativ	Fler än en typ	Representanter för inkluderingsarbete inom stora företag med "national recognition for supporting employees with disabilities"
Gupta S, Jaiswal A, Sukhai M, Wittich W. (2023)	Hearing disability and employment: a population-based analysis using the 2017 Canadian survey on disability.	Kanada	Kvantitativ	Hörselnedsättning	Personer med hörselnedsättning
Gustafsson J, Peralta J, Danermark B. (2018)	Supported employment and social inclusion - experiences of workers with disabilities in wage subsidized employment in Sweden.	Sverige Olika	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning
Hafsteinsdóttir Á, Hardonk SC. (2023)	Understanding work inclusion: Analysis of the perspectives of people with intellectual disabilities on employment in the Icelandic labor market.	Island Olika	Kvalitativ	Intellectuella funktionsnedsättningar	Anställda med intellektuell funktionsnedsättning
Haile GA. (2022)	Workplace disability and job satisfaction in Britain: A co-worker test?	Storbritannien Olika	Kvantitativ	Fler än en typ	Medarbetare utan funktionsnedsättning Anställda med funktionsnedsättning
Hashim J, Wok S. (2014)	Predictors to employees with disabilities' organisational behaviour and involvement in employment.	Malaysia Olika	Kvantitativ	Fler än en typ	Medarbetare, arbetsgivare, anställda med funktionsnedsättning
Hayakawa N, Okada T, Nomura K, Tsukada T, Nakamura M. (2015)	Is high job control a risk factor for poor quality of life in workers with high autism spectrum tendencies? A cross-sectional survey at a factory in Japan.	Japan Fabrik	Kvantitativ	Autismspektrumtillstånd	Anställda vid en fabrik
Heath D, Babu R. (2017)	Theorizing managerial perceptions, enabling IT, and the social inclusion of workers with disabilities.	USA Olika	Kvantitativ	Blindhet	Chefer
Taubner Har, Tideman Med, Staland-Nyman C. (2022)	People with intellectual disability and employment sustainability: A qualitative interview study.	Sverige Olika	Kvalitativ	Intellectuella funktionsnedsättningar	Anställda med intellektuella funktionsnedsättningar, arbetsgivarrepresentanter

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Högstedt E, Igelström K, Korhonen L, Käcker P, Martensdottir I, Björk M. (2023)	'It's like it is designed to keep me stressed'—Working sustainably with ADHD or autism.	Sverige Olika	Kvalitativ	Fler än en typ	Personer med adhd eller autism
Jain A, Sharma D. (2018)	Workarounds and social support: The saviors for visually impaired bankers in India.	Indien Bank	Kvalitativ	Synnedsättning	Anställda med synnedsättning
Jansen J, van Ooijen R, Koning P, Boot C, Brouwer S. (2021)	The Role of the Employer in Supporting Work Participation of Workers with Disabilities: A Systematic Literature Review Using an Interdisciplinary Approach.	Olika Olika	Litteraturöversikt	Kroniska sjukdomar	Olika
Jessiman-Perreault G, Gignac MAM, Thompson A, Smith PM. (2023)	Understanding the Unmet Accommodation Needs of People Working with Mental or Cognitive Conditions: The Importance of Gender, Gendered Work, and Employment Factors.	Kanada Olika	Kvantitativ	Fler än en typ	Personer med funktionsnedsättning
Jetha A, Gignac MAM, Ibrahim S, Martin Ginis KA. (2021)	Disability and sex/gender intersections in unmet workplace support needs: Findings from a large Canadian survey of workers.	Kanada Olika	Kvantitativ	Fler än en typ	Anställda med funktionsnedsättning, anställda utan funktionsnedsättning
Karjalainen K, Issakainen M, Ylhäinen M, Marashi S, Nedlund A, Boger J, Astell A, Mäki-Petäjä-Leinonen A, Nygård L. (2022)	Supporting continued work under the UNCRPD – views of employees living with mild cognitive impairment or early onset dementia.	Finland Kanada Sverige Olika	Kvalitativ	Fler än en typ	Personer med funktionsnedsättning
Kensbock JM, Boehm SA, Bourovoi K. (2017)	Is there a downside of job accommodations? An employee perspective on individual change processes.	Tyskland Industri	Kvalitativ	Fler än en typ	Anställda som sökt anpassning på grund av nedsatt arbetsförmåga
Kim EJ, Kim I, Kim MJ. (2020)	The impact of workplace disability facilities on job retention wishes among people with physical disabilities in South Korea.	Syd Korea Olika	Kvantitativ	Fysiska funktionsnedsättningar	Anställda med funktionsnedsättning
Koch LC, Glade R, Manno CM, Zandam A, Simon LS, Rumrill PD, Rosen CC. (2022)	On-the-Job Treatment of Employees With Disabilities: A Grounded Theory Investigation.	USA Olika	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning
Kulkarni M, Boehm SA, Basu S. (2016)	Workplace inclusion of persons with a disability: Comparison of Indian and German multinationals.	Indien Tyskland Multinationella företag	Kvalitativ	Fler än en typ	Medarbetare med ansvar för personal och funktionshinderfrågor

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Loerbroks A, Nguyen XQ, Vu-Eickmann P, Krichbaum M, Kulzer B, Icks A, Angerer P. (2018)	Psychosocial working conditions and diabetes self-management at work: A qualitative study.	Tyskland Olika	Kvalitativ	Diabetes	Anställda med diabetes
Luu T. (2019)	Relationship between benevolent leadership and the well-being among employees with disabilities.	Vietnam Olika	Kvantitativ	Fysiska funktionsnedsättningar	Anställda med fysiska funktionsnedsättningar
Luu T. (2019)	The well-being among hospitality employees with disabilities: The role of disability inclusive benevolent leadership.	Vietnam Turism och hotellbranschen	Kvantitativ	Fysiska funktionsnedsättningar	Anställda med fysiska funktionsnedsättningar
Lyubykh Z, Ansari MA, Williams-Whitt K, Kristman VL. (2020)	Disability Severity, Leader-Member Exchange, and Attitudinal Outcomes: Considering the Employee and Supervisor Perspectives.	Kanada Olika	Kvantitativ	Multipel skleros	Anställda med multipel skleros, arbetsgivare till anställda med multipel skleros
Marion-Paris E, Beetlestone E, Paris R, Bouhadjane M, Villa A, Lehucher-Michel M-P. (2023)	Job retention for people with bipolar disorder: A qualitative analysis.	Frankrike Olika	Kvalitativ	Bipolär sjukdom	Personer med bipolär sjukdom
Martin Ginis KA, Jetha A, Gignac MAM. (2023)	Experiential aspects of employment and their relationship with work outcomes: A cross-sectional study using a novel measure of participation in workers with and without physical disabilities.	Kanada Olika	Kvantitativ	Fysiska funktionsnedsättningar	Anställda med och utan fysiska funktionsnedsättningar
Meacham H, Cavanagh J, Shaw A, Bartram T. (2017)	HRM practices that support the employment and social inclusion of workers with an intellectual disability.	Australien Hotell	Kvalitativ	Intellectuella funktionsnedsättningar	HR-personal, avdelningschefer, anställda med intellektuella funktionsnedsättningar, chefer, medarbetare
Mellifont D, Smith-Merry J, Dickinson H, Llewellyn G, Clifton S, Ragen J, Raffaele M, Williamson P. (2019)	The ableism elephant in the academy: A study examining academia as informed by Australian scholars with lived experience.	Australien Högskolesektorn	Litteraturoversikt och kvalitativ metod	Fler än en typ	Akademiker med funktionsnedsättningar
Mellifont D, Smith-Merry J, Scanlan JN. (2016)	Disabling accommodation barriers: A study exploring how to better accommodate government employees with anxiety disorders.	Australien Statliga anställningar	Kvantitativ	Ångestsyndrom	Anställda med ångestsyndrom

