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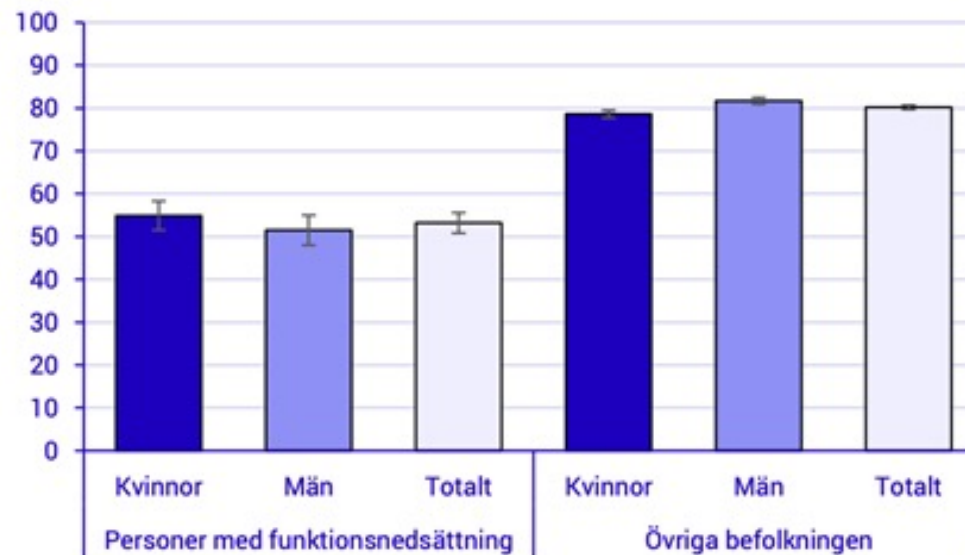
# **Disability and Work Environment**

A knowledge compilation.

## Percentage of employed people with disabilities and the rest of the population. Women and men. Year 2024. Percent.

Diagram 6. Andel sysselsatta bland personer med funktionsnedsättning samt i övriga befolkningen. Kvinnor och män. År 2024. Procent.

Procent



## **Aim: To identify and synthesise research**

- What are the main challenges identified in the work environment for people with disabilities?
- What are the main promoting factors identified in the work environment for people with disabilities?
- How is the work environment for people with disabilities affected by organizational-level factors, such as similarities and differences in organizational size, structure, leadership, and staff education?
- What characterizes, according to existing research, an inclusive workplace – that is, a work environment that people with disabilities themselves perceive as inclusive?



## Impairment

- A reduction in physical, psychological, or intellectual functional ability
- May arise due to illness or other condition, or due to a congenital or acquired injury

## Disability

- A limitation that a disability entails for a person in relation to the environment



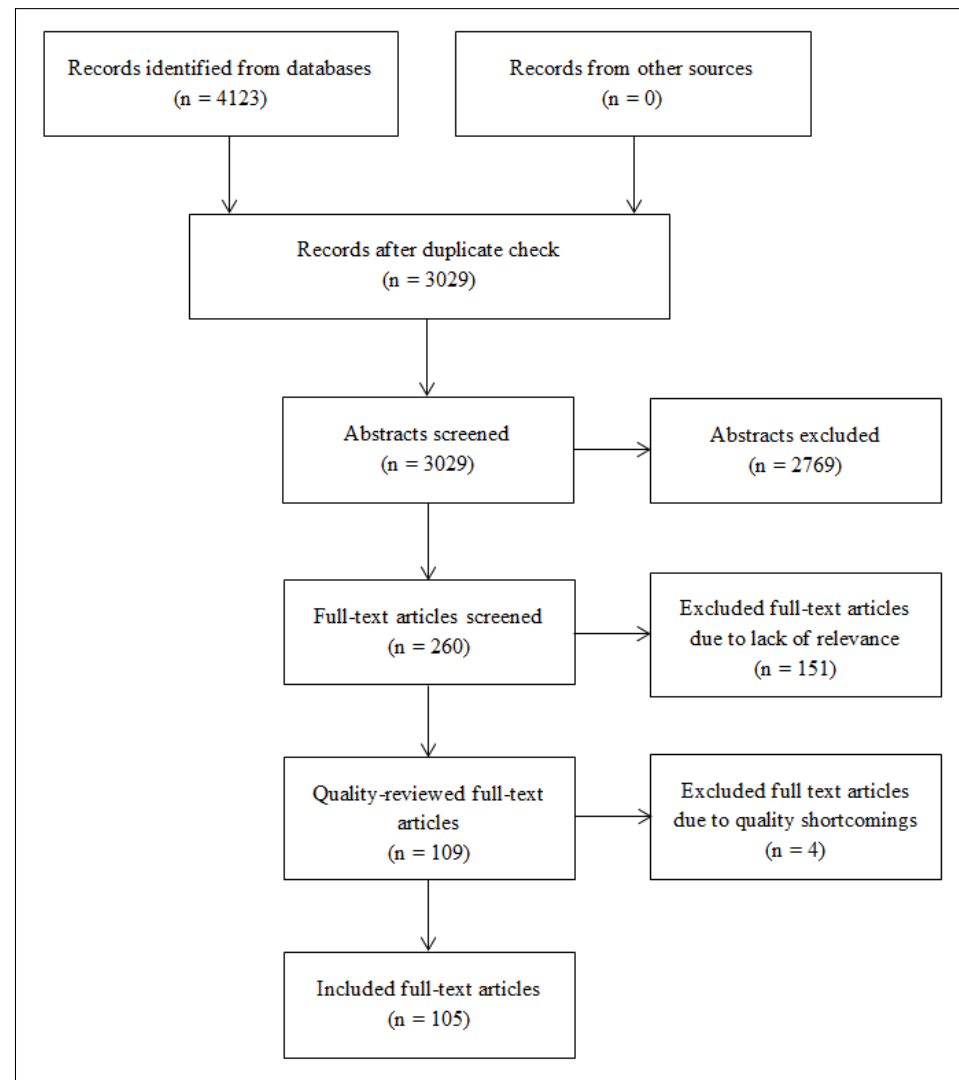
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## Inclusion criteria