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Miller LC, Gottlieb M, Morgan KA, Gray DB. (2014)	Interviews with employed people with mobility impairments and limitations: Environmental supports impacting work acquisition and satisfaction.	USA Olika	Kvalitativ	Rörelsenedsättning	Anställda med rörelsenedsättning
Moody L, Saunders J, Leber M, Wójcik-Augustyniak M, Szajczyk M, Rebernik N. (2017)	An exploratory study of barriers to inclusion in the European workplace.	6 europeiska länder: Belgien, Italien, Polen, Slovenien, Spanien, Storbritannien Olika	Kvantitativ	Fler än en typ	Personer med funktionsnedsättningar, arbetsgivare
Morse KP, Dukes C, Brady MP, Frain M, Duffy ML. (2021)	Using an iPad job coaching intervention to enhance food preparation skills for individuals with developmental disabilities.	USA Olika	Kvantitativ	Intellectuella funktionsnedsättningar	Personer med intellektuella funktionsnedsättningar
Munsell EGS, Kudla A, Su H, Wong J, Crown D, Capraro P, Trierweiler R, Park M, Heinemann AW. (2022)	Employers' Perceptions of Challenges and Strategies in Hiring, Retaining, and Promoting Employees With Physical Disabilities.	USA Olika	Kvantitativ	Fysiska funktionsnedsättningar	Arbetsgivare
Nagib W, Wilton R. (2021)	Examining the gender role in workplace experiences among employed adults with autism: Evidence from an online community.	Internationell (webbsida på internet) Olika	Kvalitativ	Autismspektrumtillstånd	Personer med autismspektrumtillstånd
Nelissen PTJH, Hülshager UR, van Ruitenbeek GMC, Zijlstra FRH. (2016)	How and when stereotypes relate to inclusive behavior toward people with disabilities.	Nederländerna Olika	Kvantitativ	Fler än en typ	Anställda med funktionsnedsättning, anställda utan funktionsnedsättning
Nevala N, Pehkonen I, Koskela I, Ruusuvaara J, Anttila H. (2015)	Workplace Accommodation Among Persons with Disabilities: A Systematic Review of Its Effectiveness and Barriers or Facilitators.	Olika Olika	Litteraturoversikt	Fler än en typ	Personer med funktionsnedsättning
O'Brien D. (2020)	Negotiating academic environments: Using Lefebvre to conceptualise deaf spaces and disabling/enabling environments.	Storbritannien Högskolesektorn	Kvalitativ	Dövhet	Döva akademiker
O'Donnell L, Himle JA, Ryan K, Grogan-Kaylor A, McInnis MG, Weintraub J, Kelly M, Deldin P. (2017)	Social aspects of the workplace among individuals with bipolar disorder. Journal of the Society for Social Work and Research.	USA Olika	Kvantitativ	Bipolär sjukdom	Anställda med bipolär sjukdom

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Ochrach C, Thomas K, Phillips B, Mpofu N, Tansey T, Castillo S. (2022)	Case study on the effects of a disability inclusive mindset in a large biotechnology company.	USA Bioteknik-företag	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning som medför nedsatt arbetsförmåga, anställda utan funktionsnedsättning, chef för HR-avdelning, ansvariga för rekrytering, chef
Olsen J. (2022)	Employers: Influencing disabled people's employment through responses to reasonable adjustments.	Storbritannien Olika	Kvalitativ	Fler än en typ	Personer med funktionsnedsättning
Padkapayeva K, Posen A, Yazdani A, Buettgen A, Mahood Q, Tompa E. (2017)	Workplace accommodations for persons with physical disabilities: evidence synthesis of the peer-reviewed literature.	Olika Olika	Litteratur-översikt	Fler än en typ	Personer med funktionsnedsättning
Pagán R. (2013)	Job Satisfaction and Domains of Job Satisfaction for Older Workers with Disabilities in Europe.	11 europeiska länder: Österrike, Tyskland, Sverige, Nederländerna, Spanien, Italien, Frankrike, Danmark, Grekland, Schweiz och Belgien	Kvantitativ	Fler än en typ	Anställda med och utan funktionsnedsättning
Pagan R. (2017)	Impact of Working Time Mismatch on Job Satisfaction: Evidence for German Workers with Disabilities.	Tyskland Olika	Kvantitativ	Fler än en typ	Anställda med och utan funktionsnedsättningar
Paul CD, Thomas EV, Marelle C, Hussain SZ, Doulin AM, Jimenez E. (2022)	Using wireless technology to support individuals with intellectual and developmental disabilities in vocational settings: A focus group study.	USA Olika	Kvalitativ	Intellektuella funktionsnedsättningar	Personer med intellektuell funktionsnedsättning, föräldrar till personer med intellektuell funktionsnedsättning

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Pellicena MÀ, Ivern I, Giné C, Múries O. (2020)	Facilitating factors for the job placement of workers with intellectual disabilities: supervisors and coworker mentors perspectives.	Spanien Olika	Kvalitativ	Intellektuella funktionsnedsättningar	Medarbetare och mentorer till personer med intellektuell funktionsnedsättning
Pérez-Conesa FJ, Romeo M, Yepes-Baldó M. (2020)	Labour inclusion of people with disabilities in Spain: the effect of policies and human resource management systems.	Spanien Olika	Kvantitativ	Fler än en typ	HR-personal
Pfeiffer B, Braun K, Kinnealey M, Derstine Matczak M, Polatajko H. (2017)	Environmental factors impacting work satisfaction and performance for adults with autism spectrum disorders.	USA Olika	Kvalitativ	Autismspektrumtillstånd	Anställda med autismspektrumtillstånd
Pfeiffer B, Brusilovskiy E, Davidson A, Persch A. (2018)	Impact of person-environment fit on job satisfaction for working adults with autism spectrum disorders.	USA Olika	Kvantitativ	Autismspektrumtillstånd	Anställda med autismspektrumtillstånd
Rodgers J, Thorneycroft R, Cook PS, Humphrys E, Asquith NL, Yaghi SA, Foulstone A. (2023)	Ableism in higher education: The negation of crip temporalities within the neoliberal academy.	Australien Högskolesektorn	Kvalitativ	Fler än en typ	Akademiker med funktionsnedsättning
Roulstone A, Williams J. (2014)	Being disabled, being a manager: "Glass partitions" and conditional identities in the contemporary workplace.	Storbritannien	Kvalitativ	Fler än en typ	Chefer med funktionsnedsättning
Sabatello M. (2014)	"If you can't do it now, you're out the door." Employees with traumatic brain injury – A case study.	USA Försäljare	Kvalitativ fallstudie	Traumatisk hjärnskada	Anställda med traumatisk hjärnskada
Sanclemente F, Gamero N, Medina F, Mendoza-Denton R. (2022)	A multilevel model of job inclusion of employees with disabilities: The role of organizational socialization tactics, coworkers social support, and an inclusive team context.	Spanien Olika	Kvantitativ	Fler än en typ	Anställda med funktionsnedsättning, medarbetare
Sang K, Calvard T, Remnant J. (2022)	Disability and Academic Careers: Using the Social Relational Model to Reveal the Role of Human Resource Management Practices in Creating Disability.	Storbritannien Högskolesektorn	Kvalitativ	Fler än en typ	Akademiker med funktionsnedsättning
Sang K, Richards J, Marks A. (2016)	Gender and Disability in Male-Dominated Occupations: A Social Relational Model.	Storbritannien Transportindustrin	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning
Schaap R, Stevels VA, de Wolff MS, Hazelzet A, Anema JR, Coenen P. (2023)	"I noticed that when I have a good supervisor, it can make a Lot of difference." A Qualitative Study on Guidance of Employees with a Work Disability to Improve Sustainable Employability.	Nederländerna Olika	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning som medför nedsatt arbetsförmåga

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Schiffmann B, Finger ME, Karcz K, Staubli S, Trezzini B. (2022)	Factors related to sustainable employment of people with acquired brain injury or spinal cord injury: The employer's perspective.	Schweiz Olika	Kvalitativ	Fler än en typ	Arbetsgivare till personer med förvärvat hjärnskada eller ryggmärgsskada
Schreuer N, Dorot R. (2017)	Experiences of employed women with attention deficit hyperactive disorder: A phenomenological study.	Israel Olika	Kvalitativ	adhd	Personer med adhd
Schur L, Nishii L, Adya M, Kruse D, Bruyère SM, Blanck P. (2014)	Accommodating employees with and without disabilities.	USA Olika	Kvalitativ och kvantitativ	Fler än en typ	Anställda med funktionsnedsättning, anställda utan funktionsnedsättning, ledning, chefer
Schwartz A, Rogers ES. (2023)	Exploring the impact of mental health symptoms in the workplace and supportive accommodations for young adults with intellectual/ developmental disabilities and co-occurring mental health conditions.	USA Olika	Kvalitativ och kvantitativ	Intellektuell funktionsnedsättning	Personer med intellektuell funktionsnedsättning, professionella stödpersoner
Seagraves K. (olika)	Effective Job Supports to Improve Employment Outcomes for Individuals With Autism Spectrum Disorder.	Olika Olika	Litteraturöversikt	Autismspektrumtillstånd	Olika
Sepulveda T. (2021)	Barriers to Hiring and Accommodating People With Disabilities in Small and Medium Sized Businesses: A Scoping Review.	Olika Olika	Litteraturöversikt	Fler än en typ	Olika
Shahin S, Reitzel M, Di Rezze B, Ahmed S, Anaby D. (2020)	Environmental Factors that Impact the Workplace Participation of Transition-Aged Young Adults with Brain-Based Disabilities: A Scoping Review.	Olika	Litteraturöversikt	Hjärnrelaterade funktionsnedsättningar	Olika
Shuey KM, Jovic E. (2013)	Disability Accommodation in Nonstandard and Precarious Employment Arrangements.	Kanada Olika	Kvantitativ	Fler än en typ	Anställda med funktionsnedsättning
Skamagki G, Carpenter C, King A, Wahlin C. (2023)	How do Employees with Chronic Musculoskeletal Disorders Experience the Management of Their Condition in the Workplace? A Metasynthesis.	Olika Olika	Litteraturöversikt	Muskelskeletala sjukdomar	Olika
Stokar H, Orwat J. (2018)	Hearing managers of deaf workers: A phenomenological investigation in the restaurant industry.	USA Restaurangbranschen	Kvalitativ	Dövhet	Chefer till döva anställda
Stone S-D, Crooks VA, Owen M. (2013)	Going through the back door: Chronically ill academics' experiences as "unexpected workers."	Kanada Akademin	Kvalitativ	Multipel skleros (MS)	Personer med MS

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Sundar V, Brucker DL. (2019)	Personal and Organizational Determinants of Job Satisfaction for Workers With Disabilities.	USA Olika	Kvantitativ	Fler än en typ	Personer med funktionsnedsättning
Svinndal EV, Jensen C, Rise MB. (2020)	Working life trajectories with hearing impairment.	Norge Olika	Kvalitativ	Hörselnedsättning	Anställda med hörselnedsättning
Tomczak MT, Mpfu E, Hutson N. (2022)	Remote Work Support Needs of Employees with Autism Spectrum Disorder in Poland: Perspectives of Individuals with Autism and Their Coworkers.	Polen Olika	Kvalitativ	Autismspektrumtillstånd	Anställda med autism, medarbetare
Tomczak M, Szulc J, Szczerska M. (2021)	Inclusive Communication Model Supporting the Employment Cycle of Individuals with Autism Spectrum Disorders.	Polen Olika	Kvalitativ	Autismspektrumtillstånd	Experter (terapeuter, jobb-coach), arbetsgivare
Trezzini B, Schuller V, Schüpbach S, Bickenbach J. (2021)	Environmental barriers to and facilitators of labour market participation as experienced by disabled people living in Switzerland.	Schweiz Olika	Kvalitativ	Fler än en typ	Personer med funktionsnedsättning
Tuan LT, Rowley C, Khai DC, Qian D, Masli E, Le HQ. (2021)	Fostering Well-Being Among Public Employees With Disabilities: The Roles of Disability-Inclusive Human Resource Practices, Job Resources, and Public Service Motivation.	Vietnam. Offentlig sektor	Kvantitativ	Fysiska funktionsnedsättningar	Anställda med funktionsnedsättning
Ulstein J (2023)	The Impact of Employer Characteristics on Sustaining Employment for Workers with Reduced Capacity: Evidence from Norwegian Register Data.	Norge Olika	Kvantitativ	Fler än en typ	Personer med funktionsnedsättning som medför nedsatt arbetsförmåga
van Beukering I, Smits S, Janssens K, Bogaers R, Joosen M, Bakker M, van Weeghel J, Brouwers E. (2022)	In What Ways Does Health Related Stigma Affect Sustainable Employment and Well-Being at Work? A Systematic Review.	Nordamerika och Europa	Litteraturöversikt	Fler än en typ	Olika
Van Laer K, Jammaers E, Hoeven W. (2022)	Disabling organizational spaces: Exploring the processes through which spatial environments disable employees with impairments.	Belgien	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning

Artikelförfattare (år)	Titel	Land och bransch/ sektor	Metod	Typ av funktionsnedsättning	Respondenter
Wagner S, Harder H, Scott L, Buys N, Yu I, Geisen T, Randall C, Lo K, Tang D, Fraess-Phillips A, Hassler B, Howe C. (2017)	Canadian Employee Perspectives on Disability Management. International Journal of Disability Management.	Kanada Olika	Kvantitativ	Fler än en typ	Anställda
Waisman-Nitzan M, Gal E, Schreuer N. (2019)	Employers' perspectives regarding reasonable accommodations for employees with autism spectrum disorder.	Israel Olika	Kvalitativ	Autismspektrumtillstånd	Arbetsgivare
Waisman-Nitzan M, Gal E, Schreuer N. (2021)	"It's like a ramp for a person in a wheelchair": Workplace accessibility for employees with autism.	Israel Olika	Kvalitativ	Autismspektrumtillstånd	Anställda med autism
Wissell S, Karimi L, Serry T, Furlong L, Hudson J. (2022)	"You Don't Look Dyslexic": Using the Job Demands-Resource Model of Burnout to Explore Employment Experiences of Australian Adults with Dyslexia.	Australien Olika	Kvalitativ	Dyselexi	Anställda, arbetssökande samt deltids-pensionärer med dyslexi
Wissell S, Karimi L, Serry T, Furlong L, Hudson J. (2022)	Leading Diverse Workforces: Perspectives from Managers and Employers about Dyslexic Employees in Australian Workplaces.	Australien Olika	Kvalitativ	Dyslexi	Arbetsgivare, chefer
Wong J, Kallish N, Crown D, Capraro P, Trierweiler R, Wafford Q, Tiema-Benson L, Hassan S, Engel E, Tamayo C, Heinemann A. (2021)	Job Accommodations, Return to Work and Job Retention of People with Physical Disabilities: A Systematic Review.	Olika Olika	Litteraturöversikt	Fysiska	Olika
Wu J, Iwanaga K, Grenawalt T, Mpofu N, Chan F, Lee B, Tansey T. (2023)	Employer Practices for Integrating People with Disabilities into the Workplace: A Scoping Review.	- Olika	Litteraturöversikt	Fler än en typ	Olika
Zafar N, Rotenberg M, Rudnick A. (2019)	A systematic review of work accommodations for people with mental disorders.	- Olika	Litteraturöversikt	Psykiska funktionsnedsättningar	Olika
Zhao DH, Cheung JMY, Smith L, Saini B. (2018)	Exploring asthma in the workplace: A triangulation of perspectives from management, employees and people with asthma.	Australien Olika	Kvalitativ	Astma	HR-personal, anställda utan astma, anställda med astma
Östlund G, Johansson G. (2018)	Remaining in workforce - employment barriers for people with disabilities in a Swedish context.	Sverige Olika	Kvalitativ	Fler än en typ	Anställda med funktionsnedsättning

Appendix 4. Summary of excluded articles

Artikel	Orsak till exkludering
Ababneh, R.I. AlShaik, A. (2021), Working women with disabilities: Evidence from the Jordanian public sector. <i>International Journal of Organizational Analysis</i> 2, s. 322–341. https://doi.org/10.1108/IJOA-12-2019-1970	Ej relevant för svenska förhållanden.
Ahmetovic, D. Galimberti, G. Avanzini, F. Bernareggi, C. Ludovico, L.A. Presti, G. Vasco, G. Mascetti, S. (2023), Enhancing Screen Reader Intelligibility in Noisy Environments. <i>IEEE Transactions on Human-Machine Systems</i> 53, s. 771–780. https://doi.org/10.1109/THMS.2023.3280030	Fel fokus – hur teknik kan användas.
Akkerman, A. Kef, S. Meininger, H.P. (2018a), Job satisfaction of people with intellectual disabilities: the role of basic psychological need fulfillment and workplace participation. <i>Disability and Rehabilitation</i> 40, s. 1192–1199. https://doi.org/10.1080/09638288.2017.1294205	Fel fokus och fel population – de flesta av informanterna i studien var i shelterd workshops. Möjlig bias p.g.a. finansiering av organisation.
Akkerman, A. Kef, S. Meininger, H.P. (2018b), Job satisfaction of people with intellectual disability: Associations with job characteristics and personality. <i>Ajidd – American journal on intellectual and developmental disabilities</i> 123, s. 17–32. https://doi.org/10.1352/1944-7558-123.1.17	Fel fokus – inte på arbetsmiljöfaktorer.
Albulayhi, A. (2022), A Constructive Model To Demonstrate the Relationship Between the Effectiveness of Training Programs, Assistive Technology, and the Working Environment for Workers With Visual Impairment. <i>Information Sciences Letters</i> 11, s. 2219–2230. https://doi.org/10.18576/isl/110629	Fel fokus – utvärdering av utbildning i användning av hjälpmedel.
Alcover, C.-M. Chambel, M.J. Fernández, J.J. Rodríguez, F. (2018), Perceived organizational support-burnout-satisfaction relationship in workers with disabilities: The moderation of family support. <i>Scandinavian Journal of Psychology</i> 59, s. 451–461. https://doi.org/10.1111/sjop.12448	Fel fokus – inte på arbetsmiljöfaktorer.
Alcover, C.-M. Rodríguez, F. Pastor, Y. Fernández, J.J. Chambel, M.J. (2017), Economic downturn, health, and well-being in workers with disabilities. <i>Revista de Psicología del Trabajo y de las Organizaciones</i> 33, s. 147–155. https://doi.org/10.1016/j.rpto.2017.05.001	Fel språk (spanska)
Alexander, J. Gendera, S. Robinson, S. Fisher, K.R. Howe, K. (2023), On-the-job training supports for people with intellectual disability employed in aged care. <i>Journal of Intellectual and Developmental Disability</i> . https://doi.org/10.3109/13668250.2023.2256075	Fel fokus – intervention (trainee program).
Andersen, L.L. Persson, R. Jakobsen, M.D. Sundstrup, E. (2017), Psychosocial effects of workplace physical exercise among workers with chronic pain randomized controlled trial. <i>Medicine (United States)</i> 96. https://doi.org/10.1097/MD.0000000000005709	Fel population
Andrade, M.S. Westover, J. Cardon, T. Miller, R.M. (2022), Autism in the Workplace: Stakeholder Perspectives. <i>International Journal of Interdisciplinary Organizational Studies</i> 17. https://doi.org/10.18848/2324-7649/CGP/v17i02/17-41	Fel fokus
Bal, M.I. Sattoe, J.N.T. van Schaardenburgh, N.R. Floothuis, M.C.S.G. Roebroek, M.E. Miedema, H.S. (2017), A vocational rehabilitation intervention for young adults with physical disabilities: participants' perception of beneficial attributes. <i>Child: Care, Health and Development</i> 43, s. 114–125. https://doi.org/10.1111/cch.12407	Fel fokus – intervention.
Balducci, C. Baillien, E. Van den Broeck, A. Toderi, S. Fraccaroli, F. (2020), Job demand, job control, and impaired mental health in the experience of workplace bullying behavior: A two-wave study. <i>International Journal of Environmental Research and Public Health</i> 17. https://doi.org/10.3390/ijerph17041358	Fel population – vanliga psykiska ohälsa