- Full-text articles in peer-reviewed journals
- Languages: English, Danish, Norwegian, or Swedish
- Relevant literature reviews are included
- Articles on “mental disabilities” (psychological disabilities)
- Publication years 2013–2023

## Exklusion criteria

- Articles not based on a work-life context
- Articles not based on empirical material
- Wrong type of publication (e.g., book chapters, conference papers)
- Studies focusing on policy and legislation levels – harder to transfer across national contexts
- Articles on predictive factors and work environment factors leading to ill health or disability
- “Common mental health problems” interpreted as mental ill health
- Articles on recruitment or rehabilitation processes
- Testing and evaluation of specific tools and methods
- Consequences of “normal” aging
- Articles on “sheltered workshops”



# Challenges in the Work Environment

- Demands that are 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 themselves pose a challenge
- Being “open” about one’s disability

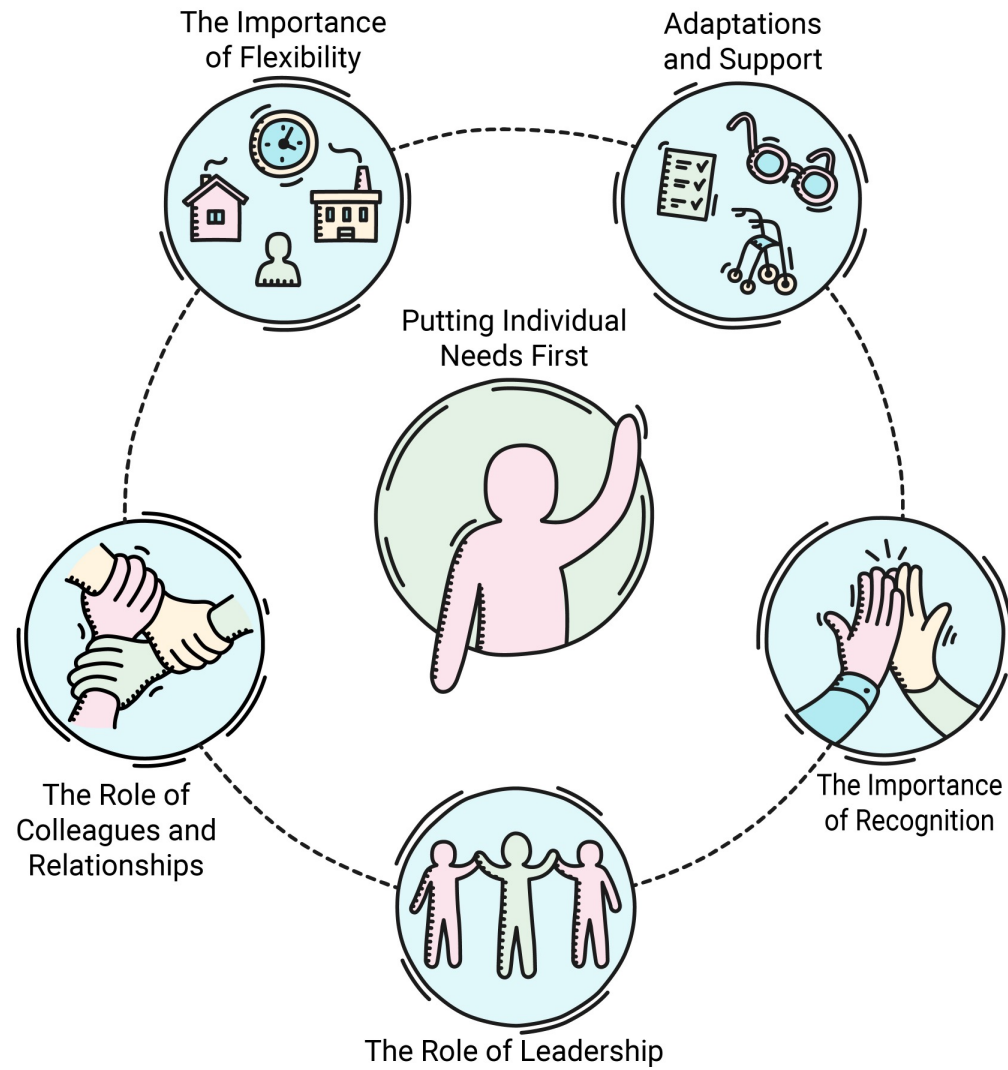
# Promoting Factors in the Work Environment

- Stability and routines
- Flexibility
- Matching (job-person fit)
- Active and positive leadership
- Inclusive and positive workplace culture
- Knowledge among colleagues and management
- Recognition and being a valued employee
- Support in the workplace
- Accessibility
- Receiving accommodations
- Access to technical support



## **An Inclusive Workplace – According to People with Disabilities**

- Supportive workplace and relationships
- Active and positive leadership
- Receiving recognition and being a valued employee
- Knowledge among colleagues and management
- Receiving accommodations



## Knowledge Gaps and Future Research

- Actual costs in a Swedish context to provide employers with more knowledge for well-informed decisions
- Potential lock-in effects for people with disabilities. Follow-up and longitudinal studies
- Few studies on technical aids, accommodations, digitalization, and AI in relation to the work environment
- Influencing factors outside the immediate workplace
- Intersectional perspectives
- Universal design

# Thank You!

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