Artikel	Orsak till exkludering
Bartolac, A. Sangster Jokić, C. (2019), Understanding the everyday experience of persons with physical disabilities: Building a model of social and occupational participation. <i>Journal of Occupational Science</i> 26, s. 408–425. https://doi.org/10.1080/14427591.2018.1522597	Fel fokus
Baumgärtner, M.K. Böhm, S.A. Dwertmann, D.J.G. (2014), Job performance of employees with disabilities: Interpersonal and intrapersonal resources matter. <i>Equality, Diversity and Inclusion</i> 33, s. 347–360. https://doi.org/10.1108/EDI-05-2013-0032	Fel fokus – socialt företag
Becerra, M. Montanero, M. Lucero, M. (2018), Graphic support resources for workers with intellectual disability engaged in office tasks: a comparison with verbal instructions from a work mate. <i>Disability and rehabilitation</i> 40, s. 435–443. https://doi.org/10.1080/09638288.2016.1258739	Fel fokus – hur instruktioner ges till personer med IF
Bennett, K. Hannah, M. (2021), Generative Fusions: Integrating Technical and Professional Communication, Disability Studies, and Legal Studies in the Work of Disability Inclusion and Access. <i>IEEE Transactions on Professional Communication</i> 64, s. 235–249. https://doi.org/10.1109/TPC.2021.3090597	Fel kontext – utgår från amerikanska ADA
Berger, A. (2023), Exploring former & modern views: A catch-all to assistive technology applications. <i>E a M: Ekonomie a Management</i> 26, s. 206–218. https://doi.org/10.15240/TUL/001/2023-1-012	Fel fokus – på teknik
Bertilsson, M. Niederberger, R. de Rijk, A. (2023), Work accommodations for employees with common mental disorders and associated manager-related determinants: A cross-sectional study among Swedish managers. <i>Disability and Rehabilitation</i> . https://doi.org/10.1080/09638288.2023.2269861	Fel population – vanlig psykisk ohälsa
Bobsin, T.S. Camilo, S.P.O. Cardoso, L. (2023), Supported employment as a driver for the social inclusion of people with disabilities in the labor market. <i>Work</i> 76, s. 289–301. https://doi.org/10.3233/WOR-220563	Ej relevant kontext för svenska förhållanden
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Brzykcy, A. Boehm, S. (2022), No such thing as a free ride: The impact of disability labels on relationship building at work. <i>Human Relations</i> 75, s. 734–763. https://doi.org/10.1177/0018726721991609	Fel fokus – ej arbetsmiljö
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Cavanagh, J. Bartram, T. Meacham, H. Bigby, C. Oakman, J. Fossey, E. (2017), Supporting workers with disabilities: a scoping review of the role of human resource management in contemporary organisations. <i>Asia Pacific Journal of Human Resources</i> 55, s. 6–43. https://doi.org/10.1111/1744-7941.12111	Fel fokus
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Chajduga, T. (2021), Work management solution in the context of modern supporting technologies. <i>Revista gestao & tecnologia-journal of management and technology</i> 21, s. 56–73. https://doi.org/10.20397/2177-6652/2021.v21i3.2170	Fel fokus – handlar snarare om attityder till teknik än om arbetsmiljöfaktorer
Chandola, T. Rouxel, P. (2021), The role of workplace accommodations in explaining the disability employment gap in the UK. <i>Social Science and Medicine</i> 285. https://doi.org/10.1016/j.socscimed.2021.114313	Fel fokus – fokus på att förbli ekonomiskt aktiv

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Chichaya, T.F. Joubert, R.W.E. McColl, M.A. (2020), Voices on disability issues in Namibia: Evidence for entrenching occupational justice in disability policy formulation. <i>Scandinavian Journal of Occupational Therapy</i> 27, s. 14–27. https://doi.org/10.1080/11038128.2018.1496273	Fel fokus – syftet att utveckla policyn i Namibia. Bristande kvalitet – metodsvag eftersom det inte fanns tolkar till alla
Ching, A. Prior, Y. Parker, J. Hammond, A. (2023), Biopsychosocial, work-related, and environmental factors affecting work participation in people with Osteoarthritis: a systematic review. <i>BMC Musculoskeletal Disorders</i> 24. https://doi.org/10.1186/s12891-023-06612-6	Fel fokus – snarare på frånvaro än arbetsmiljö
Chumo, I. Kabaria, C. Mberu, B. (2023), Social inclusion of persons with disability in employment: what would it take to socially support employed persons with disability in the labor market? <i>Frontiers in Rehabilitation Sciences</i> 4. https://doi.org/10.3389/fresc.2023.1125129	Ej relevant för svenska förhållanden
Cleal, B. Willaing, I. Stuckey, H. Peyrot, M. (2019), Work matters: Diabetes and worklife in the second diabetes attitudes, wishes and needs (DAWN2) study. <i>Diabetes Research and Clinical Practice</i> 150, s 90–98. https://doi.org/10.1016/j.diabres.2019.02.025	Flera olika länder, går ej att utläsa om den är relevant i svensk kontext
Coll, C. Mignonac, K. (2023), Perceived organizational support and task performance of employees with disabilities: A need satisfaction and social identity perspectives. <i>International Journal of Human Resource Management</i> 34, s. 2039–2073. https://doi.org/10.1080/09585192.2022.2054284	Fel fokus – på sambandet mellan prestation och stöd
Crudden, A. Steverson, A. (2022), Job retention: Perspectives of individuals with blindness and low vision. <i>Journal of Vocational Rehabilitation</i> 57, s. 127–140. https://doi.org/10.3233/JVR-221204	Fel fokus – ej på arbetsmiljö utan på individuella faktorer
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De Beer, J. Engels, J. Heerkens, Y. Van Der Klink, J. (2014), Factors influencing work participation of adults with developmental dyslexia: A systematic review. <i>BMC Public Health</i> 14. https://doi.org/10.1186/1471-2458-14-77	Fel fokus – äldre publikationer, startår redan 1995
Denny-Brown, N. O'Day, B. McLeod, S. (2015), Staying Employed: Services and Supports for Workers With Disabilities. <i>Journal of Disability Policy Studies</i> 26, s. 124–131. https://doi.org/10.1177/1044207315583899	Fel fokus – fokuserar på vem som betalade för hjälpmedel och anpassning på olika arbetsplatser i USA
Di Francesco, C. Murahara, F. Martin, V. Flanagan, T. Nadig, A. (2021), The value of employment support services for adults on the autism spectrum and/or with intellectual disabilities: Employee, employer, and job coach perspectives. <i>Journal of Vocational Rehabilitation</i> 55, s. 251–270. https://doi.org/10.3233/JVR-211163	Fel fokus – snarare på vilket stöd de värderar
Dong, S. Eto, O. Liu, L. Villaquiran, A. (2023), Examining psychosocial factors associated with receiving workplace accommodations among people with disabilities. <i>Work – A journal of prevention assessment & rehabilitation</i> 75, s. 799–811. https://doi.org/10.3233/WOR-220230	Fel fokus – individuella faktorer
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Doogan, C. Playford, E. (2014), Supporting work for people with multiple sclerosis. <i>Multiple sclerosis journal</i> 20, s. 646–650. https://doi.org/10.1177/1352458514523499	Fel typ av studie – ingen empiri
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Ebuenyi, I. Syurina, E. Bunders, J. Regeer, B. (2018), Barriers to and facilitators of employment for people with psychiatric disabilities in Africa: a scoping review. <i>Global health action</i> 11. https://doi.org/10.1080/16549716.2018.1463658	Ej relevant för svenska förhållanden
Emerson, E. Hatton, C. Robertson, J. Baines, S. (2018), The association between non-standard employment, job insecurity and health among British adults with and without intellectual impairments: Cohort study. <i>Ssm-population health</i> 4, s. 197–205. https://doi.org/10.1016/j.ssmph.2018.02.003	Fel fokus – på osäkra anställningar
Engelbrecht, M. van Niekerk, L. Shaw, L. (2023), Supported employment for youth with intellectual disability: Promoting occupational justice. <i>Journal of Occupational Science</i> 30, s. 403–419. https://doi.org/10.1080/14427591.2022.2146159	Fel fokus – på hur Supported Employment kan leda till rättvisa snarare än på arbetsmiljöfaktorer
Erickson, W.A. von Schrader, S. Bruyère, S.M. VanLooy, S.A. (2014), The Employment Environment: Employer Perspectives, Policies, and Practices Regarding the Employment of Persons With Disabilities. <i>Rehabilitation Counseling Bulletin</i> 57, s. 195–208. https://doi.org/10.1177/0034355213509841	Fel fokus – på policy
Fleischmann, M. Carr, E. Stansfeld, S.A. Xue, B. Head, J. (2018), Can favourable psychosocial working conditions in midlife moderate the risk of work exit for chronically ill workers? A 20-year follow-up of the Whitehall II study. <i>Occupational and Environmental Medicine</i> 75, s. 183–190. https://doi.org/10.1136/oemed-2017-104452	Fel fokus – snarare på predikativa faktorer som förhindrar att personer slutar
Forman, J. Salter, N. Schafer, K. Dausch, M. (2023), Creating a Culture of Inclusivity for Employees with Sensory Disabilities: Best Practices for Organizations. <i>Consulting psychology journal-practice and research</i> 75, s. 225–239. https://doi.org/10.1037/cpb0000226	Fel typ av publikation – ingen direkt empiri
Foster, D. (2018) The Health and Well-Being at Work Agenda: Good News for (Disabled) Workers or Just a Capital Idea? <i>Work, Employment and Society</i> 32, s. 186–197. https://doi.org/10.1177/0950017016682458	Fel typ av publikation – saknar empiri
Frapsauce, A. Gilibert, D. Samatan, A. Sauvezon, C. (2022), Meaning of Work, Perceived Recognition and Social Support in PTSD Among Police Officers. <i>Journal of Police and Criminal Psychology</i> 37, s. 499–511. https://doi.org/10.1007/s11896-022-09508-8	Fel fokus – snarare på faktorer som minskar risken för funktionshinder efter traumatiska händelse
Geng, Q. Stuthridge, R.W. Field, W.E. (2013), Hazards for Farmers With Disabilities: Working in Cold Environments. <i>Journal of Agromedicine</i> 18, s. 140–150. https://doi.org/10.1080/1059924X.2013.767762	Fel fokus – funktionshinder enbart mindre del av artikelns fokus
Gentry, T. Kriner, R. Sima, A. McDonough, J. Wehman, P. (2015), Reducing the Need for Personal Supports Among Workers with Autism Using an iPod Touch as an Assistive Technology: Delayed Randomized Control Trial. <i>Journal of Autism and Developmental Disorders</i> 45, s. 669–684. https://doi.org/10.1007/s10803-014-2221-8	Fel fokus – intervention som prövats med datorer

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Godard, R. Hebl, M. Nittrouer, C. (2022), Identity management in the workplace: Coworker perceptions of individuals with contested disabilities. <i>Journal of Vocational Rehabilitation</i> 57, s. 177–186. https://doi.org/10.3233/JVR-221208	Fel fokus, – snarare på individers hantering än på arbetsmiljöfaktorer
Gould-Werth, A. Morrison, K. Ben-Shalom, Y. (2018), Employers' Perspectives on Accommodating and Retaining Employees with Newly Acquired Disabilities: An Exploratory Study. <i>Journal of Occupational Rehabilitation</i> 28, s. 611–633. https://doi.org/10.1007/s10926-018-9806-6	Fel fokus – varför arbetsgivare inte ger anpassningar
Hansen, U.M. Olesen, K. Browne, J.L. Skinner, T.C. Willaing, I. (2018) A call for inclusion of work-related diabetes distress in the spectrum of diabetes management: Results from a cross-sectional survey among working people with type 1 diabetes. <i>Diabetes Research and Clinical Practice</i> 140, s. 139–147. https://doi.org/10.1016/j.diabres.2018.03.040	Fel fokus – snarare på hur diabetes påverkar stress än på hur faktorer i arbetsmiljön påverkar
Harkko, J. Ranta, H. Lallukka, T. Nordquist, H. Mänty, M. Kouvonen, A. (2023), Working conditions and mental health functioning among young public sector employees. <i>Scandinavian Journal of Public Health</i> 51, s. 98–105. https://doi.org/10.1177/14034948211045458	Fel population – vanlig mental ohälsa
Hashim, H. Syed Marzuki, S.Z. Mansor, F. (2023), Leader-Member Exchange and Employees with Disabilities' Job Embeddedness: Mediating Effects of Organizational Climate. <i>Jurnal Pengurusan</i> 67, s. 17–30. https://doi.org/10.17576/PENGURUSAN-2023-67-01	Ej relevant kontext för svenska förhållanden
Heera, S. Maini, A. (2023), Dynamics of including people with disabilities: a qualitative study. <i>International Journal of Management Practice</i> 16, s. 367–389. https://doi.org/10.1504/IJMP.2023.130356	Ej relevant kontext för svenska förhållanden
Henly, M. Brucker, D.L. Houtenville, A.J. (2023), Occupational Requirements and Worker Physical and Mental Health Functioning: How Measuring Workplace Accommodation Use May Inform Disability Policy. <i>Social Security Bulletin</i> 83, s. 17–30.	Fel fokus – snarare på om de som begär anpassning själva rapporterar lägre arbetsförmåga
Hounsossou, C.H. Queneuille, J.P. Ibinga, E. Preux, P.M. Dalmay, F. Druet-Cabanac, M. Houinato, D. (2015), Knowledge, attitudes, and behavior among key people involved in the employment of people with epilepsy in southern Benin. <i>Epilepsy and Behavior</i> 42, s. 153–158. https://doi.org/10.1016/j.yebeh.2014.10.022	Ej relevant kontext för svenska förhållanden
Hyseni, F. Kruse, D. Schur, L. Blanck, P. (2023), Disability, workplace inclusion and organizational citizenship behavior: An exploratory study of the legal profession. <i>Journal of Participation and Employee Ownership</i> 6, s. 31–50. https://doi.org/10.1108/JPEO-10-2022-0017	Fel fokus – på deras frivilliga engagemang i organisationen
Ida, K. Lydia, K. Iben, A. Gunnar, B. Ute, B. Kristina, H. Elisabeth, B.B. (2023), Experiences of participating in a problem-solving intervention with workplace involvement in Swedish primary health care: A qualitative study from rehabilitation coordinator's, employee's, and manager's perspectives. <i>BMC Public Health</i> 23. https://doi.org/10.1186/s12889-023-15899-y	Fel population – mental ohälsa
Inge, K.J. Graham, C.W. Bogenschutz, M.D. Wehman, P. Erickson, D. Seward, H. (2018), Barriers and facilitators to employment: As reported by individuals with spinal cord injuries. <i>Journal of Rehabilitation</i> 84, s. 22–32.	Fel fokus – snarare på att nå arbete
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Jammaers, E. (2023), On ableism and anthropocentrism: A canine perspective on the workplace inclusion of disabled people. <i>Human Relations</i> 76, s. 233–257. https://doi.org/10.1177/00187267211057549	Fel fokus – djur som möjlighet till inkludering

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Jetha, A. Bonaccio, S. Shamaee, A. Banks, C.G. Bültmann, U. Smith, P.M. Tompa, E. Tucker, L.B. Norman, C. Gignac, M.A.M. (2023), Divided in a digital economy: Understanding disability employment inequities stemming from the application of advanced workplace technologies. SSM – Qualitative Research in Health 3. https://doi.org/10.1016/j.ssmqr.2023.100293	Fel fokus – spekulerar om framtiden
Jurado-Caraballo, M.Á. Quintana-García, C. Rodríguez-Fernández, M. (2022), Trends and opportunities in research on disability and work: An interdisciplinary perspective. BRQ Business Research Quarterly 25, s. 366–388. https://doi.org/10.1177/2340944420972715	Fel fokus – kartläggning av forskningsläget
Kensbock, J.M. Boehm, S.A. (2016), The role of transformational leadership in the mental health and job performance of employees with disabilities. International Journal of Human Resource Management 27, s. 1580–1609. https://doi.org/10.1080/09585192.2015.1079231	Fel fokus – utvärdering av modell för ledarskap
Khalafbeigi, M. Yazdani, F. Genis, F. Hess, K.Y. Kirve, S. (2023), Invisibility and diagnosis stigma: disabling factors for female adults with myalgia encephalomyelitis (ME)/chronic fatigue syndrome (CFS) in a small-scale qualitative study in England. Irish Journal of Occupational Therapy 51, s. 52–59. https://doi.org/10.1108/IJOT-08-2022-0032	Fel fokus – på hela tillvaron snarare än arbetsmiljön specifikt
Kim, J. (2022), Disability acceptance as a moderator of the impacts of disability stigma on job satisfaction of people with disabilities in the workplace. Journal of Vocational Rehabilitation 57, s. 225–235. https://doi.org/10.3233/JVR-221213	Fel fokus – inte faktorer i arbetsmiljön utan snarare allmänna faktorer som inverkar på arbetstillfredsställelse
Kinn, L. Holgersen, H. Aas, R. Davidson, L. (2014), "Balancing on Skates on the Icy Surface of Work": A Metasynthesis of Work Participation for Persons with Psychiatric Disabilities. Journal of occupational rehabilitation 24, s. 125–138. https://doi.org/10.1007/s10926-013-9445-x	Fel fokus – snarare på individernas känslor än på faktorer i arbetsmiljön
Klinksiek, I.D. Jammaers, E. Taskin, L. (2023), A framework for disability in the new ways of working. Human Resource Management Review 33. https://doi.org/10.1016/j.hrmr.2023.100954	Fel typ av studie – ingen empiri, spekulationer om framtiden
Koch, L.C. Glade, R. Manno, C.M. Zaandam, A. Simon, L.S. Rumrill, P.D. Rosen, C.C. (2022), On-the-Job Treatment of Employees With Disabilities: A Grounded Theory Investigation. Rehabilitation Counseling Bulletin 65, s. 294–309. https://doi.org/10.1177/0034355221993571	Fel fokus – på upplevelsorna av att inte inkluderas
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Kulkarni, M. (2022), Hiding but hoping to be found: workplace disclosure dilemmas of individuals with hidden disabilities. Equality, Diversity and Inclusion 41, s. 491–507. https://doi.org/10.1108/EDI-06-2020-0146	Fel fokus – snarare individers känslor om att framträda
Kulkarni, M. Baldrige, D. Swift, M. (2023), Conceptualizing disability accommodation device acceptance by workgroups through a sociomaterial lens. Equality, Diversity and Inclusion 42, s. 285–299. https://doi.org/10.1108/EDI-01-2022-0010	Fel typ av publikation – ingen empiri, argumenterande/teoretisk artikel
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Kwon, C.-K. (2023), Why HRD needs to do more in relation to disability: recommendations and future directions. <i>Human Resource Development International</i> . https://doi.org/10.1080/13678868.2023.2205073	Fel typ av publikation – argumenterade
Kwon, C.-K. Archer, M. (2022), Conceptualizing the Marginalization Experiences of People with Disabilities in Organizations Using an Ableism Lens. <i>Human Resource Development Review</i> 21, s. 324–351. https://doi.org/10.1177/15344843221106561	Fel publikationstyp – ingen empiri, teoretisk diskussion
Ladenburg, J. Nexø, M.A. Cleal, B. Thuesen, F. (2023), Willingness to pay heterogeneity for accommodating job attributes among people with diabetes. <i>Labour</i> 37, s. 626–654. https://doi.org/10.1111/labr.12254	Fel fokus – viljan att gå ner i tid, d.v.s. att förlora inkomst
LaMontagne, A.D. Krnjacki, L. Milner, A. Butterworth, P. Kavanagh, A. (2016), Psychosocial job quality in a national sample of working Australians: A comparison of persons working with versus without disability. <i>SSM - Population Health</i> 2, s. 175–181. https://doi.org/10.1016/j.ssmph.2016.03.001	Fel fokus
Leber, M. Bastič, M. Moody, L. Schmidt Krajnc, M. (2018), A study of the impact of ergonomically designed workplaces on employee productivity. <i>Advances in Production Engineering And Management</i> 13, s. 107–117. https://doi.org/10.14743/apem2018.1.277	Fel typ av publikation – ingen empiri
Linden, M. Milchus, K. (2014) Teleworkers with disabilities: Characteristics and accommodation use. <i>Work-a journal of prevention assessment & rehabilitation</i> 47, s. 473–483. https://doi.org/10.3233/WOR-141834	Fel fokus – mer på vem som använder och hur
Lindsay, S. Cagliostro, E. Leck, J. Shen, W. Stinson, J. (2019), Employers' perspectives of including young people with disabilities in the workforce, disability disclosure and providing accommodations. <i>Journal of vocational rehabilitation</i> 50, s. 141–156. https://doi.org/10.3233/JVR-180996	Fel fokus – mest på att anställa
Lourens, H. (2021), Supercrapping the academy: The difference narrative of a disabled academic. <i>Disability and Society</i> 36, s. 1205–1220. https://doi.org/10.1080/09687599.2020.1794798	Fel typ av publikation – självbiografisk
M. Santuzzi, A. Martinez, J.J. Keating, R.T. (2022), The benefits of inclusion for disability measurement in the workplace. <i>Equality, Diversity and Inclusion</i> 41, s. 474–490. https://doi.org/10.1108/EDI-06-2020-0167	Fel fokus
Man, X. Zhu, X. Sun, C. (2020), The Positive Effect of Workplace Accommodation on Creative Performance of Employees With and Without Disabilities. <i>Frontiers in Psychology</i> 11. https://doi.org/10.3389/fpsyg.2020.01217	Fel fokus – creative performance
Martin Ginis, K.A. Sinden, A.R. Bonaccio, S. Labbé, D. Guertin, C. Gellatly, I.R. Koch, L. Ben Mortenson, W. Routhier, F. Basham, C.A. Jetha, A. Miller, W.C. (2023), Experiential Aspects of Participation in Employment and Mobility for Adults With Physical Disabilities: Testing Cross-Sectional Models of Contextual Influences and Well-Being Outcomes. <i>Archives of Physical Medicine and Rehabilitation</i> . https://doi.org/10.1016/j.apmr.2023.08.004	Fel fokus
Martin, V. Flanagan, T.D. Vogus, T.J. Chênevert, D. (2023), Sustainable employment depends on quality relationships between supervisors and their employees on the autism spectrum. <i>Disability and Rehabilitation</i> 45, s. 1784–1795. https://doi.org/10.1080/09638288.2022.2074550	Fel fokus – mer på jobbcoachens roll
Mavindidze, E. Nhunzvi, C. Van Niekerk, L. (2023), Supported employment interventions for workplace mental health of persons with mental disabilities in low-to-middle income countries: A scoping review. <i>PLoS ONE</i> 18. https://doi.org/10.1371/journal.pone.0291869	Ej relevant kontext för svenska förhållanden
McBee-Black, K. Ha-Brookshire, J. (2018), Exploring clothing as a barrier to workplace participation faced by people living with disabilities. <i>Societies</i> 8. https://doi.org/10.3390/soc8010019	Fel fokus – personers mål med att delta i arbete och hur de använder kläder i det syftet

Artikel	Orsak till exkludering
McDowell, C. Ennals, P. Fossey, E. (2021), Vocational Service Models and Approaches to Improve Job Tenure of People With Severe and Enduring Mental Illness: A Narrative Review. FRONTIERS IN PSYCHIATRY 12. https://doi.org/10.3389/fpsy.2021.668716	Fel fokus – inte på arbetsmiljön utan snare potentiella metoder
Meacham, H. Cavanagh, J. Bartram, T. Pariona-Cabrera, P. Shaw, A. (2021), Workplace health promotion interventions for Australian workers with intellectual disability. Health Promotion International 36, s. 321–333. https://doi.org/10.1093/heapro/daaa129	Fel fokus – intervention
Meier, L.L. Semmer, N.K. Gross, S. (2014), The effect of conflict at work on well-being: Depressive symptoms as a vulnerability factor. Work and Stress 28, s. 31–48. https://doi.org/10.1080/02678373.2013.876691	Fel fokus – hur konflikter leder till ohälsa
Milner, A. Shields, M. King, T. Aitken, Z. LaMontagne, A. Kavanagh, A. (2019), Disabling working environments and mental health: A commentary. DISABILITY AND HEALTH JOURNAL 12, s 537–541. https://doi.org/10.1016/j.dhjo.2019.06.002	Fel typ av publikation – kommenterande
Min-Young, K. (2016), A study on the impact on life and work satisfaction and stress with the utilization of ICT equipment on the body of disabled workers. Indian Journal of Science and Technology 9. https://doi.org/10.17485/ijst/2016/v9i26/97323	Fel fokus
Moll, A.M. (2023), Exploring employees' coping with disability management practices at a South African university. African Journal of Disability 12. https://doi.org/10.4102/AJOD.V12I0.1123	Fel fokus
Moloney, M.E. Brown, R.L. Ciciurkaite, G. Foley, S.M. (2019), "Going the Extra Mile": Disclosure, Accommodation, and Stigma Management among Working Women with Disabilities. Deviant Behavior 40, s. 942–956. https://doi.org/10.1080/01639625.2018.1445445	Fel fokus – mer på individernas strategier
Moon, N.W. Linden, M.A. Bricout, J.C. Baker, P.M.A. (2014), Telework rationale and implementation for people with disabilities: Considerations for employer policymaking. Work 48, s. 105–115. https://doi.org/10.3233/WOR-131819	Policyer som inte är överförbara till svensk kontext eftersom de inte är angivna
Morgan, K.A. Gottlieb, M. Miller, L.C. Hollingsworth, H.H. Gray, D.B. (2014), Work environments of people with mobility impairments and limitations: Mobility Device User Work Survey (MWS). Work-a journal of prevention assessment & rehabilitation 48, s. 339–348. https://doi.org/10.3233/WOR-131787	Fel fokus – utvärderar en enkät
Nawafleh, S. (2023), Levels of discriminatory practices and behaviours towards employees with disabilities in the Jordanian public sector: an exploratory analytical study. International Journal of Organizational Analysis. https://doi.org/10.1108/IJOA-02-2023-3621	Fel fokus – mer på attityder än arbetsmiljöfaktorer
Nxumalo, L. (2022), How can talent management promote human rights, accelerate inclusion and advance persons with disabilities in the workplace? South African Journal on Human Rights 38, s. 46–69. https://doi.org/10.1080/02587203.2022.2129432	Fel typ av publikation – ingen empiri
Ostrow, L. Smith, C. Penney, D. Shumway, M. (2019), "It suits my needs": Self-employed individuals with psychiatric disabilities and small businesses. Psychiatric Rehabilitation Journal 42, s. 121–131. https://doi.org/10.1037/prj0000341	Fel fokus – snarare på etableringsmotiv för egenföretagande
Ottewell, N. (2022), Working in disability employment: An interpretative phenomenological study of experiences of people with a diagnosis of schizophrenia. British Journal of Occupational Therapy 85, s 541–548. https://doi.org/10.1177/03080226211039429	Inte överförbar till svenska förhållanden då studien talar om anställning som är vikt åt personer med funktionsnedsättning
Paley Altit, T. Shor, R. Maeir, A. (2019), Occupational Identity, Competence, and Environments Among Adults With and Without Attention Deficit Hyperactivity Disorder. Occupational Therapy in Mental Health 35, s. 205–215. https://doi.org/10.1080/0164212X.2019.1588833	Fel fokus – på skillnader mellan grupp med resp. utan adhd ur olika aspekter snarare än på arbetsmiljö

Artikel	Orsak till exkludering
Patton, E. (2022), To disclose or not disclose a workplace disability to coworkers: Attributions and invisible health conditions in the workplace. <i>Equality, Diversity and Inclusion</i> 41, s. 1154–1180. https://doi.org/10.1108/EDI-09-2021-0228	Fel fokus – fokuserar att framträda med dold funktionsnedsättning (fördelar/nackdelar/effekter)
Pérez, V. Alcover, C.-M. Chambel, M.J. (2015), Job attitudes among workers with disabilities: The importance of family support in addition to organizational support. <i>Work</i> 51, s. 817–826. https://doi.org/10.3233/WOR-141905	Fel fokus – på arbets-tillfredsställelse snarare än arbetsmiljö
Periša, M. Kuljanić, T.M. Cvitić, I. Kolarovszki, P. (2021), Conceptual model for informing user with innovative smart wearable device in industry 4.0. <i>Wireless Networks</i> 27, s. 1615–1626. https://doi.org/10.1007/s11276-019-02057-9	Fel typ av studie – ingen empiri
Petty, S. Richardson, H. Eccles, N. Tunstall, L. (2023), Supporting autistic employees: Understanding and confidence in UK workplaces. <i>Industry and Higher Education</i> 37, s. 448–454. https://doi.org/10.1177/09504222221124505	Fel fokus – på anställdas uppfattningar om behov hos personer med autism-spektrumtillstånd
Polvinen, A. Laaksonen, M. (2023), Contribution of age, gender and occupational group to the higher risk of disability retirement among finnish public sector employees. <i>Scandinavian Journal of Public Health</i> . https://doi.org/10.1177/14034948231153913	Fel fokus – på sjukpension och skillnader mellan olika grupper
Rachanioti, E. Giaouri, S. Laskaraki, E. Alevriadou, A. (2021), “Can I Work Here?”: Employment Barriers for Individuals with Intellectual Disabilities in Greece. <i>Journal of Intellectual Disability – Diagnosis and Treatment</i> 9, s. 354–362. https://doi.org/10.6000/2292-2598.2021.09.04.1	Fel typ av studie – ingen empiri
Rana, S. Murray, N. Sapkota, K.P. Gurung, P. (2022), Lived Employment Experiences of Persons with Physical Disabilities in Nepal: A Phenomenological Study. <i>Scandinavian Journal of Disability Research</i> 24, s. 136–150. https://doi.org/10.16993/sjdr.860	Ej relevant för svenska förhållanden
Rathbun-Grubb, S. (2021), Voices of Strength: A Survey of Librarians Working with Chronic Illnesses or Conditions. <i>Journal of Library Administration</i> 61, s. 42–57. https://doi.org/10.1080/01930826.2020.1845546	Fel fokus – på respondenternas egna upplevelser och svårigheter samt copingstrategier
Remnant, J. Sang, K. Myhill, K. Calvard, T. Chowdhry, S. Richards, J. (2023), Working it out: Will the improved management of leaky bodies in the workplace create a dialogue between medical sociology and disability studies? <i>Sociology of Health and Illness</i> 45, s. 1276–1299. https://doi.org/10.1111/1467-9566.13519	Fel population
Rumrill, P.D. Rumrill, S.P. Wickert, K. Sheppard-Jones, K. Baumunk, M. Roessler, R.T. (2023), A “win-win” perspective on workplace accommodations: Retain Kentucky’s self-advocacy guide to promote successful return to work and stay at work outcomes for workers with disabilities. <i>Work – a journal of prevention assessment & rehabilitation</i> 74, s. 3–10. https://doi.org/10.3233/WOR-223651	Fel typ av publikation
Santilli, S. Ginevra, M.C. Nota, L. (2023), Colleagues’ Work Attitudes towards Employees with Disability. <i>European Journal of Investigation in Health, Psychology and Education</i> 13, s. 130–140. https://doi.org/10.3390/ejihpe13010009	Fel population – flertalet respondenter utan erfarenhet av att arbeta med personer med funktionsnedsättning, handlade om hypotetiska medarbetare
Schloemer-Jarvis, A. Bader, B. Böhm, S.A. (2022), The role of human resource practices for including persons with disabilities in the workforce: A systematic literature review. <i>International Journal of Human Resource Management</i> 33, s. 45–98. https://doi.org/10.1080/09585192.2021.1996433	Fel fokus – på anställningsprocessen
Scott, M. Milbourn, B. Falkmer, M. Black, M. Bölte, S. Halladay, A. Lerner, M. Taylor, J.L. Girdler, S. (2019), Factors impacting employment for people with autism spectrum disorder: A scoping review. <i>Autism</i> 23, s. 869–901. https://doi.org/10.1177/1362361318787789	Fel fokus – mer på träning och intervention

Artikel	Orsak till exkludering
Shi, J. Gardner, S. Wheeler, K.K. Thompson, M.C. Lu, B. Stallones, L. Xiang, H. (2015), Characteristics of nonfatal occupational injuries among U.S. workers with and without disabilities. <i>American Journal of Industrial Medicine</i> 58, s. 168–177. https://doi.org/10.1002/ajim.22395	Fel fokus – på skador
Sibbald, K.R. Beagan, B.L. (2022), Disabled healthcare professionals' experiences of altruism: Identity, professionalism, competence, and disclosure. <i>Disability and Society</i> . https://doi.org/10.1080/09687599.2022.2061333	Fel fokus – på altruism, respondentgruppen otydligt definierad
Silva, M.C. Mieto, G.S.M. Oliveira, V.M. (2019), Recent studies on labor inclusion of people with intellectual disabilities. <i>Revista Brasileira de Educacao Especial</i> 25, s. 465–480. https://doi.org/10.1590/s1413-65382519000300008	Fel språk (spanska)
Singsa, A. Sriyakul, T. Sutduean, J. Jermstittiparsert, K. (2019), Willingness of supply chain employees to support disability management at workplace: A case of Indonesian supply chain companies. <i>Journal of Computational and Theoretical Nanoscience</i> 16, s. 2982–2989. https://doi.org/10.1166/jctn.2019.8205	Ej relevant kontext för svenska förhållanden
Sledzińska, K. Napieralska, L. Jasińska, I. Witczak, E. Jarzyna, V. (2022), Comfort-Related Properties of Workwear for Employees with Motor Disabilities. <i>Fibres and Textiles in Eastern Europe</i> 30, s. 47–54. https://doi.org/10.2478/ftce-2022-0006	Fel fokus – test av tyger
Spencer-Cavaliere, N. Kingsley, B.C. Norris, C. (2018), Reimagining the Role of Human Services Workers: Staff Experiences of a Social Change Initiative. <i>International Journal of Disability, Development and Education</i> 65, s. 214–228. https://doi.org/10.1080/1034912X.2017.1363382	Fel fokus – intervention
Steinemann, A. Goodman, N. (2019), Fragranced consumer products and effects on asthmatics: An international population-based study. <i>Air Quality, Atmosphere and Health</i> 12, s. 643–649. https://doi.org/10.1007/s11869-019-00693-w	Fel population
Steverson, A. Crudden, A. (2023), Predictors of Job Satisfaction for People With Visual Impairments. <i>Journal of Visual Impairment and Blindness</i> 117, s. 148–161. https://doi.org/10.1177/0145482X231168889	Fel fokus – mest fokus på social interaktion och arbetstillfredsställelse
Su, H. Wong, J. Kudla, A. Park, M. Trierweiler, R. Capraro, P. Crown, D. Ezeife, N. Tomazin, S. Munsell, E.G.S. Heinemann, A.W. (2023), Disability Phenotypes and Job Accommodations Utilization Among People with Physical Disability. <i>Journal of Occupational Rehabilitation</i> 33, s. 352–361. https://doi.org/10.1007/s10926-022-10078-z	Fel fokus – fokus på förekomst av anpassning för olika grupper och typer av funktionsnedsättning
Svärd, A. Lallukka, T. Oakman, J. Roos, E. Ervasti, J. Salmela, J. (2023), The Joint Contributions of Overweight/Obesity and Physical and Mental Working Conditions to Short and Long Sickness Absence among Young and Midlife Finnish Employees: A Register-Linked Follow-Up Study. <i>Obesity Facts</i> . https://doi.org/10.1159/000534525	Fel fokus – på sjukfrånvaro (samband mellan ansträngande arbetsförhållanden och övervikt)
Svinndal, E.V. Jensen, C. Rise, M.B. (2020), Employees with hearing impairment. A qualitative study exploring managers' experiences. <i>Disability and Rehabilitation</i> 42, s. 1855–1862. https://doi.org/10.1080/09638288.2018.1541101	Fel fokus – inte fokus på arbetsmiljö
Svinndal, E.V. Solheim, J. Rise, M.B. Jensen, C. (2018), Hearing loss and work participation: A cross-sectional study in Norway. <i>International Journal of Audiology</i> 57, s. 646–656. https://doi.org/10.1080/14992027.2018.1464216	Fel fokus – på deltagande i arbetslivet för personer med hörselnedsättning
Tani, N. Ichikawa, F. Mitani, R. Akatsu, J. Oda, S. (2021), Fitting the task to a person with disabilities: A case of return-to-work support for a patient due to left-sided poststroke hemiplegia using tailor-made jigs-and-tools. <i>JOURNAL OF OCCUPATIONAL HEALTH</i> 63. https://doi.org/10.1002/1348-9585.12201	Fel fokus – på återgång till arbete
Telwatte, A. Anglim, J. Wynton, S.K.A. Moulding, R. (2017), Workplace accommodations for employees with disabilities: A multilevel model of employer decision-making. <i>Rehabilitation Psychology</i> 62, 7–19. https://doi.org/10.1037/rep0000120	Fel fokus – på hur arbetsgivare fattar sina beslut om anpassning

Artikel	Orsak till exkludering
Thisted, C. Nielsen, C. Bjerrum, M. (2018), Work Participation Among Employees with Common Mental Disorders: A Meta-synthesis. JOURNAL OF OCCUPATIONAL REHABILITATION 28, s. 452–464. https://doi.org/10.1007/s10926-017-9743-9	Fel population – vanlig mental ohälsa
Tomczak, M.T. (2022), How can the work environment be redesigned to enhance the well-being of individuals with autism? Employee Relations 44, s. 1467–1484. https://doi.org/10.1108/ER-12-2021-0535	Fel fokus – på tekniska lösningar, ej empiriskt belagt
Tromans, S.J. Drewett, A. Lee, P.H. O'Reilly, M. (2023), A survey of the workplace experiences of police force employees who are autistic and/or have attention deficit hyperactivity disorder. BJPsych Open 9. https://doi.org/10.1192/bjo.2023.508	Fel fokus – mer fokus på diagnosens påverkan på arbetet
Velvin, G. Dammann, B. Haagenzen, T. Johansen, H. Strømme, H. Geirdal, A.Ø. Bathen, T. (2023), Work participation in adults with rare genetic diseases – a scoping review. BMC Public Health 23. https://doi.org/10.1186/s12889-023-15654-3	Fel fokus
von Schrader, S. Shaw, L. Colella, A. (2022), Perceptions of Federal Workplace Attributes: Interactions Among Disability, Sex, and Military Experience. Journal of Disability Policy Studies. https://doi.org/10.1177/10442073221128917	Ej relevant kontext för svenska förhållanden
Waisman-Nitzan, M. Schreuer, N. Gal, E. (2020), Person, environment, and occupation characteristics: What predicts work performance of employees with autism? Research in Autism Spectrum Disorders 78. https://doi.org/10.1016/j.rasd.2020.101643	Fel fokus – på individens egenskaper
Woods, M. Macklin, R. Dawkins, S. Martin, A. (2019), Mental Illness, Social Suffering and Structural Antagonism in the Labour Process. Work, Employment and Society 33, s. 948–965. https://doi.org/10.1177/0950017019866650	Fel typ av studie – ingen empiri
Woynarowska, A. (2021), The employment policy and vocational activity support system for people with intellectual disabilities in Poland. Alter-european journal of disability research 15, s. 354–362. https://doi.org/10.1016/j.alter.2020.12.003	Fel kontext – kan ej särskilja: occupational therapy workshops; occupational activity establishments; social cooperatives; supported employment projects
Yang, M.-H. Jhan, C.-J. Hsieh, P.-C. Kao, C.-C. (2022), A study on the correlations between musculoskeletal disorders and work-related psychosocial factors among nursing aides in long-term care facilities. International Journal of Environmental Research and Public Health 19. https://doi.org/10.3390/ijerph19010255	Fel fokus – faktorer som påverkar varför muskel-skeletala funktionsnedsättningar uppstår på arbetsplatsen
Zhu, X. K.S. Law, C.T. Sun, och D. Yang. "Thriving of Employees with Disabilities: The Roles of Job Self-Efficacy, Inclusion, and Team-Learning Climate". Human Resource Management 58, nr 1 (januari 2019), s. 21–34. https://doi.org/10.1002/hrm.21920 .	Inte relevant kontext för svenska förhållanden
Zou, X. och Y. Zhou. "Spatial Cognition of the Visually Impaired: A Case Study in a Familiar Environment". International Journal of Environmental Research and Public Health 20, nr 3 (januari 2023), https://doi.org/10.3390/ijerph20031753 .	Fel fokus – framtagande av metod för mätning
Zulmi, M.M. S.P. Prabandari, och A. Sudiro. "Inclusive Human Resource Management (HRM) Practices for Employees with Disabilities as an Effort to Manage Diversity". Estudios de Economia Aplicada 39, nr 12 (januari 2021), https://doi.org/10.25115/eea.v39i12.6002 .	Fel fokus – studerar hur HR arbetar och genomför riktlinjer om funktionshinder i specifikt företag

Appendix 5. Summary of poor-quality full-text articles

Artikel	Orsak till exkludering
Hoque, K., Wass, V., Bacon, N., Jones, M., 2018. Are high-performance work practices (HPWPs) enabling or disabling? Exploring the relationship between selected HPWPs and work-related disability disadvantage. Human Resource Management 57, 499–513. https://doi.org/10.1002/hrm.21881	Svag metodbeskrivning.
Raghavi, K., Gopinathan, N., 2017. A study on job satisfaction of differently-abled employees in Indian IT organizations. International Journal of Economic Research 14, 299–310.	Respondenter ej definierade. Endast "differently-abled people" som inklusionskriterium.
Syma, C., 2019. Invisible disabilities: perceptions and barriers to reasonable accommodations in the workplace. LIBRARY MANAGEMENT 40, 113–120. https://doi.org/10.1108/LM-10-2017-0101	Ingen metodbeskrivning.
Yee Yen, Y., Wu Jian Yong, E., Teoh Ming Yen, W., 2022. A survey of innovation management among persons with disabilities in Malaysia. F1000Research 11, 180. https://doi.org/10.12688/f1000research.74202.1	Respondentgruppen ej beskriven, heller inte kontext som är relevant för svenska förhållanden.



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